

IPSA Gender Monitoring Report 2011

Irmina Matonyte
Marian Sawyer
Mathieu St-Laurent

IPSA  **AISP**



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978-2-9811086-5-4
Dépôt légal - Bibliothèque et Archives nationales du Québec, 2012
Dépôt légal - Bibliothèque et Archives Canada, 2012

Université Concordia
1590, av. Docteur-Penfield
Bureau 331
Montréal (QC), Canada H3G 1C5

Tel.: +1 514 848-8717
Fax: +1 514 848-4095

email: info@ipsa.org

www.ipsa.org

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Fifty years ago the world of political science was unquestionably a male world. This has been slowly changing, in part due to initiatives within national political science associations. One important role for the International Political Science Association (IPSA) is to provide an overview of progress in the development of a global and inclusive political science community.

Since 1995, the IPSA Secretariat has been monitoring the level of involvement of women members of IPSA. Women have long been underrepresented among the membership and the higher tiers of political science associations. For this reason, IPSA has decided to establish a gender monitoring system to track the status of women. The gender monitoring survey of national associations has been conducted under the aegis of the IPSA Committee on Participation and Membership.

A key aim of a gender monitoring process is to *raise awareness* of the underrepresentation of women and questions of gender equality among the member associations. The establishment of a gender monitoring system for IPSA member organisations will allow us to gather *comparative* data on the status of women and men in IPSA member organisations, and to identify examples of *best practice* that promote equal opportunities for both sexes and for underrepresented groups in academic political science. Such a database will help member organisations to identify areas that require *further* action and hence develop recommendations for such action.

The final objective of IPSA is to strengthen the role of women in scientific research and organizations. It is important to stress that the results of this survey will not only outline the role of women political scientists but also the status of the whole political science community. To achieve its goal, IPSA needs to be supported by its constituents, starting with the national and regional political science associations and its research committees. This survey is designed to be part of an ongoing project with the object of evaluating the progress of women scholars within national and regional associations. Our goal is for the Participation and Membership Committee, with the assistance of the IPSA Secretariat and the national associations, to undertake these surveys **every two years** and to present the findings in the following World Congress of Political Science (see Recommendation 1). The result of this initial survey will be presented at the IPSA World Congress in Madrid 2012.

The survey was conducted by IPSA in August–November 2011. Responses were received from 38 national political science associations (PSAs) (see Appendix 1). Although some reminders were needed, most provided answers to all the questions asked, ranging from gender breakdowns of membership and leadership positions to initiatives taken to promote equal opportunity.

While information on the participation of women in political science has already been available for a number of countries, the IPSA survey for the first time provides substantial comparative data, from all continents. The provision of such information to its members, together with the examples of good practice provided by national associations, is a contribution to IPSA's goal of creating an inclusive and global political science community. IPSA urges all national associations to consider seriously these examples of good practice when developing their own policies (see Recommendation 2).

The data provide a compelling picture of national variations in the participation of women in the political science profession and also of the steps taken by national associations to try to address gender issues. In some countries there has been extensive research into why the progress of women has stalled, and problems have been named including: 'the leaky pipeline', 'the normative political scientist' and the 'chilly climate' (Cowden et al. 2012). In other countries there seems to have been less recognition of the underrepresentation of women as a problem to be addressed by the profession. We hope that both the comparative data on participation and the best practice examples of measures adopted to address the issue will stimulate further reflection within national associations on how to ensure a fully inclusive profession.

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

In terms of membership, national political science associations (PSA) affiliated to IPSA range from the giant American PSA (with almost 16,000 members in 2011) to the small Lithuanian PSA with 50 members. Among the larger associations are the Japanese, Korean, German, Canadian and British PSAs with 1300–1800 members. Most of the PSAs have between 100 and 600 members.

Not only are there huge variations in the size of national PSAs, but also very significant variations in the participation of women both as members and in leadership positions.

Unusually, women outnumber men in the membership of the Croatian and Lithuanian PSAs. In the majority of national associations women count for around one third of total membership. In contrast, women are only one out of ten members of the Japanese PSA, one out of eight of the Korean PSA and one out of five in the Portuguese and Ukrainian PSAs.

At the time of the 2011 survey, women held leadership positions (President or Chair) in 13 national PSAs:

- Australia
- Austria
- Belgium
- Canada
- Finland
- France
- Lithuania
- New Zealand
- Russia
- Slovenia
- South Africa
- Turkey
- Uruguay

Women were Vice-Presidents in 12 Association:

- Austria
- Bolivia
- Croatia
- Germany
- Korea
- Lithuania
- Russia
- Slovakia
- South Africa
- Spain
- UK
- USA

Women also held the position of secretary general in 12 associations:

- Portugal
- Croatia
- Ukraine
- UK
- Brazil
- Canada
- Hungary
- Lithuania
- Belgium
- Sweden
- Czech Republic
- Ireland

In general, almost all PSAs had women on their executive bodies. Exceptions were the Chilean and Nepalese Associations.

The first women presidents of national PSAs

Name of Association	Date of foundation	Date of first woman president
American PSA	1903	1933
Canadian PSA	1912	1959
Australian PSA	1951	1975
Swedish PSA	1971	1978

The American PSA was a pioneer in having a first woman president almost 80 years ago, and altogether has had seven women out of its 107 presidents. The Canadian PSA has also had seven women out of its total of 80 presidents while the Australian PSA has had 11 women out of 47 (helped by the convention since 1998 of alternating men and women in the position). One woman who has played an exceptional leadership role in more than one association is Carole Pateman. After being President of the Australasian Political Studies Association 1980–1981, she became President of the International Political Science Association 1991–1994 and then President of the American Political Science Association 2010–2011 (see further).

In most of the other national associations, two or three women, if any, have ever held the presidency. Women have never held the position of PSA president in Japan (established 1948), Korea (1953), Denmark (1960), Italy (1973), Portugal (1998) Bolivia (2002), the Ukraine (2005), Cameroun (2006), or in the two associations established in 2011 – one of the Belgian (The Vereniging voor Politieke Wetenschappen) and the Kazakhstan PSA.

In general, women have been more likely to fill the position of secretary general in PSAs than the position of a president. For instance, in Austria women have occupied the position eight times (out of a total of 20 people who have filled the position since the association was founded), Croatia 15 times (out of 20), Sweden 6 (out of 19).

Institutional structures

Generally women's caucuses have been initiated by women members of national associations and have acted as a ginger group in improving the status of women in the profession and the integration of gender perspectives into the discipline. For example, when the women's group of the UK PSA was founded in 1977 its objectives included the following: to improve the opportunities and status of women in political science; to combat sexism in course content; to generate discussion about the masculine assumptions of the discipline' (Grant 2010: 151). In general, women's caucuses have engaged in raising awareness of gender issues by initiating surveys of women in the discipline and the integration of gender perspectives into curriculum, as well as women and politics streams at annual conferences (later under names such as gender and sexuality). The Australian women's caucus has formal representation on the PSA Executive to assist in the performance of these roles (Sawer 2004). The New Zealand women's caucus produces a newsletter Women Talking Politics, which promotes 'communication between women who are interested in politics or public policy, particularly those teaching, researching or actively engaged in women's issues.' Back issues are available at: <http://nzpsa.wordpress.com/womens-caucus/women-talking-politics/>

In the 2011 survey 13 associations reported having some institutional structure such as a specialist group on gender and politics and /or a women's caucus. In the Australian, New Zealand and South African PSAs there are only women's caucuses while in the French, Korean, Belgian, Brazilian, Russian and Irish PSAs there are only specialist groups on gender and politics. Both women's caucuses and a specialist group on gender and politics are present or coexist in the US, UK, Canadian and German PSAs.

The first women's caucuses in national associations were established in the American PSA in 1969, in the UK in 1977, Canada in 1978 and Australia in 1979. Specialist groups on gender and politics have been organized later. The UK women's group gave rise to the Women and Politics Specialist Group in 1979 while the American PSA established a specialist group on gender and politics in 1986 and the German PSA in 1991. As well as its women's caucus and specialist group, the American PSA has a long-standing Committee on the Status of Women in the Profession, which provides regular stocktakes.

The Women and Politics Research Section of the American PSA sponsors panels and roundtables at the annual APSA conferences and annual prizes for best paper and dissertation (in addition to the Victoria Schuck Prize offered by the

Association for best book on gender and politics). Since 2005 the American Women and Politics Research Section has published a journal *Politics & Gender*, launched with 'the conviction that the study of women and politics, and the gendered analysis of politics, benefit and strengthen political science'. In 2010 *Politics & Gender* was ranked sixth among the 139 political science journals included in the ISI ranking of journals by impact factor.

The Women and Politics Specialist Group of the UK PSA holds a biennial women and politics conference (now in alternate years to the ECPR Politics and Gender Conference, see below). This is in addition to sponsoring workshops and panels at the annual PSA conference and an annual undergraduate prize on gender and politics.

Twenty-one PSAs provided data about their last annual conference. Among conference paper presenters women were equal in number or outnumbered men in the PSAs of Croatia, the Ukraine, the Czech republic, New Zealand and Slovenia.

Scholarly journals are published by (or in cooperation with) 25 national associations. Editorial boards in practically all of them include women (the exceptions, where no woman is included on the editorial board are Hungary, Cameroun and Nepal). Some journals provide a gender breakdown of authors and content. For example, following initiatives by the women's caucus, the Australian Journal of Political Science has provided gender statistics on submissions and authors since 1999.

Measures to promote equal opportunities in national PSAs

The majority (22) of the responding national associations undertake one or several special measures to promote equal opportunities. These special measures include:

- Encouragement of women in calls for papers for conferences or publications (in 15 PSAs)
- Commitment to gender-related issues in a code of conduct – e.g. sexual harassment, equal opportunities for women and men, promotion of the under-represented sex (in 13 PSAs)
- Convention that men and women alternate in leadership positions (such as President) (in six PSAs: Uruguay, Australia, Russia, USA, Brazil, Finland)
- Commitment to gender-related issues in the association's statutes (in five PSAs: Austria, Nepal, Russia, Slovenia, USA)
- Provision of childcare at conferences (in five PSAs: Austria, Canada, Germany, Japan, USA)
- Special institution for the promotion of gender equality and other equity issues such as an ombudsman or committee on participation (Brazil, Germany, Sweden, UK)
- System for regular reporting on equal opportunities or the status of women in the discipline (Germany, Brazil, USA).
- Monitoring of other diversity issues (Canada, Germany, New Zealand, UK, USA)
- Mentoring system (Russia, the Ukraine, USA)
- Awards, scholarships, fellowships or prizes for women or for gender research (Australia, Cameroun, Canada, Serbia, UK, USA)

Overall, the biggest portfolio of measures to promote equal opportunities in their PSA are found in: the USA (eight measures), Russia (five measures), Brazil (five measures) and Germany (five measures). The Canadian PSA has sponsored surveys of women in the profession in each decade since the 1970s, and in 2008 extended coverage to include persons with disabilities, Aboriginal people and members of visible minorities. However the response rate by departments to this most recent survey was disappointing (CPSA Diversity Task Force 2010).

Other special measures, employed by national PSAs

Apart from initiatives directed to women, the American PSA has several programs and initiatives directed to minorities, among them a Minority Student Recruitment Program (MSRP), the Ralph Bunche Summer Institute (RBSI), and a Mentoring Program.

Brazilian PSA: The renewal of a policy of inclusion of women has been a central concern of the ABCP, given the presence of women in executive positions. Another major renovation is the growing number of women submitting articles to the biennial meetings of the association and the encouragement of research on empowerment and the political underrepresentation of women.

Canadian PSA: The CPSA seeks gender balance in nominations for Board members, committee members and chairs, section heads for the CPSA annual conference.

Swedish PSA: The SWEPSA board investigates and writes reports on topics such as "Small steps in the career" — i.e. try to identify decisions that might not seem important at the time, but makes a difference in the long run. By highlighting this we hope to make decision makers (Head of Departments) and women themselves aware of career mechanisms and their effects.

The UK: The PSA is committed to treating "all members on the basis of merit and ability alone" and to eliminating "unjustifiable discrimination on the basis of gender ... sexual orientation ... or any other inappropriate ground". The PSA Guidelines for Good Professional Conduct stipulate that "Members should not act in ways that unfairly discriminate ... on the ground of ... sex or sexuality".

Recent initiatives of national associations include the American Political Science Association's Workshop on the Advancement of Women in Political Science held in 2004: <http://www.apsanet.org/imgtest/womeninpoliticalscience.pdf>

In 2011 the Australian Political Studies Association sponsored a similar workshop. Its report and recommendations can be read at: <http://womeninpoliticalscience.wordpress.com/>

International Political Science Association (IPSA)

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

Since its foundation in 1949, the International Political Science Association (IPSA) has encouraged women to participate in scientific work and gender issues in different ways, such as in its scientific projects, research committees and world congresses. The subject of women and politics has also been of considerable interest to IPSA. One of IPSA's very first projects, initiated by a request from the UN Commission on the Status of Women, directed by Maurice Duverger and approved by UNESCO, was an examination of the participation of women in political life, a study that was duly published in 1955. It 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 critique into political science are, of course, separate matters. By the 1970s IPSA was responding to the arrival of the 'second wave' and claims by women for greater voice both within politics and 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 with terms of reference designed to promote the role of women in the association. At this time the IPSA Executive was an all-male body, the only woman to have served on it was Sirikka Sinkkonen in 1973-76.



The creation of this subcommittee of the IPSA executive committee followed receipt of a report on the status of women in IPSA prepared by Carole Pateman, who 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 in which action could be taken to improve this.

An end to all-male Executive Committees came in 1985, and with the election of Carole Pateman as First Vice-President in 1988 change was under way. She became the first woman IPSA President in 1991 and participation of women on the Executive continued to rise thereafter. In 1995 IPSA began monitoring the level of involvement of women in IPSA and to provide regular reports with sex-disaggregated data on membership.

In 1998, the Committee on Women's Issues was replaced by the Committee on the Status of Women and Diversity of Participation (to be known in abbreviated form as the Committee on Participation), a continuation of the former committee, but with extended terms of reference, chaired by Renato Boschi. The IPSA subcommittee on participation strives to encourage the participation of women in the association and beyond it, with a view to facilitating contacts between women political scientists throughout the world.

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 named by their association. The number of women representative rose from around 15–20 percent in the 1990s to 25–30 percent in the first decade of this new millennium (see Table 1). This reflects a general trend of improvement in women's status in political science associations around the world. IPSA recommends that its collective members seek to ensure gender balance among their representatives (and alternates) to the IPSA Council (see Recommendation 3).

IPSA Executive Committee

Since the election of Carole Pateman in 1985, a little more than 25 years ago, there have been impressive improvements in women's participation in the IPSA Executive Committee (EC). Women make up almost 40 percent of the current IPSA EC (see Table 1).

Moreover, three out of five key positions in the IPSA EC were held by women in 2011: Lourdes Sola (Past President), Helen Milner (First Vice-President and Vice-President Americas) and Marian Sawyer (Vice-President Asia and Oceania). Since the election of Lourdes Sola to the presidency (2006-2009), IPSA hopes to alternate where possible between men and women at IPSA presidential elections.

IPSA Gender Research Committees

IPSA sponsors three research committees with a specific interest in applying a gender lens to politics. In 1976 it recognized a study group on Sex Roles and Politics, which was given research committee status in 1979 and in 2003, after a vote by its members, changed its name to Gender, Politics and Policy. The second initiative in this area was the creation in 1988 of a study group on Women, Politics and Developing Nations; which became a research committee in 1992. Finally in 2002, IPSA recognized the research committee on Gender, Globalization and Democracy. The three gender-oriented research committees collaborate in running pre-Congress workshops on different themes. In 2012, for example, the theme is intersectionality and women's movements. All in all, we note a slight rise in women's participation as IPSA research committee chairs from less than 12 percent in the 1990s to around 16 percent these days (see Table 1).

IPSA Membership

In 2009, IPSA reached its highest proportion of women members to date. With women forming 36 percent of members, the figure was around 16 percentage points higher than a decade earlier, an 80 percent increase (see Table.1). As the individual membership in IPSA had tripled during this period (from 1084 in 1999 to more than 3659 in 2009) this represents hundreds of women political scientists joining IPSA for the first time.

IPSA World Congress of Political Science

For the 2006 Congress IPSA produced a Directory of 701 women political scientists from within its membership. Participation of women in IPSA Congresses was continuing to rise and from 26 percent at Fukuoka in 2006 it jumped to 37 percent at Santiago in 2009 (see Table.1). This represents a substantial upswing in participation from the 14.2 percent of 1988 and the around 20 percent of 1990s and early 2000s.

IPSA Awards

Wilma Rule Award

In 2000, IPSA introduced an award for best Congress paper on gender and politics, to recognize and highlight the contribution of gender scholarship to the discipline. It is called the Wilma Rule award, in honor of the pioneering work by Wilma Rule on the impact of electoral systems on women's legislative representation.

The award has been given three times since 2000, most recently to Anne Maria Holli and Milja Saari for their paper 'The Representation of Women in the Parliamentary Standing Committee Hearings in Finland' (2009).

Other IPSA Awards

Many women have won IPSA awards in recent years (see below) but so far no women have been awarded the most prestigious IPSA awards, such as the Karl Deutsch Award and the Prize of the Foundation Mattei Dogan. Women's share of other IPSA awards has been as follows:

Stein Rokkan Award (32.4% of recipients; since 1982)

Francesco Kjellberg Award (33.3% of recipients; since 1988)

RC01 Award for Concept Analysis in Political Science (33.3% of recipients; since 2003)

RC27 Ulrich Kloeti Award (50% of recipients; since 2009)

In 1995, 15 years after its creation, the *International Political Science Review (IPSR)* named its first women co-editor, Nazli Choucri (1995-2001). Since then, two more women have served as editors of *IPSR*, Kay Lawson (2001-2009) and Yvonne Galligan (2007-2012). The percentage of women as *IPSR* authors has fluctuated (see Table 1), with no discernible trend.

Table 1 : Percentage (%) of women in various IPSA activities

Year	IPSA members	congress papergivers	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

* 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.

Other developments at the transnational level

Developments similar to those reported within IPSA were also taking place in other transnational bodies such as the International Studies Association (ISA) and the European Consortium for Political Research (ECPR).

The first ECPR workshop with a gender focus was organised by Elina Haavio-Mannila and held at the ECPR Joint Sessions in Berlin in 1977. Its subject was 'Women and Politics' and both sex role and more radical perspectives were presented (Dahlerup 2010: 86). Subsequently a workshop on women and politics was held almost every year at the joint sessions of the ECPR, giving rise to a number of edited volumes. These started with *Unfinished Democracy: Women in Nordic Politics* arising from the Berlin workshop. As with IPSA, the concern to create a gender-inclusive discipline was accompanied by a complementary concern with the enhancement of the position of women in political science.

An ECPR Standing Group on Women and Politics was founded in 1985 and was renamed the Standing Group on Gender and Politics in 2007. Since 2009 the ECPR Standing Group has sponsored a biennial European Conference on Politics and Gender, held in Belfast 2009, Budapest in 2011 and next to be in Barcelona 2013. This has become a leading international forum for cutting-edge research in the discipline, attended by about 300 scholars. Another important initiative by the Standing Group is a 'syllabus bank' published on its website of gender and politics courses taught worldwide http://www.ecpr-net.eu/standinggroups/gender/syllabus_archive.aspx.

In 2012 the ECPR Standing Group applauded the decision of the ECPR Executive to assume responsibility for gender balance and diversity by creating a Diversity Taskforce to focus on these issues, both within the ECPR and in academia more generally.

Women organised within the ISA somewhat later than in other professional associations in the social sciences. The Feminist Theory and Gender Studies section of the ISA was created in 1990, while the Women's Caucus in International Studies was formed in 1996, to focus more directly on the status of women in the profession. After many years of lobbying, the ISA established a Standing Committee on the Status of Women in 2007. There are also a number of smaller groups, 'some more loosely associated with the ISA than others' (Erickson and Prügl 2010). They include the Society for Women in International Political Economy (SWIPE), Women in Conflict Studies (WICS), Mothers in International Relations (MIR) and Women in International Security (WIIS).

Recommendations of the IPSA Gender Monitoring Report 2011

R.1 Gender monitoring surveys be undertaken every two years by the Participation and Membership Committee, with the assistance of the IPSA Secretariat and the national associations, and the results reported to the following World Congress.

R.2 All national associations to consider seriously the examples of good practice presented in the gender monitoring report when developing their own policies.

R.3 Collective members of IPSA to seek to ensure gender balance among their representatives and alternates to the IPSA Council.

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Appendix 1.

Associations responding to the 2011 IPSA Gender Monitoring Survey

North America

American Political Science Association
Canadian Political Science Association

South America

Asociación Uruguaya de Ciencia Política
Asociación Chilena de Ciencia Política
Associação Brasileira de Ciência Política
Bolivian Association of Political Science

Europe

Asociacion Española de Ciencia Política y de la Administración
Associação Portuguesa de Ciencia Política
Association Belge de Science Politique
Association Française de Science Politique
Association of Political Sciences of Ukraine
Austrian Political Science Association
Czech Political Science Association
Croatian Political Science Association
Danish Political Science Association
Dutch Political Science Association
Finnish Political Science Association
German Political Science Association
Hungarian Political Science Association
Lithuanian Political Science Association
Political Studies Association of Ireland
Political Studies Association (UK)
Russian Political Science Association
Slovak Political Science Association
Slovenian Political Science Association
Società Italiana di Scienza Politica
Society for Political Sciences of Serbia
Swedish Political Science Association
Turkish Political Science, Association
Vereniging voor Politieke Wetenschappen (Belgium)

Asia and Pacific

Australian Political Studies Association

Japanese Political Science Association

Korean Political Science Association

New Zealand Political Studies Association

Political Science Association of Nepal

Republican Association of Political Studies (Kazakhstan)

Africa

Société Camerounaise de Science Politique

South African Association of Political Studies

Appendix 2. Survey Questionnaire

Name of your political science association

Your E-mail

Only used if multiple submissions for the same association

1. How many members did your association have at the end of 2010? 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	<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 since your association was established?

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

4. Does your association have:

- a women's caucus?
 a specialist group on gender and politics?

If yes, when was it established? (Year)

Women's caucus

Specialist 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.

No data available

	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 presented a paper? Please fill in the numbers if you have the data.

No data available

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

7. Does your association publish a scholarly journal? If so, how many women are current members of the editorial board?

No journal published

	Total	Women
Members of editorial board	<input type="text"/>	<input type="text"/>

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

- Commitment to gender-related issues in a code of conduct (e.g. sexual harassment, equal opportunities for women and men, promotion of the under-represented sex)
- Commitment to gender-related issues in the association's statutes
- Convention that men and women alternate in leadership positions (such as President)
- Special institution for the promotion of gender equality and other equity issues (ombudsman, committee on participation)
- System for regular reporting on equal opportunities or the status of women in the discipline?
- Mentoring system
- Encouragement of women in calls for papers for conferences or publications
- Provision of childcare at conferences
- Awards, scholarships or fellowships for women or for gender research
- Monitoring of other diversity issues *

* Please name the type of diversity monitoring undertaken.

Other strategies to promote equal opportunities such as:

9. Among the instruments you use, which ones would you judge to be particularly successful? What are "best practices" you would recommend?

IPSA AISP

International Political Science Association
Association internationale de science politique

1590, avenue Docteur-Penfield, bureau 331
Montréal (Québec) H3G 1C5
Canada

Tél. : +1 514 848-8717

Fax : +1 514 848-4095

info@ipsa.org

www.ipsa.org

