

AGDA Insight

2024 Women in Diplomacy Index

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Executive Summary:

- The 2024 Women in Diplomacy Index maps the percentage of women ambassadors and permanent representatives to the United Nations (UN) globally. For the first time since its launch in 2018, this year's Index also tracks the countries of the world that host the largest percentage shares of women ambassadors. The report is based on a unique dataset of more than 12,000 ambassadorial appointments. It is the only one in the Middle East and North Africa (MENA) region and one of the very few worldwide tracking gender-related diplomacy.
- Results show that in 2024, only 21% of ambassadors and permanent representatives are women, indicating that women remain underrepresented in top diplomatic posts. Our data from 2023 found that women ambassadors represented 20.5% of ambassadors globally. With this slight increase, we can conclude that progress is happening at a staggeringly slow pace.
- Regionally, our data found that the Americas have the highest average of women ambassadors and permanent representatives, at 28%, a position which was held by Europe in 2023. Europe comes in second place, with an average 27% of their ambassadors being women, a score they recorded in 2023 as well. Africa's percentage share of women ambassadors stands at 20% in 2024, a slight improvement from 2023. With 14% and 10% of their ambassadors being women respectively, Asia and the Middle East and North Africa (MENA) region fall well below the world average of 21%.
- Country specific results indicate that Canada, Sweden and Finland have surpassed gender equality in their top diplomatic posts in 2024, with 53%, 51% and 50% of their ambassadors being women, respectively. Other noticeable countries that have managed to increase their percentage share of women ambassadors in 2024 include Costa Rica (48%), New Zealand (47.5%), Jamaica (47% - with a small number of missions), and the Philippines (46%).
- Considerable progress since 2018 is happening in the states encompassing the G20 with 21% of ambassadors being women in 2024 as opposed to 16.7% in 2018. The European Union (EU) region is also making progress, with 30% women ambassadors in 2024 as opposed to 28% in 2023. Countries comprising the expanded BRICS group have yet to catch up, with a percentage share of 14% women ambassadors in 2024.
- Our data found that in 2024, Antigua and Barbuda, Belize, Barbados, and Mauritius hosted the largest percentage of women ambassadors. In Antigua and Barbuda, our data showed that all the resident ambassadors there were women, compared to 64% in Belize, 63% in Barbados and 58% in Mauritius. Finland, Denmark, Iceland, Ghana, Norway and Costa Rica also made the top ten list, hosting a large percentage of women ambassadors ranging from 38% in Costa Rica to 41% in Denmark.
- As the international community prepares to commemorate the 25th anniversary of the Women, Peace and Security (WPS) agenda in 2025, it is imperative that women's representation and inclusion in senior roles in diplomacy and foreign policy happen at a faster pace. With one of the core pillars of the WPS agenda being women's participation in political life, the low numbers of women in ambassadorial roles cast doubt over the applicability and future of the agenda as a whole. Concrete steps must be taken to increase women's representation in senior diplomatic posts.

Introduction

The importance of gender balance in the workforce has long been on the agenda of organisations in most countries around the world. The results have varied greatly, between different geographies and different sectors.

Diplomacy has traditionally lagged behind many other sectors when it comes to gender balance, especially in leading positions. This is despite most foreign services recruiting an ever-larger number of female candidates at entry level positions.

The 2024 Women in Diplomacy Index maps the percentage of women ambassadors representing the 193 United Nations (UN) member states. It focuses on ambassadorships and permanent representatives to the UN to gauge the degree to which women assume some of the most prominent leadership positions in the world of diplomacy.

This year's report constitutes the fifth edition of the Index and is the first time that host states are ranked. It is based on a dataset that includes more than 12,000 ambassadorial appointments worldwide and is the second time that all global ambassadorial appointments were covered. New additions to the 2024 edition include Honduras, Libya, Somalia, South Sudan, Timor Leste and Yemen. The first edition of the Index, which was published in 2018, contained an overview of the ambassadorial appointments of all G20 states, while the second and third surveys were published in 2021 and 2022 and expanded the dataset to 40 countries, plus the European Union (EU).

It is our hope that by continuing to document the number of women ambassadors appointed on an annual basis and tracking where they're hosted, we can monitor progression over time and give ministries of foreign affairs (MFAs) a way to benchmark themselves against their peers. As more states commit to mainstreaming and applying the Women, Peace and Security (WPS) agenda and to making their foreign, security and development policy more gender inclusive, we believe that this Index can help frame the conversation on the need to promote and appoint more women to top diplomatic posts.

Methodology

To calculate the share of women ambassadors globally, a report was prepared for each UN member state that included the names of each country's resident ambassadors and permanent representative to the UN in New York, the countries where they are posted and their gender. The data for host states was collected in a similar way, identifying the resident ambassadors' names, their country of origin and their gender. The data was then consolidated into a large dataset where results were combined, filtered, coded and analysed.

The Index relies on public data found on the countries' MFA websites, individual embassy webpages, and country lists found in the Europa World Yearbook. In a few cases, we complemented the data-gathering process with research published on other databases and through other indices to ensure reliability. When information was not publicly available, clearly not up to date, or when found unreliable, the share of women ambassadors was not calculated.

In 2024, we were thus able to track serving ambassadors in 153 states. The states for which we were not able to collect reliable data were excluded from the world and regional average count and from the ranking.¹ The results we published in 2018, 2021, 2022 and 2023 were used to generate comparisons across the G20, the EU, the BRICS and countries with feminist foreign policies. The data for this edition of the Index was gathered in June and July 2024.

Our dataset includes ambassadors who are resident ambassadors in another state, permanent representatives to the UN in New York, and high commissioners with ambassadorial rank in the case of Commonwealth states. The data count does not include non-resident ambassadors, consuls, consuls-general, deputy heads of mission with or without ambassadorial rank, chargés d'affaires, ambassadors-at-large for particular issues (e.g. women and girls, nuclear proliferation, migration, etc.) or persons with ambassadorial rank serving in their national capital or within their MFA. The data set also did not include foreign affairs ministers or retired ambassadors.

Results of the 2024 Women in Diplomacy Index

Women remain underrepresented in ambassadorship positions across the world. Indeed, in 2024, only 21% of all ambassadors are women (Figure 1). Our data shows that 76 countries, out of the 153 states we were able to track, have a percentage share of women ambassadors that is above the world average. The rest, or 77 states, fall below the average.

As displayed in Table 1, Canada takes the lead in having appointed the highest share of women ambassadors, with 53% of its ambassadorial posts being held by women. Canada has held this leading position since 2022. Sweden and Finland stand at a close 51% and 50%, respectively, while Costa Rica, New Zealand, Jamaica, the Philippines, Latvia, the Netherlands, Norway, South Africa, Australia and Botswana have percentage shares of women ambassadors ranging between 40% (in the case of Botswana) and 48% (for Costa Rica). Taken together, these countries constitute the top 12 countries where gender equality in senior posts has been achieved or is within close reach. Appendix 1 lists our findings for all 153 states, ranked from highest percentage share to the lowest.

Figure 1: Global percentage shares of ambassadors (2024)

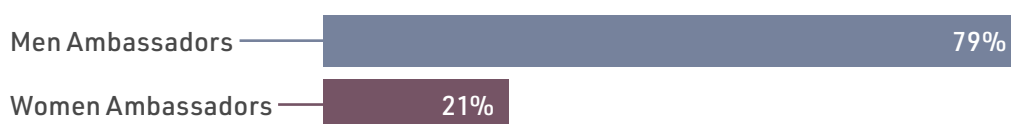


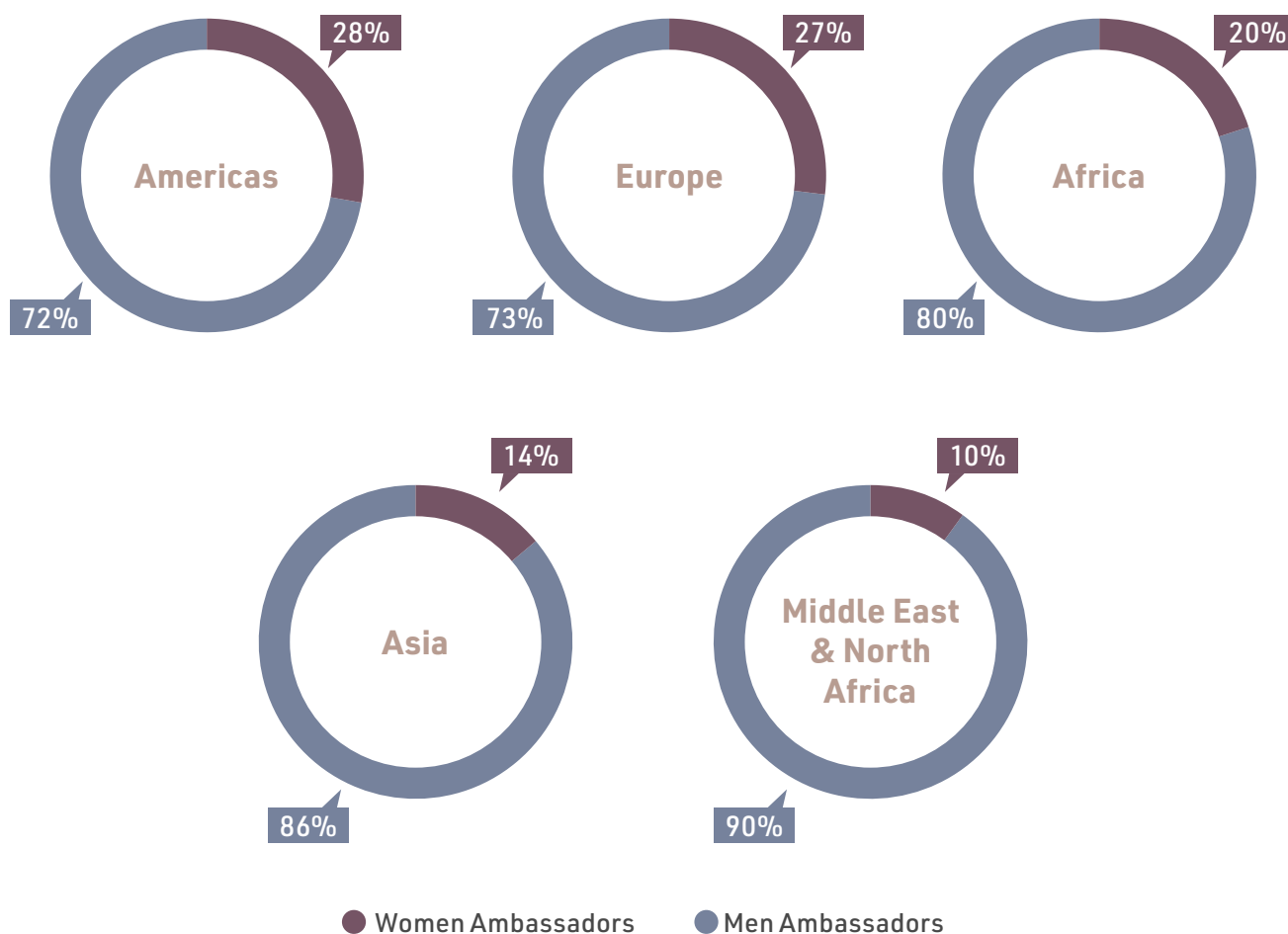
Table 1: Countries with Highest Percentage Shares of Women Ambassadors (2024)

Rank	Country Name	Percentage Share of Women Ambassadors	Comments
1	Canada	53%	
2	Sweden	51%	
3	Finland	50%	
4	Costa Rica	48%	
5	New Zealand	47.50%	
6	Jamaica	47%	Small number of missions
7	Philippines	46%	
8	Latvia	43%	
9	Netherlands	42%	
9	Norway	42%	
10	South Africa	41.50%	
11	Australia	41%	
12	Botswana	40%	Small number of missions

Results Vary Significantly Between Regions

Our data finds that in 2024, the Americas have the highest average of women ambassadors and permanent representatives, with 28% of their representatives being women. The four countries spanning North America (Canada, Mexico, Suriname and the United States) have an average percentage share of 38%. As illustrated in Figure 2, Europe comes second, with an average 27% of all their ambassadors being women – a score it has maintained since 2023. Africa's percentage share of women ambassadors, excluding the Middle East and North Africa (MENA) region, stands at 20%, an improvement from 2023, where it stood at 19%. Asia and the MENA region have the lowest shares of women ambassadors, with 14% and 10%, respectively.

Figure 2: Percentage share of women ambassadors by region, in 2024



Variations also exist within each region. While Canada tops this year's index and has the highest percentage share of women ambassadors in the Americas at 53%, Trinidad and Tobago and Brazil trail behind with just 10% and 14% of their ambassadors being women, respectively. Most countries in the Americas, nonetheless, are above the world average.

In Europe, Sweden and Finland have achieved gender equality in their senior diplomatic posts (at 51% and 50% percentage shares, respectively), while in Belgium, women make up 12% of all ambassadorial appointments. Falling considerably behind are Russia and Belarus, with Russia scoring a percentage share of 0.75% and Belarus having no women ambassadors. For the Nordic states in our dataset (Denmark, Finland, Iceland, Norway, and Sweden), women ambassadors constitute 42% of their total ambassadors, an improvement from 2023 where their percentage share reached 38%.

Elsewhere, 20% of African ambassadors are women (excluding MENA), with South Africa and Botswana topping the list and having a 41.5% and 40% share, respectively. Ghana, which had a 49% percentage share of women ambassadors in 2023, witnessed a decrease with a score of 38% in 2024. In Asia, while the continent's average share of women ambassadors stands at 14% in 2024, the Philippines and Sri Lanka are top performers with respective percentage shares of 46% and 38%.

The Arab states in our dataset come last, with 10% of their ambassadors being women in 2024, showing no improvement since 2023. Lebanon, Jordan and Morocco are the countries that have the highest shares of women ambassadors in the region, at 27%, 19% and 17%, respectively. The six countries that make up the Gulf Cooperation Council region-Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates (UAE)-together had a percentage share of 5.6% in 2024.

Women's Representation within Multilateral Spaces

Progress in women's representation in various multilateral spaces is visible. In the EU countries, the percentage of women ambassadors in 2024 reached 30%, an improvement from the 2023 score of 28%. As shown in Table 2, the EU's scores fell from 26% in 2018 to 23.4% in 2021 and 23.5% in 2022, only to recover again in 2023 with a 28% average share of women representatives. Overall, the EU improved by 4 percentage points since 2018.

Table 2: Percentage share of women ambassadors of EU Member States (2018 – 2024)

	2018	2021	2022	2023	2024
% Share of women ambassadors of EU member states	26%	23.4%	23.5%	28%	30%

For the countries of the G20 – excluding the EU and the African Union – progress is also visible. As seen in Table 3, the G20 improved by 4.3 percentage points since 2018 and went from having a 16.7% percentage share of women ambassadors in 2018 to 21% in 2023 and 2024.

Table 3: Percentage share of women ambassadors of G20 states (2018 – 2024)

	2018	2021	2022	2023	2024
% Share of women ambassadors in the G20	16.7%	19.3%	20%	21%	21%

The expanded BRICS group comprising Brazil, Russia, India, China, South Africa, Egypt, Ethiopia, Iran and the UAE is also showing signs of progress when it comes to women's representation at the ambassadorial level. As illustrated in Table 4, the BRICS group's share of women ambassadors climbed from 11.6% in 2018 to 14% in 2024,² an increase of 2.4 percentage points.

Table 4: Percentage share of women ambassadors of BRICS states (2018 – 2024)

	2018	2021	2022	2023	2024
% Share of women ambassadors in BRICS	11.6%	12.5%	12.8%	13%	14%

For states that have declared a Feminist Foreign Policy (FFP) – Canada, Chile, France, Germany, Luxembourg, the Netherlands, Mexico and Spain, 31% of ambassadors in 2024 were women, a result that is considerably higher than the world average (21%). This indeed signifies that their diplomatic corps are more gender-inclusive than the rest of the world (see Table 5).³ Overall, states with FFP have managed to increase their shares of women ambassadors by 7.7 percentage points since 2018. Nonetheless, except for Canada, the share of women ambassadors in each individual country falls below 50%, meaning that most have yet to reach gender equality within their own top diplomatic ranks.

Table 5: Percentage share of women ambassadors in countries with FFP (2018 - 2024)

	2018	2021	2022	2023	2024
% Share of women ambassadors in countries with FFP	23.3%	27.7%	31%	31%	31%

Progress Toward Gender Equality Remains Slow

Our dataset allows us to compare results for 40 countries since 2021⁴ and globally since 2023. Overall, our findings show that across the world's 40 largest economies, the average share of women ambassadors stood at 24% in 2024, compared to 21.8% in 2021, an increase of 2.2 percentage points.

Table 6: Percentage share of women ambassadors from 2021 to 2024 in 40 largest economies

	2021	2022	2023	2024
% Share of women ambassadors in 40 largest economies	21.8%	22%	22%	24%

As listed in Table 7, countries that made significant progress since 2018 (defined as a 10 percentage points or above increase in their share of women ambassadors) include Canada (17.4 percentage point increase), the Philippines (13.9 percentage point increase since 2021), Germany (12.3 percentage point increase) and the United Kingdom (10.7 percentage point increase).

Table 7: Countries that made significant progress (2018 – 2024)

Country Name	2018	2021	2022	2023	2024	Increase (in percentage points)
Canada	35.6%	46.3%	50%	51%	53%	17.4
Philippines	N/A	32.1%	28.3%	26.%	46%	13.9
Germany	12.7%	17.2%	22.9%	26.5%	25%	12.3
United Kingdom	28.8%	33.8%	40%	43%	39.5%	10.7

As displayed in Table 8, countries that show moderate progress since 2018, which we define as having a percentage point increase of women ambassadors between five and 10 points, include South Africa (8.8 percentage point increase), Mexico (8.6 percentage point increase), Italy (8.1 percentage point increase), Switzerland (6.6 percentage point increase since 2021), Indonesia (6.1 percentage point increase), Israel (5.4 percentage point increase since 2021) and Australia (5 percentage point increase).

Table 8: Countries that made moderate progress (2018 – 2024)

Country Name	2018	2021	2022	2023	2024	Increase (in percentage points)
South Africa	32.7%	39.1%	40.2%	39%	41.5%	8.8
Mexico	18.4%	24.4%	23.3%	23%	27%	8.6
Italy	6.9%	12.8%	12.2%	12%	15%	8.1
Switzerland	N/A	21.4%	24.2%	27.5%	28%	6.6
Indonesia	9.9%	11.1%	11%	13%	16%	6.1
Israel	N/A	15.6%	16.7%	20.5%	21%	5.4
Australia	36%	40.2%	34.7%	37%	41%	5

While most states listed in Tables 7 and 8 are striving to appoint more women to ambassadorial posts, some have recorded noticeable declines in their percentage share of women ambassadors when compared to their 2018 scores. These include India (5.1 percentage point decrease), South Korea (4 percentage points decrease) and Türkiye (1.2 percentage point decrease).

Where Are the Women Ambassadors?

Our 2024 dataset allows us to record the countries that host the highest percentage shares of women ambassadors. In 2024, the top recipients of women ambassadors are the Caribbean islands of Antigua & Barbuda (where 100% of ambassadors posted there are women) and Barbados, hosting a majority of women ambassadors at 63%. In addition, 64% of the ambassadors posted in Belize are women whereas women ambassadors make up 58% of ambassadors posted in Mauritius. Table 9 lists the top 12 countries that host the highest percentage shares of women ambassadors in 2024.

While the data shows a wide geographical distribution in terms of where women ambassadors are posted, in Europe, Denmark, Finland, Iceland and Norway are the top recipients of women ambassadors. As a group, the Nordic states in our dataset are also top sending states, boasting a 42% share of women ambassadors in 2024. The fact that they are also top recipients or hosts of women diplomats perhaps reflects a trend of strong diplomatic reciprocity, where sending a woman ambassador is construed as a politically strong signal, recognised and reciprocated by the receiving state. It might also reflect that these countries are generally considered family-friendly and safe destinations.

Table 9: Top host states for women ambassadors (2024)

Rank	Host Country Name	Percentage Share of Women Ambassadors	Comments
1	Antigua & Barbuda	100%	Small number of missions
2	Belize	64%	Small number of missions
3	Barbados	63%	Small number of missions
4	Mauritius	58%	Small number of missions
5	Lesotho	50%	Small number of missions
6	Denmark	41%	
6	Finland	41%	
7	Iceland	40%	
7	Tonga	40%	Small number of missions
8	Ghana	39%	
9	Norway	39%	
10	Costa Rica	38%	
10	Gambia	38%	Small number of missions
10	Malta	38%	
10	North Macedonia	38%	

Turning to the question of whether women get posted in economically and militarily strategic states, we measured the percentage share of women ambassadors posted in G7 states, China and India in 2024. Given their global political and economic clout, the G7 countries, along with China and India, can be used to test whether women ambassadors get the coveted postings. As Table 10 shows, Italy hosts the largest percentage share of women ambassadors (34%), followed by the United Kingdom (29%), France and the United States (both at 27%). Japan is the recipient of the lowest percentage share of women ambassadors, with 15% of ambassadors posted there being women.

Table 10: Percentage share of women ambassadors posted in G7 states, China and India (2024)

Rank	Host Country Name	Percentage Share of Women Ambassadors
1	Italy	34%
2	UK	29%
3	France	27%
3	USA	27%
4	Germany	26%
5	Canada	23%
6	China	16%
6	India	16%
7	Japan	15%

Why does it matter?

Tracking the number of women ambassadors and permanent representatives globally is significant for several reasons. The lack of women representation in foreign policy has long been regarded as detrimental to peace. Women's exclusion from negotiation processes, as official state representatives, means that sustainable pathways to peace and security remain uneven. Our data shows that women are a minority when looking at global ambassadorships in the 2018–2024 period. In addition, only 13% of negotiators and 6% of mediators in the 1992–2019 period were women.⁵ The numbers are even lower in conflict-affected states where women have been quasi-absent from peace processes. This goes against a growing body of evidence that found that when women have a seat at the table, the odds of reducing instability and conflict improve significantly.⁶

Moreover, one of the core pillars of the WPS agenda is the active participation of women at all levels of government. With 108 states pledging their commitment to the agenda through National Action Plans (NAPs) for WPS, states are in effect endorsing the agenda's core demands and the provisions mentioned in UN Security Council resolution 1325. The WPS agenda effectively binds states to secure and promote the rights of women and girls both domestically and internationally, by preventing conflict and violence against women and by ensuring the continued and proactive engagement of women in peace and security affairs.

As seen in Figure 3, our dataset tracked the percentage share of women ambassadors across 95 countries with NAPs for WPS in 2024. We found that, collectively, these states have a percentage share of women ambassadors that averages 23%, slightly higher than the world average of 21%. There is a clear discrepancy between these states' WPS commitments and the representation of women within their diplomatic corps.

Figure 3: Percentage share of women ambassadors for countries with a NAP for WPS, in 2024

Urgent Action Is Needed Now

Despite the improvements that have been recorded since 2018, our findings in 2024 confirm that women remain underrepresented in ambassadorial positions globally. This result stands in stark contrast to the demands put forth by the WPS agenda. At the dawn of UNSC resolution 1325's 25th anniversary in 2025, concrete steps must be taken to increase women's representation in senior diplomatic posts and enforce the agenda's participation pillar.

The advances that some states recorded recently need to be recognised and their efforts applauded. The cases of Canada, the Philippines, Germany and the UK, which together recorded more than +10% increase in their percentage of women ambassadors since 2018, prove that promoting women diplomats to senior posts is indeed possible when the right policies are in place.

Nevertheless, with a mere 21% share of the total global ambassadorial posts in 2024, the picture is clear and bleak: the world is still a long way away from ensuring gender equality in the top diplomatic posts. In 2024, we still have not managed to transform diplomacy into a more gender-inclusive field.

Appendix One: Percentage Share of Women Ambassadors in 2024 (Ranked)

Rank	Country Name	% Share of Women Ambassadors	Comments (2024)
1	Canada	53%	
2	Sweden	51%	
3	Finland	50%	
4	Costa Rica	48%	
5	New Zealand	47.50%	
6	Jamaica	47%	Small number of missions
7	Philippines	46%	
8	Latvia	43%	
9	Netherlands	42%	
9	Norway	42%	
10	South Africa	41.50%	
11	Australia	41%	
12	Botswana	40%	Small number of missions
13	United Kingdom	39.50%	
14	El Salvador	39%	
15	Bahamas	38%	Small number of missions
15	Estonia	38%	
15	Ghana	38%	
15	Greece	38%	
15	Sri Lanka	38%	
16	Iceland	37.50%	
16	Malawi	37.50%	Small number of missions
16	Nicaragua	37.50%	
16	United States of America	37.50%	
17	Ireland	37%	
17	Slovenia	37%	
18	Suriname	36%	Small number of missions
18	Timor-Leste	36%	
19	Austria	35%	
19	Maldives	35%	Small number of missions
20	Cuba	34%	
20	Panama	34%	
21	Croatia	33%	
21	Dominican Republic	33%	

22	Kenya	31%	
22	Lithuania	31%	
22	Romania	31%	
22	Uganda	31%	
23	Bolivia	30%	
23	Colombia	30%	Large amount of vacancies
23	Denmark	30%	
23	Guyana	30%	Small number of missions
23	Thailand	30%	
24	Bulgaria	29%	
24	Guinea	29%	
24	Montenegro	29%	Small number of missions
25	Switzerland	28%	
26	Lebanon	27%	
26	Mexico	27%	
26	Serbia	27%	
27	South Sudan	26%	
27	Albania	26%	
27	Democratic Republic of the Congo	26%	
27	France	26%	
28	Cambodia	25%	
28	Germany	25%	
28	Honduras	25%	
28	Luxembourg	25%	
28	Seychelles	25%	Small number of missions
29	Hungary	24%	
29	Malta	24%	
30	Chile	23%	
30	Ecuador	23%	
30	Poland	23%	
30	Rwanda	23%	
30	Spain	23%	
30	Zimbabwe	23%	

31	Republic of Moldova	22.50%	
32	Angola	22%	
32	Cyprus	22%	
32	Ethiopia	22%	
32	Mauritius	22%	Small number of missions
32	North Macedonia	22%	
33	Ukraine	21.50%	
34	Israel	21%	
34	Turkiye	21%	
35	Bosnia and Herzegovina	20%	
35	Czechia	20%	
35	Namibia	20%	Small number of missions
35	Nigeria	20%	
36	Guatemala	19%	
36	Jordan	19%	
36	Mayalsia	19%	
36	Mozambique	19%	
37	Portugal	18.50%	
38	Myanmar	18%	
38	Senegal	18%	
38	Sierra Leone	18%	
38	Venezuela	18%	
39	Argentina	17%	
39	Burkina Faso	17%	Small number of missions
39	Cote d'Ivoire	17%	
39	Morocco	17%	
39	Paraguay	17%	
39	Peru	17%	
40	Gabon	16%	
40	Haiti	16%	Small number of missions
40	Indonesia	16%	
40	Uruguay	16%	
41	Armenia	15%	
41	Italy	15%	
41	Syria	15%	

41	Tunisia	15%	
41	Zambia	15%	
42	Bangladesh	14%	
42	Brazil	14%	
42	Egypt	14%	
42	Gambia	14%	
42	Georgia	14%	
42	Slovakia	14%	
42	Tanzania	14%	
43	Cameroon	13%	
43	Congo	13%	
43	Niger	13%	
42	Belgium	12%	
42	Pakistan	12%	
43	Sudan	11.50%	
43	United Arab Emirates	11.50%	
44	Kyrgyzstan	11%	
45	Trinidad and Tobago	10%	Small number of missions
45	Turkmenistan	10%	
46	China	9%	
46	India	9%	
46	Viet Nam	9%	
47	Mali	8.50%	Small number of missions
48	Mongolia	8%	
48	Somalia	8%	
49	Nepal	7.50%	
50	Bahrain	7%	
50	Yemen	7%	
51	Mauritania	6%	
52	Algeria	5%	
52	Djibouti	5%	
52	Qatar	5%	
53	Oman	4.50%	
54	Chad	4%	
54	Iran	4%	

54	Saudi Arabia	4%	
54	Tajikistan	4%	
55	Afghanistan	3%	
55	Iraq	3%	
55	Japan	3%	
55	Kazakhstan	3%	
55	Libya	3%	
55	Uzbekistan	3%	
56	Azerbaijan	2%	
56	Kuwait	2%	
57	South Korea	1%	
58	Russia	0.75%	
59	Belarus	0%	
59	Fiji	0%	Small number of missions
59	North Korea	0%	
59	Togo	0%	Small number of missions

Endnotes

1. The countries that we could not find accurate or reliable data for in 2024 include: Antigua & Barbuda, Antigua & Barbuda, Belize, Benin, Bhutan, Brunei Darusalam, Burundi, Cabo Verde, Central African Republic, Comoros, Dominica, Equatorial Guinea, Eritrea, Eswatini, Grenada, Guinea-Bissau, Kiribati, Lao, Lesotho, Liberia, Liechtenstein, Madagascar, Marshall Islands, Micronesia, Nauru, Palau, Papua New Guinea, Saint Kitts and Nevis, Saint Vincent and the Grenadines, Samoa, San Marino, Sao Tome and Principe, Singapore, Solomon Islands, Tonga, Tuvalu, and Vanuatu.
2. Data for Ethiopia was not available for 2018, 2021 and 2022. Data for Egypt was not available for 2018 and 2021.
3. Data for the Netherlands and Spain was not available for 2018. Data for Chile and Luxembourg was not available for 2018, 2021 and 2022.
4. The 2021 and 2022 editions of the Index looked at women's representation at the ambassadorial level in the 40 largest economies, based on GDP data gathered through the International Monetary Fund (IMF).
5. Council on Foreign Relations, "Women's Participation in Peace Processes Database", accessed through: https://www.cfr.org/womens-participation-in-peace-processes/explore-the-data?_gl=1*dq9b8d*_ga*MTI2MzE4NTMzNi4xNjY5OTU1MzU4*_ga_24W5E70YKH*MTY3NzgyOTAwMy42LjAuMTY3NzgyOTAwMy4wLjAuMA
6. Source: UN Women, "Women's Participation and a Better Understanding of the Political", accessed through: <https://wps.unwomen.org/participation/>



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