



# EDA Gender and Diplomacy Diplograph

## Results and Methodology

Across many different professions, there has been a rising awareness of the importance of gender balance in the workforce. This is not only because of the principle of equal opportunity but also because leaders in these professions have realised that their organisations benefit from the talent and perspectives that women can bring.

The same is true in the field of diplomacy. Women have long been underrepresented in diplomacy, which is a profession that presents unique challenges in terms of the lifestyle and mobility that it requires. This clearly needs to change.

While there is no comprehensive historical data on the number of female diplomats, it is surely the case that ministries of foreign affairs (MFAs) today have more female diplomats than they did in decades past. The question is, however, how many of these female diplomats eventually reach an ambassadorship, a position generally regarded as the pinnacle of a diplomatic career.

Through the EDA Gender and Diplomacy Diplograph, the Emirates Diplomatic Academy (EDA) has started to document the number of women ambassadors appointed, so that we can monitor progression over time and give MFAs a way to benchmark themselves against their peers. Our hope is that by publishing this data it will encourage MFAs to share best practices with each other on how to achieve a growth in the numbers of female ambassadors.

This year's Diplograph maps the percentage of women ambassadors representing the countries of the G20 in 2018 and, in addition, addresses the question of which types of posts these women are appointed to.<sup>1,2</sup> While some countries are doing better than others, it is clear that further progress needs to be made to make diplomacy a more gender inclusive field.

## Results

Women remain underrepresented in ambassadorship positions across the G20. Out of 2,607 ambassadors currently appointed (a number of posts were vacant at the time of data gathering), 435 are women. This indicates that the total share of women ambassadors stands at 16.7% for 2018.

The data shows that Australia takes the lead in having appointed the highest share of women ambassadors and permanent representatives in 2018, with 36.0% of the country's ambassadorial posts being held by women in 2018, or 32 women ambassadors out of 89. Canada's share of women ambassadors stands at a close 35.6% having appointed 42 women ambassadors out of 118 posts. (See Table 1.)

**Table 1.** Percentage Shares of Women Ambassadors in G20 Countries

Rank	G20 Country	% Share of Women Ambassadors	Total No. of Women Ambassadors	Total No. of Ambassadors
1	Australia	36.0	32	89
2	Canada	35.6	42	118
3	US <sup>3</sup>	33.1	44	133
4	South Africa	32.7	34	104
5	UK	28.8	47	163
6	France	26.5	49	185
7	EU	25.9	35	135
8	Turkey	22.2	24	108
9	Mexico	18.4	16	87
10	Argentina	14.6	14	96
11	India	14.1	18	128
12	Germany	12.7	21	165
13	Brazil	10.1	15	149
14	Indonesia	9.9	10	101
15	Italy	6.9	9	130
16	China	6.7	12	179
17	South Korea	5.0	6	120
18	Japan	3.7	6	163
19	Russia	0.6	1	154
20	Saudi Arabia	0	0	100

Turning to the question of where women ambassadors are appointed, the data shows that many G20 states with a high number of women ambassadors were also more likely to appoint women to ambassadorial posts in other G20 countries. These posts are of particular interest as it can generally be assumed that postings to other G20 countries are considered of relatively high strategic importance (although this will vary from country to country).

By that measure, South Africa ranks first as 31.6% of their ambassadors appointed to other G20 countries

are women (or 6 out of 19 G20 appointments). France comes in second, with a 26.3 percentage share of female ambassadors appointed to other G20 countries. Australia, Canada, Germany, Mexico and the United Kingdom have 4 women ambassadors each posted in other G20 states, leading women in these countries to occupy a 21.1 percentage share of total G20 ambassadorial appointments.

In general, women remain underrepresented when it comes to securing ambassadorial appointments in key posts within the G20. (See Table 2.)

**Table 2.** Intra-G20 Ambassadorial Appointments

Rank	G20 Country	% Share of Women Ambassadors Posted to Other G20 Countries <sup>4</sup>	Total No. of Women Ambassadors Posted in other G20 Countries
1	South Africa	31.6	6
2	France	26.3	5
3	Australia	21.1	4
4	Canada	21.1	4
5	UK	21.1	4
6	Mexico	21.1	4
7	Germany	21.1	4
8	India	15.8	3
9	Turkey	10.5	2
10	Indonesia	10.5	2
11	EU	10.5	2
12	USA	5.3	1
13	Argentina	5.3	1
14	Italy	5.3	1
15	South Korea	5.3	1
16	Russia	5.3	1
17	Brazil	0	0
18	China	0	0
19	Japan	0	0
20	Saudi Arabia	0	0

## Endnotes

- 1 Methodology: To calculate the share of women ambassadors making up the G20 diplomatic corps, a survey of each G20 country was made based on the following criteria:
  - The total number of ambassadors was calculated by relying on data found online, mostly on countries' Ministries of Foreign Affairs (MFAs) websites.
  - The total number of ambassadors includes active ambassadors and permanent representatives to international and regional organizations (and high commissioners in the case of Commonwealth states) with ambassadorial rank serving as heads of mission abroad.
  - The data count did not include consuls, consul-generals, deputy heads of mission with or without ambassadorial rank, chargés d'affaires, or other envoys.
  - Ambassadors-at-large for particular issues (e.g. nuclear proliferation, migration, etc.) were not counted.
  - The data was gathered in October 2018.
- 2 This publication is the first in a series of yearly diplographs that will track the percentage shares of women ambassadors across the world. While the 2018 edition is limited to G20 countries, subsequent reports will include a wider array of countries.
- 3 In the United States, as of this writing (October 2018), 55 ambassadorial posts remain vacant.
- 4 This indicator measures the percentage share of women ambassadors of each G20 country being posted in the other 19 countries of the G20.