



**Поза протоколом:  
участь жінок у  
міжнародній  
політиці**



**Beyond the Protocol:  
Women and  
International Politics**

**POLIS  
180**



# Female Diplomats: Gender Issues of Diplomatic Service in Ukraine and in the World

**Olena Zakharova**

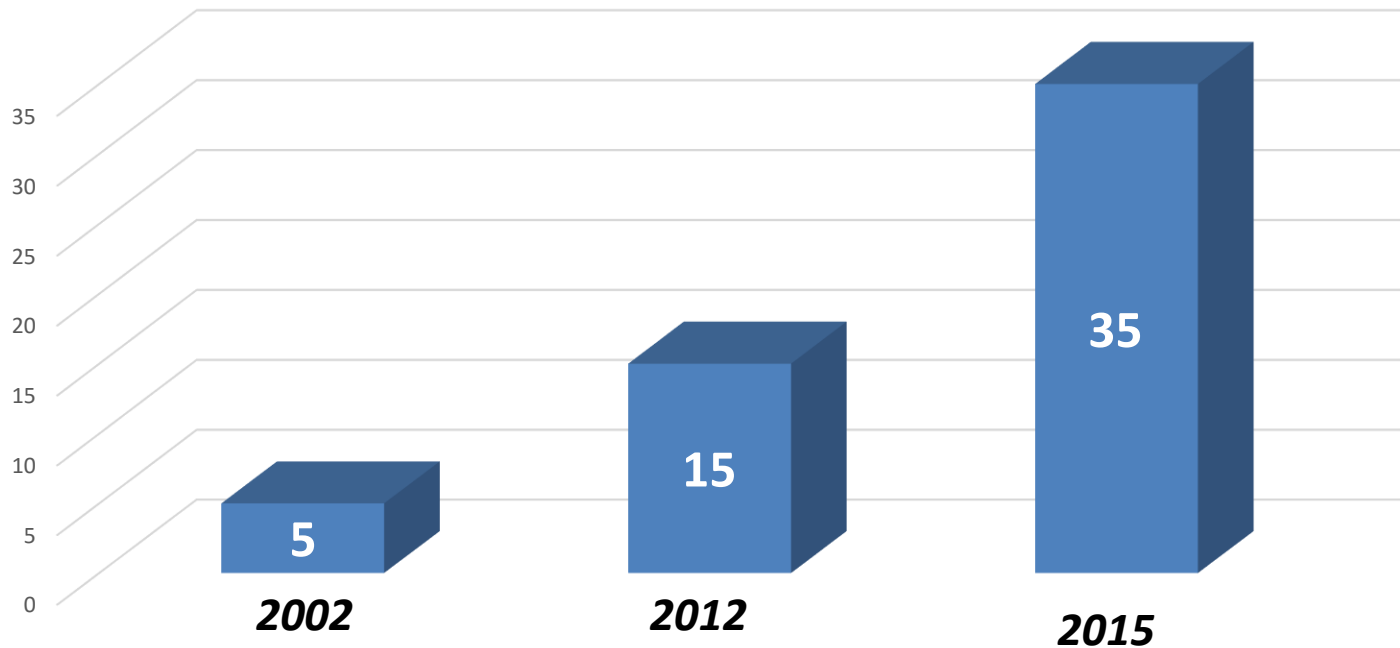
Analytics and External Relations Officer,  
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## Women's way in the diplomacy

- **Wives**
- **Administrative workers (stenographers)**
- **Female-diplomats (single)**
- **Female-diplomats (single and married)**
- **Heads of diplomatic missions (political appointments);**
- **Heads of diplomatic missions (professional promotion)**
- **Deputy Heads and Heads of the Foreign Affairs Ministries of the countries**



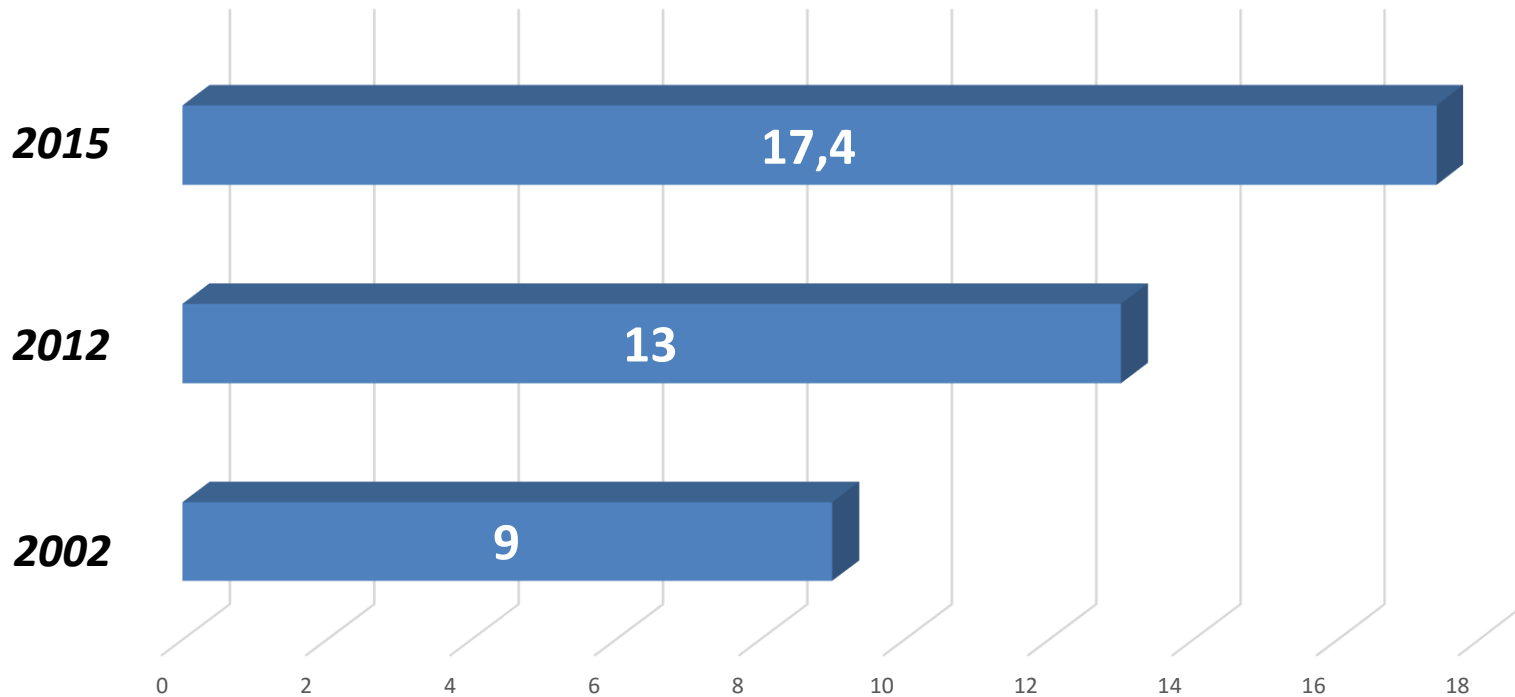
## Number of women who head diplomatic missions to the UN



*In 2015 the number of women who headed the diplomatic missions to the UN was 17.2%*



## Number of women who head diplomatic missions in London (%)



***In November 2015 there were 23 women who headed foreign embassies in London among 132 diplomatic missions***

# US President's Rating

Presidents	# of female ambassadors	total # of the ambassadors	% female-ambassadors
Barack Obama 2009 –	116	367	31,6 %
George W. Bush 2001 – 2009	118	474	24,9 %
Bill Clinton 1993 – 2001	78	420	18,6 %
George H. W. Bush 1989 – 1993	22	213	10,3 %
Ronald Reagan 1981 – 1989	21	394	5,3 %
Jimmy Carter 1977 – 1981	19	201	9,5 %
Gerald Ford 1974 – 1977	7	94	7,4 %
Richard Nixon 1969 – 1974	5	242	2,1 %
Lyndon Johnson 1963 – 1969	4	161	2,5 %
John Kennedy 1961 – 1963	3	130	2,3 %
Dwight Eisenhower 1953 – 1961	5	228	2,2 %
Harry Truman 1945 – 1953	3	192	1,6 %
Franklin Roosevelt 1933 – 1945	2	208	1,0 %
<b>Total</b>	<b>392</b>	<b>3303</b>	<b>11,9 %</b>

## Countries where US female-ambassadors work

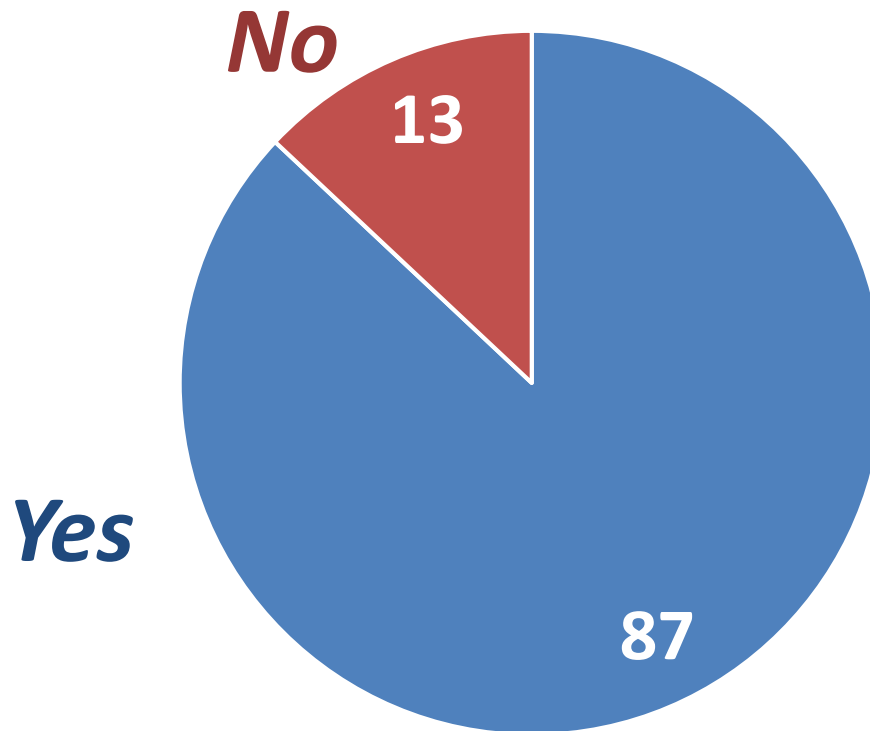
### Female-ambassadors were never appointed in the strategic countries:

- Russia,
- Canada,
- China,
- Saudi Arabia,
- Germany,
- Israel,
- Turkey,
- Spain,
- Poland

### Female-ambassadors were appointed to the countries with social problems:

- South Sudan – 100%
- Montenegro – 66,7%
- Palau – 66,7%
- Micronesia – 60%
- Kyrgyzstan – 54,5%
- Kosovo – 50%
- Eastern Timor – 50%
- Namibia – 44,4%
- Lichtenstein – 42,9%
- Papua New Guinea – 42,9%
- Grenada – 40%

## Is diplomacy a man's world?



*Poll of the female-diplomats working in London, Embassy Magazine, 2012*





## Female diplomats: social prejudices

- most felt pressure to work harder to prove themselves;
- cases when female-diplomat were misidentified as a secretary or that their male subordinates had been mistaken for being their superiors;
- common complaint was that a woman's opinions seemed to hold less weight than when a male counterpart expressed them;
- Female-diplomats had been passed over for promotion or had to wait much longer to be given a coveted post;
- “unjust division of tasks” where women tended to be given the more organisational back-office tasks while their male colleagues were given the higher-profile roles where they could take more credit for doing less work.

## Female-diplomats advantages:

- Possibility to have 360 degree view on the situations as female-diplomats have more opportunities to hold meetings with women in the countries with the traditional values;
- Possibility to get more information as women traditionally are not seen as a danger;
- More media coverage.





## How to overcome the challenge

- Implementation of family-friendly policies at the diplomatic service; in this case not only women but men would advantage;
- Universal approach for receiving work permits in the foreign countries for the family members of diplomats;
- Special support of high rank female-diplomats who are not accompanied by their partners during their work abroad.

## Ukraine

- USA
- Argentine
- Turkey
- Poland

## USA

- 157 agreements on work permits for the diplomats' family members



## How to overcome the challenge

- Appointment of the partners at the same capitals but different diplomatic missions;
- Appointment of the partners at different diplomatic missions that are located at the neighboring capitals;
- Appointment of the sharing ambassadors.



# Gender issues of diplomatic service in Ukraine

- Diplomatic service is a special type of public service;
- Gender equality should be a part HR reform at the Ministry of Foreign Affairs.

## President's vision

In July 2014, the President of Ukraine instructed the Minister of Foreign Affairs to increase the number of female Ukrainian diplomats in the Member States of the European Union.

President stressed that *the European integration of Ukraine requests more engagement of women into the politics.*





President	Total # of the appointment of the ambassadors	# of female appointed as ambassadors	% of female appointed as the ambassadors
<b>Petro Poroshenko 2014 –</b>	54	3	5,6 %
<b>Viktor Yanukovich 2010 – 2014</b>	109	2	1,8 %
<b>Viktor Yushchenko 2005 – 2010</b>	164	6	3,7 %
<b>Leonid Kuchma 1994 – 2005</b>	315	6	1,9 %
<b>Leonid Kravchuk 1991 – 1994</b>	20	0	0,0 %



## Natalia Zarudna

- *State Secretary of the Ministry of Foreign Affairs (October 1, 2002 – September 5, 2003);*
- Ambassador of Ukraine to Denmark (December 31, 2004 September 4, 2008);
- Ambassador of Ukraine to Germany (September 4, 2008 – December 16, 2011).
- Head of the OSCE Program Office in Astana, Kazakhstan (since December 2011).



## **Natalia Galibarenko**

- *First Deputy Minister for Foreign Affairs (March 9, 2014 – August 26, 2015);*
- Ambassador of Ukraine to the United Kingdom of Great Britain and Northern Ireland (since August 26, 2015);
- Permanent Representative of Ukraine to the International Maritime Organization (IMO) since September 25, 2015.



## Olena Zerkal

- *Deputy Minister for Foreign Affairs on European Integration issues (since August 20, 2014).*



## Nina Kovalska

- Ambassador of Ukraine to **Swiss Confederation** (February 24, 1998 June 14, 2000),
- Ambassador of Ukraine to **Vatican** (September 9, 1998 – June 18, 2003);
- Ambassador of Ukraine to the **Principality of Liechtenstein** (*combined duties*) October 20, 1998 – June 14, 2000; retired.



## Suzanna Stanik

- Permanent Representative of Ukraine to the **Council of Europe** (December 7, 2001 – September 12, 2003);
- Ambassador of Ukraine to the **Swiss Confederation** (September 12, 2003 – March 25, 2004).

# Female Ambassadors and Representatives to the international organizations



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## Oksana Sliusarenko

- Ambassador of Ukraine to the **Republic of Montenegro** (December 1, 2008 – March 31, 2014).



## Tetiana Izhevskia



- Ambassador of Ukraine to **Vatican** (December 11, 2006);
- Ambassador of Ukraine to the **Order of Knights of the Hospital of Saint John of Jerusalem of Rhodes and Malta** (combined duties), since July 21 2008.

*Note: Order of Knights of the Hospital of Saint John of Jerusalem of Rhodes and Malta is a Catholic military, which remains a sovereign subject of international law*

## Tetiana Sayenko



- Head of the Consulate of Ukraine in Malaysia (May 25, 2006 – June 4, 2009);
- Ambassador of Ukraine to the **Cuba** (June 4 2009);
- Ambassador of Ukraine to the **Dominican Republic** (*combined duties*) October 11, 2010;
- Ambassador of Ukraine to the **Bolivar Republic of Venezuela** (*combined duties*) November 15, 2010.

*Died on January 7, 2013 while she was an Ambassador to Cuba*



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- Permanent Representative of Ukraine to the **International Maritime Organization (IMO)** since September 25, 2015.



## Inna Ohnivets

- Consul General to Priashev (Slovak Republic) August 2003 – December 30, 2005);
- Ambassador of Ukraine to **Slovak Republic** (December 30, 2005 – February 5, 2010);
- Ambassador of Ukraine to **Portugal Republic** (since October 19, 2015).



## Liubov Nepop

- Ambassador of Ukraine to **Hungary** (since May 30, 2016)



## Olga Bench

- Consul General of Ukraine to Priashev (Slovak Republic) in 2005 – 2015.



## Hanna Karmadonova

- Head of the General Secretariat department of the Ministry of Foreign Affairs of Ukraine in 2000 – 2004;
- Minister Counselor of the Embassy of Ukraine in China in 2004 – 2006;
- Consul General of Ukraine to Shanghai (China) in 2006 – 2009;
- Ambassador at Large of the Ministry of Foreign Affairs in 2009 – 2012.



## **Natalia Prokopovych**

- Consul General of Ukraine to St. Petersburg in 2009 – 2013.





## Alla Poliova

- Consul General of Ukraine in Frankfurt on the Main (Germany) since October 3, 2014.



## Lerysa Herasko

- Consul General of Ukraine in Chicago (USA) since April 23, 2015.



## Lesia Lozynska

- Consul General of Ukraine to St. Peterburg (Russia) since 2015.



## Oksana Tarasiuk

- Consul General of Ukraine in Hamburg (Germany) since August 10, 2015.

Payment scheme for the partner-  
diplomats working at the same  
diplomatic mission  
1<sup>st</sup> partner – 100%  
2<sup>nd</sup> partner – 50%

Opportunity for partner to work at the Embassy only at the position of administrative staff.



## Reimbursement for the non-working partner during posting abroad

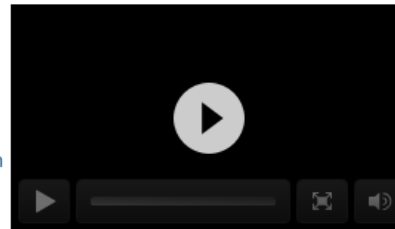
- Ambassador: 30 %
- Consul General: 15 %

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## Family Liaison Office (FLO)

FLO serves U.S. government direct-hire employees, their family members, and Members of Household (MOH) who are serving, have served, or will be serving at our Missions overseas. FLO's mission is to improve the quality of life of all demographics we serve by identifying issues and advocating for programs and solutions, providing a variety of client services, and extending services to overseas communities through the management of the worldwide Community Liaison Office (CLO) program.



Our major areas of interest include:

- Family Member Employment
- Education and Youth
- Crisis Management Services
- Foreign Service Life
- Unaccompanied Tours Support
- Expeditious Naturalization Support

FLO offers a comprehensive range of resources and services. We do this in large part through our Communications and Outreach program. As part of our outreach effort, FLO staff travels to different geographic regions and holds town hall and other meetings with post management, employees, and family members in addition to providing personal, electronic, and print resources.



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### Highlights

#### Understanding Bilateral Work Agreements

Read FLO's [Understanding Bilateral Work Agreements \(BWA\)](#) page to learn more about BWAs and De Facto Work Arrangements. Answers to some frequently asked questions will help family members understand eligibilities and responsibilities work agreements.

#### Non-Competitive Eligibility: Information for Employers and Family Members

Visit FLO's updated page on [Non-Competitive Eligibility \(NCE\)](#) for information on how Foreign Service family members can earn NCE while working in a U.S. Embassy or Consulate abroad and exercise eligibility upon return to the U.S.

#### Foreign Service Youth and Mental Health



## Sharing Ambassadors Advantages

- additional professional under limited resources, mainly in the small diplomatic missions;
- higher margin of safety for the workers of the diplomatic mission;
- opportunity to adopt more effective decisions after discussion with the partner;
- both partners are satisfied with their carrier positions;
- opportunity to avoid the family separation, when the partners are working in the different diplomatic missions in different countries.

## Sharing Ambassadors:

- Mr. Thomas Carter and Mrs. Carolyn Davidson, Ambassadors of the UK to Zambia in 2008 – 2012;
- Mr. Jonathan and Mrs. Katherine Jane Leach, Ambassadors of the UK to Armenia;
- Mrs. Christine Schraner Burgener and Mr. Christoph, Ambassadors of the Swiss Confederation to Thailand, Laos and Cambodia (combined duties).

## New Flexible Working Initiative Award

Foreign and Commonwealth Office, Winner 2015, The Santander Best New Flexible Working Initiative Award

It is Top Employers for Working with Families Awards



Foreign &  
Commonwealth  
Office

# Thank you!

