

Gender Audit of the Political Studies Association of Ireland, 2019

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Introduction

The aim of this Gender Audit is to provide an overview of the gender composition of different areas of the Association. The audit was carried out on data collected after the last PSAI Conference, held in Limerick, and up to and including the most recent conference, hosted by NUI Maynooth. While data from the 2019 conference programme is included, the report does not cover the changes to the composition of the Executive Committee that took place as a result of the election carried out during the AGM.

The data were collected from the PSAI membership list (provided to the Association by Taylor & Francis), the official website of the PSAI, and the 2019 conference programme. It is the practice of the editorial team of the Association's journal, *Irish Political Studies*, to monitor gender diversity in submissions and publications independently. Information regarding the relative participation of men and women in this aspect of the PSAI's activities therefore does not appear here.

However, the report does include some data from the 2015-2018 Gender Audit of the Association carried out by Claire McGing (Maynooth University) in her capacity as Gender Mainstreaming Officer for the Association. This role has since been renamed Equality and Diversity Officer in recognition of the existence of identities beyond gender identity that the Association may wish to target with initiatives in order to foster broader levels of participation. Such categories of identity include age, race and ethnicity, and socioeconomic status. While this report focuses only on gender the PSAI's Executive Committee is currently pursuing other initiatives to promote greater diversity and inclusion within the Association.

In 2015, it was decided by the Executive Committee 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 has since been agreed that the audit will take place on an annual basis, with the findings being made available on the Association's website in line with the EC's desire to foster transparency and accountability on this issue.

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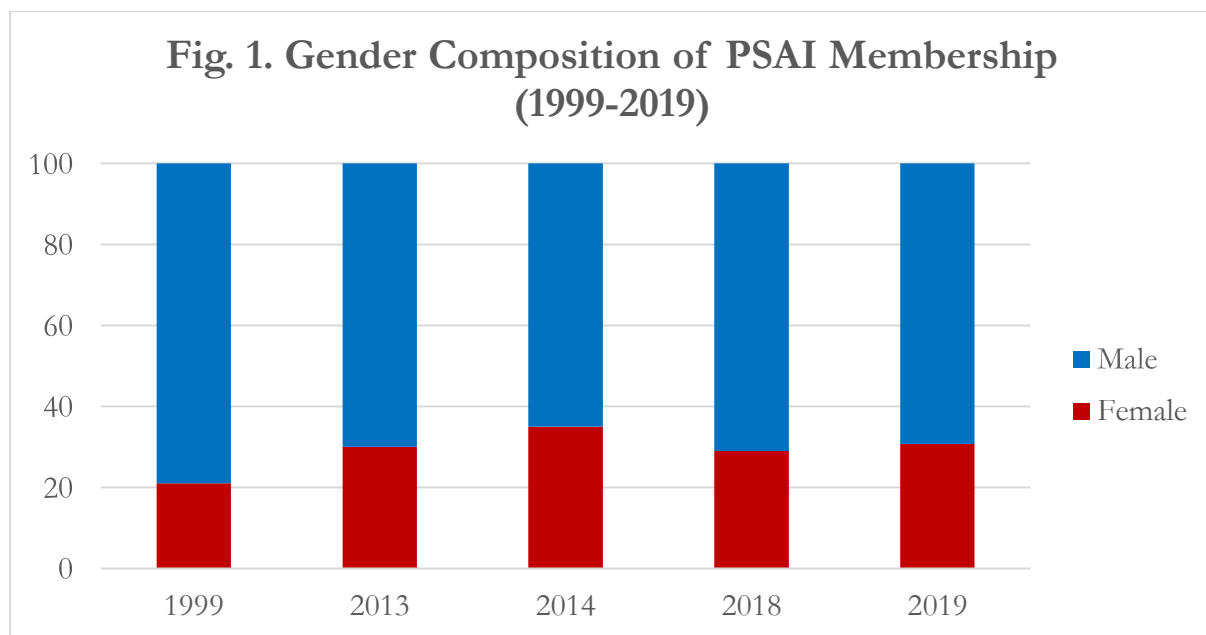
PSAI Equality and Diversity Officer

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Membership of the Association

The membership list was provided by Taylor & Francis and covers all those members who paid their dues in 2019. It should be noted that an issue was raised by a member at the AGM surrounding issues around ease of membership renewal, in part due to payment of dues and conference registration taking place separately. As a result, it is likely that some attendees of the conference may not be included on the 2019 membership list. There is no reason to suppose that any issues in this area have disproportionately affected women. However, the figures below should be treated as indicative rather than definitive.

143 individuals were recorded as members of the Association in 2019, 44 of whom were female. Figure 1. below presents the 2019 figures on the gender composition of the Association with those included in the 2015-2018 Gender Audit for the purposes of comparison.



The share of female members is almost unchanged since 2018. Women make up approximately 3 in every 10 members of the PSAI. This figure is comparable to those presented in the most recent International Political Science Association (IPSA) Gender and Diversity Monitoring Report¹. The IPSA carries out a survey of its membership every four years as part of its gender equality monitoring. In 2017, the IPSA reported that women made up 33.9 percent of the members of the largest political science associations (where a large association is defined as one that has a minimum of 400 members). There is, however, significant variation in the share of women members across these fifteen associations. The organisation with which the PSAI is best compared is the UK PSA. In 2017, women made up 31.2 percent of its members.

¹ The full report is available to read online or download here: <https://www.ipsa.org/publications/ipsa-gender-diversity-monitoring-report>.

Executive Committee

The PSAI elects its Executive Committee annually at the AGM, taking place at the Association's conference. Not all positions are elected, however, and the EC has the capacity to co-opt members to serve as required.

In 2018-2019, 38.46 percent of the members of the EC were women², a small increase on the annual figures since 2015, which were stable at a third.

The presidency of the PSAI has been held by a man since 2005, while women have held the vice-presidency since 2012. This trend continues in 2019-2020, with the election of the new President and Vice President. Two of the four officer roles are now held by women, up from one of the four in 2018-2019.

Specialist groups

Members of the PSAI have established 12 specialist groups that are supported by the Association. These groups exist to promote research and networking activities in relation to a specific specialism. Each group has a minimum of two convenors, each of whom is usually located in a different institution.

Table 1. Gender composition of PSAI Specialist Groups (2019)

Specialist Group	Female convenor(s)	Male convenor(s)
Big Data, Text Analysis, and Methodology	0	2
Environmental Politics Specialist Group	1	1
European Studies Specialist Group	1	1
Gender and Politics Specialist Group	3	0
International Relations and Area Studies Specialist Group	1	1
Local Government Specialist Group	0	2
Participatory and Deliberative Democracy Specialist Group	3	3
Peace and Conflict Specialist Group	1	1
Political Theory Specialist Group	1	1
Public Policy Specialist Group	2	0
Teaching and Learning in Politics Specialist Group	2	0
Voters, Parties and Elections Specialist Group	0	2
Total	15	14
Percent	51.72	48.28

In 2015, 68 percent of the convenors of the Specialist Groups were women. Gender balance in this area has improved over time, with that share standing at 54 percent in 2018. As of the end of 2019, the 12 specialist groups comprise 29 convenors in total, 15 of whom are women, indicating that this year the Association has achieved parity in its leadership of these groups.

However, it should be noted that just half of the Specialist Groups have gender diversity in the composition of their convenors, while three have all-female leadership and three have all-male leadership. In addition, these figures have nothing to say about the diversity of the membership of these groups.

² This figure covers all individuals on the committee, including the Annual conference representative and the postgraduate representative.

Table 1. provides the most recent data on the gender composition of the leadership of these Specialist Groups.

Prizes

No additional prizes have been established by the Association since the last audit was published in 2018. Of the four prizes that are awarded by the PSAI, one is not named after an individual (the Teaching and Learning Prizes), and two are named after men (the Brian Farrell Book Prize, and the Basil Chubb Prize for Best PhD Thesis). The most recent prize established by the Association is the Elizabeth Meehan Prize for Best Paper. All four prizes are presented at the PSAI Annual Conference.

Of the prizes awarded at the 2019 Annual Conference³, four out of the five recipients were men.

Annual Conference

The most recent Annual Conference of the PSAI was hosted by Maynooth University and took place between October 18th and 20th 2019. An audit of the printed programme of this conference was carried out. However, it should be noted that it was not possible to ascertain which of the authors of co-authored papers both attended the conference and presented their work. In addition, there were no doubt last minute alterations to the composition of panels that it is not possible to take into account here.

Of the 183 authors who appear on the programme, 72 (or 39.34 percent) were women. This is in line with the figure of 38 percent reported in the 2015-2018 Gender Audit. Only four of the panels on the programme had no gender diversity. Three panels featured all-male chairs and named authors, while one panel was an all-female panel – making up 9 percent and 3 percent of all panels appearing on the programme respectively. With respect to total number of panel chairs, 11 out of 33 were women. This is in line with the figure of a third achieved in 2018.

These 2019 figures do not include the keynote speakers. Prof Jennifer Todd delivered her PSAI Fellowship Lecture, Prof Simon Hix gave the annual Peter Mair Lecture, and TD Catherine Murphy of the Social Democrats delivered the after dinner address. Since it was first established in 2012, 50 percent of speakers delivering the Peter Mair Lecture have been women.

Postgraduate Conference

The PSAI's Postgraduate Conference did not take place in 2019. It is held on a biennial basis and is scheduled to take place in 2020.

As reported in the 2015-2018 Audit, the three panels that were scheduled at the 2018 conference featured both male and female speakers. 60 percent of the total number speakers were male.

³ The Best Paper prize is awarded after the Annual Conference takes place.