



ecpr

# Gender Study 2022

# Introduction and data

The 2022 Gender Study is the seventh annual report into the participation and representation of women across all ECPR activities, operations and leadership.

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

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

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

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

## 1. Grassroots participation

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

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

## 2. Shaping ECPR activities

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

## 3. High-profile participation and recognition

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

## 4. Governance and operations

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



## Collecting and processing the data

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

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

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

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

This year's Gender Report omits data prior to 2017. You can find this, where available, in the 2019 Study.

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

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

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

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

Finally, the data do not reflect the full life cycle of a journal article because it can take more than 12 months to process submissions through to final decision. Authors counted in 'submissions' are, therefore, not always the same authors counted in 'published' in that given year. An [appendix to our 2022 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 2021

Findings from 2022 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 2022 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 2022 Joint Sessions, grassroots attendance figures stood at 51% female. This represents a slight (1%) proportional rise on the previous year, and a return to the 2021 figure, when the event was online only.

The percentage of female Workshop Directors at the in-person 2022 event enjoyed a rise of 8% in female participation on the previous year's figure, bringing the total percentage to a very healthy 63%.

At the General Conference, female participation in 2022 at grassroots level was 2% down on the previous year, from 51% to 49%. 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 Section Chairs at the General Conference stood at 51% in 2021 but in 2022 had risen 1%, to 52%. It is reassuring to see that the proportion remains above half, in line with Gender Equality Plan targets.

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

- ☉ To create a more equal gender distribution of Workshop Directors at the Joint Sessions and of Section Chairs at the General Conference
- Based on 2022 data, the efforts of the GEP have been successful. Parity was exceeded at both events, and Joint Sessions figures in particular were extremely encouraging.
- ☉ To create a more equal gender balance of speakers at plenary events of the Joint Sessions of Workshops and the General Conference
- In 2022, the Joint Sessions Stein Rokkan lecturer was male. Women were represented on all four 2022 General Conference Roundtables. Overall female representation, however, was up a whopping 32% on the previous year, at a resounding 78% of Roundtable panellists.
- Six House Series talks took place in 2022. Across all events, 11 speakers were female and nine male, resulting in an overall percentage of 55% female speakers.

## Training

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

In 2022, 59% of participants across the Winter and Summer School were women. Happily, this constitutes a significant 16% rise on the previous year's figure.

In 2022, female Winter School Instructors rose from 30% to 36%, while the percentage of women teaching at the Summer School was very similar, at 35%.

Female representation at Teaching Assistant level is also encouraging. At the Winter School, 50% of TAs were female in 2022 (up 3% on the previous year), while at the Summer School the figure was 60% – up 6% from 2020.

At Instructor level, overall female participation across the combined Methods School rose 5% between 2021 and 2022, from 31% to 36%. Among Teaching Assistants, however, the figure rose 6%, from 50% to 56% – 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 59% in female participation across the Winter and Summer events is extremely 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. From 2017–2020 we saw incremental increases from 47% to 54%. This figure dropped 1% in 2021 and fell another 3% in 2022. However, it still stands at 50%, so is not yet cause for concern.

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 remained static on the previous year, at 32%. There was a slight rise in the percentage of published articles by a female author, up from 33% to 34%.

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 2018–22.

While there was an initial increase in women carrying out this role 2018–2019 (27% to 34%), the figure fell slightly to

30% in 2020, but was up 3% in 2021, at 33%. In 2022, it stood at a far healthier 39%; a 6% rise on the previous year.

The number of overall submissions across the portfolio leapt dramatically in 2022, from 814 in 2021, to 1,718, putting significant pressure on our editorial teams.

**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 2022, this target is close to being achieved. Across the full publishing programme, the figure is up 4% on 2021, and now stands at 47%. While there is not an equal gender balance on each publication (the PDY, notably, remains all male), the picture across the portfolio is positive, and improving.
- ☉ To establish a gender balance among reviewers of articles submitted to journals by the end of 2020
- The percentage of women reviewers rose 6% in 2022, to 39%. This is encouraging, though there remains some way to go to achieve parity. Editorial teams are aware of the need for positive discrimination in this area, yet they remain mindful of the extra burden of work reviewing brings, particularly where women are underrepresented in a particular field.

**Prizes**

In 2022 we conferred eleven prizes. The percentage of women nominated across all prizes rose to 43%, up 2% on 2020. However, only two prizes were awarded solely to women: Stein Rokkan and Political Theory. Two further prizes, the Lifetime Achievement Award and the Dirk Berg-Schlosser Prize, were awarded jointly to one male and one female winner.

**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
- 2022 data show that the percentages of nominations for women decreased for the Stein Rokkan, Rudolf Wildenmann and Political Theory prizes, though they increased for the Jean Blondel, Hedley Bull, Lifetime Achievement and Rising Star prizes. The average total female nominations across all prizes, however, was up 2% on 2021, at 43%.

The picture for total prizes awarded is very disappointing, with only 30% conferred on women. That's a 30% drop on the previous year's 60% – 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 appoint a higher proportion of women to the Executive Committee
- At the most recent election, new rules applied, and we ran parallel ballots for female and male candidates. Three members of each gender were subsequently elected, finally enabling the EC to reach gender parity.
- The same rules will apply for the election of the 2024 cohort.

## Staffing and operational leadership

The area in which women outnumber men most significantly is in the operational leadership at ECPR HQ. The appointment of Tanja Munro as Director in September 2019, along with a redistribution of roles on the Management Group, led to a composition of four women and one man. Overall, ECPR staffing remains at 57% women / other.

## Our next steps

While we should be justifiably proud of our achievements in many aspects of our work, but particularly in the field of Events, there remains much room for improvement.

The extremely mixed picture on nominations and awards of ECPR Prizes will require careful monitoring to ensure that these figures do not develop in the same direction year on year.

The figures for submissions, reviewers

and published authors across our entire journals portfolio, and on The Loop, remain stubbornly below parity.

This is, however, an area in which we can have limited external influence, though The Loop has initiated a policy of commissioning only female authors to counteract the disproportionate percentage of cold pitches from male authors, and impressing upon series Editors the importance of gender balance..

Percentage of women in each category

	2017	2018	2019	2020	2021	2022	Variance 2021–2022
Active MyECPR account holders	49%	54%	47%	49%	51%	49%	▼ 2.0%
Authors submitting to journals	30%	25%	31%	28%	32%	32%	▷ 0.0%
Published authors in journals	30%	29%	31%	35%	33%	34%	▲ 1.0%
Published authors in books	50%	35%	47%	45%	34.5%	75%	▲ 40.5%
Participation in Joint Sessions	42%	46%	45%	51%	50%	51%	▲ 1.0%
Participation in General Conference	44%	46%	42%	48%	51%	49%	▼ 2.0%
Attendance at a Methods School	53%	52%	56%	58%	43%	59%	▲ 16.0%
Joint Sessions Workshop Directors	32%	41%	46%	50%	55%	63%	▲ 8.0%
General Conference Section Chairs	45%	42%	50%	55%	51%	52%	▲ 1.0%
Methods School Instructors	25%	29%	36%	33%	31%	36%	▲ 5.0%
Methods School Teaching Assistants	39%	47%	49%	45%	50%	56%	▲ 6.0%
Methods School Academic Convenors (and MS Advisory Board, prior to 2020)	14%	14%	14%	0%	0%	50%	▲ 50.0%
Editors of all publications	38%	37%	40%	43%	43%	47%	▲ 4.0%
Editorial Board members of all publications	48%	51%	54%	54%	53%	50%	▼ 3.0%
House Series Speakers	n/a	n/a	n/a	0%	56%	55%	▼ 1.0%
Joint Sessions Stein Rokkan Lecturer/s	female	male	female	n/a	3 female, 3 male	male	▼ 50.0%
General Conference Plenary Lecturer	male	male	male	n/a	n/a	n/a	n/a
General Conference Roundtable participants	60%	53%	68%	71%	46%	78%	▲ 32.0%
Prize nominees	43%	52%	32%	41%	41%	43%	▲ 2.0%
Prizewinners	60%	50%	25%	33%	60%	30%	▼ 30.0%
Executive Committee members	25%	33%	42%*	42%	50%	50%	▷ 0.0%
Speaker of Council	0%	0%	0%	0%	0%	0%	▷ 0.0%
Official Representatives	38%	39%	37%	35%	34%	32%	▼ 2.0%
Standing Group Chairs / Steering Committee members	44%	50%	52%	52%	54%	51%	▼ 3.0%
ECPR staff, including Senior Management	72%	74%	74%	70%	68%	57%	▼ 11.0%
Senior Management at ECPR, including Director	50%	50%	80%	80%	80%	80%	▷ 0.0%

\*Hana Kubátová replaced Oddbjørn 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 an account. This data, if limited to accounts accessed in the current year, therefore gives a sense of the size of the

active ECPR community. The total number of active users increased significantly on last year, up from 16,298 to 27,559 – a rise of 11,261. The percentage of active female account holders fell very slightly, to 49%, though the gender distribution of our account holders has remained pretty evenly

balanced year on year since 2019. The percentage of female users at non-Member institutions rose by 2%.

It is significant that the number of users identifying as 'other' rose fourfold, from only two in 2020 and 2021 to 8 in 2022.

MyECPR account holders																		
	2017			2018			2019			2020			2021			2022		
	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	8,595	6,104	2,401	8,048	5,249	2,799	8,628	5,051	3,577	5,518	3,778	1,740	7,170	5,350	1,820	12,273	7,189	5,084
Male	9,198	5,151	4,047	8,906	5,922	2,984	8,756	5,203	3,553	5,823	4,063	1,760	6,999	5,075	1,924	12,313	7,494	4,819
Not disclosed	883	477	356	891	530	361	780	457	323	447	304	143	557	400	157	839	468	371
Other										2	1	1	2	1	1	8	0	8
Unknown	541	322	219	1076	359	717	1581	1,060	521	1,230	906	324	1,570	1,231	339	2,126	1,295	831
<b>Total</b>	<b>19,217</b>	<b>12,054</b>	<b>7,023</b>	<b>18,921</b>	<b>12,060</b>	<b>6,861</b>	<b>19,745</b>	<b>11,771</b>	<b>7,974</b>	<b>13,020</b>	<b>9,052</b>	<b>3,968</b>	<b>16,298</b>	<b>12,057</b>	<b>4,241</b>	<b>27,559</b>	<b>16,446</b>	<b>11,113</b>
% female of known gender	<b>48%</b>	54%	37%	<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. Authors submitting to, and publishing in, journals and book series

### Publishing in our journals

Data on the number of women submitting to, and being published in, our journals offer useful insight into women’s representation at this stage of the research cycle. Data for ‘submitted’ and ‘published’ articles relate to articles submitted to, and published, during 2022. Because of the time between article submission and publication, the cohort of submitted versus published authors is likely to differ to some degree.

Differences exist in how journals report gender composition of authors. *EJPR* and *EPSR* report lead / submitting

author only; *EPS* and *PRX* record all article authors. We do not currently look at how women are submitting to our journals – for example, whether as single authors or part of teams, and, if so, whether those teams are of mixed or single gender. After a year-on-year increase since 2017, 2021 saw a drop in the number of articles submitted across all journals, to 184. However, this number more than doubled in 2022, to 1,718.

Following an encouraging rise in female contributors to *PDY* in 2021, the figure has experienced a significant 10% drop, to 32%; clearly, an area for concern. On *PRX* the picture is far more optimistic, with

female submissions rising 4%, to 46%. *EPS* and *EPSR* both recorded fairly disappointing submission rates from female authors, though *EPS* did succeed in achieving gender parity for its reviewers.

The picture was mixed in terms of articles published. *EJPR*, *PDY* and *EPS* all recorded a drop in the number of female-authored publications. *EPSR*, however, saw a marked rise of 11%, from 25% to 36%, while *PRX* recorded a rise of 6%.

Across the portfolio, the proportion of female reviewers climbed a healthy 6%, to 39% – though we will continue to strive to achieve parity in this area, too.

European Journal of Political Research (EJPR)*																	
	2017		2018			2019			2020			2021			2022		
	Submitted	Published	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)
Female	128	11	110	18	157	141	17	183	146	15	208	141	15	152	175	43	149
Male	277	35	302	31	382	289	40	357	362	29	488	323	33	317	398	103	341
'I'd prefer not to say'												10	2	12	20		12
Other														3	4		1
Unknown / not recorded														131	253		63
<b>Total</b>	<b>405</b>	<b>46</b>	<b>415</b>	<b>49</b>	<b>539</b>	<b>433</b>	<b>57</b>	<b>541</b>	<b>508</b>	<b>44</b>	<b>696</b>	<b>474</b>	<b>50</b>	<b>615</b>	<b>850</b>	<b>146</b>	<b>566</b>
% female	32	24	27	37	29	33	30	34	29	34	30	30	31	32	29	29	30

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

Political Data Yearbook of the EJPR						
	2017	2018	2019	2020	2021	2022
	Authors	Authors	Authors	Authors	Authors	Authors
Female	12	19	19	22	16	19
Male	25	37	37	38	22	35
'I'd prefer not to say'					1	
Other						
Unknown / not recorded						6
<b>Total</b>	<b>37</b>	<b>56</b>	<b>56</b>	<b>60</b>	<b>39</b>	<b>60</b>
% female	32%	34%	34%	37%	42%	32%



European Political Science Review (EPSR)																	
	2017		2018			2019			2020			2021			2022		
	Submitted *	Published **	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)
Female	59	6	37	10	60	62	10	119	71	17	113	61	18	79	95	31	102
Male	136	22	133	38	176	128	19	209	156	35	221	139	54	137	214	55	154
'I'd prefer not to say'												7	1	4	18		6
Other												1		1	1		2
Unknown / not recorded												2		149	92		129
<b>Total</b>	<b>195</b>	<b>28</b>	<b>170</b>	<b>48</b>	<b>236</b>	<b>190</b>	<b>29</b>	<b>328</b>	<b>227</b>	<b>52</b>	<b>334</b>	<b>210</b>	<b>73</b>	<b>370</b>	<b>420</b>	<b>86</b>	<b>393</b>
% female	30	21	22	21	25	33	34	36	31	33	34	30	25	36	29	36	39

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

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

European Political Science (EPS)																	
	2017		2018			2019**			2020**			2021**			2022**		
	Submitted	Published	Submitted	Published	Reviewers	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)
Female	17	19	20	21	24	22	29	13	18	33	24	29	25	13	9	39	38
Male	63	27	80	53	59	64	62	32	92	54	60	54	27	32	26	62	38
'I'd prefer not to say'													2				
Other																	
Unknown / not recorded												12			140		105
<b>Total</b>	<b>80</b>	<b>46</b>	<b>100</b>	<b>74</b>	<b>83</b>	<b>86</b>	<b>91</b>	<b>45</b>	<b>110</b>	<b>87</b>	<b>84</b>	<b>95</b>	<b>54</b>	<b>45</b>	<b>175</b>	<b>101</b>	<b>181</b>
% female	21	41*	20	28*	29	26	32	29	16	38	29	35	48	29	26	39	50

\*Number of articles published includes book reviews \*\*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		
	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
Male	26		36	54	13	64	93	15	100	39	29	81	82	35	36
'I'd prefer not to say'															
Other												1			
Unknown / not recorded										17		10	60		10
<b>Total</b>	<b>38</b>		<b>44</b>	<b>69</b>	<b>16</b>	<b>86</b>	<b>128</b>	<b>21</b>	<b>130</b>	<b>84</b>	<b>41</b>	<b>133</b>	<b>213</b>	<b>54</b>	<b>65</b>
% female	32		18	21	19	26	27	29	23	42	29	34	46	35	35

\*Figures refer to all authors of each article

<b>All journals</b>																	
	2017		2018			2019			2020			2021			2022		
	Submitted	Published	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers
Female	204	36	179	49	249	240	59	337	270	71	375	259	70	285	369	132	308
Male	476	84	541	122	653	535	134	662	703	133	869	555	143	567	755	255	569
'I'd prefer not to say'												17	5	16	38		18
Other												1		5	5		3
Unknown / not recorded												31		290	551		307
<b>Total</b>	<b>680</b>	<b>120</b>	<b>720</b>	<b>171</b>	<b>902</b>	<b>775</b>	<b>193</b>	<b>999</b>	<b>973</b>	<b>204</b>	<b>1,244</b>	<b>814</b>	<b>213</b>	<b>852</b>	<b>1,718</b>	<b>369</b>	<b>1,205</b>
% female	30	30	25	29	28	31	31	34	28	35	30	32	33	33	32	34	39

<b>The Loop: ECPR's political science blog. All published authors – Blogsite launched October 2020</b>		
	2021	2022
Female	112	114
Male	186	196
'I'd prefer not to say'		
Other		
Unknown / not recorded		
<b>Total</b>	<b>298</b>	<b>310</b>
% female	38	37

## Publishing in books

### OUP Comparative Politics series, and ECPR Press

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

series, but not on submissions. Given that only a small number of books are published in the Comparative Politics series in particular, percentages can vary wildly year on year. Taking both outlets together, though, the percentage of books published in 2022 with a female author or editor sits at 75%.

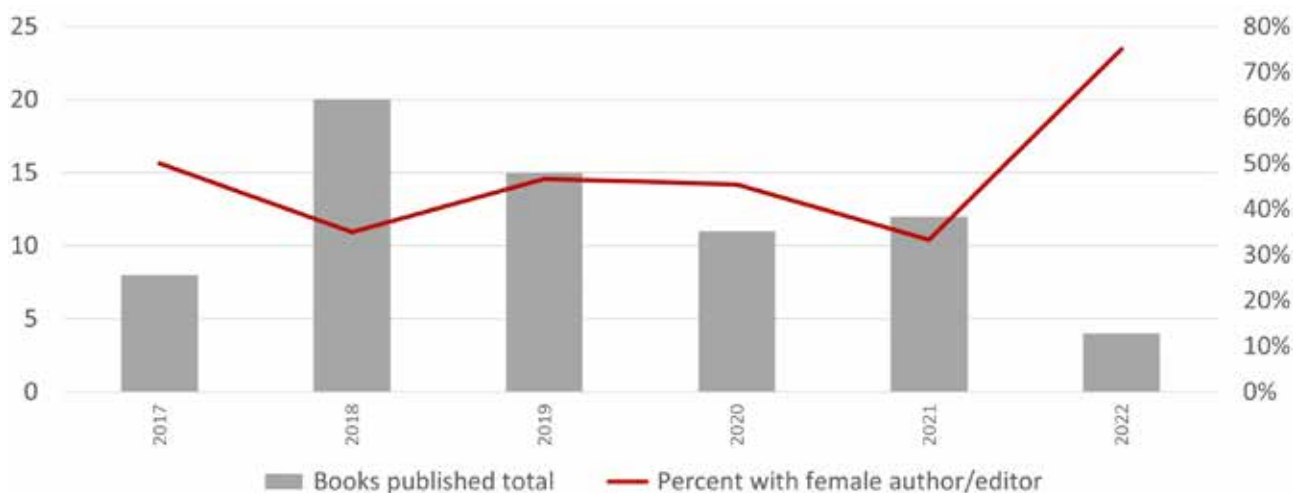
Of the 70 books published since 2017, authorship breaks down as follows:

Co-authored / edited: all male 19 or 27%  
 Co-authored / edited: all female 4 or 6%  
 Co-authored / edited: mixed 15 or 21%  
 Single-author / editor: male 21 or 30%  
 Single-author / editor: female 11 or 16%

ECPR Press	2017	2018	2019	2020	2021	2022	Total	Six-year total %
Co-authored / edited: all male	0	4	5	1	4	0	14	29%
Co-authored / edited: all female	0	0	3	0	0	0	3	6%
Co-authored / edited: mixed	0	2	2	2	2	0	8	17%
Single-author / editor: male	4	5	2	4	1	0	16	33%
Single-author / editor: female	1	5	0	0	0	1	7	15%
<b>Total books published</b>	<b>5</b>	<b>16</b>	<b>12</b>	<b>7</b>	<b>7</b>	<b>1</b>	<b>48</b>	
<b>% of books with female author / editor</b>	<b>20</b>	<b>44</b>	<b>42</b>	<b>29</b>	<b>29</b>	<b>100</b>		

Comparative Politics Series	2017	2018	2019	2020	2021	2022	Total	Six-year total %
Co-authored / edited: all male	0	2	0	1	2	0	5	23%
Co-authored / edited: all female	0	0	0	0	1	0	1	4%
Co-authored / edited: mixed	2	0	2	1	1	1	7	32%
Single-author / editor: male	0	2	1	0	1	1	5	23%
Single-author / editor: female	1	0	0	2	0	1	4	18%
<b>Total books published</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>22</b>	
<b>% of books with female author / editor</b>	<b>100</b>	<b>0</b>	<b>67</b>	<b>75</b>	<b>40</b>	<b>67</b>		

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





### c. Participation at events

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

The Joint Sessions was the first ECPR event to pivot from an in-person to a virtual event when lockdown restrictions came into force in spring 2020. That year, the event recorded a 51% female attendance rate. In 2021, the JS was fully virtual from the get-go, and attendance figures were split exactly 50:50. In 2022, the hybrid event, held partly at Sciences Po in Toulouse, returned this event to its 2020 proportion of 51% female attendees.

In 2022, our General Conference recorded a 2% drop in the proportion of female participants, down from 51% to 49% – though this is not 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 rose a striking 17%, to 62%, our highest-ever figure. And female participation at the Summer School jumped 15 percentage points, to 55%, 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						
	2017	2018	2019	2020	2021	2022
Female	129	160	155	182	281	204
Male	180	188	193	174	282	199
Other						10
Prefer not to say	6	12	9	11	15	2
No record	48	45	40	23	50	34
<b>Total</b>	<b>363</b>	<b>460</b>	<b>397</b>	<b>390</b>	<b>628</b>	<b>449</b>
% female of known gender	42%	46%	45%	51%	50%	51%

General Conference						
	2017	2018	2019	2020	2021	2022
Female	694	859	676	808	1,082	904
Male	869	1,024	927	872	1,055	945
Other					1	39
Prefer not to say	43	66	54	59	55	2
No record	220	221	152	83	156	127
<b>Total</b>	<b>1,826</b>	<b>2,170</b>	<b>1,809</b>	<b>1,922</b>	<b>2,349</b>	<b>2,017</b>
% female of known gender	44%	46%	42%	48%	51%	49%



Winter School in Methods and Techniques						
	2017	2018	2019	2020	2021	2022
Female	187	197	221	208	202	170
Male	170	182	182	182	251	104
Other						7
Prefer not to say	8	17	18	19	14	
No record	36	15	17	6	17	14
<b>Total</b>	<b>390</b>	<b>399</b>	<b>438</b>	<b>415</b>	<b>484</b>	<b>295</b>
% female of known gender	54%	54%	55%	53%	45%	62%

Summer School in Methods and Techniques						
	2017	2018	2019	2020	2021	2022
Female	162	161	199	289	140	109
Male	153	164	153	171	209	89
Other						4
Prefer not to say	11	15	20	16	15	
No record	19	8	7	17	20	12
<b>Total</b>	<b>345</b>	<b>348</b>	<b>379</b>	<b>493</b>	<b>384</b>	<b>214</b>
% female of known gender	51%	50%	56%	63%	40%	55%

Methods School Combined						
	2017	2018	2019	2020	2021	2022
Female	349	358	420	497	342	279
Male	312	334	335	353	460	193
Other						11
Prefer not to say	19	32	38	35	29	
No record	55	23	24	23	37	26
<b>Total</b>	<b>735</b>	<b>747</b>	<b>817</b>	<b>908</b>	<b>868</b>	<b>509</b>
% female of known gender	53%	52%	56%	58%	43%	59%



# 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 has shown a steady increase since 2017. In 2020 and 2021, events were fully virtual, and we were unsure whether we would maintain the very healthy figures for female leadership during these two

years. Happily, for the 2022 hybrid event, held largely in Toulouse, the percentage of female Workshop Directors jumped eight points, to its highest ever figure of 63%.

Grassroots female participation at the same event stood at 51%, so it is extremely heartening to see a higher proportion of women in leadership roles than at grassroots level, for this event at least.

The percentage of women Section Chairs at the General Conference reached a high of 55% at the 2020 virtual event but had dropped 4% in 2021, to 51%. At the in-person 2022 event in Innsbruck, however,

we managed to maintain the above-parity figure, coming in at 52%.

Comparing General Conference participation at grassroots and leadership levels, it is interesting to see that the female percentage is higher for Section Chairs and Co-Chairs. 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 heartening that leadership percentage has remained 50+% for four successive years.

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

	2017	2018	2019	2020	2021	2022
Female	12	20	23	6	45	49
Male	25	29	27	6	37	29
Other						2
Prefer not to say				1		
No record	6	7	6			3
<b>Total</b>	<b>43</b>	<b>56</b>	<b>56</b>	<b>13</b>	<b>82</b>	<b>83</b>
% female of known gender	32%	41%	46%	50%	55%	63%

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

	2017	2018	2019	2020	2021	2022
Female	55	55	63	75	64	303
Male	67	77	62	62	61	283
Other						19
Prefer not to say	1	4	4	2	1	2
No record	25	22	13	17		39
<b>Total</b>	<b>148</b>	<b>158</b>	<b>142</b>	<b>156</b>	<b>126</b>	<b>646</b>
% female of known gender	45%	42%	50%	55%	51%	52%

## 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 eleven percentage points since 2017.

In 2021, the figure stood at 31% female representation overall, across Winter and Summer events. Promisingly, the proportion had risen 5%, to 36%, in 2022. Though it remains far from parity, we nonetheless appear to be on an upward trajectory in this category, albeit on a long-term timescale.

Female representation at Teaching Assistant level is far more encouraging,

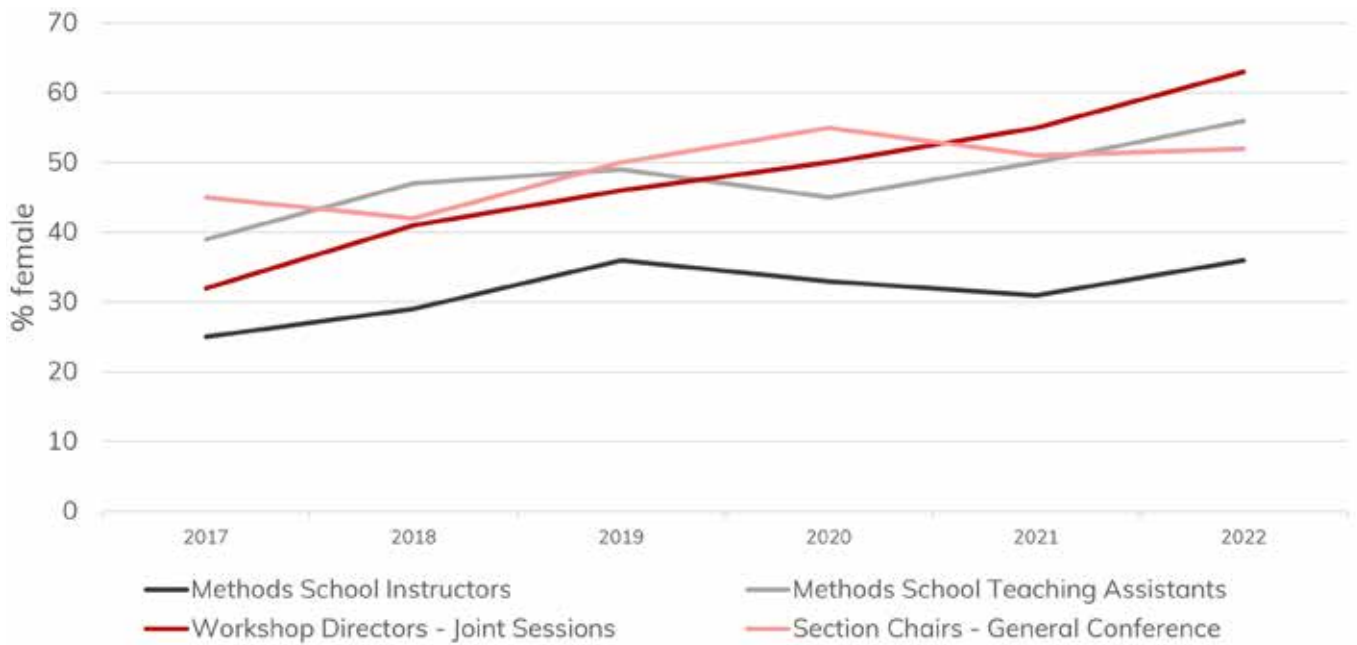
suggesting there will be more young female scholars who will filter upwards to Instructor level at the years progress.

At the 2022 Winter School, 50% of TAs were female (up 3% on the previous year), while the Summer School figure stood at an all-time high of 60%, up 6% from 2021. We will aim to maintain these impressive 50+% levels, which are cause for pride.

Methods School Instructors	2017		2018		2019		2020		2021		2022	
	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer
Female	6	9	8	9	11	14	14	5	7	9	12	9
Male	22	22	24	17	23	22	24	14	18	19	20	17
Other									1			
Prefer not to say		2	1	3	1	4	1	3				
No record	11	16	12	15	13	11	12	8			4	2
<b>Total</b>	<b>39</b>	<b>49</b>	<b>45</b>	<b>44</b>	<b>37</b>	<b>51</b>	<b>51</b>	<b>30</b>	<b>26</b>	<b>28</b>	<b>36</b>	<b>28</b>
% female / non-binary of known gender	21	29	25	35	38	39	37	26	30	32	36	35
% female across both Methods Schools	25		29		36		33		31		36	

Methods School Teaching Assistants	2017		2018		2019		2020		2021		2022	
	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer
Female	12	3	14	9	18	9	13	5	7	7	4	6
Male	10	13	13	13	17	11	13	9	8	6	4	4
Other												
Prefer not to say		1	1		1		2					
No record	11	5	5	2	1	1	4	1				
<b>Total</b>	<b>33</b>	<b>22</b>	<b>33</b>	<b>24</b>	<b>37</b>	<b>21</b>	<b>32</b>	<b>15</b>	<b>15</b>	<b>13</b>	<b>8</b>	<b>10</b>
% female of known gender	55	19	52	41	51	45	50	36	47	54	50	60
% female across both Methods Schools	39		47		49		45		50		56	

## 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 2022 the percentage of female Editors (including Associate Editors) across all publications rose four percentage points, to 47%.

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

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

This year sees a 3% drop in the overall number of female Editorial Board members across our entire publishing portfolio, though the proportion of women and men is equal.

**Sources** 2017–2020: Historical (published) record; 2021–2022: ECPR Knowledge

\* Editorial teams changed partway through 2021

Editors of ECPR publications	2017	2018	2019	2020	2021	2022
<i>European Journal of Political Research (EJPR)</i>						
Female		1	2	2	2	2
Male	2	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	4		1	1	1 (2)*	2
Male	3	3	2	2	2 (1)*	1
<i>European Political Science (EPS)</i>						
Female	1	2	2	2	2 (3)*	3 (2)*
Male	3	2	2	2	2 (1)*	1
<i>Political Research Exchange (PRX)</i>						
Female	5	5	5	10	10	9 (8)*
Male	6	6	6	11	11	10 (9)*
<i>ECPR Press (all series)</i>						
Female	1	1	1	1	1 (0)*	
Male	3	3	3	3	3 (2)*	2
<i>Comparative Politics series</i>						
Female	2	2	1	1	1	1
Male	1	1	1	1	1	1
<i>The Loop: ECPR's political science blog – launched late 2020</i>						
Female				1	1	1
Male				1	1	1
<b>Total</b>	<b>34</b>	<b>30</b>	<b>30</b>	<b>42</b>	<b>42</b>	<b>38</b>
% female	38	37	40	43	43	47

Editorial Board members	2017	2018	2019	2020	2021	2022
<i>European Journal of Political Research (EJPR)</i>						
Female	14	14	14	18	17	10
Male	9	10	10	12	13	10
<i>European Political Science Review (EPSR)</i>						
Female	13	13	15	15	13	10
Male	16	17	15	15	15	13
<i>European Political Science (EPS)</i>						
Female	8	12	13	11	10	11
Male	13	10	10	9	8	8
<i>Political Research Exchange (PRX)</i>						
Female	0	7	6	6	6	6
Male	0	5	6	6	4	6
<b>Total</b>	<b>73</b>	<b>88</b>	<b>89</b>	<b>92</b>	<b>86</b>	<b>74</b>
% female	47	51	53	54	53	50

# 3. High-profile participation and recognition

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

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

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

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

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

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

Joint Sessions	2017	2018	2019	2020	2021	2022
Stein Rokkan Lecturer / speakers	female	male	female	n/a; pandemic	3 female, 3 male (this Lecture was delivered as part of ECPR's House Series)	male

General Conference	2017		2018		2019		2020		2021		2022	
Plenary lecture giver	male		male		male		n/a; pandemic		n/a; pandemic		no lecture	
Roundtable Chairs and Speakers	F	M	F	M	F	M	F	M	F	M	F	M
Roundtable 1	1	4	1	3	3	2	2	3	3	3	3	2
Roundtable 2	4	2	2	2	4	1	6		3	1	5	
Roundtable 3	5	1	3	2	4	1	3	3	2	4	4	1
Roundtable 4	2	1	3	1	3	2	4		2	3	3	1
Roundtable 5									2	3		
<b>Total</b>	<b>12</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>14</b>	<b>6</b>	<b>15</b>	<b>6</b>	<b>12</b>	<b>14</b>	<b>14</b>	<b>4</b>
% female	60		53		70		71		46		78	

## b. Prize nominees and recipients

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

excellence in teaching at our Methods School, and for general career achievement.

In 2022 we awarded eleven prizes. Of the nominations received, 43% were for women (up 2% from 2021). Only two prizes were

awarded solely to women: the Stein Rokkan and Political Theory prizes. Two prizes were awarded jointly to a woman and a man: the Dirk Berg-Schlösser Award, and the Lifetime Achievement Award, given jointly to Beate Kohler-Koch and Jean Blondel.

### Stein Rokkan Prize

	2017	2018	2019	2020	2021	2022
Female nominees	17	13	15	7	9	7
Male nominees	26	6	32	17	17	28
<b>Total</b>	<b>43</b>	<b>19</b>	<b>47</b>	<b>24</b>	<b>26</b>	<b>35</b>
% female	23%	32%	32%	29%	35%	20%
Winner in year	male	female	male	male	male	female

### Lifetime Achievement Award – biennial

	2017	2019	2020	2022
Female nominees	9	No award in 2019; postponed to coincide with ECPR's 50 <sup>th</sup> anniversary in 2020. Prize will henceforth be awarded in even years.	4	5
Male nominees	11		7	9
<b>Total</b>	<b>20</b>		<b>11</b>	<b>14</b>
% female	45%		36%	36%
Winner	female		male	male and female

### Rudolf Wildenmann Prize

	2017	2018	2019	2020	2021	2022
Female nominees	9	7	3	No award in 2020 because the full Joint Sessions did not take place.	11	2
Male nominees	11	14	9		5	2
<b>Total</b>	<b>20</b>	<b>21</b>	<b>12</b>		<b>16</b>	<b>4</b>
% female	45%	67%	25%		69%	50%
Winner	female	male	male		male	male

### Jean Blondel PhD Prize

	2017	2018	2019	2020	2021	2022
Female nominees	7	13	7	7	8	12
Male nominees	4	7	12	4	10	10
<b>Total</b>	<b>11</b>	<b>20</b>	<b>19</b>	<b>11</b>	<b>18</b>	<b>22</b>
% female	63%	35%	37%	64%	44%	55%
Winner	female	female	female	female	male	male

### Hedley Bull Prize in International Relations

	2017	2018	2019	2020	2021	2022
Female nominees	5	0	2	6	3	12
Male nominees	11	5	4	6	6	10
<b>Total</b>	<b>16</b>	<b>5</b>	<b>6</b>	<b>12</b>	<b>9</b>	<b>22</b>
% female	31%	0%	33%	50%	33%	55%
Winner	male	male	male	male	female	joint male

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

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

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

	2017	2019	2020	2022
Female nominees	0	Prize not awarded; moved to 2020. Will now be awarded in even years.	0	1
Male nominees	1		2	2
<b>Total</b>	<b>1</b>		<b>2</b>	<b>3</b>
% female	0%		0%	33%
Winner	Male		Male	male

**Rising Star Award – inaugurated 2020**

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

**Political Theory Prize – inaugurated 2021**

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

**EPS Jacqui Briggs Prize**

	2017	2018	2019	2020	2021	2022
Winner	1 female 1 male	male	male	male	male	male

**Dirk Berg-Schlosser Award**

	2017	2018	2019	2020	2021	2022
Winner	female	male	1 female 1 male	1 female 1 male	female	1 female 1 male

**Cora Maas Award**

	2017	2018	2019	2020	2021	2022
Winner	female	male	1 female 2 male	female	female	male

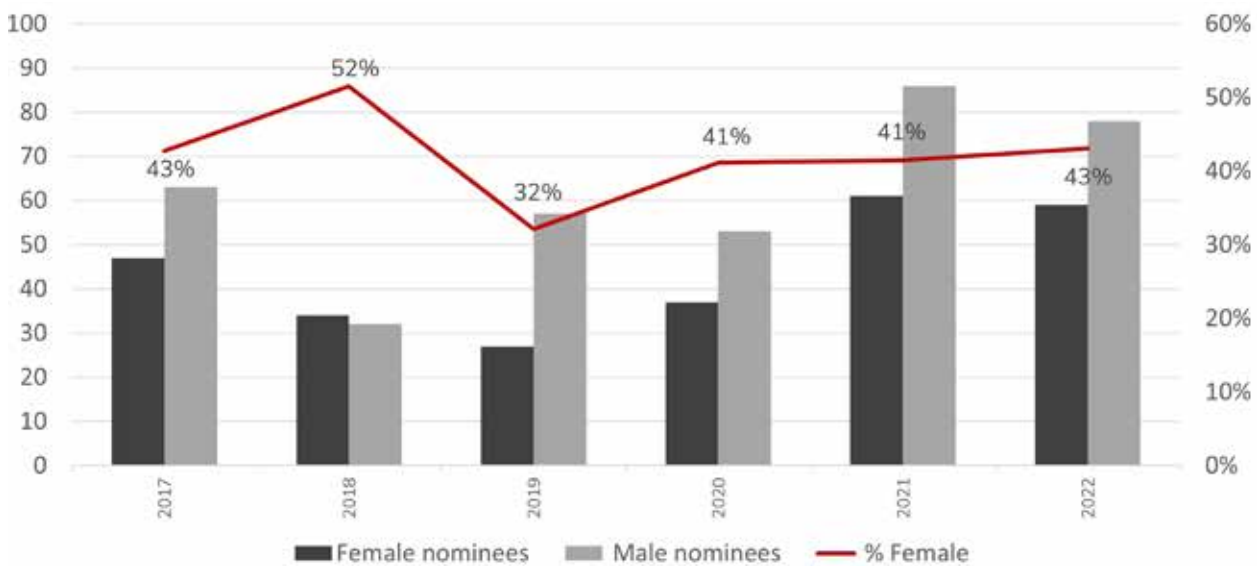


**All prizes since 2017**

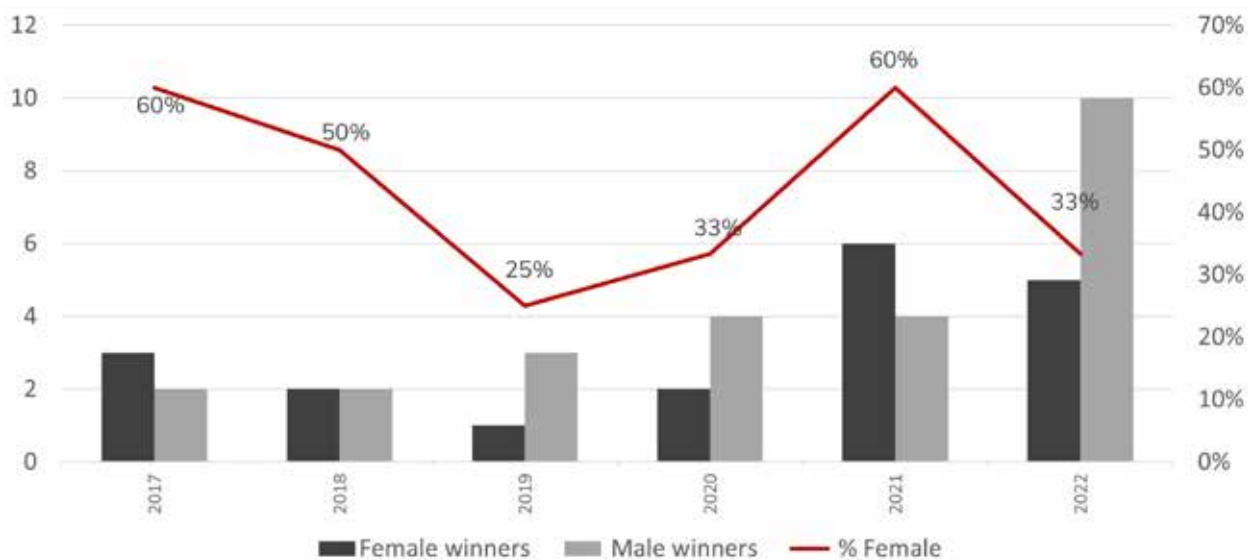
	2017	2018	2019	2020	2021	2022
Female nominees	47	34	27	37	61	59
Male nominees	63	32	57	53	86	78
<b>Total</b>	<b>110</b>	<b>66</b>	<b>84</b>	<b>90</b>	<b>147</b>	<b>137</b>
% female nominees	<b>43%</b>	<b>52%</b>	<b>32%</b>	<b>41%</b>	<b>41%</b>	<b>43%</b>
Female winners	3	2	1	2	6	5*
Male winners	2	2	3	4	4	10*
<b>Total</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>15</b>
% female winners	<b>60%</b>	<b>50%</b>	<b>25%</b>	<b>33%</b>	<b>60%</b>	<b>30%</b>

\*Two prizes were awarded jointly; the total number of prizewinners is therefore higher than the number of prizes awarded

**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 has dropped by 3% for the past two years, down from 35% in 2020 to 32% in 2022.

Official Representatives	2017	2018	2019	2020	2021	2022
Female	128	126	110	109	82	96
Male	209	197	195	203	158	160
Other						
Prefer not to say					3	4
Not recorded				2	56	45
No OR nominated				6	13	
<b>Total</b>	<b>337</b>	<b>323</b>	<b>305</b>	<b>320</b>	<b>312</b>	<b>305</b>
% female, of known gender	38%	39%	36%	35%	34%	32%

## 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, and their field of research specifically. In 2022, 51% of all Steering Committee members of known gender were female. This is down 3% on 2021, but remains above parity.

Standing Group Convenors / Steering Committee Members / Chairs	2017	2018	2019	2020	2021	2022
Female	57	80	108	115	138	128
Male	70	79	99	104	115	95
Other						
Prefer not to say					4	2
Not recorded				3	33	25
Total	127	159	207	222	290	250
<b>% female of known gender</b>	<b>45%</b>	<b>50%</b>	<b>52%</b>	<b>52%</b>	<b>54%</b>	<b>51%</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 Manager who sits on the Management Group, chaired by

the Director. In 2022, ECPR employed 23 members of staff, of whom 12 were women, and one non-binary. There was a strong bias towards women in the departments of Events and Communications, which employed only one man during the period 2016–

2021. Over that same period, all members of the IT department were male.

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

	ECPR staff by department*													
	2017		2018		2019		2020		2021			2022		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Other	Female	Male	Other
Finance	3		3		2	1	2	1	2	3		2	3	
Events	6		6		6		5		5			7		
Communications	4		4		4		5		6		1	7	1	1
IT		4		4		4		5		4			5	
Operations		1	1	1	1		1		1			1	1	
Director		1		1	1		1		1			1		
<b>Total by gender</b>	<b>13</b>	<b>6</b>	<b>14</b>	<b>6</b>	<b>14</b>	<b>5</b>	<b>14</b>	<b>6</b>	<b>14</b>	<b>7</b>	<b>1</b>	<b>12</b>	<b>10</b>	<b>1</b>
<b>Grand total</b>	<b>19</b>		<b>20</b>		<b>19</b>		<b>20</b>		<b>22</b>			<b>23</b>		
<b>% female / other</b>	<b>68%</b>		<b>70%</b>		<b>74%</b>		<b>70%</b>		<b>68%</b>			<b>57%</b>		

\*Staff count made in December each year

Management Group, including Director												
	2017		2018		2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Director*		1		1	1		1		1		1	
Operations Manager**		1		1								
Finance Manager / Head of Finance	1		1		1		1		1		1	
Events Manager	1		1		1		1		1		1	
Communications Manager / Head of Comms	1		1		1		1		1		1	
IT Manager		1		1		1		1		1		1
<b>Total</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>1</b>
% female	50%		50%		80%		80%		80%		80%	

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

# Conclusions

## Events

It is encouraging to see grassroots female participation at the Joint Sessions at 51%, but this year’s stand-out figure is the hugely impressive 63% female representation at Workshop Director level.

It’s reassuring, too, that the percentage of women acting as General Conference Section Chairs remains above 50%, in line with our Gender Equality Plan targets.

Concerted efforts to make gains in female representation at General Conference Roundtables, and across our new programme of House Series talks, have paid dividends. Happily, it will be easier to maintain healthy female participation across these smaller datasets over which ECPR has greater direct influence.

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.

## Training

A substantial 16% rise in female participants at both Methods Schools is indeed cause for celebration. It also suggests that the disappointing 2021 figure was an anomaly rather than a trend.

And while we welcome the slight rise in the percentage of female Teaching Assistants, our new Academic Convenors will need to work especially hard to overcome the persistently low female representation at Instructor level. New female Methods School AC Susana Salgado may help address this disparity.

## Publishing

The most positive story from the 2022 data is the representation at editor level, which has risen to 47%. The percentage of women reviewers had also risen to a healthier 39%.

Across the portfolio, however, the

proportion of women submitting and reviewing articles, and getting their work published, remained well below target. The Loop has set itself a [‘50-50 challenge’](#) – a commissioning strategy that aims to achieve gender parity by 2023.

## Prizes

While there was a slight rise in nominations for women across our Prizes portfolio, the percentage of prizes awarded to women recorded a substantial 30% drop in 2022. This must, however, be taken in the context of a very small sample size.

## Looking ahead

Statistics across our Events and Training portfolios are generally encouraging and exceeded targets in several areas. Yet the longstanding female underrepresentation across the ECPR publishing portfolio is proving a tougher nut to crack. In 2023, our EDI working group will therefore be focusing efforts on initiatives in this field.