



IPSA Gender and Diversity Monitoring Report 2017

Yasmeen Abu-Laban, Marian Sawyer, Mathieu St-Laurent



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Introduction

The International Political Science Association (IPSA) has been monitoring the number of women members of IPSA since 1995, and since 2011 IPSA has been reporting on gender representation, membership and practices of its affiliated national associations (for a list of the national associations responding to the 2017 survey see Appendix 1).

Previous gender monitoring reports were presented to the IPSA World Congress in Madrid (2012) and the IPSA World Congress in Montreal (2014). The present report was undertaken for presentation at the IPSA World Congress in Brisbane (2018) and concerns itself with both gender and diversity monitoring.

Because both political science as a profession, and the sphere of official politics (in the form of elected or appointed heads of state and government, legislatures and political parties), has traditionally been male-dominated it remains a priority to assess the extent to which women in political science have made inroads into the discipline. Indeed, while IPSA was itself a leader in prioritizing the study of women's political participation, from its earliest research project (Duverger 1955), it took more than 40 years from its founding in 1949 for IPSA to actually have a woman serve as President of IPSA itself.

The gender monitoring process, along with periodic surveys of national associations, is one of the key ongoing responsibilities of IPSA's Committee on Membership and Participation. The current survey and report builds on earlier ones by maintaining the critical focus on gender, but broadens the lens to also consider issues relating to race, ethnicity, religion and Indigeneity. For this reason, this year's version is called a 'Gender and Diversity Monitoring Report'. The move to broaden the survey's focus was unanimously supported by IPSA's Committee on Membership and Participation, as well as IPSA's Executive Committee.

We believe this move to consider gender alongside other dimensions of diversity is important for three key reasons. First, contemporary research on gender and feminist scholarship is highly attuned to the fact that the experience of women can vary considerably by virtue of lines of identity and differences (such as those relating to class, or race/ethnicity amongst many other factors). Second, attention to gender and practices in relation to promoting equal opportunity may take from or contribute to supporting other marginalized groups in the profession, and therefore it is pertinent to begin to consider such synergies. Finally, a central goal of IPSA in reporting on gender has been to track the changing situation in the profession from a comparative perspective attuned to regional and national variations, and to enhance discussion and awareness of gender equality. By broadening out to consider both gender and other forms of diversity, the conversation can include discussion of how to promote equal opportunities for different groups who may have been historically marginalized.

By providing information on special measures that have been implemented by national political science associations (PSAs), we seek to inform the international political science community about good practices that might be considered to promote equal opportunities. As this report shows, there may be differences in relation to region and size of association, with large associations able to undertake more initiatives. This is not consistent, however, and it is our hope that this year's report can contribute to an ongoing dialogue and exchange about who we are, what we do in the profession, and what we can learn from each other to make the discipline inclusive for all.

The 2017 survey

The survey was conducted by IPSA during late 2017 and early 2018 (see Appendix 2 for the survey instrument). Of the 55 national PSAs that are affiliated to IPSA, responses were received from 33. Although not all PSAs responded, it should be noted that responses came from all continents and from most of the large associations, thereby providing a global picture.

We would like to thank all the PSAs that took the time to complete the survey, without which we would not have information about the state of the discipline in relation to gender and diversity in international and comparative terms.

The 2017 survey asked questions pertaining to gender balance in relation to membership, leadership positions in the PSA, conference participation, and where relevant, in the editorships of journals published through PSAs.

Information was also sought on whether PSAs had a women's caucus, a specialist group devoted to the research study of gender and politics, or other working groups pertaining to gender and the profession. Additionally, the 2017 survey sought to uncover practices concerning the promotion of equal opportunities for both women and men.

The 2017 survey further asked whether information was collected on religion, race/ethnicity, language and where pertinent, Indigeneity (since not all PSAs defined their country as having Indigenous peoples). The survey probed whether PSAs had policies or standing committees dealing with these forms of diversity, and what they viewed as successful practices for promoting equity in relation to these forms of diversity.

Survey responses overall show unevenness, as in some countries issues relating to gender and other forms of diversity have yet to be addressed; moreover, the national collection of information on members of the association/discipline is also uneven. The size of association varies greatly, ranging from 45 (Croatian and Tunisian PSAs) to 10,595 (American PSA).

Interestingly, we also observe that national PSAs that have undertaken explicit measures in relation to women are more likely to undertake initiatives for other groups, suggesting

that attention to gender equity creates a climate in which attention to diversity and equal opportunities expands for political scientists. This finding may serve to stimulate reflection and discussion of what appear to be expanding and reverberating benefits to ensuring that women and other historically marginalized groups are fully included in the profession.

Women’s participation as members and leaders of national political science associations

Table 1 indicates the total number of members for the largest associations responding to the 2017 survey, and the number and percentage of women amongst members. Large associations are defined as having 400 or more members.

Table 1. Membership of the largest PSAs, 2017 survey

Name of Association	Total Membership	Number of Women	% Women
American PSA	10,595	3574	33.7
Korean PSA	2500	800	32.0
UK PSA	1918	600	31.2
Japanese PSA	1820	225	12.3
German PSA	1757	562	31.9
Brazilian PSA	1379	615	44.5
Canadian PSA	1202	492	40.9
Polish PSA	874	332	37.9
Russian PSA	742	350	47.1
Spanish PSA	665	269	40.4
Icelandic PSA	558	267	47.8
Swiss PSA	525	169	32.1
French PSA	494	203	41.0
Finnish PSA	440	165	37.5
Danish PSA	400	150	37.5
TOTAL / AVERAGE	25,869	8773	33.9

As evident from Table 1, on average across all large PSAs that responded, women constitute about one third of members. Moreover, with the exception of the Japanese PSA, most large associations have at least one third women members, a finding in keeping with the 2013 IPSA Gender Monitoring Report. According to the 2017 survey, it is the Russian and Icelandic PSAs that stand out amongst large associations for having almost achieved gender parity amongst members with 47.1% and 47.8% women respectively. At the time of the 2017 survey there were two associations where women formed a majority: women made up 57.5% of the membership of the Tunisian PSA (formed in 2011, with a total of 45

members) and 53.6% of the Turkish PSA (formed in 1970, with a total of 190 members). Given that women make up a healthy component of membership of most national PSAs, it is particularly relevant to consider their presence in PSA research activities and leadership.

A total of 20 of the 33 reporting national PSAs published their own journal or journals. Where national PSAs had journals, across the board women were involved as editors (or co-editors) and/or on editorial boards, although men still fill the majority of such posts. The journals published by the Canadian PSA (*Canadian Journal of Political Science/Revue canadienne de science politique*) and the South African PSA (*Politikon: South African Journal of Political Studies*) stand out for having all female editors/co-editors as well as editorial boards made up of 50% or more women in 2017-2018.

When probed, national PSAs responding to the 2017 survey also indicated that healthy numbers of women were participants, panel chairs and paper presenters at their last national conference. The South African PSA stands out as the national association that achieved gender parity amongst participants, panel chairs and paper presenters at its last national conference – in all other associations there was a higher proportion of men, with the sole exception of the Turkish PSA where women constituted two thirds of attendees and paper presenters and just over half of panel chairs at their last national conference.

Where an association has specialist research groups/sections, women are also present as leaders although this varies across subject areas. There are relatively few women in leadership roles where the focus is on quantitative methodology. However, in all reporting PSAs women were present on executive bodies and as members of advisory boards (if the association had one). At the time of the 2017 survey, women constituted the following:

- 33% of Vice Presidents
- 39% of Executive members
- 50% of Advisory Board members

Of those national associations that reported having an Executive Director/Secretary General women made up 37%.

At the time of the 2017 survey women were presidents of 39% of the 33 reporting national PSAs. Specifically, women were presidents of the following 13 national PSAs: Bolivia, Bulgaria, Canada, Chile, Finland, Iceland, Italy, New Zealand, Russia, Spain, Turkey, United Kingdom (UK), and the United States of America (USA).

Table 2 concerns the large PSAs of 400 or more, along with the other national PSAs responding to the 2017 survey. The table provides information on the year of establishment, the year when the first woman became president, as well as the total number of women presidents.

Table 2. First and total women PSA presidents or chairs, 2017 survey

Country or international	Date PSA established	Date first woman president / chair	Total women presidents
USA	1903	1989	10
Canada	1912	1959	11
Taiwan	1932	–	0
Japan	1948	–	0
France	1949	2005	1
IPSA	1949	1991	3
UK	1950	1993	3
The Netherlands	1950	–	0
Australia	1951	1975	15
Germany	1951	1988	4
Korea	1953	–	0
Finland	1953	2006	4
Greece	1955	2002	2
Russia	1955	2008	2
Poland	1957	1998	2
Switzerland	1959	2011	1
Denmark	1960	--	0
Croatia	1966	2011	1
Italy	1970	2015	1
Sweden	1970	1978	4
Turkey	1970	1978	2
New Zealand	1974	2008	5
Ireland	1982	1999	2
Chile	1984	2000	4
Brazil	1986	1996	2
Lithuania	1993	2005	2
Spain	1993	2017	1
Iceland	1995	On or before 2000	5 since 2000
Belgium	1996	2000	2
Portugal	1998	2012	1
South Africa	2001	2012	2
Bolivia	2002	2014	1
Bulgaria	2002	2017	1
Tunisia	2011	–	0

A few things can be noted from Table 2. First, overall it appears that the founding presidents of national PSAs have all been men, and that most presidents of national PSAs have also been men.

Second, the Canadian Political Science Association stands out amongst national PSAs for being the first PSA in the world to be led by a woman. This was in 1959, 47 years after its establishment in 1912, when Mabel Timlin (1891–1976) became President. By all counts, Timlin was truly exceptional, beginning as a secretary at the University of Saskatchewan and becoming one of the first Canadian women to receive a PhD. Timlin was also the first woman to be granted tenure in Canada.

Third, as can also be seen from Table 2, today most associations have had more than one woman president since their founding, suggesting that the presence of women leaders is not as exceptional as it once was. However, it is the Australian Political Studies Association that stands out as having had the largest number of women presidents. This is despite the fact that it was not formed until after World War Two (while the two oldest associations, the American and Canadian were formed before World War One). The Australian PSA had its first woman president in 1975, the United Nations International Women's Year. The healthy representation of women presidents may be attributed to the fact that since 1998 the Association has had the convention of alternating female and male presidents. At the time of the 2017 survey, 15 of its 53 presidents had been women.

Fourth, although some PSAs have yet to be led by a woman, it is interesting to note that the years between date of establishment of a PSA and female presidential leadership are closing. Thus whereas it took the American PSA, the oldest PSA, 86 years from its founding to its first female president, most associations formed since the 1990s have already had a female president. This also reflects the fact that women make up a healthy component of members of most national PSAs today, as noted in Table 1. Moreover, at the time of the 2017 survey, the majority of national PSAs (57. 5% or 19 of 33) indicated that their Association had one or more of a women's caucus, specialist group or working group on issues relating to gender. These were the American, Australian, Belgian, Brazilian, Bulgarian, Canadian, Danish, German, Irish, Italian, Japanese, Korean, New Zealand, Russian, South African, Spanish, Swedish, Swiss, and UK PSAs.

Data collection and diversity

The data provided by national PSAs in response to the 2017 survey suggest that women are not only members, but increasingly active and present in PSA research and leadership activities. This makes it relevant to look at data collection practices that may not only assist gender equality but also inclusion for other groups who may have historically faced marginalization. Fully 42% (14 of 33) of national PSAs indicated, for example, that their country had an Indigenous population, yet only two (the Australian and American PSAs)

systematically collect information concerning Indigenous members as can be seen from Table 3.

Table 3: National PSAs indicating an Indigenous population and collection of data on Indigenous political scientists, 2017 survey

PSA indicating Indigenous population	Collection of membership data on Indigeneity
Australia	Yes
Belgium	No pattern
Bolivia	No
Brazil	No
Canada	No
Chile	No
Taiwan	No
Denmark	No
Finland	No
Japan	No
New Zealand	No
South Africa	No
Sweden	No
USA	Yes

Before turning to the question of institutional mechanisms more fully, we note that in response to the question of whether and when data was collected on attributes other than gender (specifically along lines of race/ethnicity, religion, language and Indigeneity), none indicated they collected on religion and only a handful of associations indicated that they did so on other grounds. These were as follows:

- American PSA collects information on race/ethnicity and Indigeneity every one to two years;
- Australian PSA collects information on race/ethnicity, language and Indigeneity every five years;
- Brazilian PSA collects information on race/ethnicity at the time of application for membership;
- Bulgarian PSA collects information on language at the time of application for membership;
- Canadian PSA collects information on language at the time of application for membership;
- Polish PSA collects information on language at the time of application for membership;
- South African PSA collects information on race/ethnicity at the time of application for membership and has policies or standing committees to deal with race/ethnicity;

- UK PSA collects information on race/ethnicity at the time of application for membership.

It is notable that with the exception of the Polish PSA, all of the PSAs that collect data on attributes other than gender indicated that they had a women's caucus and/or specialist group or working group on issues relating to gender. This underscores the relationship between addressing gender and addressing diversity more broadly.

Institutional structures and good practices

In PSAs around the world there has been significant institution-building in recent decades to promote a more inclusive discipline. This has taken the form of bodies to promote the status of designated groups in the profession, and also specialist groups on gender, race and diversity. The American PSA, the world's largest as well as oldest, led the way in 1969 with Committees on the Status of Women and the Status of Blacks in the Profession, as well as a Women's Caucus.

The 2011 IPSA survey found that 13 national PSAs had some institutional structure such as a specialist group on gender and politics and/or a body such as a women's caucus or working group focusing on professional issues (Matonyte et al 2012). The 2013 survey found 14 national PSAs had either a specialist group or women's caucus or both types of body (Cardinal et al 2014). The 2017 survey found that the number of national associations with either a specialist research group or a women's caucus/working group dealing with diversity in the profession had risen to 19. A number of these bodies had been established since the 2013 survey, including new bodies in the Brazilian, Italian, Japanese and Spanish PSAs. The Japanese Research Group on Gender and Politics was established in 2015 and resulted in gender and politics being added for the first time as a sub-category of political science in Japan.

Women's caucuses have played a significant role in promoting a more inclusive discipline and profession. As the German PSA wrote in their response to the 2017 survey:

We have found that the most successful strategies to promote gender equality have been our Taskforce on the Status of Women in the association and the Special Workgroup on Politics and Gender. The former has been successful in raising awareness of discrimination and glass ceilings in the profession and promoting women's advancement in leadership positions. The latter group has been a useful tool in encouraging young women to enter the professional association and in helping young women to network with professionals in more advanced stages of their careers (DVPW).

The South African PSA also found that its gender caucus and the promotion of panels on gender at conferences were the most successful strategies in promoting gender equality and that the promotion of the association to younger scholars was the most successful strategy in relation to inclusiveness and other forms of diversity.

In Table 4 we present a first look at the pattern of institution-building within PSAs.

Table 4. Institution-building for a more inclusive political science – selected examples

	Women’s Caucus; Status C’tees	Gender research group
American PSA	C’tee on the Status of Women in the Profession, 1969; C’tee on the Status of Blacks in the Profession, 1969; followed by Latino (1970); LGBTI (1992) Asian-Pacific (2003) Status Committees Women’s Caucus, 1969 (followed by other caucuses)	Women and Politics Research Section, 1986
UK PSA	Women’s Caucus, 1977; Diversity and Equality Working Group 2009 Equality and Diversity Sub-Committee 2017	Women and Politics Specialist Group, 1979
Canadian PSA	Women’s Caucus, 1978 Diversity Taskforce, 2006 Reconciliation C’tee, 2016	Women and Politics Section 2000 Women, Gender and Politics Section 2006
Australian PSA	Women’s Caucus, 1979	
Irish PSA		Women and Politics Specialist Group, 1992; Gender and Politics Specialist Group, 2010
New Zealand PSA	Women’s Caucus, c. 1986	Gender and Politics Research Network, 2014
Japanese PSA	Working Group on Women in the Profession, 2015	Research Group on Gender and Politics, 2015
German PSA	Women’s Caucus 1995 Taskforce on Status of Women, 1995	Research C’tee on Women and Politics, 1992; Gender and Politics 2010
South African PSA	Women’s Caucus 2001 Working group on Women in the Profession, 2001	Specialist Group on Women and Politics, 2001

The American PSA has a long history of institutionalising attention to diversity issues, as we have seen, but its survey response placed most emphasis on ensuring diversity of representation (including gender, race and ethnicity) in leadership positions:

We have found that the most important strategy for ensuring that issues of gender equality get sustained attention and benefit from new approaches is to ensure women are well represented in leadership positions and on committees... As with gender equity, we have found that the most important strategy for ensuring that issues of diversity other than gender get sustained attention and benefit from new approaches is to ensure diversity of representation in leadership positions and on committees (American PSA).

It should be noted that not all PSAs have developed institutionalized attention to diversity issues through specialist bodies. In such cases, the emphasis may be again on the representation of diversity in leadership positions. For example, the Portuguese PSA cites the role of gender parity in its executive committee and the alternation of men and women in leadership positions as its most successful strategy (Portuguese PSA). Other PSAs citing the practice of alternating men and women in such leadership positions, included Australia (since 1998), Brazil, Spain and Tunisia.

As in IPSA's two previous surveys, many associations cited the encouragement of women's participation in conferences as one of their most successful strategies. As we have already seen, Turkey once again had the highest rate of women's participation as both paper givers and panel chairs –two thirds of paper givers and just over half of panel chairs. This is in line with women's presence in the Turkish PSA, where they make up 54 per cent of the membership (Turkish PSA).

The Tunisian PSA cited 'awards, scholarships or fellowships for women or for gender/feminist research' as their most successful strategy. More generally, women's caucuses have promoted such awards and also encouraged the inclusion of greater diversity in PSA journals, sometimes through the publishing of special issues dedicated to topics of gender and feminism. The first special issue on a gender topic to appear in the IPSA journal, *International Political Science Review*, appeared in 1985. A number of PSA journals have published such special issues or symposia, although in the case of Canada not until June 2017. In Germany, potential editors of special issues of the PSA journal are requested to include contributions with a gender focus.

In terms of linguistic diversity, the Canadian PSA journal publishes articles in English and French and has both an English-language and French-language co-editors. However, the journal of the Swiss PSA is the most inclusive in terms of language, publishing articles in English, German, French and Italian and still achieving a high journal impact factor (Swiss PSA).

A number of PSAs now include forms of diversity other than gender in their inclusion policies and in their data collection. The Canadian, UK and American PSAs have gone furthest in institutionalising diversity issues within their associations and some information about how they have gone about this will be provided here. As will be seen, the emphasis

has differed between national associations, reflecting demographic differences and different national histories, as well as existing practices.

The USA

The American Political Science Association (APSA or American PSA) has the longest history of institutionalizing multiple forms of diversity within its organizational structure, beginning in the wake of the Civil Rights Movement and the Women's Movement. In 1969 Committees on the Status of Women and of Blacks in the Profession were established, followed in 1970 by a Status Committee on Latinos y Latinas, in 1992 by a LGBT (Lesbian, Gay, Bisexual and Transgender Individuals) Status Committee, and in 2003 by an Asian Pacific Americans Status Committee.

In 2005, American PSA President Margaret Levi appointed an APSA Minority Program Review Committee, to review programs dating back to 1969. Two years later, President Dianne Pinderhughes established a Task Force to assess whether political science was adequately positioned to address the political and governance issues arising from increased demographic change, multicultural diversity and disparities of wealth. The Task Force Report, *Political Science in the 21st Century*, was published in 2011. It found political science to be often ill-equipped to explain processes of political marginalization or to address issues of gender, race and diversity. It endorsed existing practices such as the Minority Fellows Program but recommended doing more to promote access and inclusion and prepare political scientists to engage with diversity (Fraga et al 2011: 6).

One of the primary recommendations of the Task Force was to put in place more systematic data collection. To achieve this, the demographic items on the American PSA's membership form were made mandatory. In addition, the theme of its 2015 Annual Meeting was 'Diversities Reconsidered: Politics and Political Science in the 21st Century'. Short courses relating to the theme included 'Coalition building to advance diverse leadership' and 'Diversity, inclusion, access and equity: Strategies for incorporating diverse approaches and themes'.

On the fifth anniversary of the Task Force Report a review was invited to evaluate the presence of gender, race, ethnicity and diversity in APSA's own publications (Pinderhughes and Kwakwa 2017). It found that while some important steps had been taken, barriers contributing to marginalization continued to exist. Meanwhile, to address such barriers, the promotion and encouragement of diversity and inclusion in the profession became one of the American PSA's six long-term strategic goals issued in 2016.

In 2018, the American PSA's Senior Director of Diversity and Inclusion was able to present the demographic data now collected via the membership form in the inaugural *Diversity and Inclusion Report* (Mealy 2018). It showed that Hispanic and Black Americans were greatly underrepresented in APSA membership compared with their presence in the

American population, while Asian Americans were slightly overrepresented. Native Americans were also significantly underrepresented (0.23 % of membership). Women continued to be underrepresented, with men making up 63% of APSA membership. This data is presented visually on a new online data dashboard that can be used to view trends by race, gender and ethnicity across APSA's membership and across major field of interest and organized sections.

Canada

Immediately to the north of the US, the Canadian Political Science Association (CPSA), is only about one tenth of the size of APSA and has far fewer resources. In 2006, however, it also created a Diversity Taskforce. This was to consider all groups explicitly designated under the Canadian *Employment Equity Act*, as well as issues relating to sexual, linguistic, generational, and religious diversity. The groups designated under the *Employment Equity Act* are women, persons with disabilities, Aboriginal people and members of visible minorities (defined as racial minorities other than Aboriginal people).

Canadian universities are already required to monitor the representation of these groups, if they hold federal contracts. Nonetheless, the Diversity Taskforce had a disappointing response to their survey; only a quarter of Canadian political science departments submitted returns although this did include eight of the largest departments. The Diversity Taskforce also did a survey of CPSA members, which had a much higher response rate – equivalent to a third of members. Combined, the results of these two surveys show that there is underrepresentation of designated groups – especially persons with disabilities and Indigenous peoples – particularly at senior levels, and members of designated groups often feel they have experienced discrimination within the profession.

The CPSA continues to pursue understanding of diversity and inclusion in the profession. In 2016, it created a Reconciliation Committee to deliberate on how political science and political scientists in Canada could advance a reconciliation agenda addressing Canada's Indigenous peoples. Reconciliation is a major challenge given Canada's status as a settler-colony (Abu-Laban, 2016) and the CPSA Reconciliation Committee is considering issues relating to teaching, research and ongoing monitoring. In Australia and New Zealand, which are also settler societies, Indigenous scholars tend to migrate to interdisciplinary centres (Sawer and Curtin 2016). While the Australian PSA included Indigeneity in its 2017 membership survey for the first time, it found no Indigenous people among its members. The New Zealand PSA cites its strategy of 'Ensuring an explicit commitment to our obligations under the [Waitangi] Treaty in our constitution and in our conference proceedings' (New Zealand PSA).

The UK

The UK PSA has also been grappling with diversity issues. It has a long-standing Women and Politics Specialist Group that has a lively social media presence and alternates annual conferences and workshops. In 2009 the PSA expressed concern over representativeness more broadly through the creation of a Diversity and Equality Working Group. It undertook research into diversity in the profession and, in particular, the experience of black and minority ethnic (BME) people among politics students and staff. In 2009 it found that less than 4 per cent of politics research students and staff had a BME background; in contrast, the 2011 population census found that nearly 20 per cent of the British population had such a background.

In 2017, as an important part of its new ten-year strategic plan, the UK PSA established an Equality and Diversity Sub-Committee with accompanying budget. The initial emphasis was on collection of demographic data, including an annual diversity audit, as well as the compilation of best practice resources. As with APSA, the strategy encompassed intellectual and methodological diversity, as well as demographic diversity, in order to achieve the goal of an inclusive discipline.

One aspect of policies oriented to diversity and inclusion has been the adoption of codes of conduct. For example, the UK PSA's code of conduct states that: 'The harassment of participants undermines the principles of equality, diversity and freedom of expression at the foundations of these conferences and events and constitutes professional misconduct.' Another strategy being used to promote a more inclusive discipline is directed at disciplinary awards and prizes.

Awards and prizes

Awards have become an important feature of political science associations, celebrating achievement and symbolizing excellence and academic success. In the past, women were often excluded from this kind of professional recognition. Greater awareness of such gendered patterns has led to increased recognition of women's contribution to knowledge, both through the award of prizes and through their naming (GESS 2017). While there is great variability across national association in regard to such recognition measures, and also across sub-fields of political science, some important steps have been taken to address the issue.

Drawing attention to persistent gender imbalance can itself have beneficial effects. For example, the IPSA Gender Monitoring Surveys of 2011 and 2013 found that the Karl Deutsch Award, one of the highest honours in inter-disciplinary research, had only ever been awarded to men. As noted in the next section, in 2014 the eminent political scientist Pippa Norris became the first woman to receive this award. This sequence of events indicates the power of tracking and publishing data on the status of women in order to bring about change.

In the UK, the Sir Isaiah Berlin Prize for lifetime contribution to political studies was not awarded to a woman until 2013. Since then, in a significant act of historical redress, it has been awarded to a woman for four years in a row. The UK PSA has also played a trail-blazing role in promoting recognition of women's scholarship through the naming of new 'mainstream' prizes. It had been awarding academic prizes for almost 30 years, 'exclusively named after white men' before the Elizabeth Wiskemann Prize was awarded for the first time in 2016, followed in 2017 by three more new prizes named after women (Kenny 2017).

Similarly, the Irish PSA introduced its first prize named after a woman following the first Gender Audit of the Association in 2015. The Irish PSA cites three-yearly gender audits of the association every three years as the strategy it has found most successful – acting to 'focus the minds' (Irish PSA).

In addition to 'mainstream' prizes, some associations provide awards recognising excellence in gender and politics or other forms of diversity research. For example, the American PSA has presented the Victoria Schuck Award for best gender and politics book since 1988, and its Race, Ethnicity and Politics section has presented best book, dissertation and conference paper awards since 1998. IPSA itself initiated the Wilma Rule Award for best paper on gender and politics at its 2000 Congress.

IPSA research on the status of women in political life and women's participation in IPSA

The global gender monitoring surveys now being undertaken by IPSA are part of a long history of gender initiatives. Since its foundation, IPSA has encouraged women to participate in its scientific projects, research committees and world congresses and has also paid particular attention to the subject of women and politics. As noted in the introduction, one of IPSA's very first projects, initiated by a request from the UN Commission on the Status of Women and directed by Maurice Duverger, was an examination of the participation of women in political life. This study (Duverger 1955) was the first cross-national survey-based research on women's electoral participation and a pioneering work, despite subsequent criticism from a feminist perspective of its failure to distinguish between sex and gender.

The involvement of women in politics, the study of politics by women and the integration of feminist critiques into political science are, of course, separate matters. By the 1970s IPSA was responding to the arrival of the 'second wave' of the feminist movement and claims by women for greater voice both within politics and regarding the way politics was conceptualized within political science. A Study Group on Sex Roles and Politics was established in 1976 and became a Research Committee in 1979. As Drude Dahlerup has observed (2010: 89), this opened up new opportunities for global research co-operation on introducing gender perspectives to political science.

Not surprisingly, IPSA also took up concerns about the status of women in political science and in 1978 commissioned a report on the subject from its study group on Sex Roles and Politics. This was later followed by the creation of a special subcommittee of the executive committee (EC) with terms of reference designed to promote the role of women in the association. At the time the IPSA EC was an all-male body; the only woman to have served on it was Sirkka Sinkkonen in 1973–1976.

The creation of the subcommittee was prompted by Carole Pateman's report on the status of women in IPSA and she went on to chair the new Committee on Women's Issues. Its objectives were to monitor the position of women in IPSA and to recommend ways to improve the situation.

In 1985, the era of all-male ECs came to end. With the election of Carole Pateman to the EC and then as First Vice-President in 1988, change was under way. She became the first woman IPSA President in 1991. The number of women on the EC continued to rise thereafter. In 1995 IPSA began monitoring the level of involvement of women in IPSA and to provide regular reports with gender-disaggregated data on its membership.

In 1998, the Committee on Women's Issues was replaced by the Committee on the Status of Women and Diversity of Participation (known in abbreviated form as the Committee on

Participation). This was a continuation of the former committee, but with extended terms of reference, and was chaired by Renato Boschi. The Committee on Participation aimed to encourage the participation of women in the association and beyond, with a view to facilitating contacts between women political scientists throughout the world.

In July 2006, at the EC meeting No. 96, the Committee on Participation was merged with the Committee on Membership to form the new Committee on Participation and Membership, the name still in use today.

IPSA Council

The Council is the General Assembly of the IPSA and is its highest decision-making body. It is composed of representatives of each collective member, who have an assigned number of votes in the Council. Council representatives from each country are nominated by their association. The number of women representatives rose from around 15–20 per cent in the 1990s to 25–30 per cent in the first decade of the new millennium. In 2012 the percentage rose again to 52.9 per cent, only to drop back to 29.8 per cent in 2014 and up again to 40.5 per cent in 2016 (see Table 5).¹ Even though there has been fluctuation, due to the fact that national associations were encouraged (rather than required) to ensure gender balance among their representatives to the IPSA Council, the long-term trend reflects a general improvement in women’s status in PSAs around the world. In 2016 the IPSA Executive Committee adopted a motion designed to increase gender balance and other forms of diversity in collective member delegations to the IPSA Council. This motion will be put to the Council at its meeting in 2018.

IPSA Executive Committee

Since the election of Carole Pateman in 1985, more than 30 years ago, there have been impressive improvements in women’s participation in the IPSA EC. Since 2006, Women have made up at least one third of the EC, crossing for the first time the 40 per cent barrier in 2016 (see Table 5).

Moreover, from 2014 to 2018, women held key positions in the EC. In 2014–2015, three out of six key positions in the EC were held by women: Helen Milner (Past President), Diane Pinderhughes (1st Vice-President and Vice-President for North America) and Linda Cardinal (Vice-President for Central and South America). In 2016–2017, one out of five key positions in the EC was held by a woman: Marianne Kneuer (1st Vice-President).

¹ In 2014, 17 of 52 national association representatives were women, in 2016, 17 of 42.

Table 5. Percentage (%) of women in various IPSA activities

Year	IPSA members	Congress participants	Congress convenors	Council members	RC/SG chairs	IPSR authors	EC members
1988	N/A	14.2	15.6	13.8	13.3	6.0	11.1
1991	N/A	18.4	14.9	15.3	16.3	14.3	27.8
1994	N/A	20.3	19.3	20.8	12.2	17.3	27.8
1995	N/A	-	-	-	12.2	19.2	27.8
1996	19.4	-	-	-	10.0	7.1	27.8
1997	22.7	20.2	13.1	14.9	12.0	7.7	27.8
1998	19.0	-	-	-	14.0	19.2	16.7
1999	20.3	-	-	-	14.6	16.0	16.7
2000	24.2	20.1	23.5	28.6	N/A	31.0	33.3
2001	23.0	-	-	-	N/A	27.3	33.3
2002	23.1	-	-	-	N/A	35.5	33.3
2003	26.2	20.0	N/A	24.0	19.4	10.0	23.5
2004	20.6	-	-	-	19.4	8.4	23.5
2005	25.6	-	-	-	19.4	17.5	23.5
2006	29.7	26.0	N/A	31.9	N/A	16.7	33.3
2007	26.4	-	-	-	N/A	13.8	33.3
2008	23.9	-	-	-	N/A	17.6	33.3
2009	36.0	37.0	N/A	27.9	16.0	24.3	38.8
2010	30.8	-	-	-	16.0	32.6	38.8
2011	29.9	-	-	-	16.0	18.4	38.8
2012	39.1	42.0	32.6	52.9	33.3	29.2	33.3
2013	37.0	-	-	-	33.3	33.3	33.3
2014	38.2	40.4	41.9	29.8	34.6	45.5	33.3
2015	36.7	-	-	-	34.6	40.0	35.3
2016	40.4	42.0	45.1	40.5	36.5	40.2	44.4
2017	37.7	-	-	-	36.5	24.6	44.4

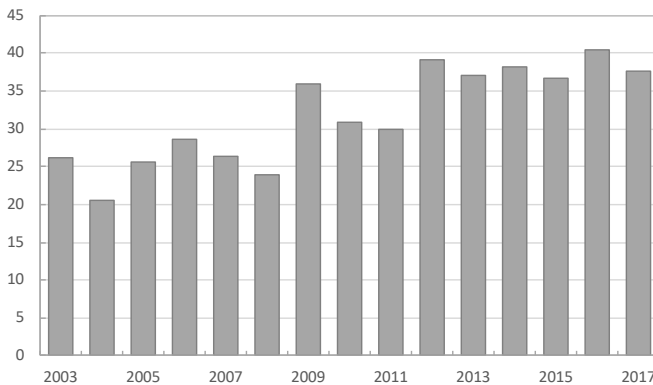
** It should also be noted that the data are indicative rather than definitive, in that in many cases analysis is based on probabilistic assumptions about gender based on first names. In the case of 'IPSR authors', the data refer to the proportion of articles authored by women, making appropriate allowance for multi-authored articles.*

IPSA membership

In 2016, IPSA reached its highest proportion of women members to date with women forming 40.4 per cent of members, around 15–20 percentage points higher than a decade earlier. This stabilised at 37.7 in 2017 (see Figure 1).

Since 2012, the proportion of women members has averaged 38.2 per cent of IPSA membership, an increase of close to 10 percentage points when we compare it with the previous six-year period (2006–2011: 29.5 per cent).

Figure 1. Percentage (%) of women in IPSA 2003–2017



As the individual membership in IPSA had more than doubled during this period (from 1551 in 2011 to 4045 in 2012; and 3398 in 2017) this represents hundreds (if not thousands) of women political scientists joining IPSA for the first time.

IPSA gender research committees

IPSA currently sponsors two research committees (RC) with a specific interest in applying a gender lens to politics. In 1976, the study group on Sex Roles and Politics was established. In 1979, it was given RC status as RC19. In 2003, after a vote by its members, RC19 changed its name to Gender Politics and Policy.

Another initiative was the creation in 1988 of a study group on Women, Politics and Developing Nations, which became a RC in 1992 as RC07. In 2015, after approval by the EC, RC07 changed its name to Women and Politics in the Global South.

Finally, there was a third RC on Gender, Globalization, and Democratization recognized by IPSA in 2002 as RC52. Unfortunately, it was dissolved at the EC No.114 in April 2014 due to inactivity.

The two remaining gender-oriented RCs have collaborated in running pre-Congress workshops on different themes since our last report. In 2014, RC19 ran a large pre-Congress workshop in Montreal (Canada) on Gender and Nationalism. In 2016, RC19 ran another pre-Congress workshop in Poznan (Poland) on Gender Mainstreaming: Theory and Practice - Research and Teaching.

The same RCs also collaborate on many fronts, from holding combined business meetings, to organising joint events oriented to gender research. For example, in August 2017, RC07 and RC19 hosted a Conference at the University of Stellenbosch (South Africa) titled Gender, Politics and the State.

In the more general grand scheme of IPSA RCs, women were less than 20 per cent of RC chairs between the late 1980s and 2011. This figure rose continuously to 36.5² per cent from 2011 to 2017 (see Table 5). This enhanced role in IPSA's RCs is also closely related to the rise in women's role as panel convenors at IPSA Congresses.

IPSA World Congress of Political Science

Participation of women in IPSA World Congresses has been on a continuous rise over the last decade. From a low 15 to 20 per cent from 1988 to 2003, participation of women really started to rise with the 26 per cent at the Fukuoka Congress, the 37 per cent at the Santiago Congress in 2009, to the all-time high of 42 per cent in Madrid in 2012 and in Poznan in 2016 (see Table 5). This represents a substantial upswing in women's participation.

Additionally, 41.9 per cent of congress panel convenors were women in Montreal in 2014, compared to 45.1 per cent in Poznan in 2016.³ This represent a considerable rise from the 24 per cent in Quebec in 2000 and the average 16 per cent registered during the 1990s.

IPSA awards

Wilma Rule Award

In 2000, IPSA introduced an award for best Congress paper on gender and politics – the Wilma Rule award – to recognize and highlight the contribution of gender scholarship to the discipline. The award was established in honour of the pioneering work by Wilma Rule on the impact of electoral systems on women's legislative representation. To date, it is the only IPSA award named after a woman.

² In 2016–2017, 19 of 52 research committee's chairs were women.

³ At the Montreal Congress in 2014, 210 of 501 panel convenors were women while at the Poznan Congress in 2016 women were 283 of 628 panel convenors.

The award has been made to eight women since 2000, the most recent recipients being Jennifer Marie Piscopo for her paper 'Inclusive Institutions versus Feminist Advocacy: Women's Legislative Committees and Caucuses in Latin America' (2014) and Mona Lena Krook for 'Violence against Women in Politics: A Rising Threat to Democracy Worldwide' (2016).

Other IPSA awards

Many women have won IPSA awards in recent years but until 2014 no women had been awarded the most prestigious IPSA awards, such as the Karl Deutsch Award and the Prize of the Foundation Mattei Dogan.

Of the nine recipients of the Karl Deutsch Award, which honours a prominent scholar engaged in cross-disciplinary research, Pippa Norris is to date the only woman (2014). Norris has won many honours, including the Johan Skytte Prize with Ronald Inglehart, and is known for bringing a gender perspective to her authoritative work on public opinion, voting behaviour and electoral integrity.

Theda Skocpol was the first and only woman to date (out of six recipients) to be awarded the Prize of the Foundation Mattei Dogan awarded by IPSA for High Achievement in Political Science.

Women's share of other IPSA awards has been as follows:

- *Juan Linz Prize*: 0 out of 2 recipients (0%); since 2014.
- *Stein Rokkan Award*: 14 out of 43 recipients (32.6%); since 1982.
- *Francesco Kjellberg Award*: 3 out of 9 recipients (33.3%); since 1988.
- *Global South Award*: 1 out of 3 recipients (33.3%); since 2009.
- *Meisel-Laponce Award*: 1 out of 4 recipients (25%); since 2011.
- *APSA-IPSA Theodore J. Lowi First Book Award*: 2 out of 2 recipients (100%); since 2016.

Women's share of awards presented by IPSA Research Committees has been as follows:

- *RC01 Award for Concept Analysis in Political Science*: 1 out of 6 recipients (16.7%) since 2003.
- *RC01 Best C&M Working Paper Award Recipients*: 1 out of 2 recipients (50%) of recipients since 2011.
- *RC27 Charles H. Levine Memorial Book Prize*: 2 out of 15 recipients (13.3%) since 2004.
- *RC27 Ulrich Kloeti Award*: 1 out of 7 recipients (14.3%) since 2009.
- *RC28 Publius: The Journal of Federalism Distinguished Scholar Award*: 0 out of 1 recipient (0%); since 2016.

International Political Science Review (IPSR)

In 1995, 15 years after its creation, the *International Political Science Review* (IPSR) announced its first woman co-editor, Nazli Choucri (1995–2001). Since then, four more women have served as editors of IPSR: Kay Lawson (2001–2009), Yvonne Galligan (2007–2012), Marian Sawyer (2012–) and Theresa Reidy (2016 –). The percentage of women as IPSR authors has fluctuated (see Table 5), with no discernible trend, but it is notable that there was for the first time a 40 per cent plateau for three consecutive years (2014–2016). This is due in part to the publication of special issues on gender politics. As we have seen, the first IPSR special issue on a gender topic appeared in 1985, the second in 2000 and then in 2014 and 2016.

Conclusion

Our analysis of the 2017 survey and trends in national PSAs, as well as IPSA, suggests that there has been progress in the representation of women as members in professional associations of political science, in addition to their presence in the discipline as active and recognized researchers and leaders. While these successes have been uneven, the trend toward greater inclusion has clearly benefited from discussion and implementation of institutional mechanisms attuned to gender equality.

As IPSA and many national PSAs are increasingly considering issues such as race/ethnicity and Indigeneity, the time is ripe for an expanded and ongoing global discussion. The findings of the first ever IPSA Gender and Diversity Monitoring report are important for highlighting the ways in which attention to gender and gender equality is interconnected with the building of an inclusive discipline globally. The findings and analysis provide guideposts for ways both IPSA and national PSAs may foster greater inclusion in the years ahead.

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Appendix 1. Associations responding to the 2017 IPSA gender and diversity monitoring survey

Africa

Association tunisienne d'études politiques
South African Association of Political Studies

Asia and Pacific

Australian Political Studies Association
Chinese Association of Political Science (Taipei)
Japanese Political Science Association
Korean Political Science Association
New Zealand Political Studies Association

Europe

Association belge francophone de science politique
Association française de science politique
Association suisse de science politique
Bulgarian Political Science Association
Croatian Political Science Association
Danish Political Science Association
Dutch Political Science Association
Finnish Political Science Association
German Political Science Association
Hellenic Political Science Association
Icelandic Political Science Association
Italian Political Science Association
Lithuanian Political Science Association
Polish Association of Political Science
Political Studies Association of Ireland
Political Studies Association (UK)
Portuguese Political Science Association
Russian Political Science Association
Spanish Association of Political and Administrative Science
Swedish Political Science Association
Turkish Political Science Association

North America

American Political Science Association
Canadian Political Science Association

South America

Bolivian Political Science Association

Brazilian Political Science Association

Chilean Political Science Association

Appendix 2. Survey questionnaire

Name of your political science association *

Your E-mail *

ex. myname@example.com

Only used if multiple submissions for the same association

1. How many members did your association have in 2017? How many women? *

	Total	Women
Members in your association	<input type="text"/>	<input type="text"/>

2. How many women currently hold a leadership position in your association?

	Total	Women
President/chair	<input type="text"/>	<input type="text"/>
Vice president	<input type="text"/>	<input type="text"/>
Members of executive	<input type="text"/>	<input type="text"/>
Members of advisory board (if existing)	<input type="text"/>	<input type="text"/>
Secretary General/Executive Director	<input type="text"/>	<input type="text"/>

3. In what year was your association established?

In what year did the first woman become President of your association? (state clearly if your association has never had a woman President)

How many women have held the positions of President and Secretary General/Executive Director since your association was established?

	Total	Women
President	<input type="text"/>	<input type="text"/>
Secretary General/Executive Director	<input type="text"/>	<input type="text"/>

4. Does your association have:

- A women's caucus (a group concerned primarily with the status of women in the discipline)
- A specialist research group on gender and politics, or feminism and politics
- A working group on gender representation

If yes, when was it established? (Year)

Women's caucus

Specialist group

Working group

If yes to a women's caucus, is it represented on the executive of the association?

Yes

No

5. If your association has specialist groups or research committees, how many women hold leadership positions (convenor, chair etc.) in these? Please fill in the numbers if you have the data.

	Total	Women
Leadership positions in specialist groups/research committees	<input type="text"/>	<input type="text"/>

6. How many women participated in your last national conference? How many chaired a panel? How many presented a paper? Please fill in the numbers if you have the data.

	Total	Women
Participants	<input type="text"/>	<input type="text"/>
Panel chairs	<input type="text"/>	<input type="text"/>
Paper presenters	<input type="text"/>	<input type="text"/>

7. Does your association publish scholarly journal(s)?

Yes

No

If so, what is the name of the journal(s)? How many women are current editor/co-editor of each journal? How many are members of the editorial board?

	Name of journal	Total editor/co-editor	Women editor/co-editor	Total members of the editorial board	Total women on the editorial board
Journal 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Journal 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Journal 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

When was the first woman editor or co-editor appointed? (state clearly if your association has never had a woman editor or co-editor)

8. Does your association undertake one or several of the following strategies to promote equal opportunities for men and women? Please check more than one box if appropriate.

- Commitment to gender representation and other related issues in a code of conduct (e.g. sexual harassment, equal opportunities for women and men, policy on the representation of women)
- Convention that women and men alternate in leadership positions (such as President)
- Commitment to gender representation and other related issues in the association's statutes
- Tools or mechanisms for the promotion of gender representation and equality and other equity issues
- Monitoring or regular reporting on gender representation and other related issues in the discipline
- Mentoring system for women including for female students
- Encouraging women to participate in call for papers for conferences or publications
- Provision of childcare at conferences
- Awards, scholarships or fellowships for women or for gender / feminist research

9. Among the strategies you use to promote gender equality in your association, which do you regard as most successful? Which would you recommend to other associations?

10. Does your country have indigenous people?

- Yes No

11. Do you collect information on any of the following specific dimensions? If so, how often do you collect these information?

	Do not collect information	At time of application for membership only	About every 1 or 2 years	About every 5 years	About every 10 years	No pattern
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indigeneity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Does your association have policies or standing committees dealing with issues of diversity other than gender?

- Yes No

If yes, do they relate to any of the following (you may check more than one if applicable)

- Race/ethnicity
- Religion
- Language
- Indigeneity

13. Among the strategies you use to promote equity in relation to forms of diversity other than gender in your association, which do you regard as most successful? Which would you recommend to other associations?



Thank you very much for your kind cooperation.

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