

**WOMEN PARTICIPATION IN FOREIGN SERVICE OF
NEPAL: A FEMINIST PERSPECTIVE**

A Dissertation

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Pooja Belbase

LETTER OF RECOMMENDATION

I certify that this dissertation entitled “Women Participation in Foreign Service of Nepal: A Feminist Perspective” was prepared by Ms. Pooja Belbase under my supervision. I hereby recommend this dissertation for final examination by the Research Committee, Department of International Relations and Diplomacy, Tribhuvan University, in fulfillment of the requirements for MIRD 526 Thesis for the Degree in International Relations and Diplomacy.

Mr. Prem Raj Khanal

Supervisor

DECLARATION

I hereby declare that the work has been done by myself and no portion of the work contained in this document has been published or submitted in support of any application for any other degree or qualification of this or any other university or institution of learning. In case of other authors' information, ideas and arguments, the sources have been duly cited and acknowledged as per the requirements.

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Pooja Belbase

February 2023

Approval Sheet

ABSTRACT

The purpose of the study is to analyze the Women Participation in Foreign Service of Nepal from feminist perspective. The study is guided by the general objective of examining Women Participation in Foreign Service of Nepal while the specific objectives are to determine the factor that hinders women participation in the Foreign Service and to identify measures that can be put into place to encourage women participation in Foreign Service.

The research was carried out in Nepal's Ministry of Foreign Affairs, departments operating under ministry and the missions abroad. This study was concerned about how women diplomats experience their profession to unearth professional challenges. The result of the study shows that the number of male employees outweighs female employees. Among other, the notable factor that contributed to gender inequality in the Foreign Service is too much concentration on feminized roles in the society and patriarch nature of the society. The study also found that Nepalese diplomatic workforce doesn't experience gender inequality (neglecting number) in their work place. The study concludes that the diplomatic sector ought to come up training and development programs for gender representation in work place at all levels. It is very overwhelming for Nepal to come up with Feminist Foreign Policy for gendering of the institutions so that women can achieve their full potential.

Key Words: Women Participation, Foreign Service, Gender, Feminism

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ABBREVIATIONS

AD	: Anno Domini
BS	: Bikram Sambat
DIRD	: Department of International Relations and Diplomacy
EU	: European Union
FFP	: Feminist Foreign Policy
FP	: Foreign Policy
IR	: International Relations
MOFA	: Ministry of Foreign Affairs
TU	: Tribhuvan University
UN	: United Nations
UNITAR	: United Nations Institute for Training and Research
UNRIC	: United Nations Regional Information System

CHAPTER 1

INTRODUCTION

As of January 1, 2023, the world's total population was estimated to be 8,046,949,318 out of which 49.54 percentage were women (Countrymeter.info, 2023). This means women make up more than half of the world's total population. It is therefore important to note that the development of the country in the desired direction is impossible without the equal participation of women at all level. Since 1945, the United Nations has recognized the importance of women in socioeconomic development and initiated efforts to promote and protect women's rights, with an emphasis on equality between men and women. The United Nations declared 1975 the International Year of Women to ensure the social, economic and political progress of women (UN Women, 2022). Further, following the declaration, the first women's conference was held in Mexico in 1975 to address the issue of gender inequality, the second women's conference was held in Denmark in 1980, the third in Kenya in 1985 and the fourth conference was held in China in 1995 (UN Women, 2022). These conferences have recognized the important role of women in all spheres of development activities and has brought key global policy document on gender equality. However despite several efforts women have a long way to go to ensure equal participation in all fields including Foreign Service.

In most of the literature on diplomacy, diplomacy is portrayed as an art of negotiation that is carried out by an exclusive group of males. Historically, apart from few extraordinary females who were able to transcend their social constraints and make an impact on foreign policy, very few women have been recognized as practicing diplomats. Western patriarchal discourse excludes women as it is based on historical

masculine system women have been forced to adopt a male-defined feminine identity, where women must be subtle, calm, peace loving and obedient. The patriarchal discourse understands women to be the complement of man. Since the classical Greek period, this unequal status was institutionalized by the division of the public and private spheres, here men could enjoy the private sphere and women were bound in private sphere and were associated with the physical aspects of life like reproduction, shelter, and food.

The debate on the participation and representation of women in Foreign Service is not a new discourse. However, the history of international politics, particularly Foreign Affairs is predominantly associated with men. Thus, the increased representations of women in the patriarchal and male-dominated domain of diplomacy need serious attention. The imbalance in the representation of women leadership and key positions in the Foreign Service needs attention at the national and international level. Furthermore, diplomats represent various masculinities and femininities that affect their ability to grow in their jobs. Feminist academics are increasingly interested in how gender plays a role in the (re-)construction of diplomacy, as well as the practices of inclusion and exclusion of men, women, non-binary, and transgender people across time. Feminist researchers from a variety of fields are interested in why diplomacy is a male-dominated career, how it came to be that way, and how it is changing. However, in the practice turn in diplomatic studies, there is a notable lack of curiosity regarding this.

Theoretically, the Realist Theorists like Hans Morgenthau or Kenneth Waltz argues that state seek to maximize power, they think that they are describing universal human characteristics, but Tickner points out that they are portraying the behavior of states

run by men (Fukuyama, 1998, P. 32). Likewise diplomats like Niccolo Machiavelli stress out to the importance of masculine characteristics in conducting state relationship (Berridge, 2001, P. 543). A statement by Gloria Steinem, “What happens to men is frequently viewed as political, and what happens to women is cultural” signifies the absence of women from foreign policy affairs. While discussing different traits associated with men and women, characteristics such as strength, independence, rationality, protector and public are associated with masculinity while characteristics such as weakness, emotionality, protected and private are associated with femininity (Tickner & Sjoberg, 2013, P. 206).

Niccolo Machiavelli writes in his famous book “Fortuna” that “Fortune is a woman, and it is necessary if you wish to master her, to conquer her by force” (Tickner, 1992, P.39). Here, women are depicted as a threat to male masculinity. These writings have shown a clear separation of powers. Women’s associations with chaos, unpredictability and danger have been used as justification to keep women out of politics and public life.

Eastern philosophers like Manu and Kautilya also put women on a lower social pedestal than men (Shirin, 2009, P.129). They viewed that Truth and Duty was for men alone and the duty of a woman was to idolize her husband. Society at the time also had not recognized the qualities and strengths of women. Kautilya in his Arthashastra, portrays position of women by dividing them into various segments as married women, the widow, prostitute (also called ganika), the female slave, working women and the spy (Shirin, 2009, P.123). Role of married women is taken as the begetter, especially begetter of sons. The concept of patriarchy was entrenched as the married male was free to marry second wife without paying any compensation to the

first wife if first wife was barren for eight years or had only borne daughters for twelve years. The Arthashastra supported view of society and condemns widow's remarriage. Prostitution was considered as a state endorsed activity and regarded as a source of revenue for state. The bonded slaves were to achieve freedom at the cost of motherhood that is if they give birth to children of their master. Women of the poorer segment of society were able to work as means of livelihood. Women of bad character and experts in lovemaking were taken as spies. All these treatments were based on Varna system where women of Brahmin family were regarded as the superior among all. Kautilya's Arthashastra has shown that objectification of women from time immemorial. His description of women is still relevant today in same or some other forms. From ancient time, women's independence has been objected and independent women have been always put in submissive position.

The research argues that 'Gender' is key to understanding changes and consistency in diplomatic practices. The study believes that using feminist ideas to diplomacy might help us understand how the constitutive practices of diplomacy in Nepal's Foreign Service have changed through time in response to social transformations in gender relations. In consequence, understanding how diplomatic practices remains patriarchal and societal structures in the country might help explain the resilience of gendered practices in diplomacy. Thirty years ago, pioneering feminist international relations scholar Cynthia Enloe posed a famous question in her field: "Where are the women?" There is still no satisfactory answer to this question. Thus this paper looks into women participation in Foreign Service of Nepal to determine factors that hinder women participation in the Foreign Service and identify measures that can be put into place to encourage women participation in Foreign Service.

According to Ministry of Foreign Affairs, Nepal, the recorded history of Nepal's Foreign Service dates back to the establishment of Jaishi Kotha after the unification of Nepal by King Prithvi Narayan Shah. It was entrusted to regulate foreign affairs, especially with Tibet and China. During premiership of Prime Minister Bhimsen Thapa, an office called Munshi Khana was established as the apex body and Jaishi Kotha retained as the unit of former. During Rana regime, foreign office was specialized into different units as British India Division, Jaishi Kotha and Munshi Captain's office. While during rule of Prime Minister Chandra Shamsheer, the foreign office comprised of five divisions: Jaishi Kotha, Sadar Amini Goswara, Seema Survey, India Great Britain Division and Munshi Captain's office while Singh Durbar Farmaisi Adda was established as an Associate Division. After 1934, the Munshi Khana (also referred as Foreign Department) was upgraded to the level of Department with director General as head. The Munshi Khana was entrusted to oversee the instruction of the rulers regarding foreign affairs and correspond to the mission in India and Lhasa. At that period Alaichi Kothi (Patna), Office of the Vakil (Lhasa), Office of the Vakil (Calcutta) and Honorary Vakil's Office (Benaras) were the missions stationed abroad.

According to Ministry of Foreign Affairs, An independent and separate Foreign Ministry was established only after the end of Rana regime in 1951 A.D. The Ministry of Foreign Affairs underwent a process of reorganization, after the democratic restoration in 1990 A.D. "Foreign Service Regulations" was formulated and a separate "Diplomatic Group" was formed which included the civil servants working in the Ministry.

Women's participation in Foreign Service has been too low ever since. In Nepal, the history can be traced back to year 1955 when Mina Ghimire entered in the Ministry of Foreign Affairs as a junior level officer. However, later in 1950s, Bindeshwori Shah, Shanti Rana, Hirashova and Livi Rana joined Ministry of Foreign Affairs. Likewise, in 1958, Ambika Pradhan and Shruti Kadariya joined the institutions as non-gazette officers. After a gap of 13 years, Sita Shrestha and Urmila KC joined Ministry at officer level. In year 1986, Ambika Luitel joined Ministry as an officer followed by Guna Laxmi Shrestha and Maya Kumari Sharma respectively (Panthi et.al, 2016, P. 61).

However, the first career-based woman to get appointed as an ambassador was Bindeshwari Shah, who was sent to India as Nepal's ambassador in 1989-90 (Spotlight, 2013). After her appointment as ambassador no any career-based woman has received chance to represent country in neighboring country India and China (Embassy of Nepal, India, 2022). As of August 10, 2020 present 58 women are working in Ministry of Foreign Affairs which represents nearly 21 percent of the total of 275 employees (KathmanduPati, 2020).

Since early 1980s, Nepal has made concrete policy statements to integrate women into development. Successive five-year plans have made relevant policy statements to improve the status of women. Such efforts have focused on credit and job creation, education and health. A number of mechanisms such as Ministry of Women, Children and Social Affairs (MWCSA), the Women's Department under National Planning Commission, National women Commission as constitutional body, etc have been established to ensure women's right and equality. Nepal has signed multiple treaties and International Human Rights instruments as the legal framework such as

Convention on the Elimination of All forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action, Sustainable development Goals (SDGs), etc to empower women and achieve gender equality. The Interim constitution of Nepal 2007 provided substantive quota (33 percentages) for women in state apparatus which was again reaffirmed in present constitution (United Nation Women, 2022). The reservation system for women that started with the second amendment of civil service act 1993 in 2007 has been the push factor for raised number of women in Civil service and many women have entered the civil service, but only a few of them are visible at the decision-making level (Pokhrel, 2020, P.25). As part of civil service, Foreign Service of Nepal is no different where very few women are at leadership positions.

1.1 Statement of the problem

Being a patriarchal society, the state institutions are largely shaped by the patriarchal values and norms. The similar trend can also be observed in the institutions related to foreign policy making and implementation. Discrimination in promotions and career advancement opportunities are more often guided by one's maleness or femaleness and this problem requires urgent attention and concerted effort by all parties to find a workable solution. Thus the improvement of women's participation in all aspects of international relations and formulation of Foreign policies is essential for full development of their capabilities. With the state policy of reservation in civil service, the women's participation in Foreign Service has increased. The participation of women in Nepal's Foreign Service is still limited. So, it is imperative to have a theoretically blended scientific study on this issue.

The research focuses on the gender issues as in Nepalese diplomacy this critical perspective is generally overlooked. The feminist agenda in International Relations has lately focused attention to gender issues in diplomacy, concentrating mostly, but not solely, on examining the career paths of female diplomats.

1.2 Research question

- I. What is the status of gender in Foreign Service of Nepal?
- II. What are the measures that can be put in place to increase women participation in Foreign Service?

1.3 Objective of the study

1.3.1 General Objective

The general objective of the study is to examine Women Participation in Foreign Service of Nepal.

1.3.2 Specific Objectives

- I. To examine the status of gender in Foreign Service of Nepal.
- II. To identify measures that can be put into place to encourage women participation in Foreign Service.

1.4 Organization of the Study

The study has been divided into five chapters. Chapter one deals with the introduction of subject matter of the study. The chapter includes introduction, statement of the problem, objectives, significance and organizations of the study itself while in chapter two a brief view of the related studies and findings has been presented and various

related literature are quoted, which includes the conceptual frameworks, review of earlier research papers, books, journals, articles and the thesis papers related to the women participation in Civil Service and Foreign Service itself.

Chapter three deal with research methodology. The chapter explains research design, sources of data, data gathering procedure, population and sample size of the study, data processing procedure, and statistical tools used. Fourth chapter deals with the data presentation and analysis of data and interpreted using various statistical tools. The final and last chapter that is chapter five contains the summary of the whole study. The conclusion or the findings of the study identified has been interpreted using various statistical tools. References and questionnaire shall follow this chapter.

CHAPTER 2

LITERATURE REVIEW

The short introduction of the working term (women, gender, participation Foreign Service and Feminism) has been described as follows:

Gender

World Health Organization defines gender as the characteristics of women, men, girls and boys that are socially constructed (World Health Organization Gender and Health, 2022). This also includes norms, behaviors and roles associated with being a woman, man, girl or boy, as well as relationships with each other. Gender can be defined as the socially constructed roles, behaviors, expressions and identities. It affects how people see themselves and each other, how they act and communicate, and the distribution of power and resources in society. Gender identity is not limited to the binary (girl/woman, boy/man) and is not static; it exists continuously and can change over time. The way individuals and groups understand and express their gender in their roles, expectations, relationships and the complex ways in which gender is institutionalized in society varies widely. The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) gives definition of gender in Article 3 as the socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for women and men.

Sex refers to the biological and physiological characteristics that define human as male or female. Sex refers to various biological characteristics. It is primarily related to physical and physiological traits including chromosomes, gene expression, and reproductive/sexual anatomy. Gender is usually categorized as female or male, but

there are differences in the biological attributes that make up gender and how those attributes are expressed.

Women

As of January 1, 2023, the world's total population was estimated to be 8,046,949,318 out of which 49.54 percentage were women (Countrymeter.info, 2023). Women cover half of the world's population but are still considered as disadvantaged and vulnerable social groups and are discriminated by the customs and laws. Women are discriminated on the basis of their gender (Save the Children, 2022). United Nations also acknowledges that the discrimination and violence against women and girls are deeply rooted in the fabric of societies, is persistent and systematic. It is even more in third world countries such as Nepal.

According to Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) fourth and fifth periodic reports prepared by Government of Nepal in 2009, Nepal has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action, the 2030 Agenda and its Sustainable Development Goals, and UN Security Council Resolutions 1325 and 1820. The government has been carrying out activities to reduce gender inequality in line with these commitments made at international level. These obligations are also enshrined in the Nepalese Constitution and efforts are being made to ensure that all laws and policies are consistent with constitutional provisions on gender equality.

Despite all these efforts, Nepalese women still face various challenges. Although more than 14,000 women have been elected in local, federal and state elections, women still struggle to exercise their rights to political participation and leadership

(United Nations Women Asia and the Pacific, 2022). This is largely due to social norms and harmful practices that directly limit women's voice and agency, limited women's access to information, scarce resources, and inadequate support systems. Although, the overall representation of women in Nepali civil service, as per 2018 data, is 23.72 percentage, all sectors except health and miscellaneous sectors have less than 20 percentage representation of women (Wagle, 2019, P. 35). There are around 26 percentage women in civil service of Nepal (Economic Survey Report 2078/079 B.S). Gender inequality remains high, as Nepal has ranked 106 out of 156 countries indicated by the Gender Inequality Index of 2021.

Participation

Participation means the involvement of intended beneficiaries in the planning, design, implementation and subsequent maintenance of the development intervention. It means that people are mobilized, manage resources and make decisions that affect their lives' (Price & Mylius, 1991, P. 6.) It simply refers to cooperating with each other to achieve the common goals.

Women's participation is a fundamental prerequisite for gender equality. It facilitates women's direct engagement in decision-making and is a means of ensuring better accountability to women. Equal participation and power-sharing between women and men in decision-making is the internationally agreed target set in the Beijing Declaration and Platform for Action as well (United Nations Division for the Advancement of Women, 2022). The Interim constitution of Nepal 2007 has also provided substantive quota (33 percentage) for women in civil service which was again reaffirmed in present constitution (United Nations Women, 2022). This

reservation policy has substantially contributed to increase women's participation in all arenas.

Regarding women participation (in field of diplomacy), Sociologists Dunscombe and Marsden (1995) stated that modern women perform a triple-shift that is finding a balance between paid, domestic and emotional labor in a male-dominated society. As patriarchy is reproduced in society, women seem to participate less in high-level diplomatic roles. Working towards closing the leadership gap ensures women participation in all ranks.

Foreign Service

Foreign service, also called Diplomatic Service, is the service in which the personnel is engaged in representing the home country's interests abroad and providing the necessary information on which foreign policy is based. Foreign Service is composed of professionals who have a deep understanding of the affairs, cultures and languages of other countries and are ready to serve anywhere in the world. The Foreign Service is a career like no other as it is a uniquely demanding and rewarding way of life. As representatives of the any country, Foreign Service members have a direct impact on people's lives of host country and participate in the making of history. At the same time Foreign Service career also imposes significant demands. Typically, Foreign Service members spend most time of their careers overseas, time far from kiths and kin. However, people working in this particular field find that the rewards of representing owns nation far outweigh the personal burdens.

Originally, diplomatic officials were members from aristocratic families and served as the personal representatives of sovereign rulers. With changing time it is no longer the

playing field of noble and wealthy people; ordinary people are also actors in diplomatic service.

Foreign Service in Nepal is executed through Ministry of Foreign Affairs. After the restoration of multiparty democracy in Nepal in 1990, the Ministry of Foreign Affairs was re-organized to render its functions accordingly. The Ministry underwent a fundamental restructuring and a separate 'Foreign Service Regulations' was put into effect, thus by creating a separate 'Foreign Service Group' for the Ministry. The 2nd amendment of Nepal Civil Service Act-2049 BS in 2064 BS created a separate 'Nepal Foreign Service' in order to ensure specialization of its officials and streamline the personnel administration functions of the Foreign Ministry and the Ministry has over 400 officials among them 278 are the officials of the Nepal Foreign Service (Ministry of Foreign Affairs, 2022). The service is divided into two classes i.e. gazette and non-gazette. The Ministry has also set up a new institution during 1990s', the "Institute of Foreign Affairs", to operate in close affiliation with the Ministry. The country's diplomatic presence abroad has expanded to 30 embassies, 3 permanent missions and 7 consulate generals (Ministry of Foreign Affairs, 2022).

Feminism

Feminism in international relations theory, introduced in the nineteenth century, is particularly a recent phenomenon. The history of feminism has been largely divided into four waves, fourth wave being the recent one. The first happened in the late 19th and early 20th century when women advocated for the voting right, the second wave came in 1960s and 1970s which dealt with the women's liberation movement for equal legal and social rights and the third wave that occurred in the 1990s was a

continuum to the second wave (Humanities, 2018). Three waves of feminism over the past few decades have helped women assert their rights in domestic politics and have established their status in the world. It is said that the fourth wave spread in 2012, essentially calling for "justice for abuse and harassment, equal pay for equal work, and physical autonomy", body shaming and rape culture (Encyclopedia Britannica, 2022).

World feminist movement concludes that women participation is must in decision-making process. Feminist political activists campaign in areas such as reproductive rights, domestic violence, fairness, social justice, and workplace issues and interrogate to create equalities and equities in these areas. Feminist calls for mainstreaming of marginalized, oppressed and subordinated women and demands to hammer out the values, norms and practices which are deep-rooted in patriarchal values. In this context, women participation in terms of both number and position is fundamental in order to create an environment where women can achieve to their fullest.

2.1 Theoretical Framework

Feminism grew in international relations as a theory out of the feminist movement of the 1960s and 1970s. The movement was focused on achieving political, economical and social equality for women. It emerged in the international relations theory substantially after the end of the Cold War, when the idea of viewing state as the sole actors in international politics started being felt outdated. The propagation of human security subsequently also cultivated a growing space for women's perspectives to be included in international politics and thus, giving room for feminism to get incorporated into mainstream IR theory. Feminist theory of international relations

basically looks into the international relations through the lens of “gender and equality”.

As argued by feminism, gender is a socially constructed identity and society itself is biased towards different gender. This societal biasness is reflected in state institutions in the form of direct participation and role taking.

There are mainly two types of feminist theory, liberal and post-liberal feminist theory. While the former believes that removing the legal obstacles can overcome women’s subordination, the later emphasizes that gender inequalities continue to exist in societies that have long since achieved formal legal equality (Baylis et.al., 2020). The post-liberal strand of feminism has multiple sub-strands: critical feminism, social constructivist feminism, post-structuralism feminism, post-colonial feminism etc.

Among them, Feminist critical theory, a theory believed to have sprouted from the Gramscian Marxism explores the ideational and material manifestations of gendered identities and gendered power in global politics. Further, the theory also advocates that gender is constituted by the “ideas that men and women have about their relationships to one another” (Tickner, 2014, P.261-262).

The social constructivism feminism is built upon social constructivism. It examines the processes whereby ideas about gender influence global politics, as well as the ways that global politics shape ideas about gender (Tickner, 2015, P.262). In *The Global Construction of Gender* (1999), Elisabeth Prügl, a feminist constructivist, analyzes the treatment of home-based work in international law. Owing to the fact that most home based workers are women, regulations on this type of employment is a crucial subject for feminists. According to Prügl ,Home based work is not treated as 'real work' because it is done in the private sphere of production in the home rather

than in the more valued public sphere, which includes wage production. (Tickner, 2014, P.262)

The post-structuralist claims that reality is understood through the use of language. The relationship between knowledge and power i.e. those who construct meaning and create knowledge eventually end up gaining a great deal of power in the process. In this context, post-structuralists claim that men have generally been seen as the intellectuals and their lives has revolved in the public sphere. In contrast, women have not been viewed either as intellectuals or even as the knowers.

Post-colonial feminist claims that the Western feminism has constructed knowledge on the basis of colonial relations of domination and subordination, established under European imperialism in the eighteenth and nineteenth, and thus they view problems of non- western women through the lens of relatively privileged western women. Women's subordination should be addressed within their own specific cultural context, rather than through a universal understanding of women's needs (Mohanty, 1988).

Feminists' theory of International Relations clearly establishes that there is a glaring gap in gender representation and role in International Relations. The study seeks to determine and analyze the impact the long standing inequality in the conduct of International relations in Nepal through the gender sensitive lenses using these theoretical strands and sub strands.

Also Feminist sociologists have expanded on their insights to build sophisticated techniques to examining patriarchy's persistence. Comparative feminist studies are also useful for theorizing foreign policy change and continuity. They investigate a variety of elements that influence how gender norms and gender-sensitive strategies

are disseminated inside and beyond state institutions.

To summarize, feminist international theory focuses on both structure and agency, and it provides a dynamic, nonlinear explanation of policy change and continuity, as well as the importance of gender, to foreign policy study. It gives gendered actors an active role in detecting and understanding norms and policy challenges by acknowledging the continual construction of norms.

2.2 Literature Review

Although Foreign Affairs is a robust research field, few research have been done on the under- representation of women in Foreign Service. The major reason behind the exclusion or underrepresentation of women in Foreign Service is the presence of patriarchal nature of society. Women have traditionally been under represented in power and decision making process that directly or indirectly affect them economically, socially, politically or culturally and this reality transcends to the Foreign Service as well. It has been widely proven that gender parity in diplomatic workforce not only enhances effectiveness in international relations but also improves service delivery in foreign matters. However painfully, women roles have been relegated to wives of diplomatic men (diplomat wives) and not officially recognized as state officers (Cynthia, 2014).

Other studies postulate that, women in general are not a minority in the diplomatic sector as a whole; women are more absent from the leadership posts but widely found in the lower positions. In case of Nepal, no any women from Foreign Service has been appointed as Secretary of the Ministry and at the same time no any career-based woman has received chance to represent country in neighboring country India and

China and major power countries after appointment of Bindeshwori Shah as Ambassador of Nepal to India (Spotlight, 2013).

There are many affirmative action programs that advocate for gender equality at the work place. The UN strongly supports all gender inclusion and participation at all levels in the fulfillment of duty as outlined in the Charter of United Nations. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979, especially articles 7 and 8 highlights equal representation of women in the political as well as public life. Article 7 of the convention ensures that women have equal rights with men to vote, hold public office and participate in civil society while Article 8 of the convention ensure women representation in their governments, at the international level and to participate in the work of international organizations. Similarly, Beijing Platform for Action (BPA) stresses for implementation of ECOSOC's resolution 1990/16 calling for more women representation in strategic objectives (United Nations Women, 2022).

United Nations' Commission on the Status of Women (CSW) during its sixty sixth session in 2022 stressed to follow-up the Beijing Declaration and Platform for Action and called upon the United Nations system entities, relevant international financial institutions and multi-stakeholder platforms, and the United Nations Entity for Gender Equality and the Empowerment of Women (United Nations Women) to make efforts to ensure women's full and effective participation in public life and decision-making, and the elimination of violence, in order to achieve gender equality and empowerment for all women and girls (United Nations Women, 2022). Participation of men and women in any organization's endeavors leads to more representation of the larger

society and transparency hence greater output in foreign policies and international relations.

Nevertheless, most of the already existing research about women in diplomacy explores that the three factors affect women's ability to enter Foreign Service. The first of these three sets of factors is individual-level factors, such as the difficulties women face in managing family life with a demanding and time consuming career (McGlen & Sarkees 1993, Berkovitch 2014). Biological factors are also included that is women are seen to be weak leaders by nature. Likewise the second set of factors are society-level ones, where "society continues to doubt that women can be equally as effective as men in leadership positions that involve direct dealing with other nations or other nationals" (McGlen & Sarkees 1993). Finally the third set of factors is organizational, where organizations themselves put the failure of women on their gender rather than the person (McGlen & Sarkees 1993).

Cassidy (2017) analyzed the dynamics of modern diplomacy through a gender lenses and claimed that various socio-cultural, ideological, economic, and institutional barriers have historically ensured the exclusion of women from the political arena: the professional space in which most crucial decisions are made. The author further explained that, examining the historical and institutional scarcity of female diplomats, it has become clear that diplomacy has been, and remains, decidedly masculine. The author explored the role of women in diplomacy and the obstacles they continue to face – both institutional and normative – as they continue the battle for gender parity while they serve the diplomatic corps.

Eagly and Carli (2007) wrote with few exceptions, very few women had place in history as diplomats. Leadership roles were attained by those who came from tribes,

states, kingdoms, or monarchies. The major confrontation that other women in their professional endeavors face is the labyrinth. It's an image with a long and varied history in ancient Greece, India, Nepal, native North and South America, medieval Europe, and elsewhere. It takes patience, awareness of one's progress, and careful consideration of the challenges that lie ahead to successfully navigate a labyrinth. Understanding the different obstacles that make up this labyrinth and how some women navigate them can help us work more effectively to create changes.

United Nations Regional Information system for Western Europe (2022) highlighted comment of UN General Secretary António Guterres “The cascading crises of recent years have highlighted how women’s leadership is more crucial than ever” which he made on the occasion of International Women’s Day 2022. Women make up half of the world’s population and therefore also half of its potential. Women continue to be underrepresented at all levels of leadership. The article further elaborated that in 2020, the proportion of women in national parliaments was only 25 percent and in local governments 36 percentage. Looking women, especially female ambassadors, in field of diplomacy is even more depressing. According to a report by the Anwar Gargash Diplomatic Academy, the Nordic countries have the highest percentage of female ambassadors in the world with 40.6 percentage, the lowest share is of the Arab Gulf countries which comprise only 4.8 percentage and the Asian region comprises only 12.9 percentage while the share of the European Union is 23 percentage. All this statistics shows exactly why equality is needed and the UN is striving for it through Sustainable Development Goal number five. Sustainable Development Goal number five (5) is concerned with ending all forms of discriminations and violence against women and girls. It also ensures women’s full and effective participation and equal opportunities for leadership thus by adopting and strengthening sound policies and

enforceable legislation. Feminist diplomacy, or feminist foreign policy, a concept introduced by the former Swedish Minister of Foreign Affairs, Margot Wallström, in 2014, focuses on women in leadership and strive to involve women in politics, decision-making, peace negotiations and treaties (United Nations Regional Information Center, 2022). Margot Wallström in 2015 condemned over the treatment of women in Arab states which resulted in suspension of diplomatic relations between Sweden and Saudi Arabia (United Nations Regional Information Center, 2022). As of 2021, 48 percentage of Swedish ambassadors were women which make Sweden to have the highest percentage share of women ambassadors in the world (United Nations Regional Information Center, 2022). Feminist Foreign Policy does not just concern women but revolves around making the world a better place and maintaining secure democracies. According to the United Nations, when women participate in peace processes, the resulting agreements are 35 percentage more likely to last 15 years. However, as described earlier, the situation of women participation in field of diplomacy is still severe, and countries and organizations remain a long way off. Thus concrete efforts and policies should be implemented with more women on the front lines.

Kreft, Niklasson & Towns (2022) explained the existing scholarship points to gender patterns in diplomacy. The paper examined such gender patterns in a new way, showing that women are less likely to serve as ambassadors in economically powerful and conflict-affected countries, and are likely to serve as ambassadors in countries with greater gender equality. The paper noted if these gender differences diminish over time. Taking data of ambassador appointments for Sweden, Denmark, the UK and the US over the period 1970–2015 reveal that there are no gender differences in terms of postings to gender-equal states or states with domestic conflict; women are

indeed less likely to be ambassadors in economically significant states and conflict ridden states. The paper concluded that these patterns are not diminishing over time. Thus, opens up new avenues for future investigation to explain the persistence of some gender patterns and the absence of others. The key message forwarded were gender differences persist in ambassador appointments, female ambassadors are less likely to be posted in G7/G8 countries, to those states where there is more bilateral trade and has higher economic clout compared to men. Also, female ambassadors are extremely less likely to be posted to countries with inter-state conflict whereas there are no such patterns for intra-state conflict and there persists no gender patterns in ambassador appointments to more gender-equal states. The research opens up new avenues to examine why some states have so many more female ambassadors than others and what are the mechanisms driving the gender patterns in ambassador postings. Are they essentially located at the individual level with women and men making different career choices or at the institutional level? If it is institutional, then what are the institutional factors that affects in posting? Are these due to shape of organizational gender cultures, institutional networks, human resources (HR) staffing and mentorship relations, rules and benefits for accompanying family members, or something else? Apart from it, are there international factors such as international status hierarchies which interconnect with gender and help in shaping of posting?

Standfield (2020) analyzed how diplomacy reproduces itself as a masculinized field. The paper largely drew its inference from Pierre Bourdieu's theory of patriarchy, as well as extensive feminist Bourdieusian analysis. The paper provided an overview of practice theory in diplomatic studies and discusses Bourdieu's overlooked contributions regarding gender. The paper used Bourdieu's 'thinking tools' to examine diplomacy and gender using examples. Bourdieu presents three main

'thinking tools' as field, habitus and practice. Throughout the study researcher has demonstrated how feminist sociologists have developed their ideas to create sophisticated approaches to study the persistence of patriarchy. Here, Fields means what counts as 'capital,' or the kinds of social, economic or cultural advantages. The amount of capital that a person has influences the position they are able to take in the field. The habitus is the 'fit' (or lack thereof) between individual and the field/s where individuals' habitus cannot be studied without reference to fields, and vice versa. This thinking tool offers a way of perception, thought, and action' deposited over time through exposure to multiple fields. Practice emerges at the site where fields and bodies interconnect. These practices are not simply epiphenomenal to existing power structures, but actively reproduce and sometimes disrupt them.

Linse (2021) highlighted that glass ceiling effect had curtailed women's hiring, promotion and retention in many different professions including those in the public sector and those serving diplomatic missions. The paper also asserted that UN Secretary General Dag Hammarskjöld had often expressed arguments against women's serving in diplomatic positions, stating that issues more important than gender needed to be taken into account when decisions were made. When looking at the glass ceiling phenomenon in diplomacy, it has been found that women frequently have faced difficulty to get promoted beyond the junior and mid levels. The study concludes that women still have to work harder than men and may still struggle to get promoted as quickly as men.

Micah Zenko (2012) wrote that U.S. foreign policy and national security positions have long been struck by the proportional underrepresentation of women. It has been found that women make up less than 30 percentage of senior positions across these

institutions. On commemoration of International Women's Day she asked several questions to women of different backgrounds. Isobel Coleman, Director of the Women and Foreign Policy Program at the Council on Foreign Relations, acknowledges that women still have typically more family responsibilities than men. As women are under constant pressure of raising children and caring for aging parents, fewer women remain in the leadership pipeline. While Lisa Curtis, a Senior Research Fellow at the Heritage Foundation, remarks that though women may still be underrepresented in national security and foreign policy positions, they have made tremendous strides these days. The key to continuing this upsurge is mentoring and training. A young woman needs to learn how other experienced women managed their career progression and were able to balance her career goals with family responsibilities. She concludes by saying that in the debate over the underrepresentation of women in foreign policy and national security, rather than bemoaning the lack of women at the top, women at the start of their careers must be offered the assignments, experiences, and opportunities that lead to later success.

Bigio & Vogelstein (2020) explained that a growing number of countries have begun to institutionalize gender equality and women's empowerment as a foreign policy priority. Moreover, the most comprehensive effort has been shown by Sweden by articulating the "feminist foreign policy" in 2014—a designation since adopted by Canada in 2017, France in 2019, and Mexico in 2020—which promises greater commitment to gender equality. He added Luxembourg and Spain have also committed to develop a feminist foreign policy, and Malaysia indicated it would pursue a feminist foreign policy in 2020. Definitions of feminist foreign policy may differ from country to country, but the Swedish model focuses on three "Rs"—rights, representation, and resources for women and commits to apply a systematic gender

equality perspective throughout the whole foreign policy agenda. Nevertheless, United States had first articulated its focus on gender equality as a foreign policy priority during the Barack Obama administration, with the introduction of a suite of policies to advance the status of women and girls globally in the areas of economic growth, peace and security, and human rights however the legislation of the issue has been pending. In refining its own strategy, the United States has a long way to march to ensure gender equality. As some initiatives governments have promulgated changes in leadership, policy, and resource allocation. To advance gender equality government has also shown institutionalized efforts by establishing new mainstreaming roles, appointing women to high-level posts within the foreign policy and security arena, and making public commitments at the highest level to reinforce the agenda. In 2009, Obama Administration became the first country in the world to create an ambassador-at-large position for global women's issues. He further suggests that a range of policies to provide guidance, set targets, and increase accountability for their gender equality commitments, including gender equality strategies and national action plans can be enacted to ensure gender equality in diplomatic, development, defense, economics, and trade apparatuses. Apart from these, resources can be elevated as assistance funds to support programs that advance gender equality or conducting a gender analysis process for all government funding.

Paul (2017) presented a data regarding representation of women in field of diplomacy. She presented that from 1933 to mid 1970s, 20 women were employed as chiefs of missions worldwide. While as of February 2016, there were 60 Ambassadors in Argentina and only 1 woman; 17 Ambassadors in Afghanistan and 0 women; 52 in China and 0 women; 49 in Germany and 0 women and 19 in Israel and 0 women. She stressed that women were poorly represented.

Fritsche (2002) presented a data regarding women participation in diplomacy. According to ambassador Fritsche in 2002 A.D 11 women Ambassadors were serving as their country's Permanent Representative at the United Nations in New York, against the background of 189 United Nations member countries, which means that women participation was not even 6 percentage. However Liechtenstein- a country which introduced the right for women to vote and to be elected in 1984 – had a good record in diplomacy: Out of 20 diplomats, 9 were women, which is 45 percentage. She reiterated that women's equal access to education is the key to increase women participation in decision-making positions. She also acknowledged that though the contribution of women in peace-building, peacemaking and conflict resolution is being increasingly recognized, the role of women in preventive diplomacy has so far been very limited. There was no woman serving in field of Preventive diplomacy. The appointment of women in such positions would have an important and catalytic impact in conflict handling. Women in decision-making positions are role models for other women. They give them hope and urge them to take responsibility.

Bloch (2004) reviewed that women in the United States (US) are entering and assuming leadership roles in field of diplomacy. During 1970s, women made up only 4.8 percentage of US Foreign Service Officers while in 2004 there are 30 women representing the US out of about 167 ambassadors, with some 18 percentage. However looking worldwide, still there is little representation of women in field of diplomacy. Historically, diplomacy has been the playing field of men. Women were not admitted to diplomatic and consular services in any appreciable numbers. Until the mid-20th century, the most extensive contribution made by women to diplomacy was as the wives of diplomatic and consular officers by supporting their husbands to run diplomatic households, presiding as hostesses, etc. While the numbers of women

in diplomacy are growing, significant barriers and challenges such as traditional gender stereotypes, cultural norms and discriminatory practices in foreign policy institutes still remain. Women have been marginalized in the field of foreign policy because traditional Western and Eastern philosophers, from Aristotle to Confucius, taught that the state, like the home, should be ruled by men. The actual conceptualization of the state was based on the subordination of women's work within the household so that men could focus on increasing their wealth. The authors of the study concluded although more women are entering Foreign Service fields, the increase is concentrated in lower positions only. Women still remain largely underrepresented in the top administrative and policy decision-making positions. Thus to ensure true representation affirmative action and special training programs must be put into place.

Banjac (2018) explained Diplomacy as a gendered institution in which the woman diplomat especially ambassador is still a rarity. Globally, in 2018, only 15 percentage of ambassadors are women. There continues to be a pervasive masculine culture which has been constraining female diplomats to take the field of diplomacy. She argued that inclusion alone is not enough to challenge the elite patriarchal structures that downplay femininity and serve to limit the ability of women to serve as diplomats. In arguing the case, she considered the problem as the invisibility and exclusion of women in diplomacy; other gendered aspects of the diplomatic institution, namely, the body/clothing of the diplomat, masculine negotiation styles, instrumentalist inclusion rhetoric; and potential avenues of developing a post-patriarchal diplomacy.

Kaljurand (2004), Ambassador of Estonia to Israel, remarked despite the fact that women are well educated as men and in many cases even better, they still come up against discrimination on the labor market. The stereotype prevalent in society encourages and exacerbates this situation and the examples of typical stereotypes are women are housewives, the man is the boss; women are less intelligent than men; women are responsible for raising children, cooking and cleaning; men are responsible for the household earnings; women are social workers and bookkeepers; men are leaders; women are weak, unstable and emotional and shun responsibility; men are rational, responsible, determined and destined for success etc.

Gupta (2020) argued women officials experience gender inclined behavior in organization due to gender biased mindset. Gender inclined behavior in civil service is directly or indirectly and intentionally or unintentionally guided by family's and society's symbolic values. The low participation of women in the administrative level is the result of weak policy on women and empowerment, less involvement of women in politics, and the prevalence of patriarchal values in Nepali society. Further, he argued that Nepali culture places men in the center in any social, political, and institutional life, and women are always marginalized.

Pandey (2016) has concluded that women status in developed world, functioning as welfare state, is far better than third world (United Nations Development Programme, 2013). One or another way, women have less influence in public decision-making process. Their different knowledge and experience from their own standpoint are hardly respected and taken into decision-making process. Feminist research acknowledges that most women face some form of oppression and exploitation. Feminist standpoint theory takes into account those oppression, exploitation and

differences. Seeing the things with feminist standpoint may narrow down the negativity and mainstream the knowledge and experiences of women, which has been historically ignored, peripheral, oppressed, left-out, discriminated, and subordinated.

Khullar (2021) women have traditionally been excluded from conduction of Foreign Policy on the basis that a “Female Approach” would be more inclined to “Soft Security” matters including human rights, women empowerment, migration and trafficking and distract focus from more important hard security issues. Inherently masculine thinking has helped to sharpen a false hard-soft security dichotomy and these concepts are construction in reality and no clear dichotomy exists. Women are still underrepresented in India’s diplomatic mechanisms. Women constitute only 9 percentage of India’s previous Foreign Secretaries and 18 percentage current leadership in abroad missions.

Pokhrel (2020) explained that Nepalese society is highly dominated by the masculine culture. The patriarchal nature of men can be observed in every organization. Though, there are many provisions and gender-friendly rules for empowering women in administration but still, women are suffering from the dominating culture in administration. Highly educated employees also dominate women and there is a feeling that women cannot perform like men so are sidelined from decision making.

Tamang (2002) argued during Panchayat era the state and the law played central roles in the structuring of a particular form of patriarchy – a shift from “family patriarchy” to “state patriarchy. The writer explained that though the Nepalese history had an unrivaled tradition of valuing women in society when women enjoyed a high status in society, from starting of “middle ages” (undefined) there appears to have been a downfall in the status of women in Nepal. This could be due to the effect of Muslim

rule in India filtering into Nepal. Women in Nepal were poorly treated and oppressed during Rana regime which was re-established during Panchayat era as well. The Muluki Ayin(Civil code) 1854 and its amendments indicates that the changes that have taken place overall in increasing the rights of women in Nepal were not implemented solely for the purposes of gender equality but was the means to legitimize state intervention and state control over private life of women. For justification the writer presented some examples as the continued inclusion of jari in the Muliki Ayin , the continued relegation of women to the status of the personal property of the husband, etc to name a few. The legal gendering along spheres of the private - feminine and public - masculine creates inequality among citizens.

Tamang (2009) presented detail examination on women's movement in Nepal. The paper examined the women's movement after democratic movement of 1990. The 1990 movement initially opened up political space for women and other excluded groups but the subsequently drafted constitution and other laws put in place post-1990 continued to discriminate against women. The CPN-Maoist had forwarded forty points to government before launching their Peoples war on 13 February 1996. Out of forty points two points were related to women's rights: Girls should be given equal property rights to those of their brothers and Nepal should be declared a secular state. Declaring Nepal secular was important because Women's social oppression is believed to be firmly rooted in state sponsored Hindu religion which upholds feudal Brahminical rule based on caste system. However, criticisms have been made time and again regarding the gap between rhetoric and actual gender equality as there existed gender issues and problems within the Maoists too. Following the civil war in country, issues such as 'nation's security', 'sovereignty' and 'the fate of democracy' took central stage, so women and their concerns were conspicuously marginalized.

After Peoples movement of 2006, country was declared secular and free of untouchability, women were guaranteed with 33 percentage of reservation, 19 laws were amended to remove the discriminatory provisions present but women believe that they were only given candidacies to meet quotas, and did not receive the same level of support as their male counterparts. This reflects there has been continuing influence of male-dominated political parties in the transitional period. The real work for rights of women is yet to begin.

Mohamud (2018) assessed how Kenyan Muslim women can be encouraged to participate in field diplomacy and analyzes the factor that has been hindering participation of Kenyan Muslim women in field of diplomacy. He took two theories; Gender equality theory and dialogic feminist theory as the guideline to conduct his research. The above mentioned first theory have composite effects, one being gender role and others being; socioeconomic development, genderegitarian attitudes, cultural and political traditions, and institutional design factors. The dialogic feminist theory is rooted on the fact that women issues must be subjected to society processes of participation. The research finds out that in order to improve women's participation centripetally, the Muslims religious leaders need to review the Islamic teachings that deny women and girls and girls their rights to take service according to their wish while at the same time the government should put up measures that can ensure women participation in publics service and specifically in diplomacy. A combination of good policies and efforts/strategies can finally address the challenges that have been preventing Muslim women from participating in diplomacy.

Awino (2018) analyzed the impact of Gender inequality in the conduct of International Relations in Africa, using Kenya Diplomatic Service as a case study. She

argued that number of male employees outweigh number of females employees and hold powerful positions and a myriad of factors contribute to gender inequality in the Diplomatic Service, lack of female role models and inadequate opportunities, lack of leadership training and mentorship and empowerment, too much concentration on feminized roles in the society and patriarchal nature of the society. The study also concluded that, for the most part, women were treated less favorably when it came to hiring and selection, appraisal and performance management, and promotion opportunities. However, men were at a disadvantage when it came to creating family- and work-friendly policies. She also analyzed the impact of gender inequality on the conduct of International relations in Africa and concludes that gender inequality in conduct of International relations entrench patriarchal society and male dominance.

Stefani (2019) highlighted that the diplomatic world has always been considered the place of masculinity, in which the practices, norms and infrastructures have been constructed on the basis of a male hegemony. She examined that though the Union is a great advocate in the field of gender equality and has an objective to reach at least 40 percentage of participation of both genders in decision-making positions at both political and public level. But according to 2016 research report of the Council of Europe, among the elected representatives, women represent only 25.6 percentage of the average for both lower houses and regional parliaments and within the diplomatic service, only 13 percentage of ambassadors are female and the diplomatic corps is increasingly dominated by male staff. This statistics clearly demonstrate how the diplomatic service reflects less gender equality than other positions. These statistics reported entail the overall idea that many efforts are still needed for achieving almost complete gender equality in the political and diplomatic domain. Despite this, the global situation shows an improvement as the countries with the highest female

inclusion rate in all areas are the northern European countries – like Sweden, Finland and Norway– which at the same time present the highest rate of gender equality. Nevertheless, the tendency to assign senior responsibilities and positions to male officers remains a common pattern within the international relations panorama.

The writer tried to explain the scarcity of women in the diplomatic sphere and to the reason why female underrepresentation is strongly more accentuated in this field than in any other professional sectors. To this purpose, a series of statistical data obtained through a survey concerning the political and diplomatic representation of women in the world and in the European Union have been taken into consideration. The data concludes that gender discrimination is also mirrored by the allocation of government portfolios, in which men hold assignments that have to do with the masculine idea of power (strength, power, war, justice), while women are assigned to administrative and clerical positions or entrusted mostly with socio-cultural tasks. The underrepresentation of women may be due to the constant obstacles and barriers they face in daily life. A diplomatic career is a very demanding profession and requires some flexibility in terms of hours. Because the hourly commitment for this kind of work is very high and a woman's life is difficult to reconcile with it. Moreover, being a woman, especially a career woman, is complicated not because of a lack of skills or will power, but because the world is accustomed to thinking about women and their place in society has helped create certain expectations about the role that they must play. Apart from that, women are often subjected to discriminatory behavior directly or indirectly in the workplace. Since its establishment the diplomatic practice has been based on rules and masculinized structures around which diplomatic interactions and practices have developed. These gender dynamics express a hegemonic masculinity and explain about the underrepresentation of women. She concluded that

though the road to achieve total gender equality is still quite far, with raising awareness and women's empowerment this trend in recent times is being abandoned in favor of a balanced diversity of gender.

Huqa (2020) examined how men and women diplomats perceive their work environment, extent of family support accorded to them and also investigated how gender stereotypes affect women and men diplomats in discharging their duties to name a few. In her thesis she concluded that Gender influenced confidence and interest occupying high position in the Ministry of Foreign Affairs of Kenya with women being less confident than men and presents a reason that this could be due to the tradition of appointing men to these positions leaving women without the necessary exposure to build their confidence. Diplomacy is still perceived as male club and these perceptions are entrenched in patriarchy which is one of the greatest hindrances to gender equality. She concluded with a remark that excluding the challenges related to their gender, the work environment posed similar challenges for both female and male diplomats as there was no association between gender and unfair treatment by the host country and unfair treatment from other members of diplomatic corp.

Dharsani & Ericsson (2013) analyzed the problem as absence of female diplomats, cause of that problem and presented solution to it. They focused their study on UN body: United Nations Institute for Training and Research (UNITAR). Writer pointed the obstacles to women political leadership as culture, child care, cash and confidence. Here "Cash" refers to the class question of who can be a diplomat, however, since this applies both to men as well as women, this cause for the underrepresentation of specifically women has been neglected in the study. "Culture"

and “childcare” on the other hand, are surely societal barriers for the participation of women in diplomacy while Confidence though is more likely to be an individual barrier, could, of course, be based on the societal view on women’s abilities as well. They conclude the main solutions to this problem to be training and workshops, to help them improve negotiation technique.

2.3 Research Gap

From the Literature review, it has been established there are ample of research in women participation in Foreign Service of other countries however few research has been done regarding Women Participation in Foreign Service of Nepal. The previous studies in Nepal are mostly concentrated on other sectors such as women representation in civil service, political affairs, etc but little research has been carried out to critically analyze under representation of women in Foreign Service of Nepal. The study has been concentrated on delving more on the subject of Women participation in Foreign Service of Nepal from feminist perspective. Thus, present study will be fruitful to those interested persons, parties, scholars, professor, students, foreign policy analyst and government for academically as well as policy perspectives. Hope this study will help others in future in the related field.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Research Design

The research design refers to the overall strategy a researcher undertakes in planning and executing the data collection, analysis and interpretation of findings. To conduct the study both qualitative as well as quantitative research design is adopted. Qualitative approach is utilized for conceptualization, conclusion and suggestion for the research. Quantitative approach is followed for conduction of statistical method.

3.2 Nature and sources of Data

The paper uses primary and secondary methods of data collection. The data was analyzed to provide a clearer and in depth understanding.

3.2.1 Primary Data

Primary data is the data that has been collected from firsthand experience. Hence, it is more reliable, authentic and objective in data collection. For current study, self-administered questionnaire is chosen due to its convenience, inexpensive, reduction of biases and greater anonymity. Therefore, Questionnaires were sent to the employee of Ministry of Foreign Affairs, Departments operating under ministry and the missions abroad.

3.2.2 Secondary Data

The purpose of collecting secondary data helped to make primary data collection more specific and allow researchers to figure out what are the deficiencies and what

additional information which is needed to be collected for study. Reference books, journals, newspapers and online sites were used to further support the study.

3.3 Sample Size and Sampling Methods

Target population is the entire group that researcher is interested in and wishes to draw a conclusion. Employee of Ministry of Foreign Affairs, Departments operating under ministry and the missions abroad was the target population. Total number of 20 respondents was there during the research.

This particular population was chosen based on the convenient sampling. Respondents were from both gazette and non-gazette level. Though the sample has majority of the women's population, the perception of male employees is also crucial so, both male and female employee were under the sample of this research. The interviews were taken with 5 respondents via telephone and email was sent to 15 respondents. Out of 15 emails only 14 emails were answered. The structure of the questionnaire carried out as semi-structured. The structure of the questionnaire was carried out in simple English for better understanding of question descriptions to prompt critical thinking and analytical behavior of the respondents. This encouraged higher degree of accuracy in the respondents' answers due to the prevention of confusion in answering the questions.

3.4 Data analysis and Processing

Data were properly analyzed and interpreted to produce meaningful information and have been highly helpful in the study. Primary Data obtained has been measured through statistical tools in its processing and depicted through tables and charts.

Simple statistical methods were adopted for the study. The data obtained were properly analyzed and presented in accordance to various findings, facts and figures.

3.5 Limitations of the Study

This research solely focuses on the employee of Ministry of Foreign Affairs, Departments operating under ministry and the missions abroad. It has cover not more than 20 participants. The questionnaires have been sent via Email or Social media. This study is for the fulfillment of the requirement of MA Degree, so this study has not be used for any other purpose. The study has mostly relied on knowledge transferability and combination of pieces of literature through the limited literary works of the scholars and experts. The explanation and analysis of the objectives of the study have been limited to the time frame of the completion of the study, and future development in the study has not been accommodated by the research.

CHAPTER 4

DATA PRESENTATION AND ANALYSIS

The study was conducted to examine the Women Participation in Foreign Service of Nepal. This chapter analyzes the obtained data and presents the findings. The chapter is divided into three main sections. The first section outlines the respondents personal characteristics, the second section presents the factors that contribute to gender inequality (if present) to determine the factor that hinders women participation in Foreign Service of Nepal along with its impact and the third section presents the measures (Plans and Policies) that can be put into place to encourage women participation in Foreign Service. Overall, the paper presents the data obtained from respondents in chart, tables and figures and also covers additional relevant information obtained through open ended questions in the questionnaire build on the major themes. A total of 20 respondents received questionnaires and 19 respondents returned fully completed questionnaires.

4.1 Personal Details

Gender

Respondents were asked to indicate their gender. Following table shows the gender of the respondents.

Table 1

Gender Distribution

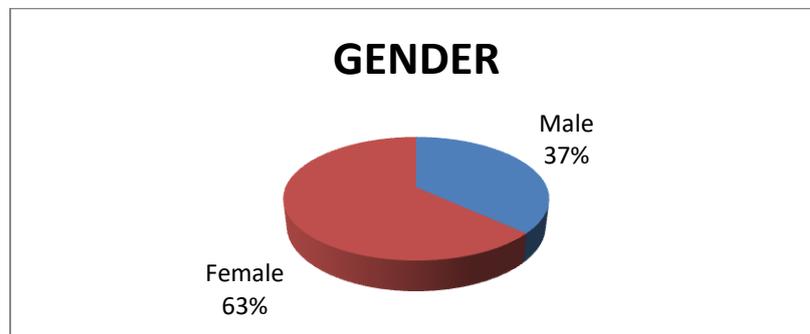
Gender	Number	Percentage
Male	7	37
Female	12	63
Total	19	100

Table 1 mentioned above shows that majority of the respondents 63 percentage were female while 37 percentage of the respondents were male. Though the sample has majority of the women’s population, the perception of male employees is also crucial so, both male and female employee were under the sample of this research.

Remarks: The above table is summarized and resized into the following figure:

Figure 1

Gender Distribution



Age

Respondents were asked to indicate their age. Table below shows the age distribution of the respondents.

Table 2

Age Distribution

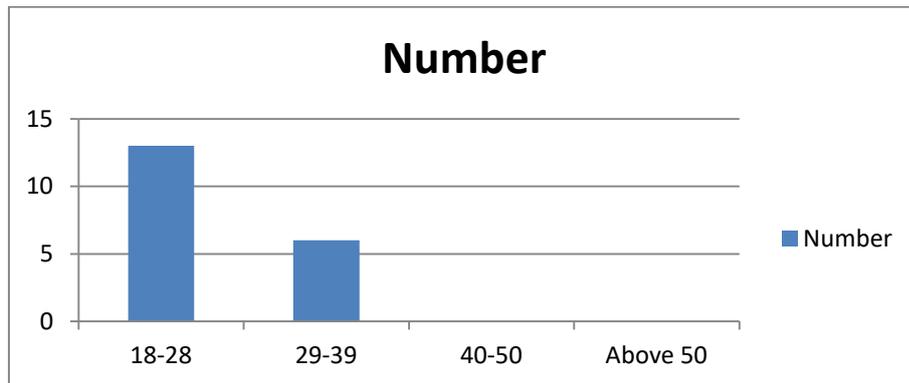
Age	Number	Percentage
18-28	13	68
29-39	6	32
40-50	0	0
Above 50	0	0

Table 2 mentioned above shows that about 68 percentage of the respondents were between age group 18 to 28 years while 32 percentage were between age group 29 to 39 years. No respondents were above age 40.

Remarks: The above table is summarized and resized into the following figure:

Figure 2

Age Distribution



Marital Status

Table 3 mentioned below shows that 84 percentage of the respondents were married and 16 percentage were unmarried.

Table 3

Marital Status

Marital Status	Number
Married	16
Unmarried	3
Total	19

Education Level

Majority of the respondents around 79 percentage had master's degree qualification and 21 percentage had bachelor's degree. No respondents had education qualification above Masters level. This shows that majority of the respondents have higher degree, hence are well informed.

Table 4

Education Level

Education level	Number	Percentage
Intermediate level	0	0
Under Graduate level	4	21.06
Masters level	15	78.94
M Phil level	0	0
Phd level	0	0
Total	19	100

Work Experience in Ministry

Respondents were also asked about their work experience/duration in Ministry. 53 percentage of the respondents had spent less than 5 years in the Ministry, 31 percentage had 5-10 years of experience in the Ministry and 16 percentage had 10-15 years of experience.

Table 5

Work Experience in Ministry

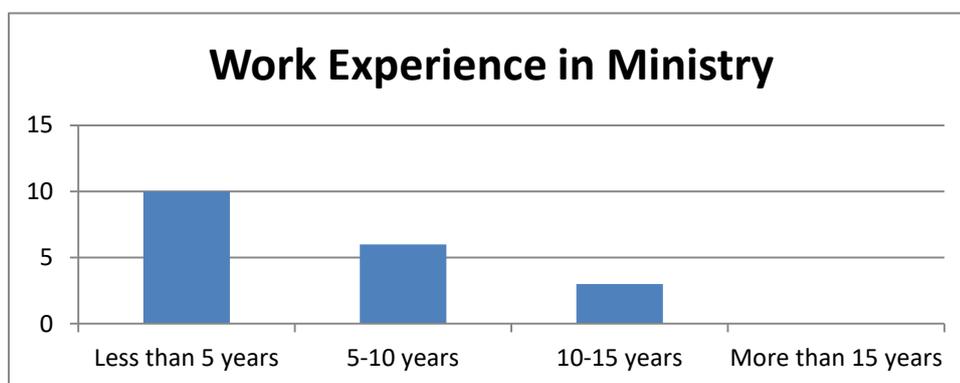
Work Experience in Ministry		
Years	Number	Percentage
Less than 5 years	10	52.63
5-10 years	6	31.57
10-15 years	3	15.78
More than 15 years	0	0
Total	19	100

This shows that most of the respondents had stayed in long service and were well informed on matters of gender in the Foreign Service.

Remarks: Table 5 is summarized and resized into the following figure:

Figure 3

Work Experience in Ministry



Working Level at Ministry

Study finds, out of total respondents 47 percentage were Non-Gazette and 53 percentage were Gazette Officers. This is depicted in following table:

Table 6

Working Level at Ministry

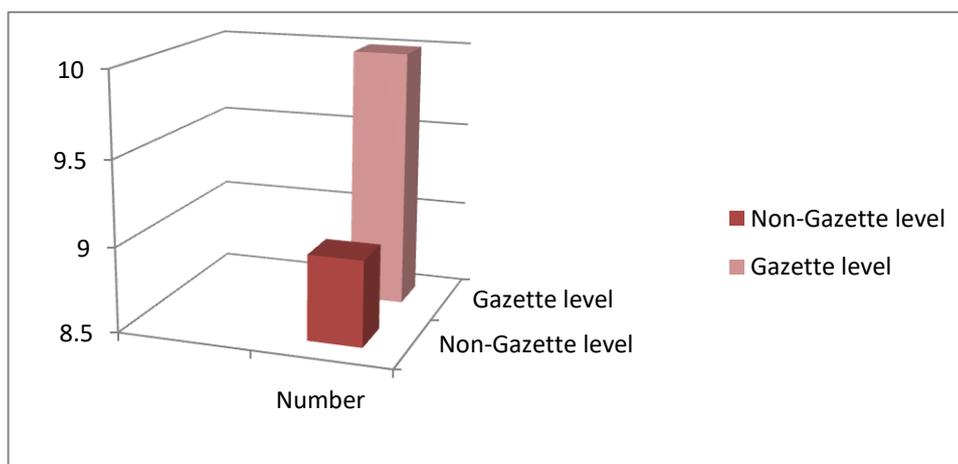
Working Level at Ministry	Number	Percentage
Non-Gazette level	9	47.36
Gazette level	10	52.64
Total	19	100

Equal representation from both levels was necessary to get idea if level of employee and gender role has any relation in particular.

Remarks: The above table is summarized and resized into the following figure:

Figure 4

Working Level at Ministry



4.2 Factors Contributing To Gender Inequality and Its Impact

Respondents were asked to assess the factors that contribute to gender inequality (if present) to determine the factor that hinders women participation in Foreign Service of Nepal along with its impact.

Respondents were asked to tick the ratio of male to female employee in the ministry and their response was as following:

Table 7

Ratio of male employee to female employee

Ratio	Number of Respondent
1:1	0
1:2	0
1:3	0
1:4	14
1:5	5
1:6	0
More than 1:6	0

Majority of the respondents (14 respondents) admitted that number of male employees is four times higher than that of female while 5 respondents answered that number of male employees is five times more than that of female employees.

On a question “Do you believe that female and male employees in the high management have an equal voice in making choices that affect the diplomatic sector?” 100 percentage respondents expressed “Yes” and said they believe that both male and female employees have an equal voice in making choices.

Few of the response are quoted below:

“When it comes to making choices/decisions, either at the lower or higher level, the fact that a person is men or women should not affect the contribution they make to the organization. Neither the choice of men nor women can be better/worse rather it can depend on the level of expertise and knowledge they bear on the given matter. In Nepal’s Foreign Service, we have very few women at the high level of management (Joint-Secretary/Ambassador or above), but where they are, I believe they have equal voice with men.”

“Even though there is a meager in presence and representation of female employees in high management, they have proved to be competent and their roles have yielded

leverages, as for instance, in labor destination countries many female employees in high management have been able to render good service.”

“The number of female diplomats in top management is small compared to the number of male counterparts. But they have time and again proved that they are equally competent and proficient for the job. And I have found their contribution has been counted. ”

On a question “Is there ever been a time when you felt you were not assigned a duty just because of your gender?” 100 percentage respondents answered “No”.

Table 8

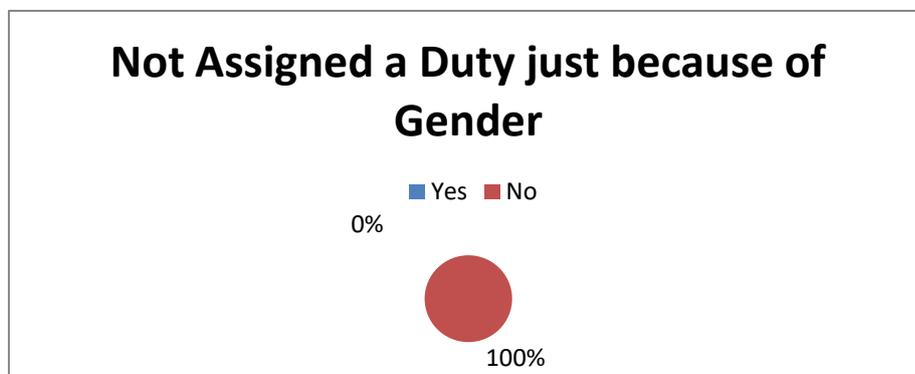
Duty Assignment

Not Assigned a Duty just because of Gender	
Response	Number
Yes	0
No	19
Total	19

Remarks: The above table is summarized and resized into the following figure:

Figure 5

Duty Assignment



On study of factors that contribute to gender inequality in Foreign Service,

Table 9

Factors contributing to gender inequality

S.N.	Factors	Response		
		Agree	Neutral	Disagree
Employee responsiveness				
Factor Contributing Gender Inequality				
1	Male counterparts doubt that female employees complete the given major responsibility without any hassles	0	8	11
2	Lack of leadership training and empowerment contributes to gender inequality in Foreign Service	3	4	12
3	Too much concentration on feminized roles in the society limits most females in taking up Foreign Service	13	2	4
4	Balancing between work and family responsibilities has disadvantaged female employees in Foreign Service	18	1	0
5	Society doubt that women can be equally effective as men in leadership positions that involve direct dealing with other nations or other nationals	8	6	5

The study findings show that none of the respondents agreed on the statement that male counterparts doubt that female employees complete the given major responsibility without any hassles while 8 respondents remained neutral and majority that is 11 respondents disagreed with the above statement. One of the respondents gave remark on her disagreement saying “*All men counterparts don’t doubt; exception is everywhere*”.

On a statement if Lack of leadership training and empowerment contributes to gender inequality in Foreign Service, 3 agreed with the statement, 4 respondents remained neutral and 12 disagreed. Majority of the respondents expressed that they believe women are getting enough opportunities to prove their competency in the Ministry.

Respondents were asked to give a remark if too much concentration of feminized roles in the society limits most females in taking up Foreign Service, 13 respondents agreed with the statement, 2 remained neutral and 4 respondents disagreed with the statement.

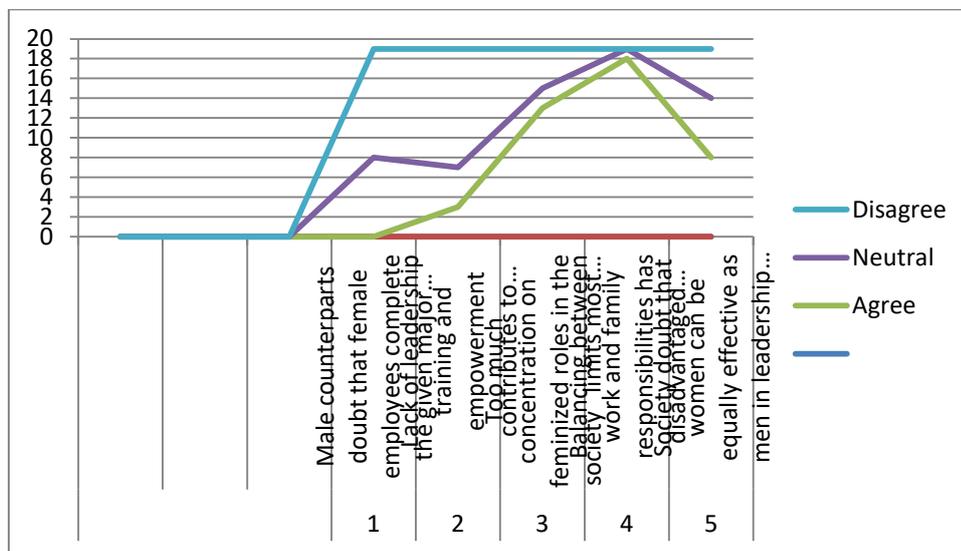
On a statement if balancing between work and family responsibilities has disadvantaged female employees in Foreign Service, out of 19 respondents 18 agreed to the statement, 1 remained neutral to the statement while no one disagreed to the statement.

Respondents were asked whether Society doubt that women can be equally effective as men in leadership positions that involve direct dealing with other nations or nationals, 8 agreed, 6 remained neutral and 5 disagreed to the statement.

Remarks: The above table is summarized and resized into the following figure by taking respondents those who agreed, disagreed and remained neutral to the statement.

Figure 6

Factors contributing to gender inequality



Respondents were asked based on their work experience whether they were treated equally or not in various fields. Based on the questionnaire, neglecting the reservation policy, all 19 respondents answered that men and women are treated equally in recruitment and selection.

In case of any event management 2 respondents replied that women are treated less favorably while remaining 17 respondents replied that both men and women are treated equally.

One respondent comments *“For event management, male employees are prioritized over females owing to lack of trust, confidence and they are duly suspected for poor performance and non-punctuality.”*

Table 10*Equal Treatment*

If Treated Equally?				
S.N	Factors	Response		
		Men Treated Less Favorably	Women Treated Less Favorably	Men and Women Treated Equally
Employee responsiveness				
1	Recruitment & Selection	0	0	19
2	Any Event Management	0	2	17
3	Promotion Opportunities	0	0	19
4	Posting Opportunities	0	0	19
5	Family-work Friendly Policies	0	1	18

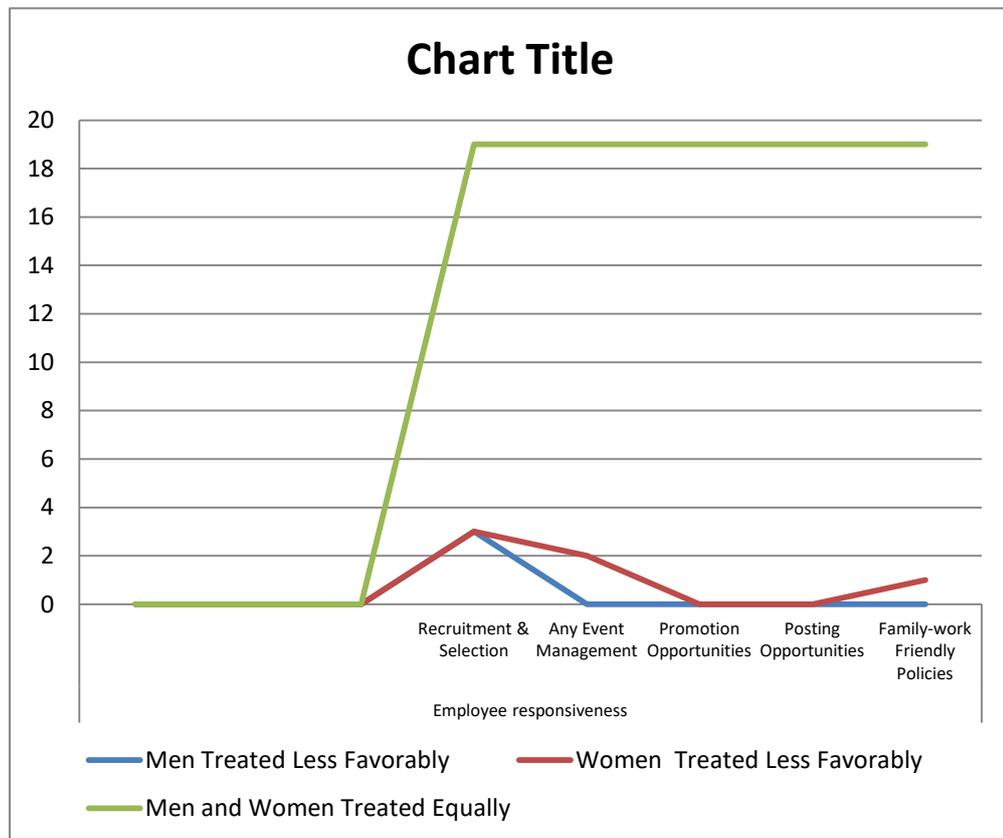
Out of 19 respondents, all respondents remarked that they are treated equally in both promotion and posting opportunities. On a question regarding Family-work friendly policies, only 1 respondent answered that women are treated less favorably while the remaining 18 respondents answered that men and women are treated equally.

One respondent remarks, *“Women are in dire need of better family-work friendly policies owing to their major roles in family making, raising kids.”*

Remarks: The above table is summarized and resized into the following figure by taking respondents those answered that Men Treated Less Favorably, Women Treated Less Favorably and Men and women are treated equally.

Figure 7

Equal Treatment



However, majority of the respondents didn't give a comment on their answer.

The researcher sought to know if Foreign Service in Nepal has gender inclusive culture, around 89 percentage of the respondents responded that they feel Foreign Service in Nepal has gender inclusive culture while 11 percentage responded they don't feel so.

Table 11

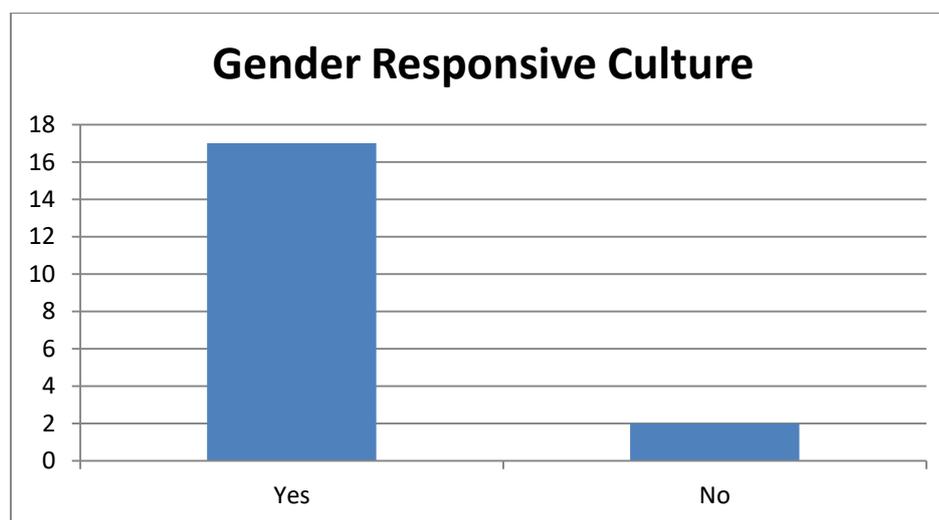
Gender Responsive Culture

Gender Responsive Culture		
Response	Number	Percentage
Yes	17	89.47
No	2	10.53
Total	19	100

Remarks: The above table is summarized and resized into the following figure:

Figure 8

Gender Responsive Culture



Respondents were asked an open ended question on the reason for non-appointment of any women (other than Bindeshwori Shah) as ambassador to neighboring countries India and China and to powerful countries such as USA & UK.

Most of the respondents mentioned that it was a political issue rather than a gender issue and even remarks *“Ambassador’s appointment to these countries have time and again been politicized.”*

Some other notable remarks are:

“The main reason behind that is under-representation of women in the higher post , further very few who are in such posts are also not trusted fullest to lead such ambassadorial posts.”

“The normative construct of gender roles and responsibilities and gender stereotyping which, first, obstructs in preparing more women for that position and, second, prevents the authority from appointing women to the critical positions even if they have the ability to shoulder the responsibility with expertise and confidence.”

Respondents were asked to mark the statement regarding the impact of gender inequality in Foreign Service of Nepal.

Table 12

Impact of Gender Inequality

Impact of Gender Inequality in Foreign Service of Nepal				
S.N.	Statement	Response		
		Agree	Neutral	Disagree
1	Under Representation of Female Gender in Foreign Service compromises the quality and service delivery of those places	11	8	0
2	Gender inequality in Foreign Service entrench Patriarchal Society and Male Domination	1	14	4
3	Gender inequality in Foreign Service also makes Nepal continue being rank poorly in gender representation in work places	16	3	0
4	Poor Representation of Female in the Foreign Service calls for more affirmative action's and measures in place	14	5	0

On an assertion, Under Representation of Female Gender in Foreign Service compromises the quality and service delivery of those places, 11 respondents agreed to the assertion and 8 remained neutral.

On a statement “Gender inequality in Foreign Service entrench Patriarchal Society and Male Domination” 1 agreed, 14 remained neutral and 4 disagreed to the statement.

Respondents were asked if Gender inequality in Foreign Service also makes Nepal continue being rank poorly in gender representation in work places, 16 agreed and 3 remained neutral to the statement.

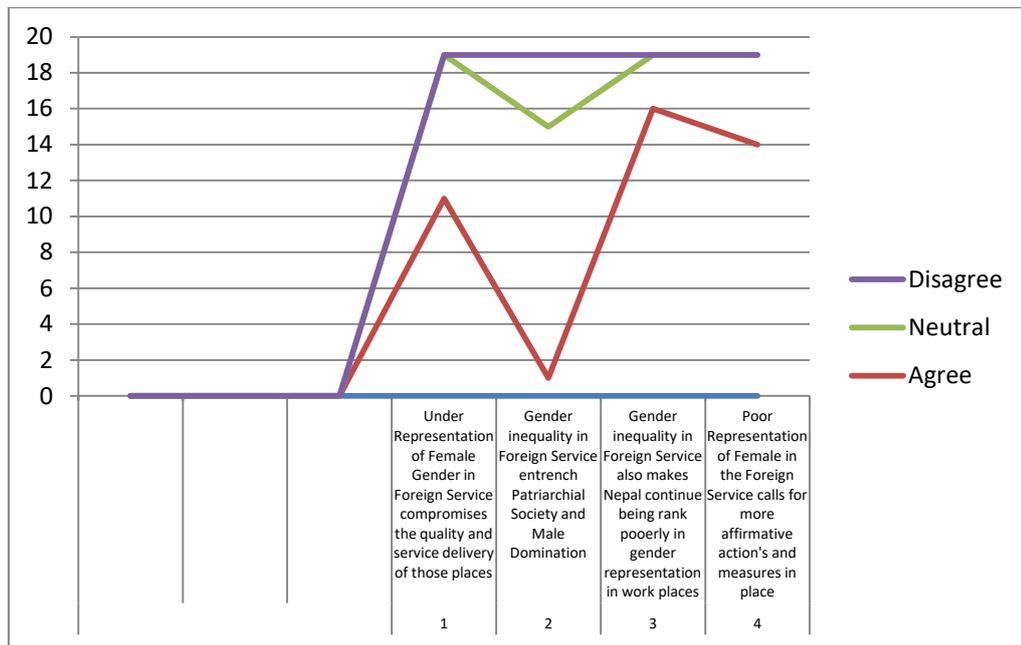
One respondent who agreed to the statement remarked *“More women mean it would create more chances of more women representation.”*

On an assertion Poor Representation of Female in the Foreign Service calls for more affirmative actions and measures in place, 14 respondents agreed and 5 remained neutral to the assertion.

Remarks: The above table is summarized and resized into the following figure by taking respondents those who agreed, disagreed and remained neutral to the statement.

Figure 9

Impact of Gender Inequality



4.3 Policies and Programs Related to Gender

The final objective of the study was to find out policies and programs that can be put into place to promote women participation in Foreign Service of Nepal.

Respondents were asked to suggest the areas of improvement to increase the number of employees in top management. The majority of the respondents believed that leadership programs helps in building confidence in employees. Leadership programs also enhance decision making ability in employees. These training are helpful to solve the challenging task arising in work place and thus increase the productivity of employees. They suggested that clear Succession planning can be executed to identify replacements for high-level positions. An effective succession plan equips successors with the skills and competencies that are needed in their future role and thus ensures development of the recruited employee.

Government can bring gender awareness programs to advance women participation in Foreign Service. These programs help women to fight against the discrimination they face in day to day life. Moreover, Family- Work Friendly Policies with flexible working time, maternal and parental leave, infrastructure change such as breastfeeding rooms, shifting individual responsibility to co-responsibility, etc can be implemented. As the Government of Nepal has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action, the 2030 Agenda and its Sustainable Development Goals, and UN Security Council Resolutions 1325 and 1820, strict adherence to these plans, programs regarding women empowerment is must.

The most notable comment of one respondent is:

“Foreign Service is a specialized service which requires distinguished expertise. Therefore, to improve the number of women participation at top level in the Foreign Service of Nepal, the process should begin from the lower level so that they would go through all stages of on-the-job training, learning and experience and prepare themselves as eligible for higher positions; this applies equally to men. It can be done through positive discrimination and affirmative action for women beginning at the lower level to the higher positions, encouragement and motivation to the female employees to believe that they are no lesser than their male counterparts in performing their duty, recognition of their hard work and dedication towards work, provisions of incentives/rewards, punishment based on work performance, eliminating all forms of discrimination/gender stereotype that exists at work-treating them as equal as men in all responsibilities and opportunities, bringing provisions for work-

family balance without hindering their career growth, provisions for extra training and empowerment for women, if needed, among others.”

All respondents replied affirmatively to the question if Nepal must come up with Feminist Foreign Policy as soon as possible. They acknowledged that Feminist Foreign Policy can be milestone to ensure gender equality in Foreign Service. The Feminist Foreign Policy not only ensures equal representation of women but advocates fundamental changes in patriarchal structure and calls to create new structures to achieve gender equality.

One respondent acknowledged the missed area of concern as *“The question of increasing the number of women in Nepal’s Foreign Service (mere participation) should be accompanied by their inclusive, equal and full representation at decision-making levels (top management). The emphasis should be more on quality than quantity.”*

4.4 Major Findings of The Study

This research was intended to find out one general and two specific objectives. The general objective of the study aimed to examine Women Participation in Foreign Service of Nepal. Specifically, the research determine the factors that hinders women participation in the Foreign Service along with its impact and identify/suggest measures that can be put into place to encourage women participation in Foreign Service.

The major findings of the study are:

1. Regarding factors contributing to gender inequality

Number of male employee is four times more than female employee so there is under-representation of female employee in the ministry. Female and male employees have equal voice in making choices that affect diplomatic sector. While assigning role, employees are not discriminated on basis of gender. Majority of respondents believe that male counterparts do not doubt on competency of female employees regarding completion of major responsibility. Lack of leadership training and empowerment has contributed to gender inequality to some extent in Foreign Service. Too much concentration on feminized roles in the society has limited most females in taking up Foreign Service. Balancing between work and family responsibilities has disadvantaged female employees in Foreign Service. Majority respondents believe that Society doubts whether women can be equally effective as men in leadership positions that involve direct dealing with other nations or other nationals. Men and Women are treated equally in Recruitment & Selection, Any Event Management, Promotion Opportunities, Posting Opportunities and Family-work Friendly Policies. Foreign Service in Nepal has gender inclusive culture. Non appointment of female ambassador in neighboring countries and powerful countries is under representation of women in higher post.

2. Impact of Gender Inequality in Foreign Service

Under Representation of Female Gender in Foreign Service compromises the quality and service delivery of those places. Gender inequality in Foreign Service also makes Nepal continue being rank poorly in gender representation in work places. Thus, poor

representation of female in the Foreign Service calls for more affirmative action's and measures in place.

3. Measures that can be put into place to ensure gender equality

Leadership Programs to build confidence and enhance decision making ability can be executed. An effective succession plan equips successors with the skills they need in leadership positions. Government can launch gender awareness programs so that women can fight against the discrimination. Furthermore, Family- Work Friendly Policies with flexible working time and strict adherence to Government ratified laws, plans and programs regarding women empowerment are equally important to ensure gender equality. Mere participation of women is not enough; they must have representation in decision making positions. So, Nepal must come up with Feminist Foreign Policy as soon as possible.

CHAPTER 5

CONCLUSION

The purpose for this study was to examine the Participation of Women in Foreign Service of Nepal from Feminist Perspective. The paper presents the general path that women are used to find when they enter the diplomatic world.

The first objective of the study was to learn about the factors that contribute to gender inequality in the Foreign service and determine if this has an effect in women participation or not. Based on the study findings, I have found out that the ratio of diplomatic service female to male employee in the Foreign Service was one female to four males with male employees occupying the high cadre jobs. This implies that male employees hold powerful positions which are key in implementing a country's foreign policy and taking part in negotiations.

It has been discovered that the female and male employees in top management have an equal voice in making decisions that affect the diplomatic sector. I have also discovered that too much concentration on feminized roles in the society has limited females taking up Foreign Service. The study also concluded that in most cases, balancing between work and family responsibilities has disadvantaged female employees in Foreign Service and Society also doubts that women can be equally effective as men in leadership positions that involve direct dealing with other nations or nationals. The study also sought to identify (if present) and analyze the impact of gender inequality on Foreign Service of Nepal. It was noted that underrepresentation of females (compared to male) in Foreign Service also makes Nepal continue being rank poorly in gender representation in work places and thus calls for more affirmative action's and measures in place.

The second objective sought to identify measures that can be put into place to reduce gender inequality in the Foreign Service of Nepal. To ensure gender parity in Foreign Service it can come up to with formal mentorship, leadership programs and Succession Planning for their ambitious female employees so that they can make up to leadership positions. Also, women can benefit through the execution of work-family friendly policies in work place. Some of the key points such as maternal and parental leave, flexible working time, infrastructure change such as breastfeeding rooms, shifting individual responsibility to co-responsibility can be included in policies. More awareness programs on gender representation in work place should be encouraged by the Ministry. Strict adherence to the plans, programs brought by UN for women empowerment can also help to increase number of female in Foreign Service and Nepal must come up with Feminist Foreign Policy as soon as possible.

Based on the study findings it can be concluded that participation of women in Foreign Service are less in number, very few are at leadership role but they don't face gender inequality in terms of their role in the ministry. The study also concluded that the main forces hindering the participation of women in Foreign Service is too much concentration on feminized roles in the society otherwise Foreign Service of Nepal is gender inclusive (neglecting the number of females).

Looking at Nepal's foreign policy goals, they are actually multi-dimensional and comprehensive. However, policies do not work until the human element is recognized in them, and Nepal's foreign policy seems to be lagging in this term. Gender equality is not an exclusive agenda, and thus, Nepal must recognize women's presence and perspectives in all state apparatuses or even in the way of life.

Though Nepal has mainstreamed gender into its plans, policies, and projects and has implemented affirmative policy as instance, the gender gap is still prevalent in attitudes and especially Nepal where women in decision making positions, higher ranks are still too few. For this Nepal can come up with feminist foreign policy which delve deeper than only adding women to the existing frameworks and rather make major stride in terms of ensuring equality in voices and way of working where there is a balance in the way decisions are made, and operated. It should be understood that a feminist foreign policy goes well beyond gender mainstreaming. Apart from increasing women participation in terms of number, the decision making capacities, exposure to the broader world and self-agency in foreign policy making has to be ensured.

In conclusion, the increasing number of women in Foreign Service is indeed a remarkable feat but doesn't suffice. The gendering of institutions is a real thing, and women still are in disadvantaged position for achieving their full potential.

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Dear respondents,

I am a student at the Tribhuvan University pursuing Masters in International Relations and Diplomacy and currently preparing a thesis paper on **WOMEN PARTICIPATION IN FOREIGN SERVICE OF NEPAL: A FEMINIST PERSPECTIVE.**

Humbly request you to share your experiences, observations and your valuable ideas along with recommendations in questionnaire attached below.

I would like to earnestly promise you that your valuable comments will be treated with total confidentiality and anonymity.

Sincerely,

Pooja Belbase

QUESTIONNAIRE

SECTION A: PERSONAL DETAILS

- Q1. Gender
- a. Male []
 - b. Female []
- Q2. Age
- a. 18-28 []
 - b. 29-39 []
 - c. 40-50 []
 - d. Above 50 []
- Q3. Marital status
- a. Married []
 - b. Single []
- Q4. Education level
- a. Intermediate level []
 - b. Bachelor level []
 - c. Masters level []
 - d. M Phil level []
 - e. PhD level []
- Q5. Work experience in Ministry
- a. Less than 5 years []
 - b. 5-10 years []
 - c. 10-15 years []
 - d. More than 15 years []
- Q6. Working Level at Ministry
- a. Non-Gazette level []
 - b. Gazette level []

SECTION B. FACTORS CONTRIBUTING TO GENDER INEQUALITY AND ITS IMPACT

Q7. Tentative ratio of diplomatic workforce female to male employee ratio

- a. 1:1 []
- b. 1:2 []
- c. 1:3 []
- d. 1:4 []
- e. 1:5 []
- f. 1:6 []
- g. More than 1:6 []

Q8. a) Do you believe that female and male employees in high management have an equal voice in making choices that affect the diplomatic sector?

b) Briefly explain why you believe this?

Q9. Is there ever been a time when you felt you were not assigned a duty just because of your gender?

Yes []

No []

Q10. The following assertions are about the factors that contribute to gender inequality in Foreign Service. Please mark if you agree, disagree, or undecided about the statements.

Statement	Agree	Neutral	Disagree
Male counterparts doubt that female employees complete the given major responsibility without any hassles			
Lack of leadership training and empowerment contributes to gender inequality in Foreign Service			
Too much concentration on feminized roles in the society limits most females in taking up Foreign			
Balancing between work and family responsibilities has disadvantaged female employees in Foreign			
Society doubt that women can be equally effective as men in leadership positions that involve direct dealing with other nations or other nationals			

Q11. Based on your work experience, do you think that men and women in Foreign Service are treated equally in the following areas? Check if applicable.

	Men treated less favorably	Women treated less	Men & Women treated
Recruitment & Selection (Neglect Reservation Policy)			
Any Event Management			
Promotion opportunities			
Posting opportunities			
Family-work friendly policies			

If you feel women or men are treated less favorably, please comment:

.....

.....

Q12. Do you feel that Foreign Service has a gender inclusive culture?

a. Yes []

b. No []

Q13. What could be the reason, no any women (other than Bindeshwori Shah) has been appointed as ambassador to Neighboring country India and China and to powerful countries such as USA and UK ?

.....

.....

Q14. The following assertions are about the impacts of gender inequality in Foreign Service of Nepal. Please mark if you agree, disagree, or are undecided about the statements.

Statement	Agree	Neutral	Disagree
Under representation of female gender in Foreign Services compromise the quality and service delivery of these places			
Gender inequality in Foreign Service entrench patriarchal society and male domination			
Gender inequality in Foreign Service also makes Nepal continue being rank poorly in gender representation in work places			
Poor representation of female in the Foreign Service calls for more affirmative action's and measures in			

SECTION C: POLICIES AND PROGRAMS RELATED TO GENDER

Q15. What do you think that Nepalese Foreign Service should do to improve the number of its female employees in its top management?

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.....

Q16. Do you feel Nepal must come up with Feminist Foreign Policy as soon as possible?

- a. Yes []
- b. No []

Q17. Please indicate any missed area of concern that seems to be uncovered:

.....
.....

The End

Thank you for your feedback. I reiterate that the information you provided will be used only for the intended purpose.