

**BRATISLAVA INTERNATIONAL SCHOOL OF LIBERAL ARTS**

**The Position of Women in the Diplomatic Corps**

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## **The Position of Women in the Diplomatic Corps**

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## Declaration of Originality

I hereby declare that this bachelor thesis is the work of my own and has not been published in part or whole elsewhere. All used literature sources are attributed referenced in bibliography.

Bratislava, February 15, 2020

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## Abstract

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Women are generally the minority group which suffers from glass ceiling and glass cliff. Both are phenomena which put the attention at the barriers which women have to face in their career solemnly due to their gender. In the first part of the thesis, the theoretical background for the position of women in diplomacy is presented. This includes the review of the theory and literature available, discussion about the terms such as gender and stereotypes and the definition of diplomacy and diplomacy in Slovakia in the end.

The empirical part of this thesis is looking at the presence of the informal obstacles and stereotypes present in the diplomatic corps of the Slovak Republic. The findings of this study suggest there has been a slow and small improvement, as a consequence of removal of structural barriers, but the overall conclusion can be made that there are still present many informal barriers which are putting women on unequal position. In this way, this thesis is challenging the liberal feminist theory in International Relations. The qualitative method of research with the usage of semi-structured interviews has shown the moments in the career where the stereotypes are the most prevailing.

## Abstrakt

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*Kľúčové slová:* diplomacia, diplomati, žena, muž, rod, stereotyp

Ženy sú všeobecne menšinovou skupinou, ktorá je ovplyvnená stereotypmi a naráža na bariéry, ku ktorým prispievajú aj javy nazývané „sklenený strop“ a „efekt skleneného útesu“. Oba termíny upriamujú pozornosť na bariéry a prekážky, ktoré musia ženy prekonávať len na základe ich pohlavia. V prvej časti tejto bakalárskej práce prezentujeme teoretické východiská pre postavenie žien v slovenskej diplomacii. Táto časť zahŕňa preskúmanie teórií a dostupnej literatúry, vymedzenie termínov ako rod, stereotypy, definície diplomacie a slovenskej diplomacie a postavenie žien v nich.

Empirická časť tejto práce sa zameriava na neformálne prekážky a stereotypy prítomné v diplomatickom zbore Slovenskej republiky. Výsledky tejto bakalárskej práce poukazujú na malé a pomalé zlepšenie situácie, ako následku odstránenia štrukturálnych prekážok ale celkovým záverom tejto bakalárskej práce je, že stále sú prítomné neformálne prekážky, ktoré dostávajú ženy na nerovnocennú pozíciu. Touto cestou táto bakalárska práca rozoberá liberálny feminizmus v medzinárodných vzťahoch. Kvalitatívne výskumné metódy použité za pomoci polo-štruktúrovaných rozhovorov poukázali na časti a momenty kariéry, kde sú prítomné stereotypy.

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## Introduction

“According to the *Human Development Report*, in no country are women doing as well as men.” (Tickner A. J., 1997, p. 626)

The quote above shows that the inequality between genders is present in a society in all positions. And the field of International Relations is no exception to this unfortunate situation. The position of women in International Relations is broadly discussed by many theorists. The lift of the rules which rejected women being officially active also in higher positions only started to happen after the emancipation in the first half of the twentieth century. Feminist theories are greatly concerned with the position of women not only in diplomatic corps but in the International Relations in general.

Diplomacy has been always regarded as a masculine field. The discourse about accepting women was extensive and formal obstacles have been cleared in the 1<sup>st</sup> half of the 20<sup>th</sup> century. As an example, can be provided that “American women did not enter the diplomatic arena and join the ranks of ambassadors until 1934.” (Linse, 2004, p. 253). Finding a place for women in diplomacy has been a long run and the feminist discourse with its fluctuation is not necessarily helping the very rigid and masculine field of International Relations, “there can never be a truly singular voice of feminist foreign policy simply because of the diversity of views within feminism itself.” (Thorburn, 2003, p. 8)

Feminist theories are greatly concerned with the position of women not only in diplomatic corps but in the International Relations, as a study field, in general. To involve more women in the diplomatic field, the issues and definitions of terms such as gender, war and peace, and patriarchy have to be defined or in case of an already existing phenomenon in the International Relations they need to be redefined or replaced completely. With the change and development of terms directly related to the issues concerning International Relations, there is a shift in how the issues are looked at. For example, “[w]hen analysing political/military dimensions of security, feminists tend to focus on the consequences of what happens during wars rather than on their causes.” (Tickner, 1997, p. 625) The focus of International Relations before the rise of

feminism in this field was on interstate relations. Now not only on the internal affairs of the states but also specific gender-related issues have to be addressed. The dilemma is not only focusing on the females but is also need for better understating and change of approach towards males and masculinization.

The presence of the females in the diplomatic corps as typewriters and diplomatic wives is changing, and official females' involvement in the higher rankings is also bringing up issues of manners and etiquette, more precisely, their alteration. "Feminist political theorists also make the point that inclusion is not only about counting women but involves the reframing and restructuring of diplomacy." (Aggestam & Towns, 2018, p. 5)

However, there are very little studies focusing on gender and the diplomatic corps, the research with regards to the analysis of women and their position in Foreign Services is very vague. (Aggestam & Towns, 2018) Also, the number of women that are involved in diplomacy is something that scholars are concerned with. Caroline Linse is in her paper "Challenges facing women in overseas diplomatic positions" interviewing female diplomats who are on missions abroad and their notion of the field. This study is dealing also with informal obstacles of women and declares their position to it. (Linse, 2004)

The studies conducted so far, however, rarely include women and men in one qualitative research. And this is what this thesis is bringing to the field. The comparison between the genders has been neglected and this can be used as a moving block for the change to start. The stereotypes are strongly embedded in the structures and to break a vicious circle like this takes a lot of strong, determined women and their male colleagues who support them. Even the thought which is put into people's mind can have a lot of new impacts. Even several diplomats interviewed for this thesis said that they do not think about it. Therefore, the qualitative data from both genders can help to conceptualise the framework of the phenomenon.

The aim of this thesis is gathering the data about the diplomatic corps. To compare and see the progress or the regress of the field with regard to gender equality. And how strong feminisation influenced the diplomatic corps. For this, the study will be based on semi-structured interviews with five female diplomats from

Slovakia and five male diplomats from Slovakia who have experience working in the diplomatic corps. Comparison of the results from the analysis of the semi-structured interviews will show if there are any informal obstacles for women in diplomacy and if there is anything that women might be discriminated against either directly or indirectly. This study will also show, based on the deep analysis of semi-structured interview, how male colleagues see their female colleagues and how female diplomats see their position.

Even though there has been an improvement in the position women in diplomacy and lift of the formal obstacles, there is still an expectation placed that there has been no major development in regard to the position of women in the diplomatic corps.

## II. Defining Terms

This chapter will be discussing the term *gender* within the realms of the International Relations. This provides a basis for the discussion about the position of women in the diplomatic corps. And together with the discussion about the *patriarchy*, *glass cliff* and *glass ceiling*, this is creating a basis for the understanding the feminist view of the International Relations. The aim of defining these terms is to be able to analyse their presence or lack of in the analytical part of the thesis and to later suggest the strength of the feminisation in the International Relations.

### 2.1 Barriers to Women in Diplomacy (gender, patriarchy, glass ceiling/cliff)

The phenomenon of *gender*, however, needs to be specified and notes that the terms “gender” and “sex” are not synonyms, therefore, cannot be used interchangeably. (Ruiz, 2003) “Feminists define gender, in the symbolic sense, as a set of variable but socially and culturally constructed characteristics – such as power, autonomy, rationality and public – that are stereotypically associated with masculinity.” (Tickner, 1997, p. 614) And the opposites of the characteristics are stereotypically used for defining femininity.

Gender within the realm of International Relations is necessary in order to comprehend how the power is distributed and how the roles of males and females are socially assigned within the field from the feminist point of view with regard the time. Not as inherited roles which are assigned to certain gender right after birth without any second thought. Several approaches in International Relations has been used such as gender-neutrality language or women who eventually became influential in the field took up the characteristics of males.

The process of defining a real man is also part of IR discourse, “what it means to be a “real man” is not to display “womanly” weaknesses” (Tickner, 1997, p. 614) The thing which has been highlighted is that within the feminist discourse it is not only about the females, it is also about the males and masculinity. This process of acknowledging both the feminisation and masculinisation, carefully examining their

influence on the field and trying to find the way how to improve the work of the International Relations scholars, diplomats and other employers involved in the offices of the Foreign Office can have a beneficial outcome.

*Patriarchy* is adding to the feminist discourse an approach to the phenomenon by “belief that “it is right and proper for men to command and women to obey.” (Ruiz, 2003) This power exercised over females by males can be a result of cultural background and the influence it has is that it pre-defines the roles in a manner that they seem natural. This is not true only for the field of International Relations but also for the labour market in general where gender discrimination has been discussed and is still to this day on the quest to be diminished. In order for all the people to have equal opportunities, rights and responsibilities.

*Glass ceiling* has been a term which describes that a higher career rank creates more disadvantages than the lower rank of the career rank for women. (Cotter et al., 2001) These barriers are discriminatory for women to be able to hold the position just like their colleagues who are men. The glass ceiling phenomenon is discrimination without any provided evidence of less qualified or in any other way career-related achievements. (Cotter et al., 2001)

*Glass cliff* is a phenomenon linked to a glass ceiling. Glass cliff suggests that once women break through the glass ceiling, their experience and added value to the expertise is not taken with the same weigh as if it was provided by their colleague – men. (Sabharwal, 2013) “Women in leadership positions face an uphill battle with these challenges which may set them up for failure, thus pushing them over the edge.” (Sabharwal, 2013, p. 2)

## 2.2 Stereotypes

Stereotypes are characteristics which can be associated with group members and are speaking about them in general. (Heilman, 2012) With relation to this thesis, the generalisations are the assumptions about the men and women as such. What the presumptions about women and men are, and what they are actually like is the

difference between the descriptive and prescriptive gender stereotype. (Heilman, 2012) However, just to simply combat the gender stereotypes there is not an easy way out. The mere solution of women adapting to certain stereotypes does not resolve the issue. Rather creates more stigma between the two groups. This is especially evident when women take on some of the more masculine characteristics. Because the stereotypes which men have towards women are violated, they do not like this change. (Rudman & Glick, 2001) Gender stereotypes are also intertwined with the physical aspect of the appearance. (Deaux & Lewis, 1984) Which are created with the first impression in human interactions.

### **2.3 Stereotypes in the Public Sphere**

The stereotypes present in the public sphere are especially connected to women and their roles. The mere fact that women happen to succeed in the higher-ranked positions is seen as a violation of gender stereotype. (Heilman, 2012) In this case, their attempt to disconnect from the women's stereotype puts them into the negative light within the society. (Heilman, 2012)

As mentioned in the literature, women in politics are no exception to the gender stereotypes. Women in politics often also feel not confident in their abilities and doubting their knowledge and experience in the professional aspects of their life. (Galligan & Clavero, 2005) Politics as a field is presented and perceived as a masculine environment, there can be present also the neglect towards the profession and unequal treatment toward the novice officers. (Galligan & Clavero, 2005) The possible candidates who consider joining the world of politics can be discouraged by the underrepresentation of women and stereotypes embedded in the field of work.

At the available literature, they show that because of the success of a woman at a managerial position they are criticised more, more neglected in comparison to their fellow companions and their results are not taken in the same way. (Sabharwal, 2013)

Politicians regardless of their gender also pay attention to their personal life. Whether it is keeping their family completely in private, partially showcasing with them at the public events or once they reach their legal age, involve them in the political life. Family is a building block which if working properly, provides children stability and

ensures their proper development. (Britannica, 2017) Prioritising events and activities is a daily struggle and juggle of the parents who work in this field. Parents not only spend their day working on bettering public good but also can feel the guilt for not spending time with their child. This together with the poor helping scheme for working parent and the struggles of women in this specific work environment are the barriers which came as an outcome and were mentioned in the study done on the countries of Central and Eastern Europe with regards to the women and politics. (Galligan & Clavero, 2005)

Women often give up their career and are either stay at home moms or do not have a desire to reach high goals within this very competitive field. Women's priorities undeniably shift after the birth but very often their preferred aspect of life for improvement will be their personal life. This is also present in diplomacy through the phenomenon of diplomatic wives.

### III. Diplomacy

#### 3.1 Diplomacy

Diplomacy is the arrangement through which the appointed ambassadors are avoiding war and violence and instead of that are resolving issues through negotiation and discourse. (Bjola & Kornprobst, 2013) Diplomacy serves the function to establish and remain peace between two countries. The diplomats are highly educated people who are very skilled in their use of words, negotiation and carrying the message. To endeavour state's interest abroad is their goal but also to keep the peace, or if they fail – to keep the neutrality. Diplomats are crucial in transferring the message between two countries which are culturally and ideologically different; they also help their leaders to understand other's side steps and actions. (Neumann, 2005)

Diplomats have numerous rights and privileges. They are very often referred to as diplomatic immunity. Diplomats and their family are inviolable, not subject to arrest and free of paying taxes. In the foreign country, they are applying laws of the sending country, but the security of the embassies is in hands of a host state.

The embassy is a premise of a home country and laws that are imposed in those premises are of the host country. (Frey & Frey, 2013) Functions of Diplomats according to Vienna Convention (The United Nations, 1961):

- (a) Representing the sending State in the receiving State;
- (b) Protecting in the receiving State the interests of the sending State and of its nationals, within the limits permitted by international law;
- (c) Negotiating with the Government of the receiving State;
- (d) Ascertaining by all lawful means conditions and developments in the receiving State, and reporting thereon to the Government of the sending State;
- (e) Promoting friendly relations between the sending State and the receiving State, and developing their economic, cultural and scientific relations.

The crucial task for the diplomat is to be able to predict the movement of the host country, gather information and to assess its content and predict possible threats and to negotiate with the host country. Diplomats are known for their special way of

speaking. “Lying in diplomatic negotiations is considered a mistake, but stretching or abridging the truth is permissible.” (Marks, 2018)

A good diplomat has also qualities like trustworthiness, fairness, reliability and has credibility. He or She is patient but also knows how to use impatience and temper as a tactic. (Blackwill, 2013) He or She is very often negotiator so very useful is the knowledge of arguments and the way how to structure them. Also, he or she has to be creative and persuasive in order to convince the other side to agree to their terms. (Blackwill, 2013)

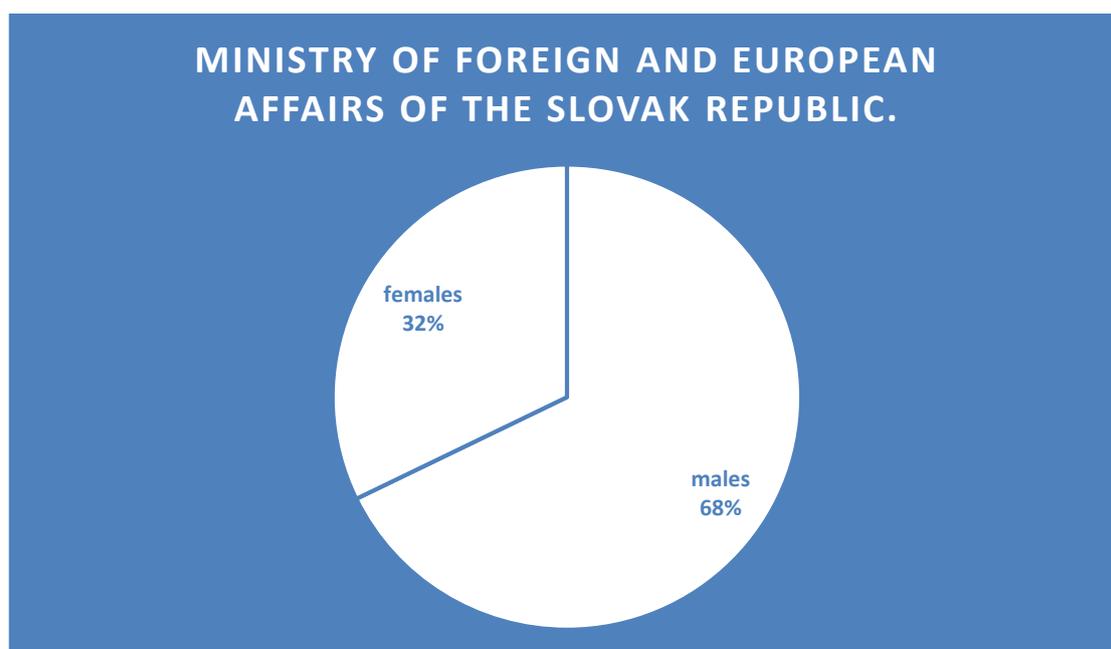
“Diplomacy is an institution containing practices of negotiation, representation, information gathering and communication.” (Aggestam & Towns, 2018, p. 4) To be part of diplomatic corps – highly demanding and competitive environment one ought to be able to use those skills mentioned by Karin Aggestam and Ann E. Towns in a right time and in the right place with having cultural differences and intentions of the home state in mind. Although “diplomacy has traditionally and formally been a domain reserved for men only” (Aggestam & Towns, 2019, p. 9) here are also certain characteristics which are needed in order to be a good diplomat as gender not being the only requirement. Following tact and good manners alongside being a good speaker, and being a knowledgeable person are all things and many more which belong to diplomatic culture. “The female style, which seems to be more collaborative, participatory, consensus-oriented” (i.e., “win-win” outcomes), might also be useful in an increasingly fragmented domestic and international environment through its emphasis in team-building and the search for consensus” (Scott & Rexford, 1997)

### 3.2 Slovak Diplomacy

Slovak diplomatic corps has started to take its shape before Slovakia became an independent country as of 1.1.1993. (Slovakia, n.d.) This started with the creation of the department of International Relations at the Government Office in 1989 and later the Ministry of International Relations in 1990. (Mojžita, 2004) Slovakia had a really difficult start in the field of the Foreign Office. The diplomats who were abroad had to

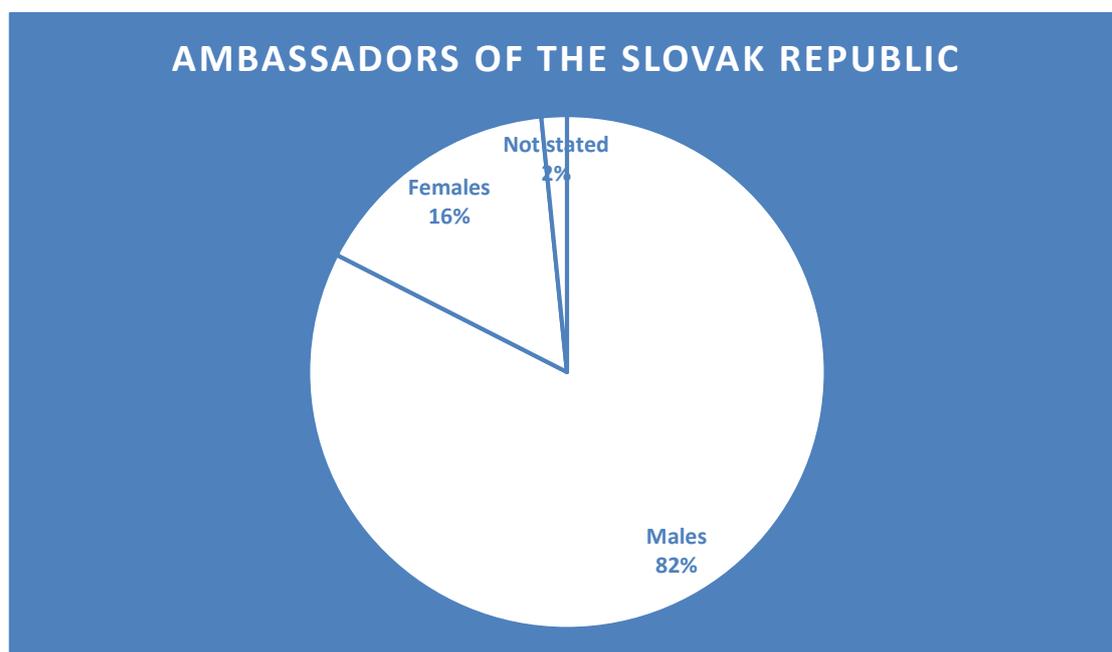
decide to which country they would join – Slovakia or Czechia. The first minister of the Ministry of Foreign Affairs of the Slovak Republic was Milan Kňažko. (Mojžita, 2004) Their mission was to establish relations with the foreign countries. However, the unfavourable and unstable situation on the level of domestic politics at the beginning of the history of a new state was also the responsibility of the inexperienced political leaders in the field. (Weiss, 2007) As Weiss, 2007, adds the reality of having 5 ministers between 1993-1997 was sending signals of uncertainty to the international arena.

As time progressed the Slovak Republic has started on the quest of building its own democratic history has managed to join the European Union, UN and NATO. The Minister of Foreign and European Affairs of the Slovak Republic has been Miroslav Lajčák from 2012 and due to his high qualification, experience and expertise in the field, he was elected to be a president of the seventy-second session of the General Assembly of the United Nations. (Republic, 2018) Which shows the improvement in competence and reliability from the international actors. From 14 ministerial terms at the Ministry of Foreign and European Affairs of the Slovak Republic there has been only one female – Zdenka Krumplová who was in office since 11<sup>th</sup> June 1997 to 30<sup>th</sup> September 1998. (republiky, 2018)



Graph 1 (republiky, 2018, amended by the author)

Gender ratio in the Ministry of Foreign and European Affairs of the Slovak Republic at the posts which include the minister, state secretaries, secretary general, general directors and directors of the department is 40 men and 19 women. On four of the most important positions at the Ministry – the minister, state secretaries and secretary general as of February 2020 there is no woman holding an office in those positions. diplomatic corps of the Slovak Republic to this day have 63 embassies around the world. As retrieved from the data and shown at the graph below, there are 52 males, 10 females and 1 not stated ambassadors all together.



Graph 2 (republiky, 2018, amended by the author)

These graphs show the significant difference between the females and males employed at the higher ranked positions of the Ministry of Foreign and European Affairs of the Slovak Republic.

## IV. Women in International Relations

### 4.1 Women and Diplomacy

Women in diplomacy have been enormously influential but not until very recently, they became officially recognized. Prior to that they played a secondary role, by the side of their spouse and were in charge of running the embassy. It took a long time until the field of diplomacy started to consider women as eligible for this position.

“In 1923 the Soviet Union became the first country to name a woman as a head of a diplomatic mission.” (Marks, 2018) The United States followed several years later, France allowed women to enter the diplomatic field in 1930, “though it did not appoint women as heads of missions.” (Marks, 2018) The woman had to until 1971 in the services of U.S. Foreign Service resign to her position after the marriage.

Women who accompanied male diplomats often entertained, cooked for foreign visits and attended official visits. This lifestyle is very tiring and in combination with nomadic life, it very often resulted in sooner retirement. In case both of the spouses worked in Foreign Service they are referred to as tandem couples. (Freeman & Marks, 2019) In case of marriage, some countries were trying to put the couple to the same embassy. Although, it is not possible at all times. In that case, some couples decide to take a turn in being in the office, so one would be actively in the office in the embassy and the other would be present with him or her at the same embassy. This situation is very similar to the prior state of a female being with a male representative of the state abroad but now even males can be present at the embassy and not being at the office.

Eventually, when women gained official positions and became the representatives of the states, they entered this field full of men and their rules and customs. This had also led to issues which nobody – men had to deal with before. Therefore, there were no rules present in the diplomatic corps to at least partially prevent them from happening or fully avoid them. (Aggestam & Towns, 2018) The solemnly male field was interrupted by the presence of women even around the time of WWI and WWII, but these cases are rather hidden. Some men in the Foreign Offices saw it as an unheard of to have women’s presence there. After the two World Wars, the Foreign Offices of

had undergone a vast transformation but the plans for it did not include women in it anywhere. Despite women being very active in political life even prior to wars by suffragette movements which advocated the same political rights to women as men already have. When it came to appointing women, the opinions were strongly polarised. In the case of Britain, the perception of the outside was giving the direction of the debate. Some politicians argued that Britain would have been seen as less developed by not allowing women to be in higher positions and their biggest concern was the judgement of the other countries. (McCarthy, 2009)

Women had many experiences due to women's movements. And some of them are naturally gifted, exactly like men. What was also one of the arguments was that men are just naturally gifted and even only from them, some get to be in this fortunate position. (McCarthy, 2009) This was especially hard to swallow for the male members of the Foreign Office. Another explanation for not allowing women to get into the Foreign Office was because they are more suitable for less important jobs. Their personality would have had hard times coming to terms with the places that are more masculine and less pleasant in an atmosphere, golf courses, bars and that are actually the places where the crucial information is according to male diplomats. (McCarthy, 2009) Britain also dealt with the case of appointing two women to the Foreign Office. The responses from the parliament varied greatly, but the committee of judges of this case saw only the neutral and in favour, the negative responses were censored. For example, the more radical such as from Sir Joseph Addison from Czechoslovakia "confessed he would rather die than see 'England with 400 MPs, 15 Cabinet Ministers, 10 High Court Judges, 6 Permanent-Undersecretaries and 8 Ambassadors all of the female sex and running the country on the famous "intuition" lines" (McCarthy, 2009, p. 300) exactly these sorts of opinions the committee had never seen.

#### 4.2 Obstacles for Women in Diplomacy

To enter the diplomatic corps has been a long way. The first step was that "Women became eligible for the Foreign Service, although a marriage bar was enforced together with a ten per cent cap on female recruitment." (McCarthy, 2009) In practice,

it meant that right after the marriage, female had to leave her job at the Foreign office. Another condition for females was that from all admitted employees no more than ten per cent could have been females. (McCarthy, 2009) This type of discrimination was discouraging for women to even consider enrolling in the positions other than lower-ranked at the Foreign office. Rules prior to the first World was for women “ only allowed to be “housemaids and typists, who were carefully segregated from male staff at all times.” (McCarthy, 2009) Another thing which has to be pointed out is that in the U.S. Foreign Office “prior to the 1980s, no woman had ever been placed in charge of any of the State Department’s five major geographic bureaus, International Organizations, or Economic and Business Affairs offices” (Olmstead et al., 1984, p. 15)

Tickner (1997) is in her article dealing with the labour done by women which they do not get paid for. Giving birth to children, bringing up and educating future generations – these do not have an economic effect but the benefit for society is undeniable, yet many people forget that the time spent doing these activities males can use for their professional progress. Females, on the other hand, get hardly any benefit in taking care of their children looking at their career. (Tickner A. J., 1997)

Even though the emancipation of men and not being only the father figure or bread bearer is slowly changing, being an active part in the child’s upbringing is still not that common. The maternity leave depends on the country and profession, but it is not very unusual nowadays to go back to work only several weeks after delivering the baby. This is more practiced in the countries where there is a shortage of people in the active years, or the political situation and economy are dependent on the masses of people actively involved in the labour market, therefore, creating the profit for the society e.g. China.

Marriage has been something which has been part of diplomacy for a very long time alongside the Diplomatic wives’ phenomenon. “Diplomacy came to depend on a certain kind of heterosexual marriage, with a diplomat’s wife expected to contribute to her husband’s diplomatic mission, without pay.” (Aggestam & Towns, Introduction: The Study of Gender, Diplomacy and Negotiations, 2018, p. 8) The afternoon gatherings, representations of the country, being the plus one for the official visits or

hosting official visits has been something which diplomatic wives, as they are referred to, were expected to do as their duty to their sending state. For the reason being that they married a diplomat. The marriage within Diplomacy also includes problems relating to the upbringing of their offspring. As Caroline Linse (2004) in the article – Challenges Facing Women in Overseas Diplomatic Positions, she points out several issues brought up by the female diplomats. Their child's schooling is troubling process – some countries do not have institutions in their mother tongue, in that case, the child is exposed to another language and culture. The kids who are raised not in their homeland due to their parent's decision they are referred to as “the third culture kids (Linse, 2004). Another circumstance is that when both partners are diplomats – referred to as tandem couple – the sending state is usually trying to keep them in the same embassy or put them to neighbouring countries. The problems which may arise are the unnecessary paid positions in the embassy created merely for the purpose of the wife having a job with a salary.

### 4.3 Liberal Feminism

There are several theories which are dealing with this issue but there thus far has been no clear way of looking at this issue and the view is shaped by several points of view. Liberal feminism has been very dominant approach and will be used in this research. Their stand within this phenomenon has been focusing on removing formal obstacles and provide them with the same starting point as their counter gender – men. (Baylis, Smith, & Ownes, 2011) Post-liberal feminists, however, add to the discourse that despite the fact, that women are no longer facing any formal obstacles, the deeply rooted informal obstacles are keeping them away from standing their ground and the key factor being the position of patriarchy in each society. (Baylis, Smith, & Ownes, 2011)

The debate about the position of women in the diplomatic corps has been challenged by the views of the post-liberal feminists. The focus on women is being put into a bigger picture - gender. This is enabling to explore the social roles and values which has been socioculturally constructed. International politics' and its policy of "zero-sum game" are being critically challenged and the scholars are now trying to not push on

positive discrimination too hard so that both parties would be, but now for change, unequal on different sides of the gender spectrum. (Chuanrong, 2007)

In International Politics, Liberal Feminism as all school of thoughts is also providing its stand towards the war and peace. They contribute by bringing attention to the achievements of women which they have during the time of war. (Chuanrong, 2007)

Chuanrong (2007) has provided examples such as the undeniable reliance on women at the overseas missions and logistical support provided for the military commanders or were in the battlefields themselves protecting their country just like the male soldiers but unfortunately, their recognition in contributing towards the victory is not praised. Therefore, Liberal feminism should examine more deeply the women's position towards the war and peace so that this phenomenon is resolved and as a result becomes more gender-neutral in the end. (Chuanrong, 2007)

## V. Methodology

In order to gather the data for assessment of the issues related to this thesis, I have decided to use the qualitative method, specifically semi-structured interviews. Qualitative research is preferred for the research which focuses on the “social processes over time.” (Babbie, 2014, p. 304) The semi-structured interviews will provide an insight necessary in order to compare and assess the situation within the female diplomats who have been part of the diplomatic field and the male diplomats. The aim of the semi-structured interviews is to gather the data about the field and if the progress followed by stronger feminisation of the field has played a role and how they saw themselves professionally in comparison with their male colleagues and if their male colleagues see any difference. The informal obstacles in the diplomatic corps had also been a part of the discussion for both genders in the interviews.

Based on non-probability sampling, I interviewed five Slovak female diplomats who have already been part of the diplomatic corps and five male Slovak diplomats. The respondents were firstly approached by email which was sent to them either directly or to the email address of the embassy they are currently working in. The participants were asked the same questions to see if there is any difference between males and females. And if there is, to what extent.

The interviews were in-depth-interviews, they were pre-arranged, and some took place in Bratislava, Slovakia and some were done over video-call. The video-call through internet was method used due to the schedules of the interviewees and their different location than Slovakia. The questions were asked in order which could be adapted based on what the interviewee started to speak about in order to lead them naturally to the conversation and think about the phenomenon which is studied. The tone of the interviews was conversational, and the interviewees preferred to not to be recorded or to not to record specific parts of the interview to not to breach any part of the protocol which they as diplomats have. The interviews lasted an hour on average. The respondents sometimes asked for the specification of the topic prior in the email. This happened to also result in more thorough interviews. This might be a result of lack of interest in this type of phenomenon in the diplomatic corps.

All respondents due to the specific topic in such a specific field as diplomacy which is rather small in number of people agreed to stay anonymous therefore their diplomatic missions in the case of career diplomats will not be disclosed together with their name and surname.

Due to the usage of qualitative research for this topic. The interviews which were either in full or in part recorder were transcribed. The interviews which were not recorded, I took thorough notes and paid close attention to detail to pick up as much not only from the gestures but also the information said by the interviewee. Caroline Linse's paper on "Challenges facing women in overseas diplomatic positions" was useful for the comparative purposes, with the findings from the semi-structured interviews. Some of the informal obstacles have been identified and there lies the possibility to focus on the obstacles which female diplomats face from different cultures and then for the comparison from the interviews which I had conducted . My research is however also providing the male side of the issue, what is an extension in comparison with Caroline Linse's paper.

## VI. Women in the Diplomatic Corps of the Slovak Republic: Two-Sided Opinion

### 6.1 Analysis

The analysis of this study aims to challenge the theory of the Liberal feminism and to showcase whether the mere cancellation of formal obstacles is enough for women to feel as equals or to determine the instances on the semi-structured interviews which would show the informal obstacles which take place at the Ministry of Foreign and European Affairs of the Slovak Republic. Analysis of the data gathered provided us with the extensive information about the participants. The group of the respondents can be divided to two categories based on their gender. This division is based on the main divisor which can be found in the literature – gender. For the purpose of this study there were 10 semi-structured interviews conducted. The reason being that the perspectives of both sides involved helped us to create balanced researched group and ensured that no party was over represented. Throughout this analysis the graphs and tables will be used to visually display the answers of the respondents. The order of the diplomats is random in order to ensure that no data can be linked to the concrete person and ensure anonymity of the respondents.

*Table 1 – Male diplomats of the Slovak Republic*

Male Diplomat D1	Male Diplomat D2	Male Diplomat D3	Male Diplomat D4	Male Diplomat D5
<ul style="list-style-type: none"> <li>•married</li> <li>•deputy head of mission</li> </ul>	<ul style="list-style-type: none"> <li>•married</li> <li>•ambassador</li> </ul>	<ul style="list-style-type: none"> <li>•married</li> <li>•ambassador</li> </ul>	<ul style="list-style-type: none"> <li>•married</li> <li>•former ambassador</li> </ul>	<ul style="list-style-type: none"> <li>•married</li> <li>•deputy head of mission</li> </ul>

*Table 2 – Female diplomats of the Slovak Republic*

Female Diplomat D6	Female Diplomat D7	Female Diplomat D8	Female Diplomat D9	Female Diplomat D10
<ul style="list-style-type: none"> <li>•married</li> <li>•officer</li> </ul>	<ul style="list-style-type: none"> <li>•single</li> <li>•ambassador</li> </ul>	<ul style="list-style-type: none"> <li>•married</li> <li>•ambassador</li> </ul>	<ul style="list-style-type: none"> <li>•married</li> <li>•ambassador</li> </ul>	<ul style="list-style-type: none"> <li>•married</li> <li>•officer</li> </ul>

The first group of the respondents were male diplomats. In the table 1, we can see the position which they serve as in the Ministry of Foreign and European Affairs of the Slovak Republic and we can see their marital status. There has been no male respondent who would be single or divorced. Their position which is an indicator of the time of their presence as part of the diplomatic corps has no effect on their relationship.

The second group of the respondents were women. The same type of graph has been used for both groups therefore at table 2, we can see the marital status of the respondent and their rank. A thing which can be highlighted is the presence of two female members of the diplomatic corps at a significantly lower ranked position in comparison with the first group. As some of the respondents in their interviews expressed their view on marital status as high in divorce rates in diplomatic corps based on the sample, we cannot conclude the same. They mentioned the difficulty of the marriage in the diplomatic corps.

*“[...] it is especially difficult when it comes to dual career marriage which is very often the case of the diplomats. The male partner or the female partner have to resign for a period of time on their career and they accompany husband or wife at the mission and then it is very difficult for them to get back to their career.”* (Male Diplomat D2, Personal Interview, 23<sup>rd</sup> January 2020)

These two groups of members of the diplomatic corps have been asked further questions in order to grasp their understanding and experience with the position of women in the diplomatic corps. The stereotypes and informal obstacles which the respondents mostly reflected upon were towards the beginning of the career as a diplomat at Slovak diplomatic corps, stereotypes present in their day-to-day professional life and informal obstacles and stereotypes present with regard to their family situation.

## 6.2 Informal Obstacles Present in the Slovak Diplomatic Corps at the Beginning of the Career with the Hindsight

Factors found to be influential in the phenomenon have been divided to 4 categories: stereotypes towards students who identify as men from men diplomats. And from the perspective of female diplomats and their stereotypes towards female and male students. To gather the data about this particular issue related to the core problem the respondents were asked 2 questions: “What would you say to the male students of the Diplomacy?” And “What would you say to the female students of the Diplomacy?”

There must be noted that in the Slovak language, which the interviews were conducted in, the term “male students” widely uses as well as a term for the group of students of diplomacy with mixed genders. However, once the second question was asked, the respondents realised the gender difference and stated their position - whether to change their answer, give completely different advice to other gender or their advice could be used regardless of the gender. The data gathered through the personal interviews are shown in the table 3 and 4.

*Table 3: Advice for students by men diplomats*

<b>Advice for male students</b>	<b>Advice for female students</b>
To learn as much as they can	To learn as much as they can
It is a very interesting job which is very versatile and requires empathy	It is a difficult field but the personal satisfaction after the success it very high; Conditions for women are better in comparison with the beginning of the 21 <sup>st</sup> century
To keep its own integrity	To keep its own integrity; Stereotypes are everywhere regardless of the field, it will have an impact on your family’s life
To not to fear to dream big	To not let the prejudices keep them from achieving their goal in diplomacy, empathy
The question was not posed – lack of time	The question was not posed – lack of time

Table 4: Advice for students by women diplomats

Advice for male students	Advice for female students
General knowledge	The same, both genders can be successful in this career
Highly addicting professional career (in a good way)	To think twice whether they want to start this career path, family connected to this career, empathy
There is a lack of available free positions therefore to gain experience abroad at first	Inequality in wages and position, however they are necessary in this field
Modesty, empathy and to know foreign languages	To find the partner who would tolerate their career choice and to consider children for future
The question was not posed – lack of time	The question was not posed – lack of time

Our interviews show that just like in men as well in women we can see they are bringing attention towards different things in women and men. In describing barriers, family and empathy were two common terms. Despite the fact that family was separate question they also mentioned this aspect with relation to the beginning of the career as a point to consider in advance. There was no respondent overall who would mention a family aspect in the response towards the men students of diplomacy. However, three respondents mentioned family aspect with regards to female students of diplomacy and emphasised that they need to consider up front that they are the child bearers. One of them said “*women should think twice*” (Female Diplomat D6, Personal Interview, 22<sup>nd</sup> January 2020)

One respondent suggested for the male students to gain professional experience abroad but when it came to female students she said that “*Foreign politics is difficult, women in Diplomacy do not have the rank and wage (they would deserve) but they are important there because of their empathy.*” (Female Diplomat D10, Personal Interview, 13<sup>th</sup> January 2020)

Empathy has been mentioned towards both genders and even greatly emphasised by one of the respondents. The reason being is that this profession is about negotiation and inter-personal relation. (Neumann, 2005) “*let the diplomat be 50% diplomat and*

*50% human, you have to push people up.*” (Female Diplomat D6, Personal Interview, 22<sup>nd</sup> January 2020) Their usage of language is greatly influential in their day-to-day agenda not only with other diplomats but as one female responded said, her empathy helps her to better communicate with Slovak citizens who are abroad and face an obstacle or there was impact by an unfortunate event. One female respondent with regard to advice.

### 6.3 Informal Obstacles Present in the Career of the Diplomat of the Diplomatic Corps of the Slovak Republic

The questions whether they were excluded from the meeting for unknown reasons or deprived of something because of their gender were asked to investigate the stereotypes which they would identify in their career in general.

#### *6.3.1 Exclusion from the Meeting*

Based on the analysis of the interviews, we can conclude that there were two males who have negative experience with regard to the exclusion from the meeting. Only one of the cases was specified and was due to the political influence. The other respondent said that happened several times. Two female respondents had this experience. One of them said that it happened but she, herself adds that she can only guess whether it is because of her gender. The other respondent very quickly responded to this that it happened and she herself added that it happened because of her gender was underestimated and provided an example that she was considered to be the assistant and not the director – in their head the directorial position was automatically assigned to men. She also adds that it has been changing over time due to the fact that more women are present in higher leadership position. To this, we can add that the respondent was referring to her perception of decline in glass cliff. The analysis proves the presence of the gender stereotypes in the Slovak diplomatic corps and the respondents suggested the gender aspect without any additional questions added by the interviewee.

### 6.3.2 *Deprivation of Something because of Gender*

Out of five interviewed women, four had negative experience of deprivation of something but one of them cannot be directly connected to the issue of gender. This respondent was deprived of further qualification by her female director. The respondent adds that there was no further explanation provided and therefore she cannot state the reason for the initial negative response was her gender. However, after she voiced her concerns, she was allowed to further expand her qualification. To quote one of the respondents *“oh that, yes!”* (Female Diplomat D9, Personal Interview, 10<sup>nd</sup> January 2020) was a quick reply which she instantly started to elaborate on. She said that *“even in general in Slovakia women are deprived of something”* (Female Diplomat D9, Personal Interview, 10<sup>nd</sup> January 2020) but she did not have this experience abroad and she continues to elaborate further to her experience from the office. *“stereotypes are present in diplomacy and especially when I was young and typical [...] female they underestimated me“.* (Female Diplomat D9, Personal Interview, 10<sup>nd</sup> January 2020)

When she was younger, she preferred to be quite at the meetings where were men naturally in majority due to the strong masculinisation of the sector, this only supports the presence of glass cliff in the diplomatic corps of Slovak Republic from women's point of view. One of the respondents was very firm about this question and she just stated that *“if I were a man, with my years of experience, I would be in a higher rank.”* (Female Diplomat D8, Personal Interview, 27<sup>th</sup> January 2020) Another example of the presence of glass ceiling was by the respondent when she was not promoted despite the natural following of rank. Directorial position was filled with a man with no experience in the specific part of diplomacy which she was working in for several years. The reason being was that Slovak diplomacy did not possess enough higher-ranked positions for the ambassadors who were coming to Slovakia after their diplomatic mission ended. This example demonstrates the presence of glass ceiling in the diplomatic corps of the Slovak Republic.

As the literature points out, some males believe that they are naturally gifted in diplomacy. (McCarthy, 2009) One of the respondents stated

*“At the leadership position is critical, not that we do not want women there, we do not trust them. There is a rumour that in the diplomatic corps, women are not able to be diplomats and a small percentage of them have a talent.”*

(Male Diplomat D3, Personal Interview, 31<sup>st</sup> January 2020)

Which is supporting the presence of the stereotypes and the places where women have to face the glass ceiling and later glass cliff.

There was no male diplomat who would have this type of experience.

Therefore, we can conclude that the gender stereotypes, glass cliff and glass ceiling are present in the diplomatic corps of the Slovak Republic.

#### 6.4. Informal Obstacles and Stereotypes Present in the Diplomatic Corps of the Slovak Republic with Regards to Family Responsibilities

To gather and deeply analyse the family responsibilities with the relation to career the questions about tandem couples, maternity leave and influence on family were posed. In this part of the analysis, there is one difference between women and men diplomats. Women are biologically predisposed to give birth. However, all members of the diplomatic corps have their own personal stories which shape their perception, or they know of the cases of their colleagues which are usually filled with both, positive and negative experiences on this phenomenon in the diplomatic corps and how the Ministry of Foreign and European Affairs of the Slovak Republic has been affecting the individual situations or overall obstacles such as maternity leave.

##### *6.4.1 Influence on Family*

There was one respondent who would express there was no influence on his family. Other respondents, both men and women provided an insight into how a family of a diplomat is run. Majority of the respondents mentioned during this question the effect the career has on children of the diplomats. Three respondents expressed the concern about the mental development of the children and admitted that the rather regular change of the environment – school, home, country of the diplomatic mission had an effect on the child which could result in a negative outcome.

*“I saw it also at my colleague’s children, it is difficult for them to always try to fit into a new group either abroad or at home especially around the teenage years. [...] So, it has a great influence, and these are the things, which people do not usually see about the diplomacy, but we know about them. ”* (Male Diplomat D2, Personal Interview, 23rd January 2020)

With regards to children one of the female diplomats said that there is a very high risk of so culturally rich children to stay and live abroad and especially in the country of the missions.

Two of the male respondents, one wishes, and another wished (in the past, the children are now adults), they would be able to spend more time with the family due to the workload. One of the respondents added, that the advancements of the technologies, the ability to have a majority of your agenda available to them in their phones/laptops, are to certain extent diminishing the barrier between the work and family time. *“[...] these technologies are very helpful, but we have to know how to handle them. We cannot be their slaves.”* (Male Diplomat D5, Personal Interview, 22<sup>nd</sup> January 2020)

Both men and women said that those who have their own family were at least for some time on the missions with their own family. The family situation is also playing a big role with regards to their preferential country of future mission placement. Only one of the male ambassadors is at the mission alone because of the career choice of his wife and children got so accustomed to Slovakia once they got back from one of the missions, they did not consider going all together on a mission. The respondents said that the very often the partner’s career is postponed, and three voiced that to quote *“it is a sacrifice”* (Male Diplomat D1, Personal Interview, 21<sup>st</sup> January 2020) from the side of the partners. One of the male respondents said *“ well, it is normal, a wife has to adapt”* (Male Diplomat D4, Personal Interview, 20<sup>th</sup> January 2020) which again proved the presence of the gender stereotypes in the male diplomats but no other male has expressed such a view so we can conclude that there is no strong evidence for gender stereotypes with this regard based on the research.

One of the women who was interviewed stated that not only children influence the preference of the future country of placement but also as they age, they want to stay closer to their parents because they are subconsciously aware of the shortage of time they get to spend time with them. Other woman said that it is incredibly difficult when one of the parents passes away when a person is on the mission especially if the country of the sending state is not close to Slovakia. So, at the beginning of their career they are influenced by their children and then by their parents. Interestingly, this is a result which has not been mentioned in the study by Caroline Linse (2004).

Similarly, two of the female respondents has confirmed the findings of the study by Caroline Linse (2004) and stated that since their husbands gave up their careers they had to come to terms with their new role in the family – dependent.

These responses are proving the stereotypes in connection with the family are present in the literature to be also present in the diplomatic corps of the Slovak Republic.

#### *6.4.2 Tandem Couples*

All of the respondents have said that it is incredibly difficult to keep dual career partnership, also known as tandem couples. It can be for a variety of the reasons, very often the partner is not employed during the mission because either the employment market is not suitable for his or her career abroad or even if they would want to be employed at the embassy, very often they are too small to employ that many people as it can be observed from the interview: *“The only problem with regards to the slovak diplomacy is that majority of the embassies are too small. [...] where the couple can be sent to the embassies where both partners can be sent at the same time are not that many ”*(Female Diplomat D7, Personal Interview, 22<sup>nd</sup> January 2020)

Another limitation which has been noted by the responded stated that:

*“Partners of the sent diplomats have it really difficult. Partners usually do not speak the foreing language and, do not know the people, do not have the contacts. If both of them are from the Ministry of Foreign and European Affairs it is the best but they can be accused of cryonism.”* (Male Diplomat D1, Personal Interview, 21<sup>st</sup> January 2020)

Two of the respondents said that they do not want to push at the time of the beginning of new mission to have their spouse employed because they do not want to be accused

of cronyism. One of the female diplomats said that one of the best places to go on a mission is Brussels because there are three missions and this is an ideal scenario due to the fact that partners cannot be in direct employment relationship – one of them is the other's boss. So they can be divided and both work on their own career. Female diplomats, who were accompanying their partners on the missions abroad and got pregnant during that time appreciated this opportunity and said, that time provided them an opportunity to spend all their time with a child or children with no stress from work but instead, they could fully focus on parenting their children but made no comment with regard to financial side of that matter.

#### *6.4.3 Maternity Leave*

The diplomats, both men and women, have said that it is a lot easier to go on a maternity leave once a diplomat is not on the mission but is in the country of origin – in case of our respondents it is Slovakia. Which is in the contradiction from a similar study done where is stated “mothers interviewed commented that it was much easier to combine a career working overseas for their government” (Linse, 2004, p. 258) One of the respondents has stated:

*I think the whole mechanism of women diplomats coming back to their work is a bit complicated. [...] Another thing which is not resolved it is that paid maternity leave which a woman receives in Slovakia also the paid maternity leave which a woman diplomat receives who is in [country X] from an insurance company is the same as she would get in Slovakia. (Male Diplomat D5, Personal Interview, 22<sup>nd</sup> January 2020)*

The troubles connected to the maternity leave have been experienced by both genders – from the position of a mother and of a father. One of the women diplomats have said the experience from her personal level, she had to stay at home institution for two years after maternity leave without her being allowed to go on a mission which had a direct result in a slower progress in her rank and she considered it to be discriminatory.

*“Maternity leave is not a career stopper” (Male Diplomat D3, Personal Interview, 31<sup>st</sup> January 2020) said one of the men diplomats, however, he added that once a*

person is out of the office and agenda for too long, they will have a very hard time coming back and will have a lot of catching up with the changes that happened while they were out of the office. One male ambassador said that he has heard of the case when one of the men ambassadors called off female who was part of his mission and got pregnant while being on the mission abroad. What was also the reason of her termination of the mission. In his words *“it was totally unfair and disrespectful”*. (Male Diplomat D2, Personal Interview, 23<sup>rd</sup> January 2020)

There has been a positive change during the last years, now women diplomats who are on a mission are allowed to go on a maternity leave without their mission being fully terminated but only paused. Their maternity leave is based on an agreement with the ambassador, as one of the respondents said. It is such a new thing that with the increase in number of women the things will be more established. Whereas now everything is resolved ad hoc based on the case. Things such as who covers the accommodation fee for the property where the member of the diplomatic corps resides and how the office is run at the time of the absence of the employee – whether substitutory member of the diplomatic corps is necessary and sent from the ministry, since as the diplomat stated there is a limit for how long a diplomat can be on a business trip, what it would in case of substitution in a career directive. The same diplomat also added that from the position of a father he found very badly the coverage of the expenses of the birth and hospital care that comes with it, in his words it is refunded up to the price of the return flight *“and you can imagine that with the low-cost airlines in Europe it is not much”*. (Male Diplomat D5, Personal Interview, 22<sup>nd</sup> January 2020)

The results from this part of the analysis can help us lead to the informal obstacles that may be still present at the diplomatic corps. Since there is no legal obstacle that would differentiate or discriminate against any of the genders. We have seen an improvement in situation by allowing female diplomats to not to terminate their mission, what is a very recent change. However, this analysis has provided plethora examples of the stereotypical elements being present in the diplomatic corps of the Slovak Republic.

## VII. Discussion

The diplomats were generally surprised that somebody got interested in this topic. One of the female diplomats was asked whether she experienced a moment at the beginning of the career when her male colleagues were treated better only because of their gender. She stated *“Sure. [...] Always the ration of females is significantly lower to males. So, in a sense, we can say that men still have it easier to get into diplomacy.”* (Female Diplomat D7, Personal Interview, 22<sup>nd</sup> January 2020) Some respondents preferred to have areas of questions upfront. They admitted they hardly ever think about this and this allowed them to go deeper into the phenomenon. Those who did not know the areas of the questions upfront later in the interview sometimes got in touch afterwards to add some things which they realised later.

Some of the females were so used to the position that they gave in to the system. Very recent changes in the diplomatic corps in relation to the maternity leave enabled them to stand their position better. But they are only at the beginning of their fight for equality. One of the factors accord to them what is influencing the position of women in diplomacy is the relatively young diplomatic corps of Slovakia. As of 1993, with the independence of Slovakia from Czechoslovakia, Slovakia has started to build its own diplomatic relations with the world. (Slovakia, n.d.) This has been especially difficult because according to one respondent Slovaks were usually at the missions in the 3rd world countries and strategically important countries were left to the diplomats who were from the Czech Republic. The narrative of the young diplomatic corps has been mentioned across all the respondents and gender had no influence on this response.

The personal relationships which diplomats develop either prior or during their professional career path are put to a strain due to the turbulent tendency of the diplomatic duties. This analysis proved that there are gender stereotypes and informal obstacles present in the diplomatic mission. The experiences of women lead us to believe that phenomena of glass ceiling and glass cliff are also something which women involved in this career path are exposed to. We have to conclude that this thesis puts into question the theory of liberal feminism as a school of thought which

leads us to believe that once the formal obstacles are non-existent women reach equality. (Scott & Rexford, 1997) The experiences of the respondents lead to a conclusion that this area of International Relations – Diplomacy especially in Slovakia which has started building its diplomatic mission with the establishment of a sovereign state in the end of the 20<sup>th</sup> century. (Mojžita, 2004) Despite women having no formal obstacles have to work on removing the informal obstacles. These barriers are part of the breaking of the glass ceiling present in this institution.

## Conclusion

Tickner (1997) states that in every country, women are doing worse than men. The field of diplomacy is not an exception. International Politics is still working on the implication of the term gender into its politics and as well is still on its way to define the terms of war and peace so that they are not gender discriminatory. Stereotypes being preferentially focusing on women and their experience with the discriminatory environment in which they have to work in. Public spaces have, made with a higher inclusion of women in leadership positions, progress, nowadays it is not so much of a rare occasion when a woman becomes a leader, but the people's mind is still falling into the masculinised habits of the field.

Liberal feminists argue that by removing formal barriers there will be a turn in inequality. (Baylis, Smith, & Ownes, 2011) The empirical part of this thesis was looking at the stereotypes and the barriers which the members of the diplomatic corps in the Slovak Republic face if any. There has been proven that the informal obstacles are present within the field and women have to face the gender stereotypes. Their career is also not an exception to the phenomena of glass cliff and glass ceiling, this study has proven that women in the diplomatic corps of the Slovak Republic have experienced these phenomena. Therefore, the findings of this study are not in an agreement with the liberal feminism. However, we cannot deny the slow progress towards a better position of women in Diplomacy. As based on the interviews, we know that even the recent change with the rules on maternity leave in career directorate are the steps of the institution to create a better place for women so they can be in equal competition with their colleagues who are men diplomats.

Even though this study produced results which are in contradiction with the theory of liberal feminism, it must be noted that without the initial removal of the barriers none of this would be possible. Liberal feminism has put the focus on the official barriers. And due to the attention it brought, women can now officially equally work with men without any discrimination. But further study of this phenomenon has pointed out that now it is about the informal obstacles, stereotypes, glass ceiling and glass cliff which need to be overcome. And further research is needed in order to identify specific

factors and look at the family and student life of the potential diplomats in order to assess the key factors influencing this factor.

In summary, these results show that the diplomatic corps of the Slovak Republic is an institution which faces the problems with gender inequality on an informal level with instances of stereotypes and barriers in denying women to be equally prosperous in the field as their male colleagues.

## Resumé

Hlavným zámerom tejto práce je poukázať na rodové stereotypy a s tým súvisiace neformálne prekážky prítomné v diplomatickom zbore. Prvá kapitola bakalárskej práce sa zaoberá bariérami, ktorým ženy v diplomacii čelia. V prvej podkapitole sa zaoberám termínom rod a jeho implikácie v medzinárodných vzťahoch, patriarchátom v diplomacii. Ďalšia časť podkapitoly sa zaoberá javmi skleneného stropu a efektom skleneného útesu. Druhou podkapitolou sú stereotypy, ich špecifikácia a následne sa v bakalárskej práci zaoberám stereotypmi prítomnými vo verejnom živote a ich napojením na kariéru a rodinný život.

Druhá kapitola sa zaoberá pojmom a definíciami diplomacie a v druhej podkapitole je definovaný začiatok slovenskej diplomacie a jej limity. V tejto podkapitole zároveň porovnávam počty žien na slovenskom ministerstve zahraničných vecí a počty vyslaných veľvyslankyň, čo je dôkazom prítomného skleneného stropu pri tejto profesii, nakoľko pomer žien je výrazne menší ako mužov.

Tretia kapitola sa zaoberá ženami v medzinárodných vzťahoch. Je rozdelená na 3 podkapitoly: ženy v diplomacii, prekážky žien v diplomacii a liberálny feminizmus. Podkapitola ženy v diplomacii opisuje vstup žien do diplomatického zboru a vymedzuje časový rámec ich vstupu. Prekážky žien v diplomacii je podkapitola, ktorá opisuje diskriminačné metódy prítomné v tejto oblasti medzinárodných vzťahov, ďalej sa zaoberá začiatkami ich miesta, keď sú neplatenou a nedocenenou silou diplomatického zboru a zahraničných misií – diplomatické manželky. Ich funkcia bola starať sa o chod ambasády, sprevádzať manžela veľvyslanca na recepciách a vytvárať pocit domova v zahraničí. Liberálny feminizmus, ako teória v rámci medzinárodných vzťahov, opisuje ako vymedziť a odstrániť formálne prekážky na dosiahnutie rodovej rovnosti v medzinárodných vzťahoch a zároveň aj v diplomacii.

V metodologickej časti tejto bakalárskej práce je opísaný proces, vďaka ktorému som zozbierala dáta potrebné pre analýzu danej problematiky. Táto bakalárska práca využíva kvalitatívne metódy výskumu. Pomocou semi-štrukturovaných rozhovorov s členmi diplomatického zboru Slovenskej republiky som mohla porovnať rodové

rozdiely žien a mužov v slovenskom diplomatickom zbore. Pre účely tejto bakalárskej práce boli zanalyzované rozhovory 10 členov diplomatického zboru Slovenskej republiky, 5 žien a 5 mužov. Všetky tieto rozhovory sú anonymizované z dôvodu vážnosti postavenia respondentov. Táto analýza vychádza z predpokladu, že aj napriek žiadnym preukázateľným formálnym prekážkam, skúsenosti respondentov budú nasvedčovať prítomnosti neformálnych prekážok a stereotypov v tomto prostredí. Vďaka analýze dát vieme povedať, že slovenský diplomatický zbor podľa skúsenosti respondentov čelí neformálnym prekážkam a stereotypom. Taktiež sa mi podarilo potvrdiť prítomnosť javu skleneného stropu a efektu skleneného útesu na základe odpovedí respondentov na otázky. Analýza dát mapovala prítomnosť neformálnych prekážok počas celej kariéry respondenta. Respondenti obzvlášť venovali pozornosť rodinnému aspektu profesie a dopadom tejto profesie naň. Táto časť analýzy sa zameriavala na všeobecný dopad na rodinu, dvoj-kariérové manželstvá a materskú dovolenku. Zároveň som skúmala prítomnosť diskriminácie pri vykonávaní funkcie. Pri zbere týchto dát som sa zameriavala na časti profesijného života, či respondent bol niekedy vynechaný zo stretnutia pre ním nepoznané dôvody alebo či bolo respondentovi niekedy niečo odopreté len kvôli jeho rodu.

Táto bakalárska práca sa snaží poukázať na rodové nerovnosti medzi mužmi a ženami v diplomacii a v diplomatickom zbore Slovenskej republiky a na stereotypy a neformálne prekážky, ktorým čelia členovia diplomatického zboru. Táto téma je v akademickom prostredí nepreskúmaná a ďalší výskum by bol potrebný k lepšiemu pochopeniu a identifikovaniu špecifických faktorov, ktoré spúšťajú a neodstraňujú procesy, ako je napríklad jav skleneného stropu alebo efekt skleneného útesu.

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