

AGDA Insight

2025 Women in Diplomacy Index

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Executive Summary:

- The 2025 Women in Diplomacy Index maps the percentage of women ambassadors and permanent representatives to the United Nations (UN) globally. For the second 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 2025, the percentage share of women ambassadors and permanent representatives globally **increased by 1.5 percentage points to 22.5%** in the 164 states that we were able to track. While this indicates steady progress, the result shows that women remain underrepresented in top diplomatic posts worldwide.
- In 2025, our data found that the increase in women ambassadors happened in all regions, except in Asia. Regionally, the **Americas and Europe** have the highest average of women ambassadors and permanent representatives, at **29%**, an increase from 28% for the Americas and from 27% for Europe in 2024. **Africa's** percentage share of women ambassadors increased to **22%** in 2025, up from 20% in 2024. **Asia's** share of women ambassadors dropped to **13%** in 2025 – it was 14% in 2024, while in the **Middle East and North Africa (MENA) region**, the percentage share of women ambassadors rose to **11%** in 2025, up from 10% in 2023 and 2024, driven by increases in Tunisia, Morocco, Egypt, the United Arab Emirates and Iraq.
- Country specific results indicate that **Belize, Liechtenstein** and **New Zealand** have reached gender equality in their top diplomatic posts, with **50%** of their ambassadors being women. Other noticeable countries that have managed to increase their percentage share of women ambassadors in 2025 **include the Netherlands** and **Norway** (with a 49% share of women ambassadors), **Canada** (48.5% – down from 53% in 2024), **Costa Rica** and **Ireland** (48%), **Latvia** (47%), **Finland** (46%), **Sweden** (45%), **Jamaica and Samoa** (44%), **Australia** (43%), **South Africa** and **Suriname** (42%), **Liberia** (41%), **Romania** and the **United States** (40%).¹
- Progress in multilateral spaces is less visible in 2025. For the states encompassing the **G20**, an increase of 0.3 percentage point occurred in 2025 when compared to 2024 with 21.3% of G20 states' ambassadors being women in 2025. The share of women ambassadors in the countries of the **European Union (EU)** region declined to **29%** in 2025, down from 30% in 2024. Countries comprising the expanded BRICS group have yet to catch up, with a percentage share of 14% women ambassadors in 2025, a score they have maintained since 2024.
- Our data found that in 2025, **Antigua and Barbuda, Belize, Iceland** and **Malawi** hosted the largest percentage of women ambassadors. In Antigua and Barbuda and Belize, 75% of resident ambassadors are women, compared to 50% in Iceland and Malawi. Barbados, Timor Leste, the Seychelles, Finland, and Malta also host a large percentage of women ambassadors ranging from 40% in Finland and Malta to 46% in Timor Leste.
- As the international community commemorates 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 2025 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 sixth edition of the Index and is the second time that host states are ranked. It is based on a dataset that includes more than 12,000 ambassadorial appointments worldwide and is the third time that all global ambassadorial appointments were covered. New additions to the 2025 edition include Antigua and Barbuda, Barbados, Belize, Benin, Brunei, Burundi, Central African Republic, Kosovo, Lesotho, Liberia, Lichtenstein, Madagascar, Palestine, Samoa and Singapore. 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 are 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 United Nations 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 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 to be unreliable, the share of women ambassadors was not calculated.

In 2025, we were thus able to track serving ambassadors in 164 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.² The results we published in 2018, 2021, 2022, 2023, and 2024 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 October and November 2025.

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 2025 Women in Diplomacy Index

Women remain underrepresented in ambassadorship positions across the world. Indeed, in 2025, only 22.5% of all ambassadors are women (Figure 1). This is an improvement from 2023 and 2024, when the global share of women ambassadors stood at 21%. Our data shows that 76 countries, out of the 164 states we were able to track, have a percentage share of women ambassadors that is above the world average. The rest, or 88 states, fall below the average.

As displayed in Table 1, Belize, Lichtenstein and New Zealand take the lead in having appointed the highest share of women ambassadors, with 50% of their ambassadorial posts being held by women. The Netherlands and Norway stand at a close 49%. Canada, which held the lead position in the 2022-2024 period, saw a drop in its share of women ambassadors in 2025 with 48.5% of its ambassadors being women. Costa Rica, Ireland, Latvia, Finland, Sweden, Jamaica, Samoa (a new entry in 2025), Australia, South Africa, Suriname, Liberia (also a new entry), Romania, and the United States (US) have percentage shares of women ambassadors ranging between 40% (in the case of the US and Romania) and 48% (for Costa Rica, a score it maintained since 2024). 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 164 states, ranked from highest percentage share to the lowest.

Figure 1: Global percentage shares of ambassadors (2025)

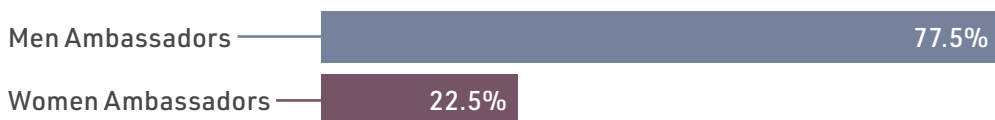


Table 1: Countries with Highest Percentage Shares of Women Ambassadors (2025)

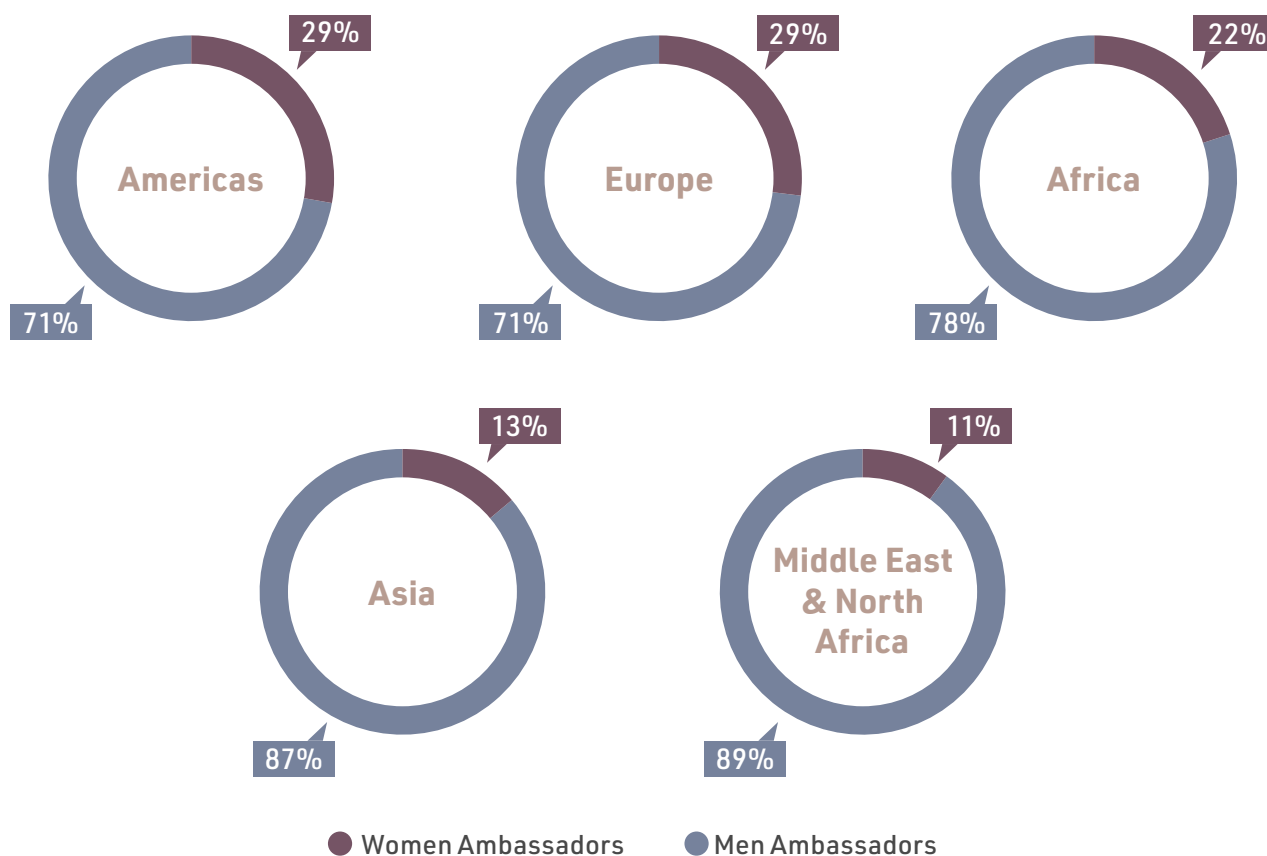
Rank	Country Name	% Share of Women Ambassadors	Comments
1	Belize	50%	Small number of missions / New Addition 2025
1	Liechtenstein	50%	Small number of missions / New Addition 2025
1	New Zealand	50%	
2	Netherlands	49%	
2	Norway	49%	
3	Canada	48.5%	
4	Costa Rica	48%	
4	Ireland	48%	
5	Latvia	47%	
6	Finland	46%	
7	Sweden	45%	
8	Jamaica	44%	Small number of missions
8	Samoa	44%	Small number of missions / New Addition 2025
9	Australia	43%	
10	South Africa	42%	
10	Suriname	42%	Small number of missions
11	Liberia	41%	Small number of missions / New Addition 2025
12	Romania	40%	
12	United States of America	40%	

Results Vary Significantly Between Regions

As illustrated in Figure 2, our data finds that in 2025, the Americas and Europe have the highest average of women ambassadors and permanent representatives, with 29% of their representatives being women. This is an improvement for both regions, which had percentage shares of 28% (for the Americas) and 27% (for Europe) in 2024. In 2025, the four countries spanning North America (Canada, Mexico, Suriname, and the United States) have an average percentage share of 39% while 27% of the ambassadors from Latin America are women.

Africa's percentage share of women ambassadors, excluding the Middle East and North Africa (MENA) region, stands at 22%, an improvement from 2024, where it stood at 20%. Asia and the MENA region have the lowest shares of women ambassadors, with 13% and 11%, respectively. Whereas the MENA region's share of women ambassadors increased by 1 percentage point in 2025, Asia's share declined by 1 point, making it the only region of the world to witness a decline in 2025.

Figure 2: Percentage share of women ambassadors by region, in 2025



Variations also exist within each region. While Belize and Canada top this year's index and have the highest percentage shares of women ambassadors in the Americas at 50% and 48.5% respectively, Peru and Trinidad and Tobago trail behind with just 13% and 8% of their ambassadors being women, respectively. Most countries in the Americas, nonetheless, are above the world average.

In Europe, Liechtenstein has achieved gender equality in its senior diplomatic posts (with a 50% percentage share of women ambassadors). The Netherlands and Norway are a close second, with 49% of their ambassadors being women, while in Italy and Czechia, women make up 12% of all ambassadorial appointments.

Falling considerably behind are Russia and Belarus, with Belarus scoring a percentage share of 2.5% and Russia scoring a percentage share of 1%. For the Nordic states in our dataset (Denmark, Finland, Iceland, Norway, and Sweden), women ambassadors constitute 41% of their total ambassadors, a slight decrease from 2024 where their percentage share was 42%.

Elsewhere, 22% of African ambassadors (excluding MENA) are women, with South Africa and Liberia topping the list and having a 42% and 41% share, respectively. Ghana, which had a 49% percentage share of women ambassadors in 2023, witnessed a decrease with a score of 38% in 2024 and 39% in 2025. Chad and Somalia score the lowest, with only 3% of their ambassadors being women in 2025.

In Asia, while the continent's average share of women ambassadors stands at 13% in 2025, the Philippines is a top performer with a percentage share of women ambassadors of 39%. Tajikistan, Afghanistan, Kazakhstan, South Korea, North Korea, and Iran have percentage shares of 3% while Uzbekistan has no woman ambassador.

The Arab states in our dataset come last, with 11% of their ambassadors being women in 2025, a slight improvement from 2023 and 2024. Lebanon, Morocco and Tunisia are the countries that have the highest shares of women ambassadors in the region, at 27%, 19.5% and 19%, respectively. The six countries that make up the Gulf Cooperation Council (GCC) region – Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, and the United Arab Emirates (UAE) – together had a percentage share of 6% in 2025, with the UAE having the largest share of women ambassadors in the GCC at 13%.

Women's Representation in Multilateral Spaces

Progress in women's representation in various multilateral spaces is less visible in 2025. In the EU countries, the percentage of women ambassadors in 2025 reached 29%, a decrease from the 2024 score of 30%. 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 and 2024 with a 28% and 30% average share of women representatives during those two years. Overall, the EU improved by 3 percentage points since 2018.

Table 2: Percentage share of women ambassadors of EU Member States (2018-2025)

	2018	2021	2022	2023	2024	2025
% Share of women ambassadors of EU member states	26%	23.4%	23.5%	28%	30%	29%

For the countries of the G20 – excluding the EU and the African Union – progress is also visible but is stagnant since 2023. As seen in Table 3, the G20 improved by 4.6 percentage points since 2018 and went from having a 16.7% percentage share of women ambassadors in 2018 to 21.3% in 2025. Nonetheless, the G20 states' average share of women ambassadors has hovered around 21% since 2023.

Table 3: Percentage share of women ambassadors of G20 states (2018-2025)

	2018	2021	2022	2023	2024	2025
% Share of women ambassadors in the G20	16.7%	19.3%	20%	21%	21%	21.3%

The expanded BRICS group comprising Brazil, Russia, India, China, South Africa, Egypt, Ethiopia, Iran, and the UAE stagnated in 2025 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 and 2025,³ an increase of 2.4 percentage points.

Table 4: Percentage share of women ambassadors of BRICS states (2018-2025)

	2018	2021	2022	2023	2024	2025
% Share of women ambassadors in BRICS	11.6%	12.5%	12.8%	13%	14%	14%

For states that have declared a Feminist Foreign Policy (FFP) – Canada, Chile, Colombia, France, Liberia, Mexico, Slovenia and Spain,⁴ 31.3% of their ambassadors in 2025 were women, a result that is considerably higher than the world average (22.5%). This indeed signifies that their diplomatic corps are more gender-inclusive than the rest of the world (see Table 5).⁵ Overall, states with FFP have managed to increase their shares of women ambassadors by 3.3 percentage points since 2023. Nonetheless, the share of women ambassadors in each individual country falls below 50%, meaning that all of them have yet to reach gender equality within their own top diplomatic ranks.

Table 5: Percentage share of women ambassadors in countries with FFP (2023-2025)

	2023	2024	2025
% Share of women ambassadors in countries with FFP	28%	31%	31.3%

Steady Progress Towards Gender Equality

Our dataset allows us to compare results for 40 countries since 2021⁶ and globally since 2023.

As listed in Table 6, countries that made significant progress since 2018 (defined as 10 percentage points or above increase in their share of women ambassadors) include Israel (13.4 percentage points increase since 2021), Canada (12.9 percentage points increase since 2018), the Netherlands (11.9 percentage points increase since 2021), Germany (11.3 percentage points increase since 2018) and Ireland (10.2 percentage points increase since 2021).

Table 6: Countries that made significant progress (2018-2025)

Country Name	2018	2021	2022	2023	2024	2024	Increase (in percentage points)
Israel	N/A	15.6%	16.7%	20.5%	21%	29%	13.4
Canada	35.6%	46.3%	50%	51%	53%	48.5%	12.9
Netherlands	N/A	37.1%	37%	38%	42%	49%	11.9
Germany	12.7%	17.2%	22.9%	26.5%	25%	24%	11.3
Ireland	N/A	37.8%	31.9%	39%	37%	48%	10.2

As displayed in Table 7, countries that show moderate progress since 2018, which we define as having an increase of women ambassadors between five and 10 percentage points, include Egypt (9.5 percentage points increase since 2022), South Africa (9.3 percentage points increase since 2018), the United Kingdom (9.2 percentage points increase), Australia (7 percentage points increase), the United States (6.9 percentage points increase), the Philippines (6.9 percentage points increase), Mexico (6.6 percentage points increase), and the UAE (6 percentage points increase since 2018).

Table 7: Countries that made moderate progress (2018-2025)

Country Name	2018	2021	2022	2023	2024	2025	Increase (in percentage points)
Egypt	N/A	N/A	7.5%	7.5%	14%	17%	9.5
South Africa	32.7%	39.1%	40.2%	39%	41.5%	42%	9.3
United Kingdom	28.8%	33.8%	40%	43%	39.5%	38%	9.2
Australia	36%	40.2%	34.7%	37%	41%	43%	7
United States	33.1%	30.9%	33.8%	41%	37.5%	40%	6.9
Philippines	N/A	32.1%	28.3%	26%	46%	39%	6.9
Mexico	18.4%	24.4%	23.3%	23%	27%	25%	6.6
United Arab Emirates	7%	7.9%	10.9%	12.5%	11.5%	13%	6
Spain	N/A	20.3%	26.7%	32.5%	23%	26%	5.7
Switzerland	N/A	21.4%	24.2%	27.5%	28%	27%	5.6
Argentina	14.6%	14.9%	19.2%	21%	17%	20%	5.4
China	6.7%	10.2%	11.3%	9%	9%	12%	5.3
Indonesia	9.9%	11.1%	11%	13%	16%	15%	5.1
Italy	6.9%	12.8%	12.2%	12%	15%	12%	5.1
Norway	N/A	44%	46.1%	36%	42%	49%	5

While most states listed in Tables 6 and 7 are striving to appoint more women to ambassadorial posts, some have recorded noticeable declines in their percentage share of women ambassadors in 2025 when compared to their 2018 scores. These include India (5.1 percentage points decrease since 2018), Colombia (4.3 percentage points decrease), Thailand (4.2 percentage points decrease) and Sweden (3.1 percentage points decrease), Malaysia (3 percentage points decrease), Turkiye (2.2 percentage points decrease), South Korea (2 percentage points decrease), and Iran (1.4 percentage points decrease).

Where are the Women Ambassadors?

In 2025, the top recipients of women ambassadors are the Caribbean islands of Antigua & Barbuda (where 75% of ambassadors posted there are women) and Belize with the same share. In addition, 50% of the ambassadors posted in Iceland and Malawi are women. Table 8 lists the top 10 countries that host the highest percentage shares of women ambassadors in 2025. While the data shows a wide geographical distribution in terms of where women ambassadors are posted, in Europe, Iceland, Finland, Malta, Denmark, Sweden, Lithuania, Norway, Portugal, and Spain are the top recipients of women ambassadors.

As a group, the Nordic states in our dataset are also top sending states, boasting a 41% share of women ambassadors in 2025. 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 8: Top host countries for women ambassadors (2025)

Rank	Host Country	Percentage share of women ambassadors in host countries 2025
1	Antigua & Barbuda	75%
1	Belize	75%
2	Iceland	50%
2	Malawi	50%
3	Timor Leste	46%
4	Barbados	43%
4	Seychelles	43%
5	Finland	40%
5	Malta	40%
6	Denmark	39%
6	Sweden	39%
7	Colombia	38%
8	Costa Rica	37%
8	Honduras	37%
9	Mauritius	36%
10	Chile	33%
10	Lesotho	33%
10	Lithuania	33%
10	New Zealand	33%
10	Norway	33%
10	Portugal	33%
10	Spain	33%

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 2025. 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 9 shows, Italy hosts the largest percentage share of women ambassadors (31%), a position it kept since 2024. It is followed by France where 29% of the ambassadors posted there are women. Germany and Canada are in third position with 28% of the ambassadors there being women in 2025.

Table 9: Percentage share of women ambassadors posted in G7 states, China and India (2025)

Rank	Host Country	Percentage share of women ambassadors in host states 2025
1	Italy	31%
2	France	29%
3	Germany	28%
3	Canada	28%
4	UK	24%
4	USA	24%
5	India	17%
6	Japan	16%
7	China	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 2018–2025 period. In addition, only 13% of negotiators and 6% of mediators in the 1992–2019 period were women.⁷ 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.⁸

Moreover, one of the core pillars of the WPS agenda is the active participation of women at all levels of government. With a large number of 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 2025. We found that, collectively, these states have a percentage share of women ambassadors that averages 23.65%, slightly higher than the world average of 22.5% but nowhere near what the WPS agenda calls for. 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 (2025)



Urgent Action Is Needed Now

Despite the improvements that have been recorded since 2018 and a jump of 1.5 percentage points in the world average in 2025, our findings confirm that women remain underrepresented in ambassadorial positions globally. This result stands in stark contrast to the demands put forth by the WPS agenda. As states commemorate the WPS agenda'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 Israel, Canada, Germany, the Netherlands and Ireland, which together recorded more than 10 percentage points 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 22.5% share of the total global ambassadorial posts in 2025, the picture is clear: while the world is making progress, it is still a long way away from ensuring gender equality in the top diplomatic posts. In 2025, we still have not managed to transform diplomacy into a more gender-inclusive field.

Appendix One: Percentage Share of Women Ambassadors in 2025 (Ranked)

Rank	Country Name	% Share of Women Ambassadors	Comments (2025)
1	Belize	50%	Small number of missions / New Addition 2025
1	Liechtenstein	50%	Small number of missions / New Addition 2025
1	New Zealand	50%	
2	Netherlands	49%	
2	Norway	49%	
3	Canada	48.5%	
4	Costa Rica	48%	
4	Ireland	48%	
5	Latvia	47%	
6	Finland	46%	
7	Sweden	45%	
8	Jamaica	44%	Small number of missions
8	Samoa	44%	Small number of missions / New Addition 2025
9	Australia	43%	
10	South Africa	42%	
10	Suriname	42%	Small number of missions
11	Liberia	41%	Small number of missions / New Addition 2025
12	Romania	40%	
12	United States of America	40%	
13	Ghana	39%	
13	Iceland	39%	
13	Malawi	39%	
13	Philippines	39%	
14	Greece	38%	
14	Uganda	38%	
14	United Kingdom	38%	
15	Bahamas	37.5%	Small number of missions
16	Austria	37%	
16	Slovenia	37%	
17	El Salvador	35.5%	
18	Bolivia	35%	
18	Botswana	35%	

18	Cuba	35%	
18	Kenya	35%	
19	Lesotho	33%	Small number of missions / New Addition 2025
19	Mozambique	33%	
19	Panama	33%	
19	Seychelles	33%	Small number of missions
19	Timor-Leste	33%	
20	Ecuador	32%	
20	Serbia	32%	
20	Zimbabwe	32%	
21	Maldives	31%	Small number of missions
22	Albania	30.5%	
23	Estonia	30%	
23	Kosovo	30%	New addition (2025)
23	Sri Lanka	30%	
24	Benin	29%	Small number of missions / New Addition 2025
24	France	29%	
24	Israel	29%	
24	Barbados	29%	New addition (2025)
24	Madagascar	29%	Small number of missions / New Addition 2025
25	Burundi	28%	New addition (2025)
25	Croatia	28%	
25	Denmark	28%	
25	North Macedonia	28%	
25	Thailand	28%	
26	Lebanon	27%	
26	Lithuania	27%	
26	Luxembourg	27%	
26	Switzerland	27%	
27	Hungary	26%	
27	Spain	26%	
27	Zambia	26%	
28	Colombia	25%	

28	Democratic Republic of the Congo	25%	
28	Mexico	25%	
29	Bulgaria	24%	
29	Cambodia	24%	
29	Germany	24%	
29	Uruguay	24%	
30	Angola	23%	
30	Malta	23%	
30	Paraguay	23%	
30	South Sudan	23%	
31	Mauritius	22%	Small number of missions
31	Portugal	22%	
32	Namibia	21%	Small number of missions
32	Republic of Moldova	21%	
33	Argentina	20%	
33	Central African Republic	20%	Small number of missions / New Addition 2025
33	Dominican Republic	20%	
33	Nicaragua	20%	
33	Poland	20%	
33	Rwanda	20%	
33	Sierra Leone	20%	
33	Turkiye	20%	
33	Venezuela	20%	
34	Morocco	19.5%	
35	Chile	19%	
35	Guatemala	19%	
35	Tunisia	19%	
36	Cyprus	18%	
36	Jordan	18%	
36	Niger	18%	
36	Nigeria	18%	
36	Ukraine	18%	
37	Palestine	17%	New addition (2025)
37	Antigua & Barbuda	17%	New addition (2025)

37	Brunei	17%	New addition (2025)
37	Cote d'Ivoire	17%	
37	Egypt	17%	
38	Belgium	16%	
38	Bosnia and Herzegovina	16%	
38	Ethiopia	16%	
38	Gambia	16%	Small number of missions
38	Malaysia	16%	
39	Bangladesh	15%	
39	Indonesia	15%	
39	Slovakia	15%	
39	Tanzania	15%	
40	Brazil	14.5%	
40	Georgia	14.5%	
41	Kyrgyzstan	14%	
41	Senegal	14%	
41	Singapore	14%	New addition (2025)
42	Burkina Faso	13%	
42	Peru	13%	
42	United Arab Emirates	13%	
43	Armenia	12%	
43	China	12%	
43	Congo	12%	
43	Czechia	12%	
43	Italy	12%	
44	Myanmar	11.5%	
45	Togo	11%	Small number of missions
46	Cameroon	10%	
46	Mongolia	10%	
46	Syria	10%	
47	Gabon	9%	Small number of missions
47	India	9%	
47	Nepal	9%	
47	Sudan	9%	
48	Iraq	8%	

48	Pakistan	8%	
48	Trinidad and Tobago	8%	Small number of missions
49	Bahrain	7%	
49	Viet Nam	7%	
49	Yemen	7%	
50	Japan	6%	
50	Oman	6%	
51	Algeria	5%	
51	Azerbaijan	5%	
51	Mali	5%	
51	Mauritania	5%	
52	Djibouti	4%	Small number of missions
52	Qatar	4%	
52	Saudi Arabia	4%	
53	Turkmenistan	3.5%	
54	Afghanistan	3%	
54	Chad	3%	
54	Kazakhstan	3%	
54	Libya	3%	
54	Somalia	3%	
54	South Korea	3%	
54	Tajikistan	3%	
55	Belarus	2.5%	
56	Kuwait	2%	
56	North Korea	2%	
57	Iran	1%	
57	Russia	1%	
58	Uzbekistan	0%	

Endnotes

1. Belize, Liechtenstein, Samoa and Liberia are new additions to the Index in 2025. They all have a small number of missions.
2. The countries that we could not find accurate or reliable data for in 2025 include: Andorra, Bhutan, Cabo Verde, Comoros, Dominica, Equatorial Guinea, Eritrea, Eswatini, Fiji, Grenada, Guinea, Guinea-Bissau, Guyana, Haiti, Kiribati, Lao, the Marshall Islands, Micronesia, Nauru, Palau, Papua New Guinea, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, San Marino, Sao Tome and Principe, Solomon Islands, Tonga, Tuvalu and Vanuatu.
3. Data for Ethiopia was not available for 2018, 2021 and 2022. Data for Egypt was not available for 2018 and 2021.
4. Source: Whipkey, Katie M., Spogmay Ahmed and Lyric Thompson. 2025. Defining Feminist Foreign Policy 2025. With Jillian Montilla, Beth Woroniuk, Lorena Torres Peña and Mabel Bianco. Defining Feminist Foreign Policy. Feminist Foreign Policy Collaborative, accessed through: https://static1.squarespace.com/static/637d4cec8d2cf97e81431a25/t/69036fde82b34e3f369a446c/1761832926604/Defining+Feminist+Foreign+Policy+2025_Full_FFPC.pdf
5. Data for Liberia was not available in 2023 and 2024.
6. 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).
7. 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
8. Source: UN Women, "Women's Participation and a Better Understanding of the Political", accessed through: <https://wps.unwomen.org/participation/>



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