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PSAI GENDER AUDIT

Political Studies Association of Ireland

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INTRODUCTION

Gender Audit 2022

The aim of this Gender Audit is to provide an organisational assessment of the relative participation of women and men in the Political Studies Association of Ireland.

In 2015, the Executive Committee decided that a Gender Audit of the organisation would be carried out every three years and presented at the annual conference during the AGM. Since the 2015-2018 audit, it was agreed that the audit would take place on an annual basis, with the findings being made available on the Association's website to facilitate transparency and accountability on this issue.

Since 2019, the role of "Gender Mainstreaming Officer" is labelled "Equality and Diversity Officer" to encompass broader identities beyond gender. This includes, and is not limited to age, ethnicity, gender identity and expression, sexuality, ability and socioeconomic status. While this report focuses on the extent to which women are represented in the Association, the PSAI's Executive Committee recognises the importance to promote diversity and inclusion of all underrepresented groups.

Caroline Godard
PSAI Equality and Diversity Officer

METHODOLOGY

The audit uses data produced from the PSAI membership list provided to the Association by Taylor & Francis, the website of PSAI and the 2022 Annual Conference and the 2022 Postgraduate Conference final programmes. The report also uses data from the 2015-2018 Gender Audit of the PSAI carried out by Claire McGing (IADT) in her capacity as Gender Mainstreaming Officer for the Association, the 2019 and 2020 Gender Audits carried out by Lisa Keenan (TCD) and the 2021 Gender Audit by Rachel Gregory in their capacity of Equality and Diversity Officers. Comparative data were drawn from the 2022 ECPR Gender Study report and the 2022 IPSA Gender and Diversity Monitoring Report.

Some limitations underlined in the previous Gender Audit are reiterated here. The data sources available only includes names, not any demographic data (i.e. on gender, group membership and disability status). Since the first audit was carried out in 2015, the gender audit authors have produced data by using the person's name and an online search to confirm the pronouns used. This method compels the researcher to make assumptions about a person's gender, conflates sex and gender and conveys gender and sex binary representations.

The author recognises that self-identification would be the preferred method to reflect the multiplicity of gender identities. This could only be achieved through changes in the data collection process during membership enrolment and conference registration. Last but not least, the lack of demographic data does not allow to report on under-represented and marginalised group other than women.

2022 KEY FIGURES

33% of PSAI members were women

29% of Executive Committee members were women

44% of the Special Groups' conveners were women

None of the Prize Winners were women

39% of the authors of the papers presented at PSAI Annual Conference were women

50% of the authors of the presented papers at PSAI Postgraduate Conference were women

52% of the first authors in *Irish Political Studies* were women

MEMBERSHIP

The membership list was provided by Taylor & Francis and covers all members who paid their membership fee in 2022¹.

Men form a majority of PSAI members. Out of 168 members of the Association who had paid their dues for 2022, 55 were female (33%)². This represents a 5 percentage-point increase (16 members) in women's membership from 2020.

Examining the population of new members, gender parity is almost reached. Out of the 68 new members³, 31 (46%) are female and 37 (54%) are male. Although T&F does not provide the academic status of the members, it can reasonably be expected that most of the new members are postgraduate students or early career researchers.

In comparison, 49 per cent of the European Consortium of Political Research (ECPR) account holders in 2022 were female⁴. In the same year, women made up between 15.9 and 54.6 per cent of members in the largest member associations (>400 members) of the International Political Science Association responding to the 2022 survey. The Associations with the lowest percentage of women were the Japanese PSA (15.9%) and the Korean PSA (17.3%). The Spanish PSA (54.6%) had the highest percentage of female members, followed by the Argentina PSA (46.7%), the Icelandic PSA (45.5%), and the Brazilian PSA (44.2%).

¹ The membership list covers the period from 1 January – 31 December 2022 and was recovered on 5 March 2024.

² The gender of one member could not be identified, as only initials were included.

³ Taylor & Francis supplied a membership list differentiating new members from those who renewed their 2021 membership.

⁴ ECPR uses a self-identification method by inviting account holders to indicate their gender in their personal space.

Women represented 50.0 per cent of members in the American Political Science Association and 50.0% in the UK PSA in 2022. The PSAI would be situated between the Korean PSA and the German PSA (33.9%) in this ranking.

Table 1 shows figures of the overall membership of PSAI between 1999⁵ and 2022. Figure 1 below presents the 2022 figures of the composition of the Association’s membership disaggregated by sex between 1999 and 2022.

Table 1 Overall Membership, 1999-2022

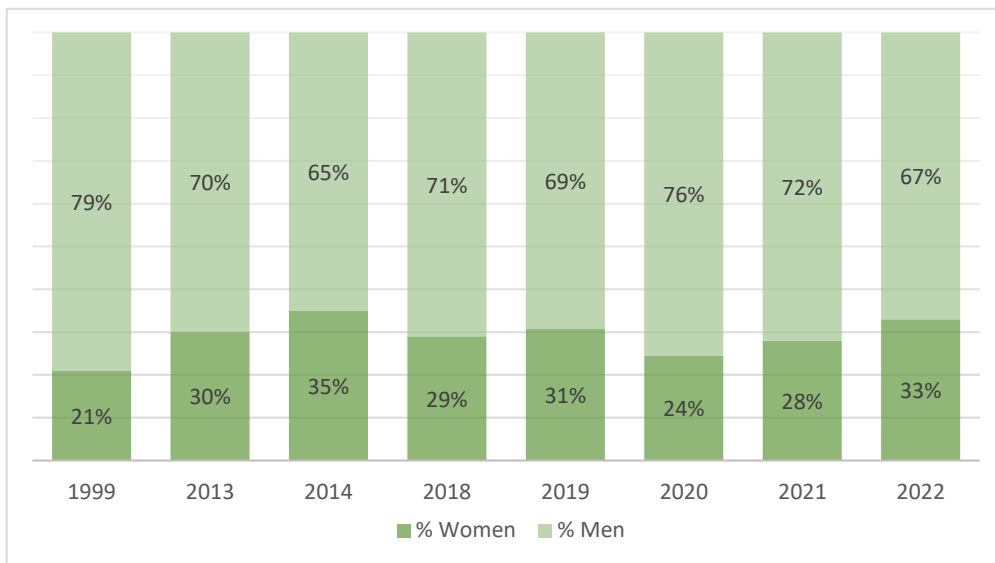
Year	Total number of members
1999	_*
2013	180
2014	209
2018	_*
2019	143
2020	139
2021	141
2022	168

*Data on the total number of PSAI members is missing for the years 1999 and 2018

In 1999, women made up 21% of the members of the PSAI. By 2013, this figure had risen to 30%. Female membership reached a peak of 35% in 2014 and then fell by six points between 2014 and 2018. 2019 saw a small increase, but membership of women dropped in 2020, corresponding with the Covid-19 pandemic year, the impact of which may have hindered women’s participation in the annual conference. In the same period, the overall number of PSAI members fell slightly. By the end of 2022, the share of PSAI female members had exceeded its pre-pandemic level, with women making up 1 in 3 members of the PSAI. Although, women made up almost half of new members registering in 2022.

⁵ Gender Audit 2015 by Claire McGing used 1999 PSAI data from John Coakley (1999) Political Science in Ireland. Third Edition. Dublin: Political Studies Association of Ireland.

Figure 1 Gender and Membership, 1999-2022



EXECUTIVE COMMITTEE

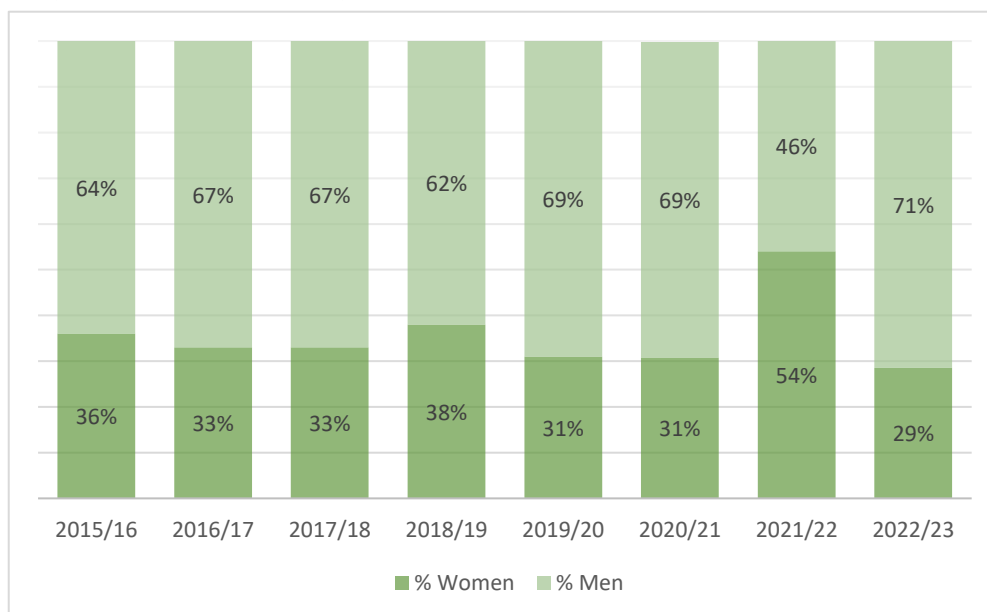
The PSAI elects its Executive Committee (EC) annually at the AGM, taking place during the Annual Conference. Not all positions are elected, as the EC has the capacity to appoint EC members for specific roles. In this instance, the Diversity and Equality Officer, the Postgraduate Officer, and the newly created Academic Freedom officer were appointed positions.

Between 2015 and 2018, women made up exactly one third of the EC members. In 2018-2019, 38 per cent of the members of the EC were women. The 2021-2022 EC saw a substantial increase in women’s representation compared with the previous academic year. Out of 13 positions, 7 were filled by women, representing 54 per cent of the EC. However, in the academic

year 2022-23, female representation in the EC dropped, with only 4 women for 14 roles, including 3 out of 8 officer positions⁶.

The Presidency of the PSAI has been held by men between 2005 and 2022, while women have held the Vice-presidency between 2012 and 2022. In the 2022 AGM, a woman was elected for the role of President and a man as Vice-President. She was the third woman to hold this position at PSAI⁷.

Figure 2 Gender composition of the Executive Committee, 2015-16-2022-23



⁶ Including the Presidency and Vice-Presidency, the Secretary and Treasury, the Postgraduate Representative, the Conference Organisation representative, the EDI Officer and the Academic Freedom Officer.

⁷ Yvonne Galligan served as President from 1999-2002; Maura Adshead from 2002-2005; and Jennifer Kavanagh from 2022.

SPECIALIST GROUPS

PSAI Specialist Groups pursue the purpose of promoting research and networking activities in relation to a specific theme. Each group has a minimum of two conveners, each of whom is normally located in a different institution. Table 2 provides data on the gender composition of the leadership of the Specialist Groups. Out of 25 conveners for 11 specialist groups, 11 (44 per cent) are women. Although the number of conveners was reduced, the proportion of women remains relatively stable. Women are represented among most Specialist groups. In 2022, the Computational Methods, The European Studies, the Public Policy and the Voters, Parties and Elections Specialist Groups did not have any female conveners, and the Gender and Specialist group had no male conveners.

Table 2 Sex & Specialist Group Conveners, 2022

Specialist Group	Female Convener(s)	Male Convener(s)
<i>Computational Methods</i>	0	2
<i>Environmental Politics*</i>	1	1
<i>European Studies</i>	0	2
<i>Gender and Politics</i>	2	0
<i>International Relations and Area Studies*</i>	1	1
<i>Participatory and Deliberative Democracy</i>	2	2
<i>Peace and Conflict</i>	2	1
<i>Political Theory</i>	1	1
<i>Public Policy</i>	0	2
<i>Teaching and Learning in Politics</i>	2	0
<i>Voters, Parties and Elections</i>	0	2
Total	11	14
Percent	44.00%	56.00%

*Data from the 2021 Gender Audit

PRIZES

The Basil Chubb Prize

The Brian Farrell Book Prize

The Elizabeth Meehan Prize for Best Paper

The Teaching & Learning Prize

PSAI awards four prizes to recognise outstanding academic work. The awardees are usually revealed each year at the Annual Conference.

Two of these prizes are named after men (the Basil Chubb prize for Best PhD Thesis and the Brian Farrell Book prize). In 2018 the Best Paper prize was named after a woman (the late Professor Elizabeth Meehan). The Teaching and Learning prize is not named after any individual.

As an informal practice, the EC ensures that sub-groups evaluating the nominees include at least one female and one male member.

In 2022, the four awardees for the four prizes did not include any woman. Data available from previous reports since 2018 indicates that no more than one woman has been a prize awardee in a single year.

ANNUAL CONFERENCE

The 2022 Annual Conference of PSAI took place on the 14th, 15th and 16th October 2022 in College Street Campus Waterford. The data produced is based on the final conference programme, which includes the names of the authors of papers. It is not possible to ascertain which of the co-authors attended the conference and presented their work.

The programme includes 31 panels and a total of 128 authors. Of the 128 authors featured in the final conference programme, 50 (39 per cent) were female. This proportion of female panellists has been relatively stable and the 2022 figure is comparable to the Annual Conference editions between the years 2015 to 2020. In 2021, they was only 33 per cent of women authors of papers presented at the Annual Conference.

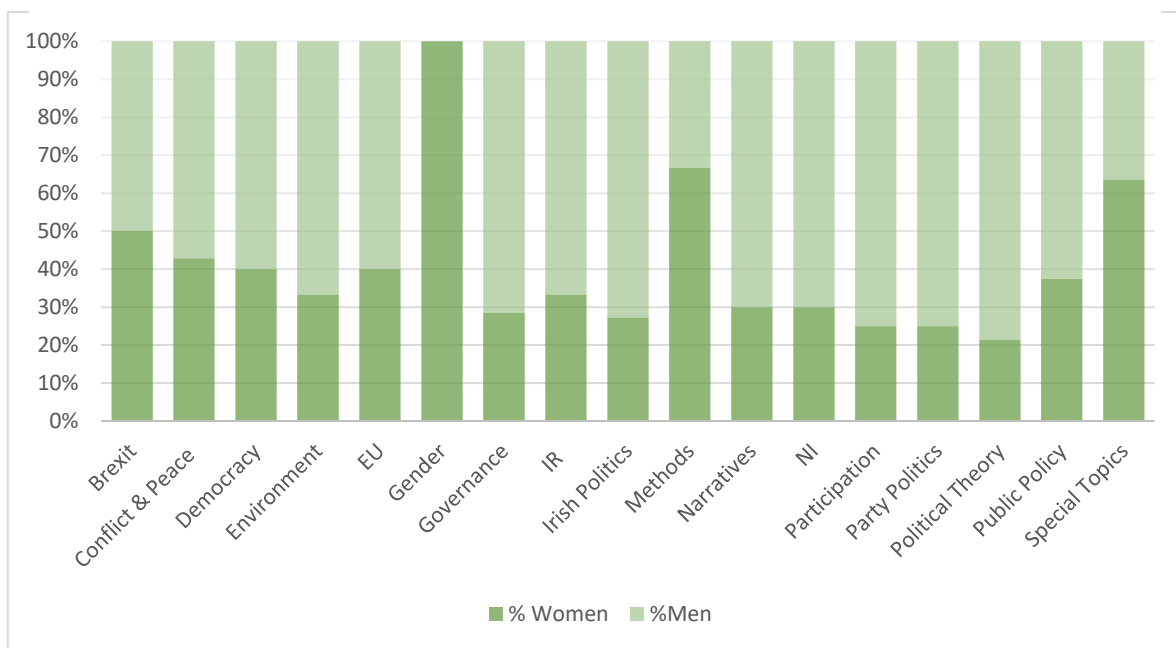
The organisers endeavoured to limit men-only panels to the extent that only one panel (Determinants of Political Speech) did not include any women. In another panel, (Specialist Group on Peace and Conflict A), the authors were all men, but the chair was a woman. The Gender and Politics Specialist Group panel and the Gender panel did not include any male participants, but the later was chaired by a man. At the 2021 Annual Conference, 6 panels did not include any women. In 2020, all panels featured both male and female named authors. In 2019, there were three all-male panels. The Roundtables featured 6 women and three men speakers. The Peter Mair Lecture was delivered by a man. Figure 4 features the proportion of women and men in each panel area, drawn from the 2021 Gender Audit classification for comparability purposes⁸. Women made up less than a third of

⁸ Panels with a clear common theme were combined. The author sought to replicate the approach taken in the 2021 Gender Audit.

panellists in 7 out of 17 areas. The Brexit panels had an even number of women and men, while panels on Gender, Methods and Special topics had an overrepresentation of women.

With respect to the panel chairs at the 2022 Annual Conference, 13 out of 19 were female, making up 42 per cent of the chairs. This is lower than in 2021, where women made up 46 per cent of the panel chairs.

Figure 3 Proportion of women and men panellists by area



POSTGRADUATE CONFERENCE

The PSAI's Postgraduate Conference takes place on a biannual basis. The 2022 edition took place on 1 and 2 December 2022 at Queen's University Belfast.

The final version of the conference programme indicated that 28 postgraduate researchers presented their work. The panellists were evenly split between women (14) and men (14). This constitutes a significant increase in female participation compared with the previous editions. At the last Postgraduate Conference⁹, 43% of the named authors were female. In 2022, there were 40%.

Only 5 out of 8 panels were gender diverse. The panels on "Party Politics, Systems and Structures" and on "Imagining New Constitutions and Economies" did not include any women, whereas the panel on "Politics Beyond the Island or Ireland" only had female panellists. However, the all-men panels were chaired by women and the all-women panel was chaired by a man. Women made up 3 out of 8 chairs (33 per cent) outside of the roundtable and keynote. This corresponds to the same level as the 2021 edition, where 6 panels had taken place.

At the 2022 Postgraduate conference, the Roundtable on "Academia Beyond the PhD" gathered 2 female presenters and 2 male presenters and was chaired by a woman. The Keynote was delivered by a man and chaired by a man.

⁹ The last Postgraduate conference took place in January 2021 due to the Covid-19 pandemic.

IRISH POLITICAL STUDIES

PSAI publishes the journal of *Irish Political Studies* (IPS). IPS has two co-editors. During 2022, there were a woman and a man as co-editors. Out of the 39 Editorial Board (EB) members in 2022, 11 were women, making up about 28% of all EB members. Attracting candidates to the IPS editorship and addressing gender imbalance have been concerns of the PSAI Executive's Committee.

IPS publishes four issues a year, including one issue as the Data yearbook. Excluding the Data Yearbook issue and book reviews, IPS published in print 21 articles with 33 authors in 2022. Out of the 21 first authors, 11 were women. Women represented 48 per cent of all authors on all articles published in print during 2022. In 2021, only 34.7 per cent of the first authors were women. They represented 36.3 per cent of all articles' authors. Volume 37 number 4 of December 2022 included a Special Section on "Gender and Political Change in the Republic of Ireland: sites of progress and contestation".

CONCLUSION

Progress

- There has been an increase in PSAI female membership since 2021, which recovered its pre-pandemic levels. This increase is largely imputable to new memberships, which bring a higher share of women.
- One in three PSAI members is a woman and gender parity is almost reached among new members.
- The role of PSAI President has been held by a woman for the first time since 2005.
- Women participation at the Annual Conference has been relatively stable since 2015.
- Gender parity was reached at the Postgraduate Conference, maybe reflecting a greater female participation among this population.
- The share of women authors of articles published in Irish Political Studies in 2022 had increased compared with 2021.

Setbacks

- The share of women represented in the Executive Board has dropped since 2021 and was at its lowest since the first iteration of the PSAI Gender Audit.
- The prize awardees did not include any woman in 2021.