



Dissecting the Gendered Diplomacy Paradigm: Delving into the Participation and Far-reaching Influence of Women in the Realm of International Relations

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ABSTRACT

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Gender diplomacy is a critical examination of the impact of women on global affairs, specifically focusing on their roles in key diplomatic positions such as ambassadors, foreign ministers, and heads of international organizations. This article employs a thorough analysis of statistical data and trends to assess the extent of gender parity in decision-making positions within international relations. It explores the influence of women's participation in shaping international relations, emphasizing instances where their involvement has contributed to conflict resolution and the implementation of gender-driven strategies. The article also sheds light on successful examples of gender-equal diplomacy while addressing pervasive challenges such as minimal representation, glass ceilings, and cultural biases. Structural and personal barriers are explored, with a particular emphasis on the absence of gender-sensitive policies and the delicate balance required between work and family commitments. To propel gender equality within the diplomatic arena, the article proposes a series of strategic measures, including policy recalibration, awareness initiatives, and robust international cooperation. The overarching goal is to foster a diplomatic environment characterized by genuine and comprehensive gender parity.

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Introduction

Gendered diplomacy is a comprehensive approach that delves into the exploration of women's roles and impacts in the realm of international affairs (Kaneva and Cassinger 2022). By studying the participation of women in key diplomatic positions including ambassadors, foreign ministers, and heads of international organizations, it seeks to examine and evaluate the state of women's involvement in international relations at the present time (Kostadinova 2022). To ascertain the extent of gender parity in positions of decision-making within the field of international relations, this analysis entails a detailed assessment of statistical data and trends. Half of the world's population is of women and girls, which also means that half of the world's potential belongs to them. For diplomacy, women are a huge asset. Their priorities, leadership philosophies, and areas of specialization increase the range of topics being considered as well as the effectiveness of the results (Blutrach 2023). According to research, when there are more women serving in parliaments and cabinets, better laws and policies are passed that benefit the general public, the environment, and social cohesion. We can learn important things about how many women are in influential diplomatic roles by adopting a gendered diplomacy approach (Sokullu and Ekşioğlu 2023).

The examination explores the breadth and scope of women's participation in diplomacy rather than just acknowledging their presence. It enables us to evaluate whether women hold positions of authority and influence and have equal access to decision-making responsibilities (Larsen *et al.*, 2021). For the purpose of identifying gaps, obstacles, and potential improvement areas, it is critical to comprehend the existing state of women's involvement in international relations (Thompson *et al.*, 2021). To achieve women's de facto equality in the face of pervasive prejudice, it is imperative to advance policies that will boost women's participation in political and peacemaking processes (Fellegi *et al.*, 2022). The 17 Sustainable Development Goals (SDG) are set to be accomplished by 2030, and all UN Member States endorsed a development policy on sustainability in 2015. Goal 5 is titled "Gender Equality," and it focuses on putting an end to all forms of discrimination and violence against women and girls, ensuring women's full and effective participation and equal opportunities for leadership, and adopting and strengthening sensible laws and policies to advance gender (Karlsson 2022). Giving women and girls equal rights and opportunities through institutional and legal frameworks is necessary for achieving Goal 5 on a global scale. Although there has been progress, the targets for 2030 are still many years away, emphasizing the urgency of taking action now (Drmola and Kraus 2023).

Aims and objectives:

The analysis of women's engagement in diplomacy as it stands today and the identification of obstacles and chances to advance gendered diplomacy are the main goals of this research. The precise goals consist of:

1. Analyzing the historical background of women's involvement in diplomacy
2. Examining the impact of gendered diplomacy on international relations
3. Identifying the obstacles to women's diplomatic engagement

4. Investigating case studies where women's involvement in diplomacy has led to positive outcomes
5. Identifying effective methods for advancing gendered diplomacy.

2.0 Literature Review

2.1 Historical Context:

The historical background of women's participation in diplomacy demonstrates a persistent trend of marginalization and exclusion. The bulk of decision-making positions in diplomacy have historically been held by men, who also predominately dominate the profession. On the other side, women have traditionally been kept out of high-level diplomatic conversations and frequently restricted to support functions, including secretarial or administrative posts (Porter 2007). While women's involvement in diplomacy dates back to some early instances, such as their unofficial attendance at the Congress of Vienna in 1815, their responsibilities were constrained and they were not recognized as official representatives of their nations (Ide *et al.*, 2021). Women did not start making more success in diplomatic positions until the 20th century. When Ruth Bryan Owen was appointed as the first American-appointed female ambassador and posted to Denmark in 1933, it was a significant step forward for women's rights (Anderson 2022).

Despite several early instances of women participating in diplomacy, there has been little advancement in the direction of gender equity. Despite the fact that more women are working generally, they are still underrepresented in diplomatic positions. For example, only 4% of American Foreign Service officers were women in 1971 (Owens *et al.*, 2022). The 1990s saw a considerable rise in the proportion of women working in the Foreign Service. Women are still underrepresented today, especially in positions of power. According to recent figures from 2021, women held only 26% of cabinet positions and only 25% of parliamentary seats internationally. A meagre 37% of the undersecretary general and assistant secretary general positions at the UN are held by women. These statistics underscore the continuous difficulties and the requirement for continual efforts to bring about gender equality in diplomatic domains (Niklasson and Towns 2022).

2.2 Impact of women's participation on international relations:

The involvement of women in international relations has significantly and profoundly changed the world. Women's viewpoints and active participation in influencing international relations are becoming increasingly important. The involvement of women in diplomacy has an impact on several international horizons (Aggestam and True 2021). Global attention has been drawn to issues of gender equality and human rights as a result of women's participation. Women have fought for equal representation and opportunities for women in political and economic sectors, as well as for the elimination of gender-based violence (Weldon *et al.*, 2023). These women have also served as diplomats, activists, and leaders. Women have also been instrumental in efforts to resolve conflicts and promote peace. More lasting peace agreements result from the participation of women in peace processes. In negotiations, women frequently bring distinct viewpoints and priorities, bringing attention to the concerns of marginalized groups, advancing

social justice, and placing a strong emphasis on community-building and healing. The feminine approach to negotiation is more sympathetic, perceptive, and cooperative (Sjoberg and Thies 2023).

In negotiations, women tend to be more empathetic, soft, and warm as well as emotional and accommodating. Additionally, the involvement of women has helped to address social problems and development obstacles internationally. The Sustainable Development Goals (SDGs) established by the United Nations have been worked towards, especially in sectors like education, healthcare, poverty alleviation, and gender equality (Engel *et al.*, 2021). Additionally, they have increased public awareness of international problems including migration, climate change, and humanitarian catastrophes. Another crucial result of women's participation in diplomacy and international organizations is that decision-making processes now include diversity and new viewpoints (Blanchard 2003). As more women join the diplomatic corps and occupy senior roles, they have an impact on foreign policy agendas, give social issues top priority, and upend established power dynamics. This results in a wider selection of policy options and more inclusive strategies for addressing global concerns (Bae and Lee 2021).

Experience from nations that have ambassador and envoy roles for women and girls demonstrates the effectiveness of these positions. The designation of a gender equality ambassador or envoy has symbolic significance and shows that a state prioritizes gender equality in its foreign policy. Appointments of gender ambassadors may aid in internally changing attitudes and organizational culture (Smith 2020). According to Roper, in the UK, "creation of the Special Envoy, position recognized the need for gender equality to be taken seriously," while in the US, the ambassador role assisted in overcoming skepticism among American foreign policy professionals. The fact that this position was at the ambassadorial level and that it was intentional made a difference. Most foreign nations and frequently our own government gave an ambassador greater respect, according to Verveer. Additionally, the fact that the job directly reported to the Secretary of State conveyed its importance to the whole Department (Blanchard 2003).

2.3 Multifaceted obstacles impeding women's participation in diplomatic affairs:

Gender diplomacy is severely hampered by the pervasiveness of gender inequality, which is ingrained in social, economic, and political structures. Patriarchal norms and power disparities can keep women's voices in the background and reduce their ability to participate in decision-making (Townes *et al.*, 2018). The persistence of gender prejudices and biases contributes to these power disparities by perpetuating stereotypes that women are less capable or better suited for diplomatic leadership positions. These challenges patterns includes organizational, cultural and personal reluctance in women's participation.

2.3.1 Organizational issues

The lack of gender equality in decision-making bodies is one of the major obstacles to a diplomatic strategy that is balanced. There has historically been a male predominance in many diplomatic institutions, such as foreign ministries, international organizations, and peace negotiations (Metcalf 2008). In addition to impeding the diversity of viewpoints, the underrepresentation of women in these bodies also restricts the examination of gender-specific

issues and the implementation of gender-responsive policies. Additionally, there are serious repercussions from the absence of proper institutional tools to adequately address gender-related issues inside diplomatic organizations and frameworks. Without specific gender focal points, there is a chance that gender perspectives and issues would be disregarded or underrepresented in decision-making (Bjola and Manor 2022).

These main topics are essential in ensuring that gender equality and women's empowerment are incorporated into diplomatic organizations' policies, programmes, and activities. In significant peace processes around the world between 1992 and 2019, women made up 13% of negotiators, 6% of mediators, and 6% of signatures. According to the United Nations Report 2021, just one in seven peace procedures had women mediators or signatories (Standfield 2021). In a similar vein, the lack of gender analysis tools exacerbates the issue. Gender analysis tools offer a methodical framework for analyzing how policies and programmes affect various genders, spotting potential gender gaps, and coming up with solutions. It becomes difficult to fully comprehend and handle the different needs and experiences of women, men, and gender minorities in diplomatic contexts without such instruments (Bergmann 2021).

Furthermore, tackling gender-related issues without accountability measures is a major roadblock. It becomes challenging to hold diplomatic institutions and frameworks responsible for their pledges to gender equality in the absence of concrete tools to monitor and assess the implementation of gender-responsive policies (Aduda and Liesch 2022). The development of durable and inclusive results in diplomatic endeavors can be hampered by this lack of accountability, which can also perpetuate gender inequities. Gender diplomacy may be hampered by a lack of financing and resources for associated activities and programmes. Implementing policies promoting gender equality, carrying out gender-related research, and offering chances for capacity-building and training become difficult without sufficient financial assistance (Lombardo and Meier 2006). A large structural difficulty might come from internal resistance to reform in diplomatic circles. Attempts to integrate gender perspectives and advance women's participation in decision-making processes might be hampered by traditional power structures and opposition to gender equality legislation. Resistance may result from ingrained beliefs, ignorance, and the idea that fundamental diplomatic matters are not gender-related (Gierycz 1999).

2.3.2 Societal difficulties

Women in diplomacy face substantial obstacles as a result of gender preconceptions, which limit their prospects for leadership and involvement in important discussions. Women's abilities may be underestimated or discounted due to the belief that they are naturally less competent or skilled than men. Women may be allocated less demanding or visible jobs, excluded from significant decision-making processes, or passed over for promotions and career advancements, among other manifestations of this bias (Bano 2009). According to the UN's 2022 report, there is a greater inequality at the Head of Mission level in peacekeeping because all four military-led missions are managed by men. In peacekeeping operations, women make up only 32% of civilian employees at all levels, and in some missions, they make up only 25% of the international staff. Further limiting women's possibilities in diplomacy is the reinforcement of gendered expectations

(UNDP Report 2021). The perception of women's communication and negotiating skills might be impacted by gender stereotypes. Women may encounter stereotypes that paint them as being too sentimental, less forceful, or lacking in the skills needed for successful negotiation. These prejudices can prevent women from participating in crucial discussions and restrict their ability to influence diplomatic results (Doyle 2022).

Additionally, women in diplomacy's limited access to powerful networks has a substantial impact on their ability to rise professionally. Networks and relationships are essential for information exchange, teamwork, and career prospects in many diplomatic circles. However, a number of circumstances make it difficult for women to connect with and develop these networks. Old boys' networks and other exclusionary practices can put impediments in the way of women's advancement in diplomacy (Schirch 2022). It might be challenging for women to enter these established circles because these networks are frequently built on lifelong friendships and shared experiences among male ambassadors. As a result, women can pass up worthwhile chances to network with powerful people, gain access to insider knowledge, and forge deep professional connections (Choabi 2022).

Women face considerable obstacles as they pursue careers in diplomacy due to the dearth of female mentors and role models. The provision of advice, support, and advocacy by a mentor is a crucial part of professional growth since it enables people to overcome challenges and realize their full potential. Having female role models who comprehend the particular difficulties that women in diplomacy face might be very beneficial. Female mentors also act as role models, demonstrating the potential of women in the diplomatic community. Aspiring female diplomats can be encouraged and inspired by accomplished women who have achieved success in their fields. Role models provide hope by showing that women can hold positions of leadership, perform well in talks, and significantly advance diplomacy (Hoobler *et al.*, 2014).

2.3.3 Personal discourses

A persistent issue that disproportionately impacts women working in the field is juggling duties related to family and caregiving. Long hours, frequent travel, and erratic schedules make up the demanding nature of diplomatic employment, which can negatively affect a woman's ability to strike a healthy work-life balance (Bielby and Baron 1986). Diplomats must frequently be available at all times and be prepared to travel quickly due to the nature of their employment. Due of this, it may be challenging for women to balance work, family, and caring obligations. The needs of their families, such as taking care of young children or elderly relatives, might make it difficult for some people to juggle their work duties (Joshi *et al.*, 2015).

Women continue to be expected to prioritize their responsibilities as nurturers and careers in many countries. As they are frequently expected to uphold traditional gender norms while also pursuing their careers, these expectations might put additional strain on women in diplomacy. These expectations could make a person feel guilty or like they have to choose between their family and their career goals (Roscigno *et al.*, 2007). Women's availability for diplomatic assignments and advancement chances may be negatively impacted by the difficulties of juggling diplomatic obligations with family and caregiving commitments. Due to family obligations, women may have

limited mobility or find it difficult to take on jobs that demand substantial travel or extended periods away from home (Aggestam and Towns 2018).

2.4 Gendered Challenges for Women Representatives Navigating Diplomacy across world

Women ambassadors frequently confront a wide range assortment of issues in the dynamic world of international diplomacy, which differ throughout various regions. Their experiences provide a distinctive window into the challenges of international relations, from combating gender prejudice and stereotypes to addressing cultural norms and social expectations.

When serving in nations with conservative views on women's duties, women ambassadors from North America, notably the United States, may struggle with gender prejudice and stereotypes. Because of their gender, they may be subject to more media and public scrutiny, which may reduce their efficacy. Canadian multiculturalism and Indigenous rights create significant diplomatic challenges for female ambassadors, despite the country's dominance of progressive principles. Women ambassadors in Western nations may still experience slight gender prejudice in diplomatic settings in Europe, which can harm their reputation. Eastern Europe, on the other hand, may still adhere to conventional gender norms, which might limit the influence of women in discussions. Women ambassadors might concentrate on advancing gender equality as communities rebuild in areas recovering from conflicts like the Balkans. It could need skill to negotiate gender conventions in diplomatic relations in Russia.

Across cultural, societal, and geographic differences, women ambassadors face a variety of challenges. Their experiences provide light on the complicated web of challenges present in international relations. It is especially difficult for women ambassadors to overcome prejudices, manage local norms, and dispel assumptions in places where conventional attitudes on gender roles are still prevalent. Gender bias has the potential to slightly reduce their efficiency, even in developed countries. However, the diplomatic world also provides a stage for female ambassadors to effect change, promote gender equality, and alter views. These diplomats demonstrate the fortitude and flexibility necessary to forge meaningful relationships across borders as they interact with a varied globe, motivating a more inclusive and equitable global dialogue.

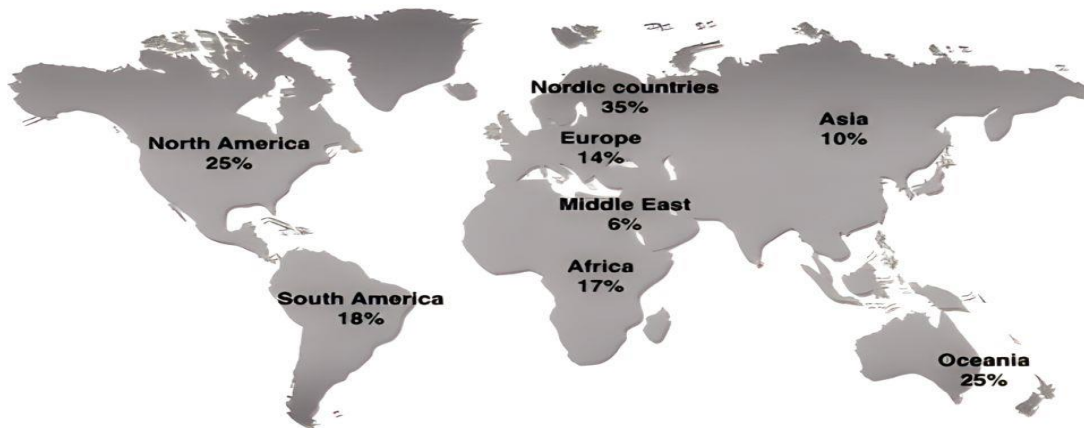


Figure 1. Share of women (%) of different regions' ambassador appointments

3.0 Methodology

The study used a qualitative research methodology to investigate how women's involvement in international relations affects gender diplomacy. In order to comprehend historical movements and policy frameworks related to gender diplomacy, a thorough review of policy papers, diplomatic reports, and scholarly literature was also conducted. A deeper investigation of the elements that have influenced women's participation in international affairs was made possible by this content analysis. The goal of this extensive content study was to delve into the complex policy frameworks and historical changes that have significantly shaped the field of gender diplomacy. By carefully examining these primary and secondary sources, it was possible to gain a clearer knowledge of the milestones and obstacles that have marked the development of women's involvement in international politics. The many causes that have shaped the trajectory of women's involvement in international diplomacy were discovered thanks in large part to this content analysis. The importance of historical context was shown, illustrating how shifting societal standards and world events have affected the opportunities and challenges experienced by women in diplomatic circles. As a result of this investigation, patterns of development and regions of steadfast opposition became apparent, providing new perspectives on the intricate interactions between gender dynamics and diplomatic efforts. As a result of this qualitative investigation, one can now have a deeper understanding of how important women are in influencing international diplomacy. The study's conclusions go beyond simple observations and delve deeply into the ways that women's participation has permanently shaped international discourse. It became clear that female opinions, frequently based on singular experiences, have added new dimensions to policy deliberations. Their contributions also included peace-building initiatives, where their focus on fostering community and rapprochement provided new avenues for resolving disputes.

4.1 Recommendations for pragmatic measures to promote women participation in diplomatic affairs

In order to advance gender diplomacy, proactive steps must be taken to address gender inequities and incorporate gender perspectives into diplomatic practices, policies, and decision-making. It calls for a thorough strategy that acknowledges the significance of gender equality in all facets of diplomacy and actively works to bring it about. For this, it is essential to incorporate gender considerations into all diplomatic efforts. In order to do this, policies, programmes, and initiatives must be examined for their gendered effects and ways in which they may be made more inclusive and sensitive to gender dynamics. Gender analysis frameworks and methods are used into diplomatic processes to help detect and overcome gender inequality. Moreover, it is crucial to design and implement gender-responsive policies inside diplomatic organizations. In addition to policies that address general difficulties faced by women in diplomacy, such as work-life balance, sexual harassment, and gender-based discrimination, this group also includes policies that promote gender equality in recruiting, retention, and advancement. It is also crucial to educate diplomats and staff members on gender equality. This initiative should provide resources for advancing gender equality in diplomatic work as well as enhance knowledge of gender dynamics, biases, and preconceptions. It can improve diplomats' ability to apply gender perspectives to their work and

combat gender disparities in diplomatic procedures. It is critical to acknowledge and promote the accomplishments and services of female diplomats. Diplomatic organizations might actively look for occasions to highlight the skills and experiences of women.

In order to promote the knowledge and experiences of women diplomats through open forums, seminars, and publications, diplomatic institutions might actively look for possibilities. Diplomatic organizations can encourage future generations of women diplomats and dispel gender preconceptions by showcasing their accomplishments. Additionally, working with women's and civil society organizations is essential for advancing gender diplomacy. To address gender concerns and guarantee the participation of varied perspectives in diplomatic procedures, diplomatic institutions might actively seek their input and form partnerships. Effectively implementing gender-responsive policies and programmes might also be aided by this collaboration.

The Sustainable Development Goals (SDGs), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and other international commitments on gender equality and women's empowerment can all be supported and promoted by diplomatic institutions. Diplomatic institutions can support international initiatives for gender equality by proactively promoting and carrying out these commitments. Notably, 103 nations and territories have approved National Action Plans (NAPs) specifically on women, peace, and security as of August 2022, and 85% of them had monitoring indicators to assess progress. The regional action plans or strategies are in existence for twelve regional and sub-regional organizations.

4.1.1 Case in Point: Successful transformation in Diplomacy (Sweden)

The three pillars of women's rights, women's representation, and the distribution of resources to create gender equality are the foundations of feminist diplomacy, which was originally practiced by Sweden. When Wallström denounced the condition of women in Persian Gulf Arab nations in 2015, diplomatic ties between Sweden and Saudi Arabia were suspended. And speaking of diplomacy, there were 40% of women serving as ambassadors for Sweden in 2017, a significant increase from the 10% that served in same capacity 20 years earlier. This number grew to 48% in 2021, giving Sweden the greatest percentage of female ambassadors in the entire world (Aggestam and Rosamond 2018).

4.2 Despite Persistent Hurdles and Resilient Ascent, Women's Journey towards Equitable Representation in International Organizations: An Analysis

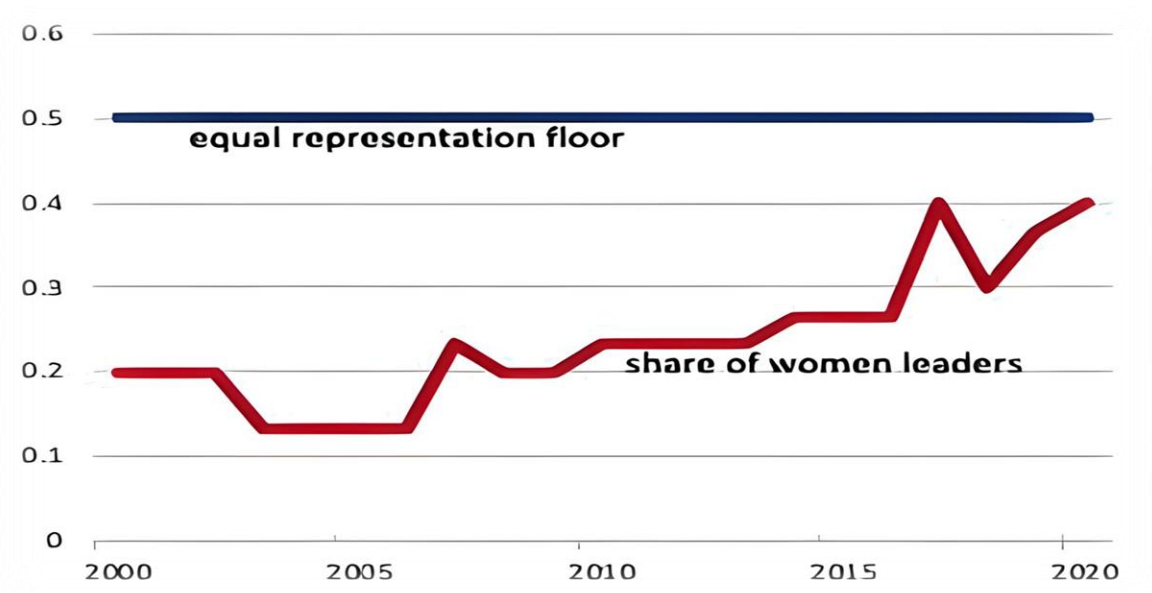
One prevalent issue that draws attention to larger gender discrepancies is the underrepresentation of women in leadership roles within international organizations. Despite improvements in gender equality, women still encounter obstacles that restrict their ability to manage and influence these powerful organizations. This gender gap highlights the need for active efforts to promote diversity and ensure that women's opinions are sufficiently reflected at the highest levels of global governance. It also impedes progress towards more inclusive decision-making.

This disparity not only shows systemic prejudices but also has broad ramifications for how these organizations formulate policies, implement programmes, and move forward as a whole. The lack

of women in positions of leadership in international organizations highlights the urgent need for proactive actions to remove obstacles and provide a fairer environment that makes the most of the talent and viewpoints that are available.

The findings are startling when one considers the historical leadership structure of 30 major international organizations (encompassing the majority of UN organizations and specialized agencies) from their founding. There have been 291 leaders, although only 33 of them have held positions of high leadership. Increasing the number of women in these jobs is a relatively new trend. Only 5 of the 33 women leaders found were hired before to 2000. Trends towards more gender-equal leadership are evident in Graph 1.

Graph 2. Share of women leaders in major international organization



4.1 Women in Diplomacy Index 2022:

In ambassadorship roles across the world, women are still underrepresented. For the G20 states, the total percentage of female ambassadors is 21.6% in 2022, which is somewhat higher than the 20.7% share seen in 2021 and the 16% seen in 2018. According to the data, Sweden and Canada are in the lead when it comes to having appointed the highest percentage of female ambassadors and permanent representatives in 2022, with 52 and 53 women, respectively, holding ambassadorial posts for each nation. With 35 female ambassadors chosen out of 76 positions, Norway has a relatively high 46.1% percentage of female ambassadors.

The majority of female ambassadors are dispatched from Nordic nations. They are also the top recipients of female diplomats, which may support the idea that sending a female ambassador sends a political signal that is well received by the receiving state. It can also be an indication of how popular these nations are with families. Separate from the focus on the proportion of female ambassadors, it's intriguing to consider the extent to which female ambassadors get the most senior ambassadorships. It is challenging to determine the "top ambassadorships" in an unbiased manner.

The majority of the time, certain close neighbors, particularly big, strong ones that control political and economic connections with the sending state, will have a higher perceived weight in the ambassadorial pecking order than, say, a posting for a nation farther away. The G7 nations stand out in this aspect the most. It is significant that in 2022, a total of 22 women will serve as ambassadors for both Canada and the United States. In addition to the EU, the G7 nations also host women ambassadors, as seen in Table 1.

Table 1: Number of Women Ambassadors in the G7 States and the EU in 2022

G7 States & European Union	Number of Women Ambassadors
Canada	12
United States	10
France	9
Italy	9
United Kingdom	7
Germany	7
Japan	6
European Union (EU)	3

Table 2. Analytical Framework to Demonstrate the Comprehensive Outlook

<i>Frames</i>	<i>Questions</i>	<i>Possible Answers</i>
Diagnostic	i. What is the problem?	Gender Disparity and Discrimination
	ii. What is the cause of problem	Organizational Societal Individual
Prognostic	iii. What are the solutions	Societal (Actions aimed at changing norms)
		Individual (Training and inclusion)
		Organizational (Plans for equal opportunity, recruiting, training, and affirmative action policies)

5.0 Discussion and Conclusion

Women's involvement in international relations has a significant and varied impact. Global

attention has been drawn to issues of gender equality and human rights thanks to the involvement of women. Women have fought for equal representation and opportunities for women in politics and the workforce, as well as for women's rights, against gender-based violence, and the promotion of reproductive rights. They have been crucial in efforts to build peace and resolve conflicts by bringing a variety of perspectives and priorities to discussions and putting a focus on community-building and reconciliation. Women's engagement has also helped to address development difficulties, increase global awareness, and add fresh viewpoints to decision-making processes. Additionally, it has promoted openness and diversity in diplomatic efforts, resulting in a wider choice of policy ideas and more efficient methods for tackling global concerns.

Promoting gender diplomacy, however, faces a number of difficulties. Progress in this sector is hampered by gender inequality, which is ingrained in social, economic, and political structures. Patriarchal norms, gender stereotypes, and biases impede women's access to power and their ability to participate in decision-making processes. The absence of gender analysis tools, insufficient institutional structures to address gender-related issues, and the lack of gender parity in decision-making bodies are examples of organizational obstacles. Significant obstacles include a lack of funding, reluctance to change in the diplomatic community, and women's restricted access to powerful networks. Gender stereotypes that limit women's prospects for leadership and high-level negotiations, as well as societal expectations that prioritize their caregiving responsibilities, are the root causes of societal difficulties. To address these issues and effectively encourage women's engagement in diplomatic relations, practical measures are needed.

A concentrated and persistent effort is needed to solve the issues and advance women's participation in diplomatic matters if gender diplomacy is to advance. Proactive steps are required to address these problems. Important efforts include integrating gender perspectives into all diplomatic activities, creating gender-responsive policies, offering training on gender equality, and highlighting the accomplishments and services of female ambassadors. Collaboration with women's organizations and civil societies can bring varied viewpoints and guarantee the inclusion of voices from the margins. Additionally, diplomatic institutions should support and advance global commitments to gender equality and women's empowerment. Monitoring indicators, regional initiatives, and national action plans can all be used to monitor progress and hold institutions responsible. By putting these tactics into practice, diplomatic institutions may foster a climate that supports gender diplomacy and help to shape a more just, inclusive, and successful international environment. In addition to being an issue of justice and human rights, gender equality in diplomacy is crucial for establishing lasting world peace, progress, and prosperity.

5.1 Implications of Study

Utilizing the conclusions and suggestions of research on gendered diplomacy, national governments can significantly contribute to the advancement of gender equality in diplomacy. Governments can advance inclusivity and equitable representation by integrating a gender-sensitive strategy into their diplomatic and international affairs. Promoting the representation of women in diplomatic roles is a crucial factor. Governments can take proactive steps to ensure that its diplomats, including ambassadors, envoys, and negotiators, have more evenly distributed gender roles. This can be accomplished by using targeted hiring and selection procedures that place

a high priority on gender diversity. Governments can also offer mentorship and training programmes to help women enhance their careers in diplomacy and promote their professional development.

The findings of the research on gendered diplomacy can be used by NGOs working on women's rights, gender equality, and international relations to boost their advocacy and awareness efforts. The conclusions can offer data and arguments backed by facts to support their demands for action and regulatory adjustments. These NGOs can strengthen their arguments and involve a wider audience in their advocacy work by including studies on women's involvement in international relations and the effects of gendered diplomacy. The promotion of gender equality in diplomacy necessitates NGOs' cooperation with governments and other international organizations. NGOs can participate in informed policy conversations and have an impact on decision-making processes by disseminating research findings and recommendations to pertinent stakeholders.

Research on gendered diplomacy is heavily influenced by academic institutions, research facilities, and think tanks with an emphasis on international relations, gender studies, or diplomacy. These organizations help to advance scholarly understanding of the function and effects of women's involvement in international affairs by doing research. These studies' conclusions can influence policy discussions around women's empowerment, gender equality, and inclusive international relations decision-making. The findings of the research can be used by policymakers to create strategies and policies that advance gender equality in diplomacy and are supported by facts.

Through their reporting and coverage, journalists and media organizations have a great opportunity to support the advancement of gender equality in international affairs. They can educate the public about the value of women's engagement in diplomatic and international relations processes by utilizing research on gendered diplomacy. Journalists can highlight the gender gaps that still persist in diplomatic and decision-making posts through news articles, investigative reports, and opinion pieces. They can call attention to the need for greater gender equity in these positions by highlighting the underrepresentation of women in the roles of ambassadors, foreign ministers, and heads of international organizations. Journalists can offer a thorough analysis of the current situation of women's engagement in international relations by giving statistical data and trends.

5.2 Limitations of study

The importance of women in advancing peace, settling conflicts, and achieving sustainable peacebuilding at both the national and international levels is included in the gendered diplomacy dimension of peace and security. Women's participation in conflict prevention is essential because they bring distinct perspectives and experiences that can aid early warning systems and the discovery of conflict's underlying causes. Their active involvement in peace talks and diplomacy can extend the range of problems that are taken into consideration and ensure that everyone's demands and concerns, especially those of women and marginalized groups, are taken into account. Women's participation has a big impact on post-conflict reconstruction efforts. In

supporting gender-responsive policies, combating gender-based violence, promoting women's rights, and ensuring that women's needs are taken into account during rebuilding processes, women's organizations and activists frequently play significant roles.

The importance of the connections between gender equality in international relations and economic development is acknowledged by the dimension of women's involvement in diplomacy and their economic empowerment. It looks at the ways that women's participation in diplomatic activities might help to advance entrepreneurship, commerce, and investment while also increasing economic opportunities. Women's involvement in diplomacy can be extremely important for fostering a climate that supports economic growth. Negotiations and diplomatic endeavors can affect laws, rules, and agreements that affect commerce and investment. Women who participate actively in these processes can promote gender-responsive legislation that encourages inclusive economic growth, lowers obstacles to women's economic engagement, and addresses gender-based discrimination in trade and investment frameworks.

The preparation of women for diplomatic positions and the advancement of gender equality in international relations are greatly aided by education and capacity-building initiatives. These programmes aim to improve the leadership, leadership abilities, and knowledge of women in order to give them the tools they need to successfully traverse the complicated world of diplomacy. The training of diplomats is a crucial component of such programmes. Women who participate in diplomatic training programmes gain the specialized knowledge and employable skills necessary to succeed in diplomatic careers. These courses frequently cover a wide range of subjects, such as diplomatic procedure, cultural sensitivity, negotiation and dispute resolution, international law and treaties, and strategic communication and reducing social isolation.

Sumaira Hashmi: Problem Identification and Model Development

Muhammad Usman Arshad: Supervision and Drafting

Imran Ibrahim: Literature search, Methodology

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