



ecpr

# Gender Study 2023

# Introduction and data

The 2023 Gender Study is the eighth 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 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 Conferences 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. If users have not registered their gender, or have chosen not to specify, these groups are identified as 'unknown' and 'undisclosed', respectively.

Since 2020, data have been extracted from the system in a slightly different way. This has led to some very small discrepancies between total numbers and percentages in data previously reported. This year's Gender Report omits data prior to 2018. You can find this, where available, in [past studies](#).

Data relating to publishing trends have been collected via our journals' online peer review platforms. For books and the blog site, this data is recorded by editorial staff.

We have noted cases in which differences exist between publications in the ways data are collected. Data collected and analysed at the end of the volume / calendar 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 2023 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 2022

Findings from 2023 show great improvements in certain areas on last year’s data. Under each section below is the target set in the Gender Equality Plan, and the progress made in 2023 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.

During the pandemic years of 2020 and 2021, the Joint Sessions took place fully virtually. The 2022 event was therefore the first in-person event for three years.

At the 2023 Joint Sessions, grassroots attendance figures stood at 52% female. This represents a slight (1%) proportional rise on the previous year, and an improvement on the 2021 figure, when the event was online only.

Disappointingly, however, the percentage of female Workshop Directors at the in-person 2023 event dropped 9% on the previous year’s figure. Though this came as a surprise, the proportion remains above parity, in line with gender targets.

At the General Conference, female participation in 2023 at grassroots level was 1% down on the previous year, from 49% to 48%. However, this figure remains near enough to parity that it is not cause for serious concern, and does not necessarily represent a downward trend.

Female participation as General Conference Section Chairs stood at 52% in 2022 but, encouragingly, in 2023 this figure had risen 3%, to 55% – its highest-ever level.

### 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 2023 data, GEP efforts have been successful. Parity has now been achieved or exceeded at both events for four consecutive years.
- ☉ To create a more equal gender balance of speakers at plenary events of the Joint Sessions of Workshops and the General Conference
- In 2023, the Joint Sessions Stein Rokkan lecturer was female. Women were represented on all six 2023 General Conference Roundtables. Overall female representation, though down on the previous year’s all-time-high of 78%, remained above parity, at 53% of all Roundtable participants. Other than the anomalous figure of 46% in 2021, parity is now being achieved or exceeded as standard.
- Nine House Series talks took place in 2023. Across all events, 15 speakers were female and 13 male, resulting in an overall percentage of 54% female speakers; a 1% drop on 2022, but remaining above parity.

## 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 show that while women are better represented than men at the Methods School as participants, they are under-represented in all leadership roles. The Gender Equality Plan therefore seeks to address this imbalance.

In 2023, 60% of participants across the Winter and Summer School were women – a 1% rise on the previous year’s figure, and comfortably above parity.

Encouragingly, in 2023, the proportion of female Winter School Instructors rose from 36% to 42%. However, this rise was eclipsed by the very steep decline in the percentage of female Summer School Instructors. This figure dropped 9%, from 35% in 2022 to a worrying 26% in 2023.

Female representation at Teaching Assistant level is far more promising. At the 2023 Winter School, 67% of TAs were female (up 17% on the previous year), while at the Summer School the figure was an astonishing 89% – up a huge 29% on 2022’s already impressive 60%.

At Instructor level, overall female participation across the combined Methods School dropped 2% between 2022 and 2023, from 36% to 34%. Among Teaching Assistants, however, the figure rose 22%, from 56% to 78% – our highest-ever figure.

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

- ☉ To increase the proportion of female Academic Convenors and Methods School Instructors.
- A call for two new Methods School Academic Convenors encouraged female applicants, and we are happy to report that gender parity was achieved, with one female and one male appointee.
- The rise to 60% in female participation across the Winter and Summer events is indeed encouraging and suggests that the disappointing 2021 figure was an anomaly rather than indicative of a trend.

**Publishing**

A key area of improvement in women’s representation is across the Editorial Boards of ECPR journals. 2017–2020 saw incremental increases from 47% to 54%. However, this figure dropped 1% in 2021 and fell another 3% in 2022. Happily, in 2023, the proportion of female Board Members had risen 5%, to 55%.

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 was up 1%, from 32% to 33%. There was a slight rise in the percentage of published articles by a female author, up from 34% 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 2018–23.

In 2022, the percentage of women reviewers stood at a healthy 39%; a 6% rise on the

previous year. Sadly, in 2023 this figure had dropped by five percentage points, to 34%.

Once again, the number of overall submissions across the publishing portfolio saw a significant rise, from 1,718 in 2022, to 1,839 in 2023.

**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 2023, this target has finally been achieved. Across the full publishing programme, the figure is up 3% on 2022, and now stands at 50%. While there is not gender balance on each publication (PDY remains all male), the picture across the portfolio is improving.
- ☉ To establish a gender balance among reviewers of articles submitted to journals by the end of 2020
- The percentage of women reviewers rose 6% in 2022, to 39%, from which we took great encouragement. It was a great disappointment, therefore, that we could not maintain this upward trend in 2023. 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 under-represented in a particular field.

**Prizes**

At the time of writing (February 2024) we had conferred nine 2023 prizes. The percentage of women nominated across all prizes rose to 47%, up 4% on 2022. Three prizes were awarded solely to women: Stein Rokkan, Rudolf Wildenmann, and Jean Blondel; there were joint female honours on the Joni Lovenduski and Early Career Scholar prizes.

**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
- 2023 data show that the percentages of nominations for women increased for the Stein Rokkan and Rudolf Wildenmann prizes, though they decreased for the Jean Blondel, Hedley Bull, Joni Lovenduski, Rising Star and Political Theory prizes. The average total female nominations across all prizes, however, was up 4% on 2022, at 47%.
- The picture for total prizes awarded is more reassuring than last year. Of the eleven 2023 prizewinners announced thus far (Feb 2024), seven are women. 64% is a huge 34% rise on the previous year’s 30% – but this must be taken in the context of an extremely small sample size.

**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 elect 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.
- The same rules will apply for the election of the 2024 cohort.

## Operational leadership

Women outnumber men significantly in ECPR's operational leadership. The appointment of Tanja Munro as Director in 2019, along with a redistribution of leadership roles, led to a composition of three women and one man on the ECPR Senior Management Group in 2023.

Overall, ECPR staffing at our Harbour House headquarters stands at 68% female.

## Meaningful change

The ECPR [Working Group on Equality, Diversity, and Inclusion](#) is in the process of developing an EDI Plan. This will sit alongside the existing [Gender Equality Plan](#) to ensure a comprehensive approach to promoting EDI principles. The Group will uphold the values established in our [Code of Conduct](#), and will ensure an environment conducive to open and equitable discourse, free from discrimination or disrespectful behaviour.

Moving forward, our EDI Plan aims to ensure that all ECPR events and non-event

related activities align with these principles, ensuring diverse representation and inclusivity, and acknowledging the intersection of barriers to participation experienced by some members of the political science community.

Responsibility for implementing the EDI Plan lies with various stakeholders, including the Executive Committee, Standing Group Steering Committees, event hosts, ECPR staff, and editors. In 2024, therefore, the Working Group will become its own EDI Subcommittee, to better monitor the implementation of the Plan at all levels of participation.



# Headline statistics

ECPR has achieved or exceeded gender parity in 18 or 69% of the 26 key categories below. Exceptional figures include 78% female Methods School TAs and 64% female prizewinners

	Percentage of women in each category						Variance 2022–2023
	2018	2019	2020	2021	2022	2023	
1 Active MyECPR account holders	54%	47%	49%	51%	49%	46%	▼ 3.0%
2 Authors submitting to journals	25%	31%	28%	32%	32%	33%	▲ 1.0%
3 Published authors in journals	29%	31%	35%	33%	34%	35%	▲ 1.0%
4 Published authors in books	35%	47%	45%	34.5%	75%	50%	▼ 25.0%
5 Participation in Joint Sessions	46%	45%	51%	50%	51%	52%	▲ 1.0%
6 Participation in General Conference	46%	42%	48%	51%	49%	48%	▼ 1.0%
7 Attendance at a Methods School	52%	56%	58%	43%	59%	60%	▲ 1.0%
8 Joint Sessions Workshop Directors	41%	46%	50%	55%	63%	52%	▼ 11.0%
9 General Conference Section Chairs	42%	50%	55%	51%	52%	55%	▲ 3.0%
10 Methods School Instructors	29%	36%	33%	31%	36%	34%	▼ 2.0%
11 Methods School Teaching Assistants	47%	49%	45%	50%	56%	78%	▲ 22.0%
12 Methods School Academic Convenors (and MS Advisory Board, prior to 2020)	14%	14%	0%	0%	50%	50%	▷ 0.0%
13 Editors of all publications	37%	40%	43%	43%	47%	50%	▲ 3.0%
14 Editorial Board members of all publications	51%	54%	54%	53%	50%	55%	▲ 5.0%
15 House Series Speakers	n/a	n/a	0%	56%	55%	54%	▼ 1.0%
16 Joint Sessions Stein Rokkan Lecturer/s	male	female	n/a	3 female, 3 male	male	female	▲ 100.0%
17 General Conference Plenary Lecturer	male	male	n/a	n/a	n/a	female	▲ 100.0%
18 General Conference Roundtable participants	53%	68%	71%	46%	78%	53%	▼ 15.0%
19 Prize nominees	52%	32%	41%	41%	43%	47%	▲ 4.0%
20 Prizewinners*	50%	25%	33%	60%	30%	64%	▲ 34.0%
21 Executive Committee members	33%	42%**	42%	50%	50%	50%	▷ 0.0%
22 Speaker of Council	0%	0%	0%	0%	0%	0%	▷ 0.0%
23 Official Representatives	39%	37%	35%	34%	32%	34%	▲ 2.0%
24 Standing Group Chairs / Steering Committee members	50%	52%	52%	54%	51%	50%	▼ 1.0%
25 ECPR staff, including Senior Management	74%	74%	70%	68%	57%	68%	▲ 9.0%
26 Senior ECPR Management including Director	50%	80%	80%	80%	80%	75%	▼ 5.0%

\*As at February 2024; some 2023 prizewinners yet to be announced \*\*Hana Kubátová replaced Oddbjorn Knutsen in September 2019

# 1. Grassroots participation

## a. MyECPR account holders

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 a MyECPR account. This data, if limited to accounts accessed in the past three years, therefore gives a sense of the size of the active ECPR community.

The total number of active users decreased significantly on last year, down from 27,559

to 24,060 – a fall of 3,499. The percentage of active female account holders fell three percentage points to 46%, though the gender distribution of our account holders has remained pretty evenly balanced year on year since 2018.

Notwithstanding the fall in *volume* of users, it is worth noting that the number of female account holders of known gender was in fact *higher* than the number of male

account holders of known gender: 11,116 female to 10,925 male. So if we strip out users in the 'not disclosed', 'unknown' and 'other' categories, the percentage of female account holders does in fact stand above parity: 50.4%.

It is also interesting to note that the number of users identifying as 'other' rose from only two in 2020 and 2021, to 8 in 2022, but leapt to 60 in 2023.

MyECPR account holders																		
	2018			2019			2020			2021			2022			2023		
	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	8,048	5,249	2,799	8,628	5,051	3,577	5,518	3,778	1,740	7,170	5,350	1,820	12,273	7,189	5,084	11,116	7,018	4,098
Male	8,906	5,922	2,984	8,756	5,203	3,553	5,823	4,063	1,760	6,999	5,075	1,924	12,313	7,494	4,819	10,925	7,177	3,748
Not disclosed	891	530	361	780	457	323	447	304	143	557	400	157	839	468	371	644	394	250
Other							2	1	1	2	1	1	8	0	8	60	45	15
Unknown	1076	359	717	1,581	1,060	521	1,230	906	324	1,570	1,231	339	2,126	1,295	831	1,315	841	476
<b>Total</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>	<b>27,559</b>	<b>16,446</b>	<b>11,113</b>	<b>24,060</b>	<b>15,475</b>	<b>8,585</b>
% female of known gender	<b>47%</b>	47%	48%	<b>50%</b>	49%	50%	<b>49%</b>	48%	50%	<b>51%</b>	51%	49%	<b>49%</b>	49%	51%	<b>46%</b>	45%	48%





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

### Publishing in our journals

Data for 'submitted' and 'published' articles relate to articles submitted, and published, during 2023. Given the time between article submission and publication, the cohort of submitted versus published authors is likely to differ slightly. *EJPR* and *EPSR* report lead / submitting author only; *EPS* and *PRX* record all authors. We do not currently look at whether women are submitting singly or as part of teams, and, if so, whether those teams are of mixed or single gender.

After a huge leap in volume of submitting authors in 2022, from 474 to 850, the total

number of submitting authors rose again in 2023, to 1,839. The number of published authors, too, has risen steadily, from just 171 in 2018 to 442 in 2023.

An impressive 1,027 authors submitted to *EJPR*, yet the proportion of female published contributors continues to hover around the 30% mark. On *PDY*, female authorship saw a welcome 6% rise in 2023, but remains below parity, at 38%.

*EPSR* recorded a slight drop in the volume of submitting authors, but a 1% rise in the proportion of women submitting. On the publication side, however, the percentage of female authors dropped 5%, from 36% to 31%.

The picture is rosier on *EPS*, where 45% of submitting authors were female – a substantial 19% rise on the previous year. *EPS* also saw a 4% rise in female published authors, from 39% to 43%.

After scoring a noteworthy 46% female submission rate in 2022, in 2023 the figure on *PRX* dropped to a disappointing 30%. There was a small drop, too, in the proportion of women published.

Across the portfolio, the proportion of women submitting articles, and the proportion of published female authors, rose 1%. Among reviewers, however, there was a drop in the proportion of women, down from 39% to 34%.

European Journal of Political Research (EJPR)*																		
	2018			2019			2020			2021			2022			2023		
	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)
Female	110	18	157	141	17	183	146	15	208	141	15	152	175	43	149	231	54	197
Male	302	31	382	289	40	357	362	29	488	323	33	317	398	103	341	486	124	405
'I'd prefer not to say'										10	2	12	20		12	35		27
Other												3	4		1	2		2
Unknown / not recorded												131	253		63	273		68
<b>Total</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>	<b>850</b>	<b>146</b>	<b>566</b>	<b>1,027</b>	<b>177</b>	<b>699</b>
% female	27	37	29	33	30	34	29	34	30	30	31	32	29	29	30	30.5	30	31

\*All EJPR figures 2017–2021 refer to lead / submitting author only. 2022 and 2023 figures are all authors, in line with data reporting on other journals

Political Data Yearbook of the EJPR						
	2018	2019	2020	2021	2022	2023
	Authors	Authors	Authors	Authors	Authors	Authors
Female	19	19	22	16	19	23
Male	37	37	38	22	35	38
'I'd prefer not to say'				1		
Other						
Unknown / not recorded					6	
<b>Total</b>	<b>56</b>	<b>56</b>	<b>60</b>	<b>39</b>	<b>60</b>	<b>61</b>
% female	34	34	37	42	32	38

European Political Science Review (EPSR)																		
	2018			2019			2020			2021			2022			2023		
	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)
Female	37	10	60	62	10	119	71	17	113	61	18	79	95	31	102	93	26	70
Male	133	38	176	128	19	209	156	35	221	139	54	137	214	55	154	206	57	119
'I'd prefer not to say'										7	1	4	18		6	12		11
Other										1		1	1		2	3		1
Unknown / not recorded										2		149	92		129	97		100
<b>Total</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>21</b>	<b>73</b>	<b>370</b>	<b>420</b>	<b>86</b>	<b>393</b>	<b>411</b>	<b>83</b>	<b>290</b>
% female	22	21	25	33	34	36	31	33	34	30	25	36	29	36	39	30	31	35

\*Figures refer to gender of lead / submitting author of each published manuscript

\*\*Figures include all co-authors of a manuscript

European Political Science (EPS)*																		
	2018			2019			2020			2021			2022			2023		
	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)
Female	20	21	24	22	29	13	18	33	24	29	25	13	9	39	38	43	60	24
Male	80	53	59	64	62	32	92	54	60	54	27	32	26	62	38	53	78	29
'I'd prefer not to say'											2							
Other																		
Unknown / not recorded										12			140		105	91		28
<b>Total</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>	<b>17</b>	<b>101</b>	<b>181</b>	<b>188</b>	<b>138</b>	<b>81</b>
% female	20	28*	29	26	32	29	16	38	29	35	48	29	26	39	50	45	43	45

\*Figures refer to all authors of each article



<b>Political Research Exchange (PRX)* – Journal opened for submissions in 2018; first publications 2019</b>																		
	2018			2019			2020			2021			2022			2023		
	Submitted	Published	Reviewers accepted	Submitted	Published	Reviewers accepted	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	71	19	19	16	14	8	
Male	26	36	54	13	64	93	15	100	39	29	81	82	35	36	36	29	29	
'I'd prefer not to say'															1		1	
Other											1							
Unknown / not recorded									17		10	60		10	161		59	
<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>	<b>213</b>	<b>54</b>	<b>65</b>	<b>214</b>	<b>43</b>	<b>97</b>	
% female	32	18	21	19	26	27	29	23	42	29	34	46	35	35	30	32.5	21	

\*Figures refer to all authors of each article

<b>All journals</b>																		
	2018			2019			2020			2021			2022			2023		
	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers
Female	179	49	249	240	59	337	270	71	375	25	70	285	369	132	308	383	154	299
Male	541	122	653	535	134	662	703	133	869	555	143	567	755	255	569	781	288	582
'I'd prefer not to say'										17	5	16	38		18	48		39
Other										1		5	5		3	5		3
Unknown / not recorded										31		290	551		307	622		255
<b>Total</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>	<b>1,718</b>	<b>369</b>	<b>1,205</b>	<b>1,839</b>	<b>442</b>	<b>1,178</b>
% female	25	29	28	31	31	34	28	35	30	32	33	33	32	34	39	33	35	34

<b>The Loop: ECPR's political science blog. All published authors – Blog site launched October 2020</b>			
	2021	2022	2023
Female	112	114	183
Male	186	196	232
<b>Total</b>	<b>298</b>	<b>310</b>	<b>415</b>
% female	38	37	44

## 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 ECPR Press is now closed to new submissions, and only a small number of books are published in each series each year, percentages can vary wildly year on year. Taking both outlets together, though, the percentage of books published in 2023 with a female author or editor sits at 50%.

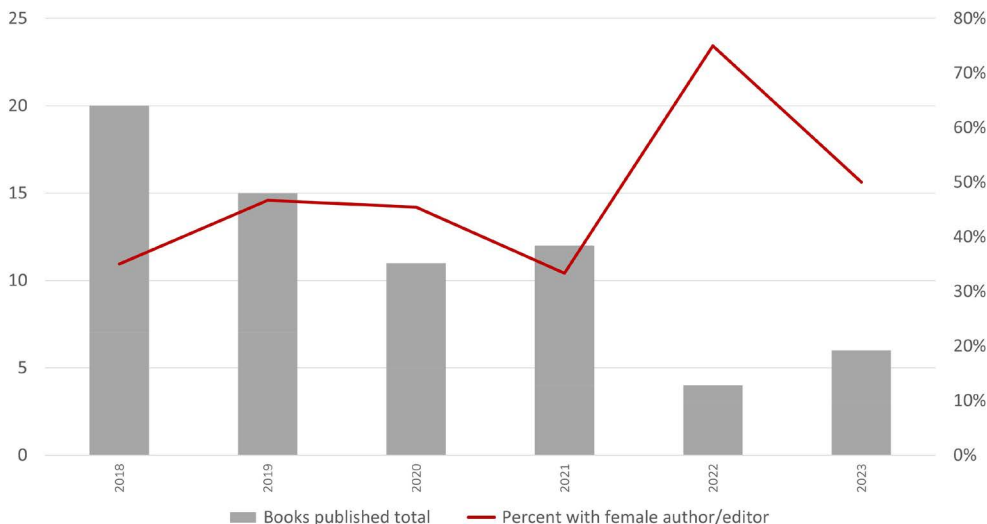
Of the **69** books published since 2018, authorship breaks down as follows:

Co-authored / edited: all male 22 or 32%  
 Co-authored / edited: all female 5 or 7%  
 Co-authored / edited: mixed 14 or 20%  
 Single-author / editor: male 17 or 25%  
 Single-author / editor: female 11 or 16%

ECPR Press	2018	2019	2020	2021	2022	2023	Total	Six-year total %
Co-authored / edited: all male	4	5	1	4	0	1	15	<b>33%</b>
Co-authored / edited: all female	0	3	0	0	0	0	3	<b>7%</b>
Co-authored / edited: mixed	2	2	2	2	0	1	9	<b>20%</b>
Single-author / editor: male	5	2	4	1	0	0	12	<b>27%</b>
Single-author / editor: female	5	0	0	0	1	0	6	<b>13%</b>
<b>Total books published</b>	<b>16</b>	<b>12</b>	<b>7</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>45</b>	
<b>% of books with female author / editor</b>	<b>44</b>	<b>42</b>	<b>29</b>	<b>29</b>	<b>100</b>	<b>50</b>		

Comparative Politics Series	2018	2019	2020	2021	2022	2023	Total	Six-year total %
Co-authored / edited: all male	2	0	1	2	0	2	7	<b>29%</b>
Co-authored / edited: all female	0	0	0	1	0	1	2	<b>8%</b>
Co-authored / edited: mixed	0	2	1	1	1	0	5	<b>21%</b>
Single-author / editor: male	2	1	0	1	1	0	5	<b>21%</b>
Single-author / editor: female	0	0	2	0	1	1	5	<b>21%</b>
<b>Total books published</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>24</b>	
<b>% of books with female author / editor</b>	<b>0</b>	<b>67</b>	<b>75</b>	<b>40</b>	<b>67</b>	<b>50</b>		

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





### c. Participation at events

Event participation is a valuable indicator of how different groups engage with ECPR.

The Joint Sessions was the first event to pivot from in-person to virtual when 2020 lockdown restrictions came into force. That year, the event recorded 51% female attendance. In 2021, the JS was virtual from the get-go, and attendance was split 50:50. In 2022, the hybrid event, held partly at Sciences Po Toulouse, returned this figure to its 2020 proportion of 51% female. In 2023, we are happy to report that the figure remains above parity, hitting its highest ever proportion of female representation, at 52%.

In 2023, our General Conference recorded a 1% drop in the proportion of female participants, down from 49% to 48% – though this is not yet significant enough, nor far enough from parity, to constitute major cause for concern.

The picture on the Methods School is far rosier. The proportion of female participants at our Winter School remained at its highest-ever proportion, at 62%. And female participation at the Summer School rose three percentage points, to 58%, though this remains far short of the record-breaking 63% in 2020. Looking at trends for each event and in the combined table, it seems that the relatively low proportion of female participation in 2021 was an anomaly, and that rates will continue to remain at 50+%.

Prior to the pandemic, the percentage of women attending graduate and early career researcher (ECR) events was consistently higher than at the Joint Sessions and General Conference. After the anomalously low 2021 figures, it seems that this is once again the case, with much higher female attendance rates at the Methods School than at either the GC or JS.

Joint Sessions of Workshops						
	2018	2019	2020	2021	2022	2023
Female	160	155	182	281	204	210
Male	188	193	174	282	199	192
Other					10	
Prefer not to say	12	9	11	15	2	8
No record	45	40	23	50	34	16
<b>Total</b>	<b>460</b>	<b>397</b>	<b>390</b>	<b>628</b>	<b>449</b>	<b>426</b>
% female of known gender	46%	45%	51%	50%	51%	52%

General Conference						
	2018	2019	2020	2021	2022	2023
Female	859	676	808	1,082	904	1,072
Male	1,024	927	872	1,055	945	1,171
Other				1	39	4
Prefer not to say	66	54	59	55	2	57
No record	221	152	83	156	127	116
<b>Total</b>	<b>2,170</b>	<b>1,809</b>	<b>1,922</b>	<b>2,349</b>	<b>2,017</b>	<b>2,420</b>
% female of known gender	46%	42%	48%	51%	49%	48%

**Winter School in Methods and Techniques**

	2018	2019	2020	2021	2022	2023
Female	197	221	208	202	170	145
Male	182	182	182	251	104	89
Other					7	1
Prefer not to say	17	18	19	14		11
No record	15	17	6	17	14	12
<b>Total</b>	<b>399</b>	<b>438</b>	<b>415</b>	<b>484</b>	<b>295</b>	<b>258</b>
% female of known gender	54%	55%	53%	45%	62%	62%

**Summer School in Methods and Techniques**

	2018	2019	2020	2021	2022	2023
Female	161	199	289	140	109	156
Male	164	153	171	209	89	111
Other					4	
Prefer not to say	15	20	16	15		1
No record	8	7	17	20	12	7
<b>Total</b>	<b>348</b>	<b>379</b>	<b>493</b>	<b>384</b>	<b>214</b>	<b>275</b>
% female of known gender	50%	56%	63%	40%	55%	58%

**Methods School combined**

	2018	2019	2020	2021	2022	2023
Female	358	420	497	342	279	301
Male	334	335	353	460	193	200
Other					11	1
Prefer not to say	32	38	35	29		12
No record	23	24	23	37	26	19
<b>Total</b>	<b>747</b>	<b>817</b>	<b>908</b>	<b>868</b>	<b>509</b>	<b>533</b>
% female of known gender	52%	56%	58%	43%	59%	60%



# 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, 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 had shown a steady increase since 2018. In 2020 and 2021, events were fully virtual, and we were unsure whether we would maintain the figures for female leadership thereafter. For the 2022 hybrid event, held in Edinburgh, the percentage of female Workshop Directors jumped to its highest ever figure of 63%; however,

for Toulouse 2023, this had dropped back down to 52%. Although this is a steep decline, the figure remains above parity.

Grassroots female participation at the same event also stood at 52% (a 1% rise on the previous year), so overall representation at this particular event is not yet a cause for concern.

The percentage of women Section Chairs at the General Conference reached a high of 55% at the 2020 virtual event but dropped back to 51% in 2021 when in-person events resumed; rising to 52% in 2022. It is therefore very heartening to see that at the 2023 event at Charles University in Prague, we recorded our joint highest-ever female representation, at 55%.

Comparing General Conference participation at leadership and grassroots levels, it is interesting to see that the female percentage is higher for Section Chairs and Co-Chairs than for those Chairing Panels and presenting Papers: 55% vs 48%.

The substantial dataset of more than 2,000 participants at the General Conference means GC figures can be said to reflect most accurately general trends in the profession. So, while it is disappointing that we narrowly failed to achieve parity among grassroots participants, it is most encouraging that the percentage at leadership level has now remained 50+% for four successive years; indeed, it has now done so at both the Joint Sessions of Workshops and the General Conference.

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

	2018	2019	2020	2021	2022	2023
Female	20	23	6	45	49	28
Male	29	27	6	37	29	26
Other					2	
Prefer not to say			1			
No record	7	6			3	2
<b>Total</b>	<b>56</b>	<b>56</b>	<b>13</b>	<b>82</b>	<b>83</b>	<b>56</b>
% female of known gender	41%	46%	50%	55%	63%	52%

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

	2018	2019	2020	2021	2022	2023
Female	55	63	75	64	303	66
Male	77	62	62	61	283	55
Other					19	
Prefer not to say	4	4	2	1	2	2
No record	22	13	17		39	8
<b>Total</b>	<b>158</b>	<b>142</b>	<b>156</b>	<b>126</b>	<b>646</b>	<b>131</b>
% female of known gender	42%	50%	55%	51%	52%	55%

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

From 2005–2021, the Methods School was led by three male Academic Convenors. In 2022, two new Convenors were appointed: one female, one male, finally achieving parity.

At Instructor level, the proportion of women remains stubbornly low, though the figure has climbed an encouraging five percentage points since 2018. In 2022,

the figure for Instructors stood at 36% female representation overall, across the Winter and Summer events. However, we saw a 2% drop in 2023, down to 34%. This remains an area of concern, and we will be working with the Academic Convenors to reverse the downward trajectory.

Female representation at Teaching Assistant level is far more encouraging.

This suggests there will be more young female scholars who will filter upwards to Instructor level as the years progress.

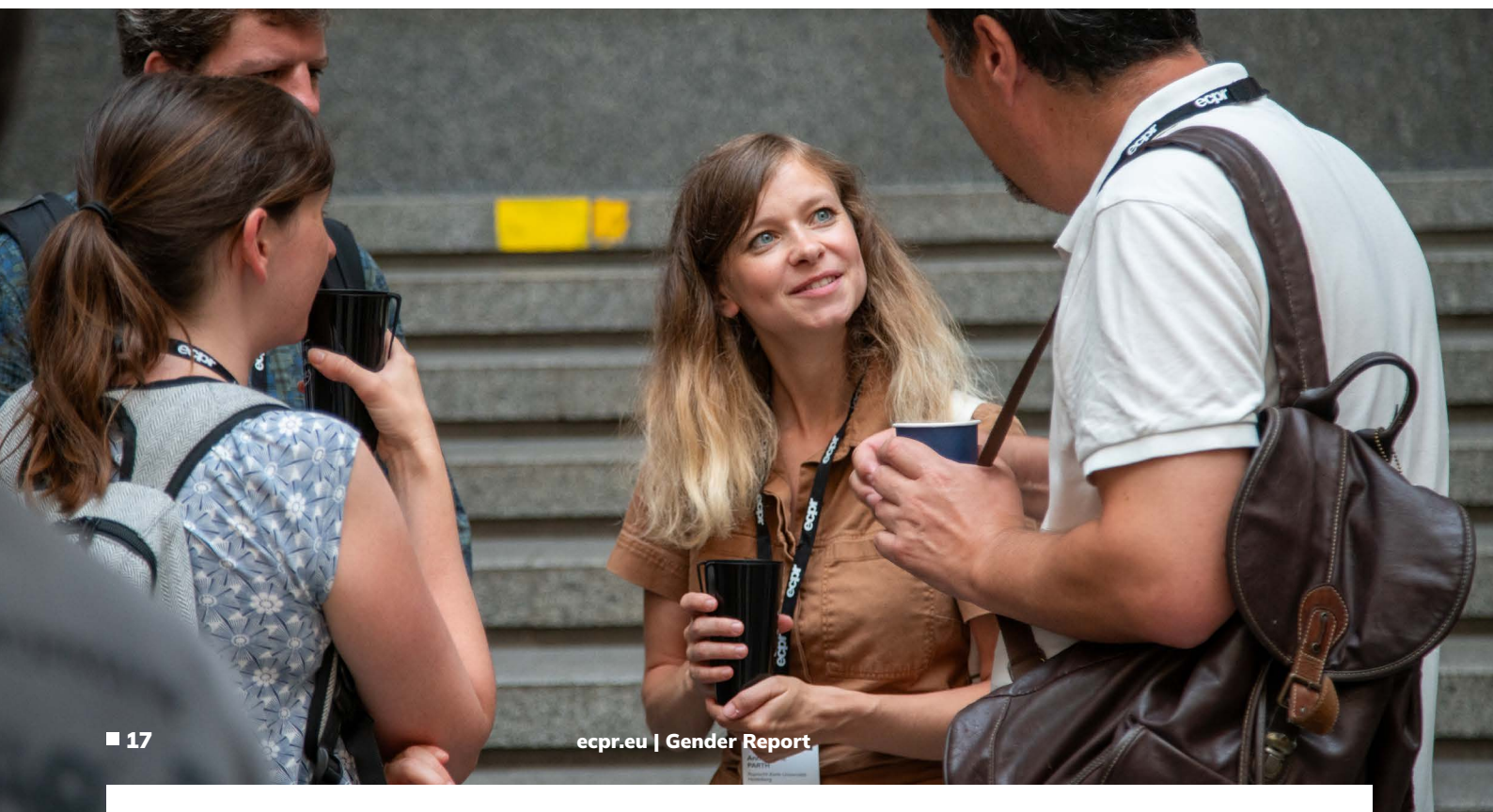
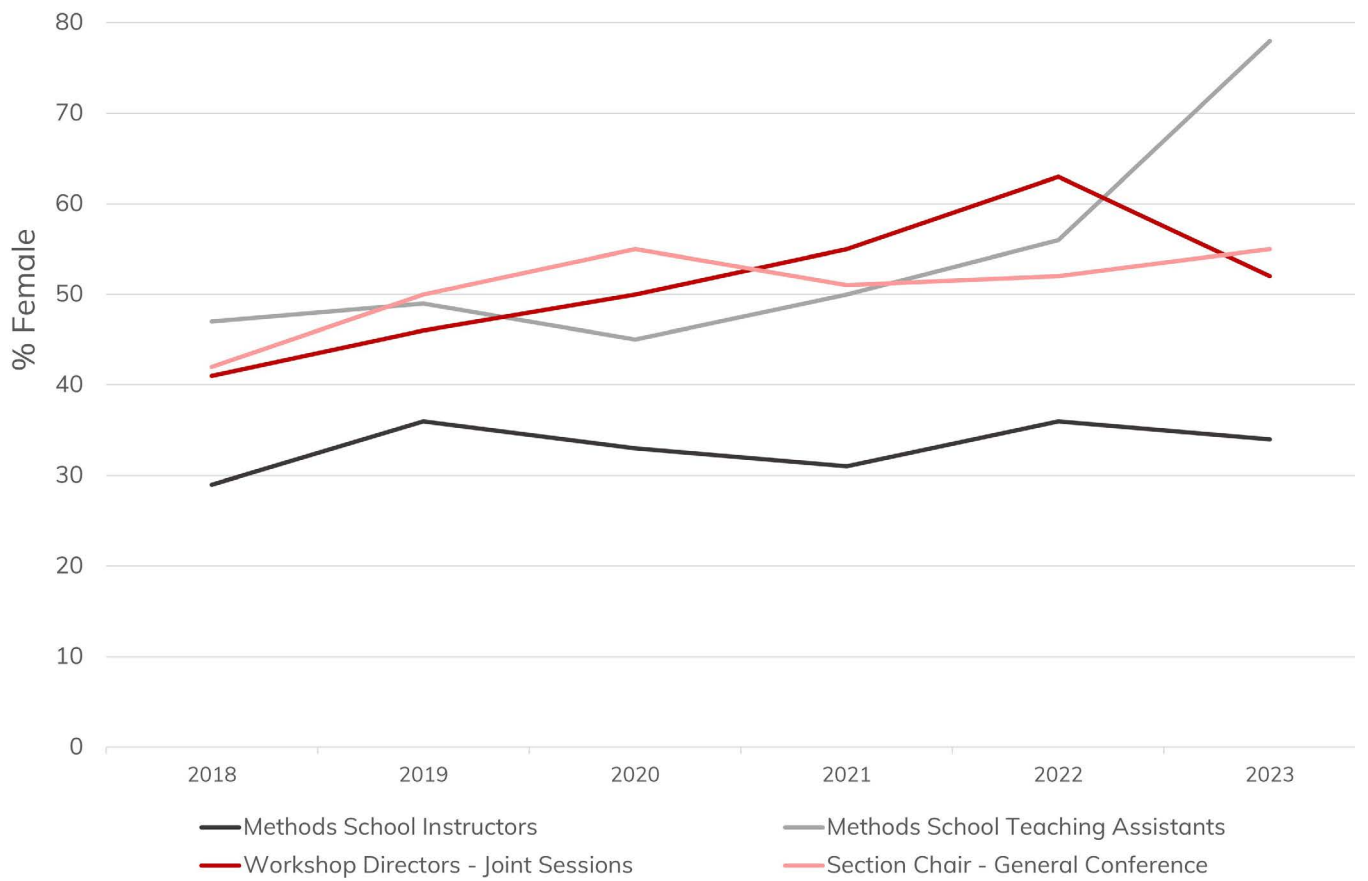
At the 2023 Winter School, 67% of TAs were female (up 17% on the previous year), while the Summer School figure stood at an all-time high of 89%, up 19% from 2022. We will aim to maintain these impressive 60+% levels, which are cause for pride.

Methods School Instructors	2018		2019		2020		2021		2022		2023	
	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer
Female	8	9	11	14	14	5	7	9	12	9	8	5
Male	24	17	23	22	24	14	18	19	20	17	11	14
Other							1					
Prefer not to say	1	3	1	4	1	3						
No record	12	15	13	11	12	8			4	2		
<b>Total</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>	<b>36</b>	<b>28</b>	<b>19</b>	<b>19</b>
% female / non-binary of known gender	25	35	38	39	37	26	30	32	36	35	42	26
% female across both Methods Schools	<b>29</b>		<b>36</b>		<b>33</b>		<b>31</b>		<b>36</b>		<b>34</b>	

Methods School Teaching Assistants	2018		2019		2020		2021		2022		2023	
	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer
Female	14	9	18	9	13	5	7	7	4	6	6	8
Male	13	13	17	11	13	9	8	6	4	4	3	1
Other												
Prefer not to say	1		1		2							
No record	5	2	1	1	4	1						
<b>Total</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>	<b>8</b>	<b>10</b>	<b>9</b>	<b>9</b>
% female of known gender	52	41	51	45	50	36	47	54	50	60	67	89
% female across both Methods Schools	<b>47</b>		<b>49</b>		<b>45</b>		<b>50</b>		<b>56</b>		<b>78</b>	



## 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 2023 the percentage of female Editors (including Associate Editors) across all publications stood at exactly 50%, its highest-ever figure and up 3% on the previous year.

Every editorial team is either gender balanced or with a higher proportion of women. The exception is 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 2018. All editorial teams now proactively appoint more women to their boards when vacancies arise.

Between 2022 and 2023, the number of people appointed as Editorial Board members across the portfolio saw a significant rise, from 74 to 91. Happily, this year also sees a 5% rise in the overall proportion of female Editorial Board members across our entire publishing portfolio, from 50% to 55%.

**Sources 2018–2020:**  
Historical (published) record;  
2021–2022: ECPR Knowledge

\* Editorial teams changed partway through 2021

Editors of ECPR publications	2018	2019	2020	2021	2022	2023
<i>European Journal of Political Research (EJPR)</i>						
Female	1	2	2	2	2	2
Male	1	1	1	1	1	1
<i>Political Data Yearbook (PDY) of the EJPR</i>						
Female						
Male	3	3	3	3	3	3
<i>European Political Science Review (EPSR)</i>						
Female		1	1	1 (2)*	2	2
Male	3	2	2	2 (1)*	1	1
<i>European Political Science (EPS)</i>						
Female	2	2	2	2 (3)*	3 (2)*	2
Male	2	2	2	2 (1)*	1	1
<i>Political Research Exchange (PRX)</i>						
Female	5	5	10	10	9 (8)*	2
Male	6	6	11	11	10 (9)*	2
ECPR Press (Ceased accepting new manuscripts in 2021)						
Female	1	1	1	1 (0)*		
Male	3	3	3	3 (2)*	2	
Comparative Politics series						
Female	2	1	1	1	1	1
Male	1	1	1	1	1	1
The Loop: ECPR's political science blog – launched late 2020						
Female			1	1	1	1
Male			1	1	1	1
<b>Total</b>	<b>30</b>	<b>30</b>	<b>42</b>	<b>42</b>	<b>38</b>	<b>20</b>
% female	37	40	43	43	47	50

Editorial Board members	2018	2019	2020	2021	2022	2023
<i>European Journal of Political Research (EJPR)</i>						
Female	14	14	18	17	10	15
Male	10	10	12	13	10	14
<i>Political Data Yearbook (PDY) of the EJPR</i>						
Female						8
Male						10
<i>European Political Science Review (EPSR)</i>						
Female	13	15	15	13	10	17
Male	17	15	15	15	13	13
<i>European Political Science (EPS)</i>						
Female	12	13	11	10	11	12
Male	10	10	9	8	8	8
<i>Political Research Exchange (PRX)</i>						
Female	7	6	6	6	6	6
Male	5	6	6	4	6	6
<b>Total</b>	<b>88</b>	<b>89</b>	<b>92</b>	<b>86</b>	<b>74</b>	<b>109</b>
% female	51	53	54	53	50	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 twice, in 2013 and 2023. Three female speakers have delivered the Joint Sessions

Stein Rokkan Lecture solo, in 2017, 2019 and 2023. The 2021 Lecture took the form of a Roundtable-style discussion, involving three female and three male panellists.

In 2023, six General Conference Roundtables were scheduled, across which

17 of the 32 panellists, or 53% of speakers, were female.

In our House Series of lectures and online Roundtables, inaugurated in 2020, the proportion of women taking part has exceeded 50% for three consecutive years, and in 2023 stood at a healthy 54%.

House Series	2020	2021	2022	2023
Speaker/s	male	5 female, 4 male (this total figure includes Stein Rokkan Lecture speakers; 3 female + 3 male)	11 female 9 male	15 female 13 male
% female	0	56	55	54

Joint Sessions	2018	2019	2020	2021	2022	2023
Stein Rokkan Lecturer / speakers	male	female	<i>n/a; pandemic</i>	3 female, 3 male (this Lecture was delivered as part of ECPR's House Series)	male	female

General Conference	2018		2019		2020		2021		2022		2023	
Plenary lecture giver	male		male		<i>n/a; pandemic</i>		<i>n/a; pandemic</i>		<i>no lecture</i>		female	
Roundtable Chairs and Speakers	F	M	F	M	F	M	F	M	F	M	F	M
Roundtable 1	1	3	3	2	2	3	3	3	3	2	3	3
Roundtable 2	2	2	4	1	6		3	1	5		2	3
Roundtable 3	3	2	4	1	3	3	2	4	4	1	4	2
Roundtable 4	3	1	3	2	4		2	3	3	1	2	3
Roundtable 5							2	3			4	1
Roundtable 6											2	3
<b>Total</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>	<b>14</b>	<b>4</b>	<b>17</b>	<b>15</b>
% female	53		70		71		46		78		53	

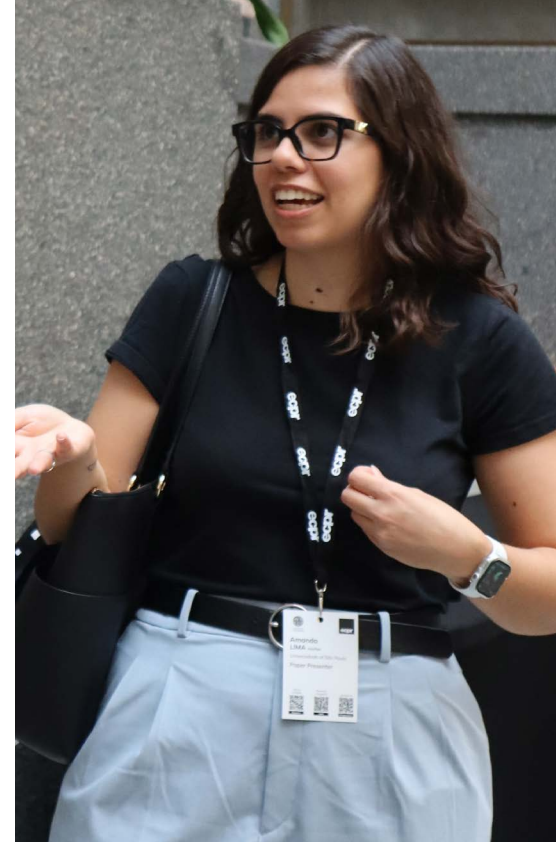
## b. Prize nominees and recipients

ECPR awards prizes each year to recognise achievement across the discipline and scholarly career path. Prizes are awarded for papers presented at events, articles and books published, outstanding PhD theses, excellence in teaching at our Methods School, and for general career achievement.

At the time of writing, in February 2024, we had awarded eight 2023 prizes. Of the nominations received, 47% were for women, up 4% from 2022's figure of 43%.

Five prizes were awarded solely to women: the Stein Rokkan, Rudolf Wildenmann and Jean Blondel prizes, with joint female honours on the Joni Lovenduski PhD and Early Career Scholars prizes.

This year's Gender Study is going live earlier than usual, so the EPS Jacqui Briggs prize and the Loop Best Blog prize are yet to be announced. Once our juries have decided on the winners, the complete 2023 picture will emerge.



### Stein Rokkan Prize

	2018	2019	2020	2021	2022	2023
Female nominees	13	15	7	9	7	14
Male nominees	6	32	17	17	28	23
<b>Total</b>	<b>19</b>	<b>47</b>	<b>24</b>	<b>26</b>	<b>35</b>	<b>37</b>
% female	32%	32%	29%	35%	20%	38%
Winner in year	female	male	male	male	female	female

### Lifetime Achievement Award – biennial

	2019	2020	2022
Female nominees	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	5
Male nominees		7	9
<b>Total</b>		<b>11</b>	<b>14</b>
% female		36%	36%
Winner		male	male and female

### Rudolf Wildenmann Prize

	2018	2019	2020	2021	2022	2023
Female nominees	7	3	No award in 2020 because the full Joint Sessions did not take place.	11	2	4
Male nominees	14	9		5	2	2
<b>Total</b>	<b>21</b>	<b>12</b>		<b>16</b>	<b>4</b>	<b>6</b>
% female	67%	25%		69%	50%	67%
Winner	male	male		male	male	female

### Jean Blondel PhD Prize

	2018	2019	2020	2021	2022	2023
Female nominees	13	7	7	8	12	3
Male nominees	7	12	4	10	10	9
<b>Total</b>	<b>20</b>	<b>19</b>	<b>11</b>	<b>18</b>	<b>22</b>	<b>12</b>
% female	35%	37%	64%	44%	55%	25%
Winner	female	female	female	male	male	female

**Hedley Bull Prize in International Relations**

	2018	2019	2020	2021	2022	2023
Female nominees	0	2	6	3	12	11
Male nominees	5	4	6	6	10	12
<b>Total</b>	<b>5</b>	<b>6</b>	<b>12</b>	<b>9</b>	<b>22</b>	<b>23</b>
% female	0%	33%	50%	33%	55%	48%
Winner	male	male	male	female	joint male	male

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

	2019	2021	2023
Female nominees	11	8	14
Male nominees	2	1	2
<b>Total</b>	<b>13</b>	<b>9</b>	<b>16</b>
% female	85%	89%	88%
Winner	2 female	female	2 female

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

	2019	2020	2022
Female nominees	Prize not awarded; moved to 2020. Will now be awarded in even years.	0	1
Male nominees		2	2
<b>Total</b>		<b>2</b>	<b>3</b>
% female		0%	33%
Winner		male	male

**Rising Star Award – inaugurated 2020**

	2020	2021	2022	2023
Female nominees	13	6	15	9
Male nominees	19	18	13	11
<b>Total</b>	<b>32</b>	<b>24</b>	<b>28</b>	<b>20</b>
% female	41%	25%	54%	45%
Winner	female	female	male	male

**Political Theory Prize – inaugurated 2021**

	2021	2022	2023
Female nominees	10	5	1
Male nominees	11	4	5
<b>Total</b>	<b>21</b>	<b>9</b>	<b>6</b>
% female	48%	56%	17%
Winner	female	female	male

**EPS Jacqui Briggs Prize**

	2018	2019	2020	2021	2022	2023
Winner	male	male	male	male	male	TBA April 2024

**EPSR Early Careers Prize – inaugurated 2023**

2023	
Winner	2 female

**The Loop Best Blog Prize – inaugurated 2022**

	2022	2023
Female nominees	10	8
Male nominees	4	7
<b>Total</b>	<b>14</b>	<b>15</b>
% female	<b>71%</b>	<b>53%</b>
Winner	male	TBA summer 2024

**Dirk Berg-Schlosser Award – no eligible nominations in 2023**

	2018	2019	2020	2021	2022
Winner	male	1 female 1 male	1 female 1 male	female	1 female 1 male

**Cora Maas Award**

	2018	2019	2020	2021	2022	2023
Winner	male	1 female 2 male	female	female	male	female

**All prizes since 2018**

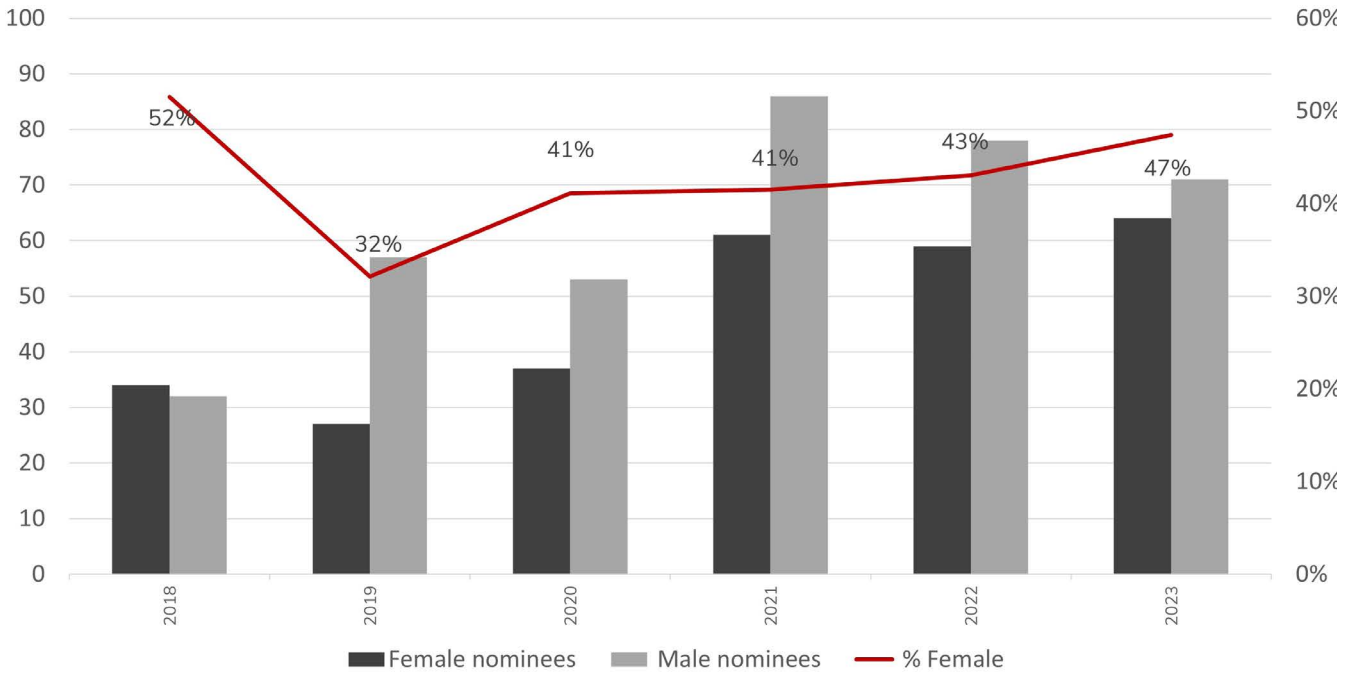
	2018	2019	2020	2021	2022	2023**
Female nominees	34	27	37	61	59	64
Male nominees	32	57	53	86	78	71
<b>Total</b>	<b>66</b>	<b>84</b>	<b>90</b>	<b>147</b>	<b>137</b>	<b>135</b>
% female nominees	<b>52%</b>	<b>32%</b>	<b>41%</b>	<b>41%</b>	<b>43%</b>	<b>47%</b>
Female winners	2	1	2	6	5*	7*
Male winners	2	3	4	4	10*	4*
<b>Total</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>11</b>
% female winners	<b>50%</b>	<b>25%</b>	<b>33%</b>	<b>60%</b>	<b>30%</b>	<b>64%**</b>

\*Prizes may be awarded jointly; the total number of prizewinners is therefore higher than the number of prizes awarded

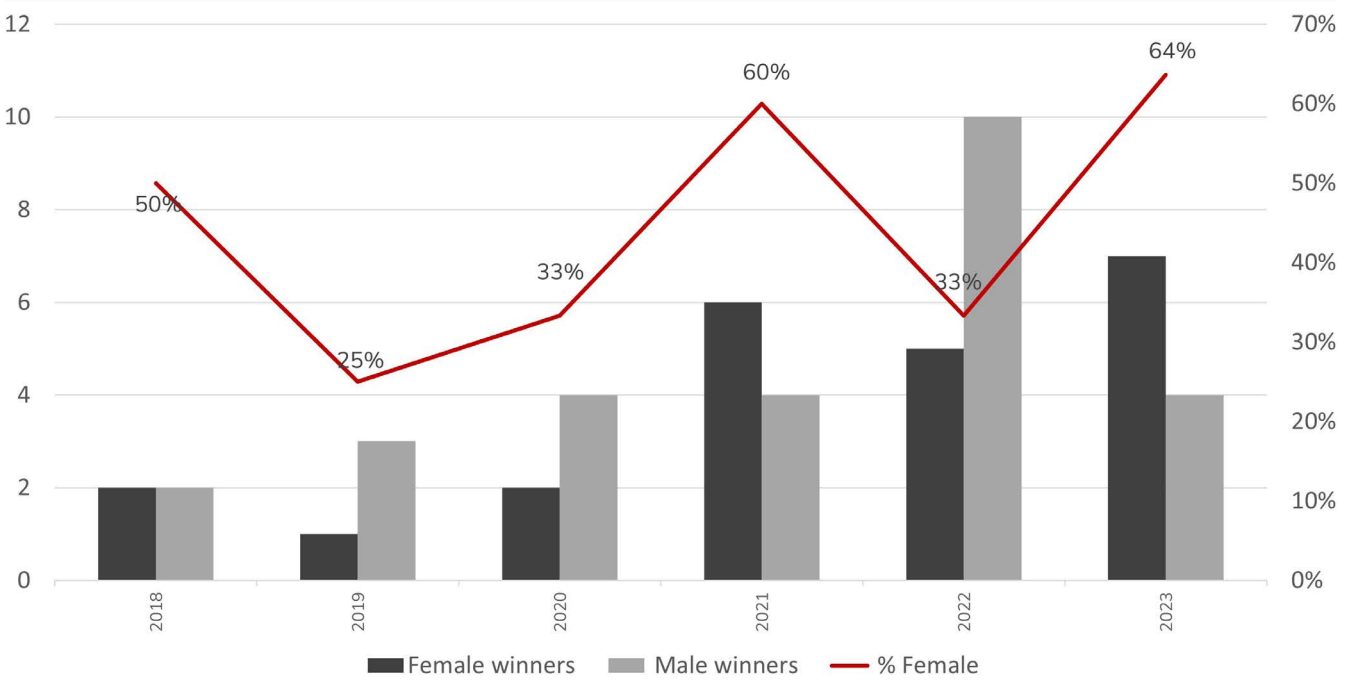
\*\*Situation in February 2024; several 2023 prizes were yet to be announced at the time of writing



### 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. The EC has ultimate responsibility for running the organisation. Our 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 had dropped 2% in 2022 but is now back up to its 2021 level of 34%.

Official Representatives	2018	2019	2020	2021	2022	2023
Female	126	110	109	82	96	113
Male	197	195	203	158	160	169
Other						
Prefer not to say				3	4	4
Not recorded			2	56	45	44
No OR nominated			6	13		
<b>Total</b>	<b>323</b>	<b>305</b>	<b>320</b>	<b>312</b>	<b>305</b>	<b>330</b>
% female, of known gender	39%	36%	35%	34%	32%	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 serving as a liaison point with the Executive Committee and ECPR staff.

Steering Committee members enjoy a high-profile, influential position allowing them to shape and steer ECPR's work broadly, alongside their specific field of research. In 2023, 50% of all Steering Committee members of known gender were female. This is down 1% on 2021, but remains at parity.

Standing Group Convenors / Steering Committee Members / Chairs	2018	2019	2020	2021	2022	2023
Female	80	108	115	138	128	125
Male	79	99	104	115	95	99
Non-binary / Other						1
Prefer not to say				4	2	3
Not recorded			3	33	25	25
Total	159	207	222	290	250	253
<b>% female / non-binary of known gender</b>	<b>50%</b>	<b>52%</b>	<b>52%</b>	<b>54%</b>	<b>51%</b>	<b>50%</b>

## e. ECPR staff and operational management

ECPR's 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 department head who sits on the Senior Management Team, chaired

by the Director. In 2023, ECPR employed 28 members of staff, of whom 19 were women. There was a strong bias towards women in the departments of Events and Communications, which employed only two men during the period 2018–2023.

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

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

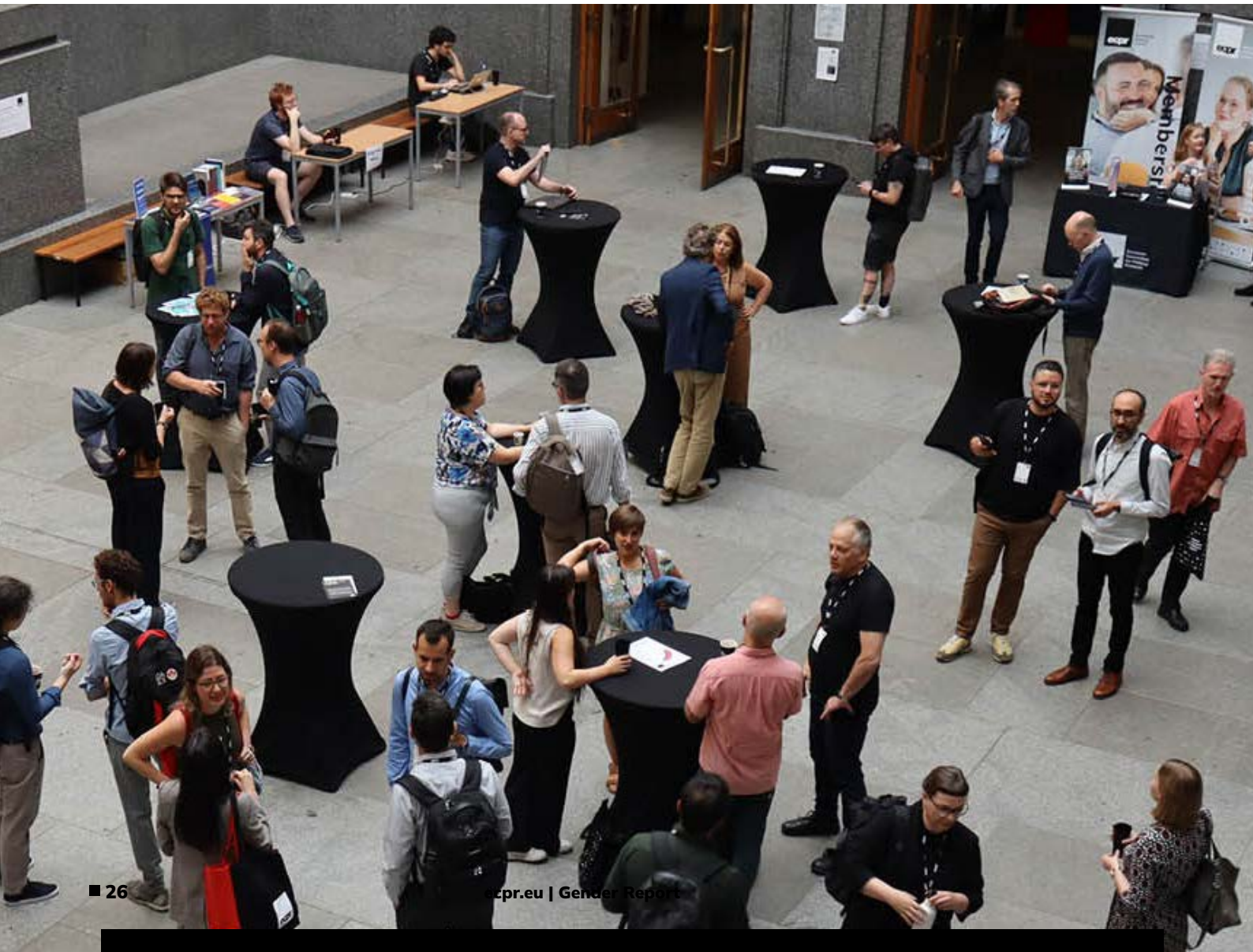
	ECPR staff by department*													
	2018		2019		2020		2021			2022			2023	
	Female	Male	Female	Male	Female	Male	Female	Male	Other	Female	Male	Other	Female	Male
Finance	3		2	1	2	1	2	3		2	3		2	3
Events	6		6		5		5			7			6	1
Communications	4		4		5		6		1	7	1	1	9	
IT		4		4		5		4			5			5
Operations	1	1	1		1		1			1	1		1	
Director		1	1		1		1			1			1	
<b>Total by gender</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>12</b>	<b>10</b>	<b>1</b>	<b>19</b>	<b>9</b>
<b>Grand total</b>	<b>20</b>		<b>19</b>		<b>20</b>		<b>22</b>			<b>23</b>			<b>28</b>	
<b>% female / other</b>	<b>70%</b>		<b>74%</b>		<b>70%</b>		<b>68%</b>			<b>57%</b>			<b>68%</b>	

\*Staff count made in December each year

Management Group, including Director*												
	2018		2019		2020		2021		2022		2023	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Director**		1	1		1		1		1		1	
Operations Manager***		1										
Head of Finance	1		1		1		1		1		1	
Events Manager†	1		1		1		1		1			
Head of Comms	1		1		1		1		1		1	
Head of IT		1		1		1		1		1		1
<b>Total</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>	<b>4</b>	<b>1</b>	<b>3</b>	<b>1</b>
% female	50%		80%		80%		80%		80%		75%	

\*Staff count made in December each year \*\*Tanja Munro replaced Martin Bull on 1 October 2019 \*\*\*Role ceased to exist in 2019

† Following a departmental reorganisation, this role became redundant in April 2023



# Conclusions

While we are justifiably proud of achievements across many aspects of our work, there remains room for improvement. Our new Working Group will strive to embed EDI principles into all ECPR activities, ensuring diverse representation across the breadth of our endeavours

## Publishing

The only significant good-news stories were connected to the journal *European Political Science*, on which the proportion of female submitting and published authors, and reviewers accepted, stood at 40+% across all metrics, and on ECPR's blog site The Loop, which through a strategy of positive discrimination, succeeded in raising the proportion of female published authors 7%, from 37% to 44%.

Although we have achieved our gender targets among our editorial teams and on editorial boards, we have some way to go to reach parity among authors.

## Events

It is encouraging to see grassroots female participation at the Joint Sessions rising once again, to 52%. And while it was disappointing that we couldn't match last year's high of 63% female Workshop Directors, the figure remains above parity.

In 2023, the proportion of female General Conference Section Chairs hit an all-time high of 55%. The slight dip in female participants at grassroots level at the General Conference, while not cause for concern, is something we should keep an eye on going forward.

Among speakers at our House Series events, and General Conference Roundtables, a dataset over which ECPR has greater control, figures remain comfortably above parity.

## Training

A stand-out 2023 figure in our training portfolio is the 78% of Methods School Teaching Assistants who identify as female.

With careful nurturing by our existing (extremely male-dominated) cohort of Methods School Instructors, we hope to ensure that this strong female representation filters upwards to Instructor level over the next few years.

Across the Methods School portfolio at grassroots level, figures are comfortably above parity. Given that the vast majority of participants are early-stage PhD candidates, there are strong signs this will translate into higher proportions of women across the profession (and, by association, at ECPR events) in the years to come.

## Prizes

As ECPR's prize portfolio – and its associated dataset – continues to grow, the figures in this area grow commensurately in significance.

In 2023, although the percentage of female prize nominees was only 47%, this translated into a female winners rate of 64%; cause for celebration indeed.

## Looking ahead

ECPR is committed to a continuous learning process in the drive towards achieving meaningful change within our organisation. The development in 2024 by our EDI Working Group of an Equality, Diversity, and Inclusion Plan will ensure a comprehensive approach to promoting EDI principles within our organisation, and beyond.

To address the gender imbalance in our training portfolio, we will impress upon our Methods School Academic Convenors the need to recruit more female Instructors. Within our publishing portfolio, we must seek to reverse the lacklustre figures for submissions, reviewers and published authors, all of which remain stubbornly below parity. And our membership team will work to improve the proportion of female Official Representatives, which has never yet topped the 40% mark.

We remain confident that across every aspect of ECPR activities, we are working hard to establish a culture that builds equity, promotes equality, values diversity, and fosters inclusion.