UNIVERSITY OF NAIROBI

INSTITUTE OF DIPLOMACY AND INTERNATIONAL STUDIES

GENDER INEQUALITY IN THE CONDUCT OF INTERNATIONAL RELATIONS IN AFRICA: A CASE STUDY OF DIPLOMATIC SERVICE IN KENYA

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A RESEARCH PROEJECT SUBMITTED IN PARTIAL FULFILLMENT FOR THE REQUIREMENT FOR THE AWARD OF DEGREE OF MASTER OF ARTS IN INTERNATIONAL STUDIES, TO THE INSTITUTE OF DIPLOMACY AND INTERNATIONAL STUDIES, UNIVERSITY OF NAIROBI.

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DECLARATION

This research proposal is my original work and has not been presented for a degree

in any other University.

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This research has been submitted for examination with my approval as the University of Nairobi

supervisor.

Signature…………………………………………   Date………………

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ABBREVIATIONS AND ACRONYMS

SDGs-   Sustainable Development Goals

UN-   United Nations

UNICEF-   United Nations Children Education Fund

UNHCR –   United Nations Human Rights Commission

CEDAW-   Commission of Elimination of all forms of Discrimination against Women

CSW -   Commission on the Status of Women

WGEA -   Work Place Gender Equality Agency

DEFINITIONS

Career advancement: Career advancement refers to one of the powerful employee satisfaction tools used by companies. It is a step by step progression from one role to the next in one's career.

Section-head: the term has been used to define the ranking that is between the clerical role and the manager

Top-notch: in this context, the researcher has used the phrase to mean highly competitive positions in the financial institution

Gender - The socially constructed roles, behaviors, and attributes considered appropriate for men and women in a given society at a particular point in time

Gender Equality – A situation where women have the same opportunity in life as men, including the ability to participate in international politics, equivalence in life outcomes for women and men, and equality in distribution of power and resources

Empowerment – The process of gaining developing power

Gender Representation – In this study the term refers to the fair participation of both men and women in diplomatic service.

Policy – A plan, guiding principles and course of action

ACNKNOWLEDGEMENT

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ABSTRACT

The purpose of the study is to analyze the impact of Gender inequality in the conduct of International Relations in Africa, a case study of Diplomatic service in Kenya. The study is guided by the following specific objectives: **to identify factors that contribute to gender inequality in the diplomatic service in Africa**; **to determine the impact of gender inequality in the conduct of International Relations in Africa**, and **to identify measures that can be put in place to reduce gender inequality and its effects**. Feminist theory of International Relations guided this study while the basic assumptions that guided my questionnaire and data findings were as follows: -What are the contributing factors to Gender Inequality in Africa, How Gender inequality affects the conduct of International relations in Africa, and what needs to be done to reduce the gap. The current status of gender inequality influences how international relations is conducted in Africa. Socio-economic and cultural barriers undermine gender equity, gender equality and development. The research was carried out in Kenya's Ministry of Foreign Affairs and International Trade at the Kenya's capital of Nairobi and a mixed method research design with both quantitative and qualitative methodologies of collecting data was employed. Target population of the study consisted of staff employed by the Government of Kenya based at the Ministry of Foreign affairs and International trade, Nairobi, both female and male. The study sampled 6 managerial staffs, 5 section heads and 9 clerical staffs. The researcher used questionnaires and interviews for empirical data. Secondary sources such as books, journals, newspapers, and previous researched articles largely molded secondary data will be used for validity sake. The data analysis and presentation will entail tables, charts, and graphs to tabulate the research findings. Descriptive analysis was computed using percentages and frequencies. The study also used inferential statistics (regression analysis) at 95% confident level, with a P value of 0.05 to test the association and level of significant relationship between the variables. The study found that the ratio of diplomatic workforce female to male employee in the international relation sector was one female to males. Myriad of factors contributed to gender Inequality in the Diplomatic Service, but notably female literacy and education, lack of female role models and inadequate opportunities, lack of leadership training and mentorship and empowerment, sexual harassment against women, too much concentration on feminized roles in the society and patriarch nature of the society. Regression analysis of $Y=38.95-0.663X$ shows that gender imbalance in the diplomatic service negatively affected conduct of international relations. The study also found that Kenyan diplomatic workforce had a framework that covers unfair treatment, harassment and gender discrimination at the work place and most of the respondents were aware of policies that diplomatic workforce anchors on to ensure equal representation of its male and female employees in this sector. Moreover, Kenyan diplomatic workforce have any gender-sensitization programs that they have embarked on to ensure that its female employees have a conducive environment to work and also scale up to the highest levels of management. The study recommends that the diplomatic sector ought to come up with formal mentorship relationships for their ambitious female employees, and that they give them similar career advice to their male counterparts. Besides, women should access similar opportunities for training and development as their male counterparts. It is very importation for the diplomatic sector to scrutinize and analyze the levels of challenges and demands placed on females since additional outside-of-work home and family duties shouldered by females may be really overwhelming. More awareness programs on gender representation in work place should be encouraged by the diplomatic workforce to enable employees know their rights

CHAPTER ONE: INTRODUCTION

1.1 BACKGROUND

Diplomacy is a crucial field in the arena of International Relations. For a long time, it has been seen as one of the most valued and noteworthy professions globally. However, although women form more than half of the global population, they have been totally underrepresented in the diplomatic workforce. In fact, foreign policy particularly has been really dominated by men[1]. In many cases, female gender has been disallowed into this field, and in any case they are allowed, their roles has been largely not formal, for instance, wife to a diplomat. Researchers have documented there are many impediments that explains the underrepresentation of women in this sector. McGlen and Reid Sarkees says;

> There is still a notion in government that the traditional fields of national security, nuclear policy, defense, and intricate policy are preserved for only male gender. While on the other hand, women do social policy, environment, and humanitarian things[2]

Underrepresentation of women in this field has been demonized, and a lot of feminists have shown concern in support of women participation in diplomatic roles. However, the sole proponents of gender parity in diplomatic workforce is the United Nations (UN)[3]. Conventionally, international policy makers have remained a male arena, where men for a long time have been habitually participating in interstate relations, sensitive diplomatic relations. Removing women from political arena has been encouraged by the notion that women understand less on matters revolving around International Relations, thus encouraging men to

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[1] Neumann, I., (2008) "The body of the diplomat" *International European Journal of Relations, 14*(4):671-695

[2] McGlen, N.E. and Meredith R.S. (1993). *Women in foreign policy: the insiders.* New York : Routledge

[3] Enloe, C., (1990). *Bananas, Beaches, and Bases: Making Feminist Sense of International Politics.* California: University of California Press

participate in it. "Women participating in politics[4] are directed to specific spheres of public that are viewed as "women's issues" and the notion that men require to be protective of female gender, has not changed.

> Military and foreign policy are fields of formulating policies, hence least suitable for women. Strength, autonomy, power, independence, and rationality, all naturally associated with masculinity, are characteristics we hold with high esteem to those whom we entrust with the conduct of our foreign policy and the defense of the interest of the nation[5].

Therefore, it is clear that historically, diplomacy has been a male-centric realm within a patriarchal structure. For centuries, noted diplomats from Niccolo Machiavelli to Sir Harold Nicholson have emphasized the importance of masculine characteristics in state-to-state relations. Allowing women in positions of power has traditionally been seen as threatening to male-domination and as a sign of self-weakness as all women were believed to employ 'honey-trap methods' to "…lure male diplomats to sexual seduction". Nicholson feared women in diplomacy so greatly that he said "…"women are prone to qualities of zeal, sympathy and intuition which, unless kept under the firmest control, are dangerous qualities in international affairs.[6]" This exemplifies the hierarchies within diplomacy where 'masculinities' are placed above 'femininities'.

While female political leaders such as Queen Elizabeth were considered great diplomats, women were not formally included in the diplomatic profession until the middle of the 20th century. In Britain for example, the Diplomatic and Consular Services remained reserved for men until 1946. The reasoning put forward by the Foreign Service was "…on the grounds that they would

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[4] Tickner, J. A (2001). *Gendering world politics: issues and approaches in the post-Cold War era.* New York: Colombia University Press.

[5] Youngs, G., (2004) "Feminist International relations: A Contradiction in Terms? *International Affairs* 80(1): 75-87

[6] Jeffrey-Jones, R. (1995) " *Women and the Shaping of American Foreign Policy, 1917-1994"* New Jersey: University Press.

not be taken seriously by foreign governments and would create insurmountable administrative difficulties, particularly in relation to their marital status". The story of women in diplomacy in the United States is not much more encouraging. While the U.S. State Department theoretically opened up the Foreign Service in 1926 with the transition to a merit-based exam, the oral exams weeded out the majority of women and minority candidates[7]. It took the American diplomatic service 25 years to have the first female Ambassador "…when Eugenie Anderson went to Denmark in 1949…" Gender-based discrimination remained rampant throughout the US State Department. For example, "Until the 1970s, the State Department expected women to give up their jobs if they married and did not remove this unfair requirement until 1974" In 2004, women accounted for eighteen percent of American Ambassadors or 30 out of 167[8]

In communist countries of Eastern Europe, women pass through similar pattern of gender-based oppressions, which also entail denial of non-traditional jobs to women. In the prerevolutionary times up to the current days, gender has been a basis for discrimination .Spike Peterson argues that all states rest on a foundation consisting of gender hierarchy as well as class stratification and that the subordination of women is structurally favored[9]. On the same note, women experience insurmountable hurdles while working in both formal and informal settings which mainly include sexist prejudices, the women's reconciliation of twin- duties that involve caregiving as well as office work that more often proves demanding.

This scenario puts more pressure on females to double their effort in order to keep up with the

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[7] UNITAR , (2013). *Women in Diplomacy* .
[8] Adler, Z. (1983), "*Hill Street blues: the US police record on promoting women*", Journal of Personnel Management, Vol.22 No.8, pp.28-33.

[9] Bushra, J. (1998). *Women Education in Africa*. Paris: UNESCO, UNICEF.

societal pressure to deliver. However, since the conditions are quite hostile to the female gender, their progression to the next level is often limited hence missing out in making decisions that affect an entity or a state. In addition, the employment sector offers less scope and potential for women as compared to men due to the stereotyped roles outlining female and male roles resulting into a sidelined group in governance roles. According to Ruth Cavendish's Women on the Line ''It was obvious that the only qualification you needed for a better job was to be a man[10].'' In his book titled 'Gender and Power' R.W. Connell states tha*t* female employees perform operational low-level duties while on the other hand the male employees dominate decision-making-oriented duties such as specialist analysts and managers.

However, in the British Diplomatic Service women are over-represented in the most junior administrative roles, amounting to just 29.8% of senior management and representing a mere 49 out of 267 heads of British diplomatic missions abroad. The proportion of women trails off by grade in a more or less linear correlation until you get to the very, very top, where there are none. No women were shortlisted for interview when the Department Secretary was recently replaced, and no woman has ever run the department[11]. No woman has ever held the plum top posts of Permanent Representative to the UN in New York, to the European Union in Brussels, Ambassador to the United States and France.

In Africa, glaring gaps are there in formal training, discrimination based on gender and low-level acquisition of tools of production are all characteristics of hindrances to Africa's progress to the

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[10] Cavendish's, R (2006). *Gender and International Relations* (2nd ed). UK, Cambridge. Polity Press

[11] United Nations, (1995). Beijing Declaration and Platform for Action.

next levels of exponential growth[12]. These highlighted factors if analyzed via gender lenses will reveal that Africa's expansion in terms of its economic governance is not a pipe dream. Historically, female gender has generally been marginalized in most of the spheres highly dominated by the males. In this particular case, discrimination in employment is more frequent, cutting across almost all sectors. This in turn affects the nature of roles and responsibilities assigned to the female gender[13]. For several decades globally, females have registered a higher ration in the diplomatic professions however, generally they perform duties with much less titles, prestige and ultimately low proceeds hence avenues to advance or go up the career ladder are limited. As the world grapples with development models and techniques meant to bring on board gender parity in all spheres of decision making, policy formulation and economic development, it is really discouraging to note that women are the core agents of this process but unfortunately not partakers of the same[14]. The continent of Africa is urbanizing rapidly and as it does so, increased women participation in the male- dominated occupations and sectors could increase employee productivity. Women participation in all areas that call for decision-making in most cases lead to remarkable improvement in economic governance as well as quality services rendered[15]. As Aristotle the philosopher acknowledged the fact that care giving and domestic responsibilities are a crucial part of the larger social fabric although job or work categorization in

[12] Sekaran, U., Leong, F.T. (1992), *Women Power: Managing in Times of Demographic Turbulence*, Sage, Beverly Hills, CA.,

[13] Bushra, J. (1998). *Representation of Women in workforce in Africa*. Paris: UNESCO, UNICEF
[14] Conference Documentation 1-3 October 2001,Nairobi:Gender gaps in our constitutions, women's

Concerns in Selected African Countries

[15] Kenya Standard Newspaper (2005, July 8). *Population World Day Report*. Nairobi: Standard Media

Group.

terms of one's gender still permeates through the social perspective derailing women's potential for transformative results.

1.2 PROBLEM STATEMENT

Equality in gender representation in decision making process and formulation of policies has been accepted as a crucial source of legitimacy for democratic governance. Over the past decades, although a number of nations have achieved significant increases in the proportion of women in institutions such as the legislature, cabinet and civil service, women remain largely unrepresented in the public sector in most African countries. The voices of the female gender and their experiences are mostly not valued leading to a segregated group with minimal rights and privileges and resulting to an incomplete society. Gender parity in decision making positions helps to achieve preset objectives. The improvement of women's participation in all aspects of international relations and formulation of Foreign policies in Africa is essential to positive self-identity of women as well as full development of their capabilities. Discrimination in promotions and career advancement opportunities are more often guided by one's maleness or femaleness and this is a recurrent problem that requires urgent attention and concerted effort by all parties to find a workable solution. In an ideal scenario, every employee regardless of their orientation should reach as high ranks as possible given their skills, performance and expertise. This study sought to answer pertinent questions such as;

1. What are the factors that contribute to gender inequality in Diplomatic service in Africa?

2. What is the impact of gender inequality in the conduct of International Relations in Africa?

3. What are some of the measures that can be put into place to reduce gender inequality and its effects in Africa?

1.3 MAIN OBJECTIVE

To determine and analyze the impact of Gender inequality in the conduct of International

Relations in Africa, using Kenya Diplomatic Service as a case study.

1.4 SPECIFIC OBJECTIVES

1. To determine the factors that contribute to gender inequality in the Diplomatic service.

2. To identify and analyze the impact of gender inequality on the conduct of International

relations in Africa.

3.To identify measures that can be put into place to reduce gender inequality in the diplomatic

service in Africa.

1.5 RESEARCH QUESTIONS

1. Which factors contribute to gender inequality in the diplomatic service?

2. What are the impacts of gender inequality in the conduct of International Relations in

   Africa?

3. What are the measure that can be put in place to reduce gender inequality in the

   diplomatic service?

1.6 LITERATURE REVIEW

The absence and negligible proportion of women in leadership positions in international relations

is certainly not a unique case to majority of African states. Quite a number of researchers have

delved into establishing that the corporate world continues to miss out on much of women's

valuable contribution in diplomacy. In most cases where there are almost equal levels of male

and female participation at intake, female gender tends to fall away by almost 50 per cent every 5

years of their career resulting to slow rate in career advancement.

Most of the scholarly work on female gender in diplomacy examines factors influencing women's participation in foreign policy[16][17]. The existing literature mainly dwell on three key factors affecting women's participation in foreign affairs or their contribution in foreign policies. First, there are individual factors, where women find it difficult to combine both family chores and time consuming career[18]. There is also biological factors which perceive female gender to be weak by nature and therefore cannot measure up to strenuous tasks. Secondly, there is societal perception and attitude, which perceives women to be lesser being than their male counterparts, hence cannot equally take up leadership roles in the society as men. Lastly, there are organization factors, where in most cases, the organization culture which attach women failure on their gender as opposed to their personality.

In most of the past studies, more emphasizes have been on family factors impeding women appointment in certain ministries of foreign affairs (MFAs), or domestic factors influencing their participation in decision making and leadership roles in government ministries [19]. However, there is scanty of empirical research explaining the gender imbalance in diplomatic services or workforce. Although diplomacy is a robust research field, few research work have been done on underrepresentation of women in diplomatic workforce[20]. These scholars argues that the filed of foreign policy is a preserve for men and not women due to the patriarchal nature of the society

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[16] McGlen, N. E. and Meredith R.S. (1993) *Women in foreign policy:*

[17] Enloe, C., (1990). *Making Feminist Sense of International Politics.* California: University of California Press

[18] Chow, I.H. (1999). Career Aspirations, Attitudes and Experiences of Female Managers in Hong Kong.*Management Review*. Vol. 10, No. 1/1995, pp. 28-32.

[19] Duflo,E.,and R. Chattophadyay (2003).Women as Policymakers",

[20] Hall, D. T. (2002). *Careers in and out of organizations*.

However, it has been widely proven that gender parity in diplomatic workforce enhance effective international relations and service delivery in foreign matters[21]. Painfully, women roles have been relegated to wives of diplomatic men (diplomat wives) and not officially recognized as state officers [22]. Connell in his book titled *Gender and Power*, states that the females are hired as data entry key-puncher while their male counterparts pre-dominate prestigious roles such as operators, systems analysts and managers. Essentially, Women have traditionally been excluded or underrepresented in power and decision-making processes that directly or indirectly affect them economically, socially, culturally or politically. This is reality that transcends to the labor market including diplomatic and international relations. Many of the affirmative action programs advocating for gender equality at the work place have consistently expressed concern in its reports over the low rate of implementation of Articles7 and 8 of the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)[23]. In addition, the Fourth Beijing World Conference on Women held in 1995 centered on the glaring imbalance in opportunities for females and males. The Beijing Declaration and Platform for Action recognizes female gender's unequal share of power and decision making prompting the researcher's desire to delve into the barriers contributing to women's slow rise to participating in foreign policies influencing international relations.[24]

As per the quota system, females and males are entitled to equal opportunities irrespective of their, race, gender, language, religion or nationality. United Nations' Commission on the Status

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[21] Judge, T. A., Cable, D. M., Boudreau, J. W., & Bretz, R. D. (1995). *An empirical investigation of the predictors of executive career advancement.* Personnel Psychology, 48: 485–519.

[22] Enloe, C., (1990). *Making Feminist Sense of International Politics.* California:
[23] The Beijing Declaration and Platform for Action of 1995
[24] United Nations' Commission on the Status of Women (CSW) during its 50th session 2006
The United Nations Charter

of Women (CSW) during its fiftieth session in 2006 considered "Equal Participation of women and men in decision making processes at all levels" as one of the main themes reviewed. Article 21 of the Universal Declaration of Human Rights recognizes the right of all persons, male and female to take part in power, decision-making and leadership roles at all levels to signify proper functioning of democracy. Participation of men and women in an organization's endeavors leads to more representation of the larger society, accountability and transparency hence greater output in foreign policies and international relations.[25]

Other studies postulate that, women in general are not a minority in the diplomatic sector as a whole; women are more absent from the leadership posts but widely found in the lower positions. For Instance, in Australia, the existence or emergence of women empowerment movements appropriately dubbed as ''*women on Boards Movement*'' as well as ''the *League of Extraordinary Women* is a clear indicator that gender disparity is a societal problem that calls for concerted effort to unravel. According to WGEA, 55.8 per cent in Australia represented female employees who were mainly concentrated in the low wage cadre. The study further established that 33.6 per cent of executives consisted of only 7.5 per cent of females as opposed to their male counter parts.[26]

The study seeks to establish the impact of inequality in the conduct of International relations in Africa using Kenya as a case study. Much of the reviewed study looked at the gender disparity in financial institutions. Further, the report on *Leadership Challenge and Women Management* released in Australia provided new in-depth insight to comprehending the continued absence or scarcity of women in leadership roles in Australian diplomatic service[27]. This report highlights

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[25] Article 7 and 8 of the 1979 Convention on Elimination of All Forms of Discrimination against Women
[26] Thursday, March 3, 2016 Article ''Stop this Discrimination against Women'' Deborah Oluoko
[27] Peterson, V.Spike.1991.Gendered States and States of Gender. Unpublished ms.page.116

that the presence of women in employment has improved although the progress of professional women rising to leadership has been at a snail-speed. In a comprehensive report compiled by World Bank on whether Africa could claim the 21st century, a non-discriminatory, all inclusive approach to a nation's holistic progress is highly recommended in that women participation is paramount for development to facilitate Africa's growth and good international relations. The World Bank report is a sure indicator that women in Africa are still faced with the challenge of not maximizing their leadership potential that could otherwise bear outstanding results translating into improved social welfare and ultimately an improved economy.

1.7.2 The United Nations

The UN strongly supports all gender inclusion and participation at all levels of duty as outlined in the United Nations' Charter. United Nations' ECOSOC challenges nations, political parties and professional bodies to inculcate 30% rate of females in decision-making roles in order to reach the prospect of gender equality at all levels of governance. Internationally acknowledged conventions such as CEDAW contained Articles 7- 8 is a remarkable document highlighting gender representation in the political as well as public life of individuals. On the same note, Beijing Platform for Action (BPA) stress the ECOSOC's resolution 1990/16 calling for more women representation in strategic objectives[28].

1.7.3 African Union on Gender Issues

Besides dealing with peace and security, the African Union Commission on Peace and Security has significantly contributed in unearthing and solving matters of gender and females through a five-year plan on peace, security and developmental programs. There has been formation and inception of African Union Commission Gender Policy 2009 and a gender strategy in 2011

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[28] UNITAR E, N.D.(2013). The Institute.

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through a consultative process by the AU Commission, Regional Economic Communities in conjunction with other organizations for effective gender-supporting programs. African Union's five-year program entailed some of the following areas addressing gender issues: -Responding to existing challenges that contribute to exclusion of women; involvement of women in matters of peace, security and development pillars of international relations; to identify, address and resolve all issues on gender arising from internal and external threats in the African continent. The fact that programs specializing on the females in Africa exist within the African Union's arm of Peace and security, it implies that gender gaps in economic, social and political spheres are real and therefore a solution has to be sought to conclusively and collaboratively address the gender differences.

relations.

1.7.1 Aspect of Gender in Kenya's Labor Market

Studies have proved that generally Kenya's female employees' entry rate in the employment sector has been significantly felt and in up surging trend due to increased access to formal training despite the fact that more of them are lumped in the conventional feminized roles and occupation. Kenya's Constitution propagates for effective representation of women in leadership and all levels of governance[29]. The representational Articles that delineate the composition of female gender ratio and participation in politics and affirmative action are provided in various sections of the Constitution 2010, Particularly Articles 27, 81 and 100. Essentially a negligible number of females unlike the males are apportioned with power to make decisions in Kenya's governance institutions[30]. Government structures do not mostly favor the females in spite of its

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[29] Daily Nation News Paper, (2006). *August Women in Focus*. Nation Media Group.
[30] Kenya Standard Newspaper (2005, July 8). *Population World Day Report*. Nairobi: Standard Media Group.

policy to inculcate a 30% rule; this is often due to lack of flexible structures which render females incapable of juggling the roles of mother-worker. It is worth noting that the caregiving and domestic responsibilities often pass unrecognized in light of the society's lenses. As a result, the participatory processes designed to engage citizens in decision making for instance budgetary process can exclude women. Studies have pointed out that even when women are involved, they are more often than not relegated to the periphery of decision making where they are confined to the so called 'soft' policy areas while vital decisions are purely and summarily a male's prerogative. In spite of these numbers there are still just a handful of females in positions of power and decision making duties[31]. Most women are highly concentrated in low cadre, no-status attached occupation; with less value returns coupled with unbearable conditions resulting into limited upward mobility for females.

1.8 SUMMARY OF GAPS

From the Literature review, the researcher has established that previous studies concentrated on all other sectors such as gender representation in civil service, political affairs, information and Technology, financial institutions, and the agricultural sector but little research has been carried out to critically analyze how Gender inequality is affecting the conduct of International Relations in Africa. Therefore, the researcher will concentrate on delving more on the subject of Gender inequality and its impact in the conduct of international relations and also identify some of the measures that can be put into place to reduce the inequality. The researcher seeks to dig deeper because:

 Little data is currently available on an in-depth analysis of the impact of gender inequality in the conduct of international relations in Africa, measures and strategies that needs to be put in place to bring both male and female employees on the same footing in opportunities available for them

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[31] Okin Susan Moller, 1979.Women in Western Political Thought. Princeton, NJ: Princeton University Press

to embrace thus there is need for further study on this matter.

1.9 JUSTIFICATION OF THE STUDY

This study will help in policy formulation to encourage gender-inclusive decision making roles that touch on international relations which ensure justice and equity is attained and that a balanced output is achieved in tandem with United Nations' 30% minimum threshold for a gender-equitable representation. The findings will contribute to improving policy formulation, particularly foreign policies for African states and implementation in this area of study. A research of this nature will create awareness in regard to gender equality specifically in diplomacy and support previous findings to influence future laws and policies to recognize the importance of gender balance in the conduct of international Relations. The findings of this study will be of interest to women aspiring to join diplomatic service. Further, the findings of this research should contribute to the broadening of the academic data base on gender and leadership in the sector of international relations specifically in diplomatic service. Hopefully, this study should encourage employers in the diplomacy sector to be more gender-inclusive in their hiring policies and programs as well.

1.9 THEORETICAL FRAMEWORK

This study is guided by the feminist theory of International Relations.

This theory is grounded in both ideological consciousness and an intellectual perspective that argues that the globe is dictated by gender power hierarchies which discriminates against female gender.

This is manifested in various forms of gender based inequalities; injustices; exclusions; oppression and subordination to masculine structures of power and authority at all levels of human endeavour, including International Relations.

Feminist theory argues that International Relations is not inclusive, but gendered. The knowledge that International Relations is founded upon partial knowledge as it only represents masculine experience.

Feminist scholars argue that traditional International Relations excluded from its fundamental concepts and definition of what is relevant to the study of International Relations the experiences of most women.

The inclusion of experiences of women would and does expand the knowledge of International Relations and lead to generating new questions and alternative perspectives of understanding our world.

Liberal feminism asks the question: where are the women in international Relations? And in so doing highlights the shortcomings of international relations in terms of the dearth of research on the position of women across the worlds and also the underrepresentation of women in the positions of power and influence within international relation/politics.

Standpoint feminists are committed to articulating the experiences and perspectives of women. Like liberals, standpoint feminists seek to expand the research agenda of international relations by locating women in international relations, and/or mapping the status of women across the world.

However rather than take reality of the world as given, standpoint feminists attempt to move women from the margin to the central as the subjects of knowledge in International relations.

Post-colonial feminism speaks to the experience of women in societies that have been subjected to forms of imperialism and colonial domination and is alert to the new forms of colonialism(neo-colonialism) that pervade the contemporary world.

RELEVANCE

Feminists' theory of International Relations establishes clearly that there is a glaring gap in gender representation in International Relations. The study seeks to determine and analyse the impact the long standing inequality in the conduct of International relations in Africa using Kenya as a case study, and identify measures that can be put into place to reduce the inequality.

1.10 HYPOTHESES

The study sought to test the following alternative hypotheses;

1. Gender imbalance in the diplomatic service has had negative effects in the conduct of International relations in Africa.

2. Bridging the gap in gender inequality would foster inclusivity that will enhance international relations and formation of foreign policies for African states.

3. There is need to explore more solutions that can bridge the gap in gender representation in diplomatic service in Africa.

1.11 METHODOLOGY

This chapter consisted of research design, target population, sample size, data collection tools, data analysis, ethical considerations, anticipated challenges and operationalization of key terms.

1.11.1 Research Design

The study design was mixed method research design with both quantitative and qualitative methodologies of collecting data. The study was analytical in nature. Both primary and secondary methods of data collection were employed. Findings were presented using tables and graphs.

1.11.2 Research Population

Target population of the study consisted of diplomats employed by the Government of Kenya based at the Ministry of Foreign affairs and International trade, Nairobi, both female and male. Therefore, the research population target in this study consisted of both male and female employees in the following cadres: -

i.) The clerical staff
ii.) The managerial staff
 iii.) Section Heads

Table 1:1 shows summary of the study population

Rank of Respondent	Number of Respondents targeted
The managerial staff	30
Section heads	20
The clerical staff	35
Total	**85**

1.11.3 Sample Size

The study sampled 15 managerial staffs, 10 section heads and 15 clerical staffs. This number represents 50% of the sample frame or target population. Table 2 shows summary of the sample size and target population.

Table 1:2 shows summary of the sample size and target population

Rank of Respondent	Number of Respondents targeted	Sample Size	percentage
The managerial staff	30	15	50%
Section heads	20`	10	50%
The clerical staff	40	20	50%
Total	90	45	50%

1.11.4 Scope and location

The research was carried out at Kenya's Ministry of Foreign Affairs and International Trade at the Kenya's capital of Nairobi.

1.11.5 Data Collection Tools

The researcher intends to use questionnaires and interviews for empirical data. The questionnaires were administered through various means that include; hand delivery, postage and email addresses. The interviews were both face to face and through telephone conversation. This was conducted with the Gender officer and other Human resource officials at the Ministry of Foreign affairs and International Trade. The yielded data formed the study report. Use of

secondary sources of data entailed and analysis and review of published books, journals, papers, periodicals, reports and unpublished works, Government documents, including policy documents, the constitution of Kenya, media sources and the internet was employed.

1.11.6 Tools and Data Analysis

Data was checked daily for completeness and was cleaned, edited, counter-checked for accuracy. Quantitative data from the questionnaires was entered into a computer database designed using SPSS version 22 application. Descriptive analysis was computed using means, standard deviation, proportion/percentages and frequency calculated all variables. The study also used inferential statistics (regression analysis) at 95% confident level, with a P value of 0.05 to test the association and level of significant relationship between the variables. Descriptive statistics was used for analyzing quantitative data on status of gender representation in the diplomatic workforce while establishing the factors influencing gender representation in the diplomatic workforce, inferential statistics (regression analysis) was used.

1.11.7 Anticipated Challenges

The researcher anticipates subjective or limited responses to some sensitive questions for fear of victimization by the organization. To counter this hurdle, the researcher intends to solemnly assure the respondents on utmost confidentiality and that anonymity was highly adhered.

1.11.8 Ethical Considerations

The major ethical issues of concern were informed consent, privacy and confidentiality, anonymity and the researcher's responsibility. In this study, privacy and confidentiality of the respondents were a major ethical concern. To obtain valid samples required accessing files and specific lists which in essence was an infringement on confidentiality and privacy of the respondents. However, the respondents were given the freedom to ignore items that they do not

wish to respond to (Oso and Onen, 2005).

The current study was purely an academic research from the University of Nairobi. The research team observed three universal ethical principles, including respect for participants, beneficence and justice. In this regard, all participants gave consent after the researcher had fully explained the purpose of the study, its risks and benefits and that participation was voluntary. The participants were informed of the right to withdraw consent at any time without a penalty. All information including personal interviews was kept confidential. Respondents were assured that the information given was only to be used for the research purpose and were to treated with utmost confidentiality. Further the respondents were asked not to indicate their names on the questionnaires to ensure the anonymity of their response.

Chapter Outline

Chapter one constitutes: Introduction that contains the following: -Background, problem statement, main objective, research questions, specific objectives, justification, literature review, summary of gaps, theoretical framework, hypothesis and methodology.

Chapter two contain study Objective number one: Factors that contribute to gender inequality in the Diplomatic service.

Chapter Three contain study objective number two: The impact of gender inequality in the conduct of International relations in Africa.

Chapter four contain study objective number three: To identify measures that can be put into place to reduce gender inequality in the diplomatic.

Chapter Five contain Analysis of the research results.

Chapter six contain Conclusion and Recommendation.

CHAPTER TWO: FACTORS CONTRIBUTING TO GENDER INEQUALITY IN THE DIPLOMATIC SERVICE

2.1 Introduction

Female gender is mostly concentrated in the traditionally "female" functional areas of organizations such as customer service, corporate communications, community and governmental relations among others[32]. Various barriers inhibiting the female gender to advance in their careers have been identified by several scholars as discussed below.

2.2 Barriers to Women Advancement

Anker, (1997) argues that cultural and social attitudes towards what entails "male" or "female" jobs leading to occupational segregation, although the extent of the problem varies from country to country, organization to organization and job to job due to institutional and structural differences[33]. Anker, (1997) further analyze the extent to which the gender culture affects the gender gap in employment. They show that the index of gender culture, based on firms' attitudes as well as female literacy and education, is significant in explaining the gender gap in formal employment. Rapid development is particularly likely to be accompanied by greater gender rigidity in a country with a tradition of patriarchal institutional arrangements[34]." Indeed, countries with strong socio-religious views about women's role in the public sphere and the workplace – are more likely to be characterized by entrenched patriarchal institutions.

A study done by the Institute of Leadership and Management (ILM) established that one out of two women working in diplomatic jobs believe they encounter disadvantages due to their orientation in gender. The respondents claimed that the attitudes of senior male employees in the

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[32] Enloe, C. (1990) *Making Feminist Sense of International Politics.* California:

[33] Anker, R. (1997). Occupational Segregation by Sex. *International Labor Review*. Geneva. Vol. 13/1997.

[34] Baruch, Y. (2004). *Managing Careers: Theory and Practice.* Pearson Education Limited: Glasgow

sector, a lack of female role models and inadequate opportunities for flexible working were cited as some of the barriers to preventing them from moving up in their careers. The same survey also highlighted that more than one in three men felt that gender plays a crucial part in one's career advancement in diplomatic sector or professions. Therefore talented women still face insurmountable challenges to reach the positions of seniority in their work environment.

In another study done by Chow, (1999), it was found that the organizational level barriers comprised of lack of quota, lack of leadership training and mentorship, lack of empowerment, sexual harassment while the societal level barriers were cultural norms and perceptions, and indifference to the glaring gender inequalities[35].

There are also societal barriers, which in this case place women at the center of family chores and nowhere else. Our patriarchal society expect women to limit themselves to family duties and not to assume any state responsibilities. McGlen and Sarkees (1993) also explains that societal factor place men above their female counterparts in taking up leadership roles in the society, and so, would be policy makers[36]. The society also believes that due to nature of the women, they cannot combine both family duties with state duties and hence would not be considered for any national job or state job to help in making decisions.

There are also individual factors that may influence negatively gender parity in state jobs.   In this case, women are perceived to be having less leadership skills as compared to men and so, would not perform satisfactorily in the diplomatic arena.

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[35] Chow, I.H. (1999). Career Aspirations, Attitudes and Experiences of Female Managers in Hong
        Kong.*Management Review*. Vol. 10, No. 1/1995, pp. 28-32.

[36] McGlen, N. E. and Sarkees M. R. (1993) *Women in foreign policy:*

Studies reveal that participation of females in the labor market has increased significantly but occupying leadership positions is somehow limited. Sperling et al. (2014) examined the possibility of having women at the top of an organization's hierarchy, and how it become a measure in most countries in the globe. This study suggests that uniting both males and females in decision making positions will increase the effectiveness of businesses as the participation of females has significant influence due to the utilization of the potential from either gender.

However, women's leadership faces some barriers which restrict their involvement, including, for instance, competing household roles; organization's favoritism toward men over women in the employment sector; limited or even absent policies and regulations that focus on gender inclusivity; and lack of programs to nurture leadership skills in both genders[37]. Female leadership skills development ought to be supported by all organizations in order to ensure that decision

making positions are equally granted to either gender based on one's capability and bargaining

Many in the survey preferred family life over professional life, and most of them indicated that they would choose the most comfortable job that would accommodate flexibilities for them to be with their families. In contrast, their male counterparts found an opportunity in jobs considered more challenging and which offered more responsibility. Further, Pillai et al. (2011) presented results of their study on the barriers of the 'glass ceiling' facing women employees in the labour market such as lack of advanced education, lack of required skills, unfavorable organizational policies and lack of ability to manage and balance their work and family lives[38].

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[37] Brown, S. 1988. "Feminism, International Theory, and International Relations of Gender Inequality." *Millennium: Journal of International Studies* 17(3): 461–75.

[38] Goldstein, J .S. (2011). *War and Gender: How Gender Shapes the War System and Vice Versa.* Cambridge: Cambridge University Press.

2.3 Analysis of the reviewed literature on key barriers to female advancement in their Careers

The literature studied reveals that societal factors and attitudes on what make up of "male" or "female" jobs more often end up in occupational division along the gender lines that eventually lead to an incomplete society yet growth and development of any nation depends on democratized and participatory labour force more particularly in decision making.

Further, organizational level barriers that included lack of training, lack of mentorship and sexual harassment were also cited as common barriers to female gender advancement. The need to remedy these inadequacies so as to grant the female gender a say in levels of power and authority roles is one of the feminists' agenda hence the relevance in this study. Individual hurdles for instance lack of self-confidence, lack of ambition, lack of education and lack of necessary skills and experience in a given field were pointed out as contributing factors as to why majority of females lag behind in their career advancement[39].

Too much concentration on feminized roles for example nursing and teaching, limits most females in taking up empowering responsibilities and the ultimate advancement to higher roles that involve decision making and in all this notion of job categorization, liberal feminism theory advocates for a balance: that both males and females are well endowed to take up challenging responsibilities without prejudice. In addition, from the literature reviewed, work-family-life balance was also cited as an inhibiting barrier to female gender advancement to top echelons of power. In this particular barrier, balancing between work and family-oriented responsibilities disadvantage female employees in an organization since they have to proceed on maternity leave

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[39] Keohane, R. O. (2009). "International Relations Theory: Contributions of a Feminist Standpoint." *Millennium: Journal of International Studies* 18(2): 245–53.

while their male counterparts continue to work and advance when opportunities arise[40]. Family-oriented assignments are allocated to females whereby child-bearing cum-raising activities are combined with normal work related duties and as a result females have no choice but to look for workable solutions to be able to balance these twin-duties are still very much assigned to females. When they have to combine child-raising activities with work activities, females have to find solutions to balance these twin roles in order to fit in the social fabric[41].

While the glass ceiling theory mainly concentrates on all possible barriers to female inclusion in decision making roles, liberal feminism proponents aim at removal of the patriarchal hierarchies that center on sex-segregated labour force and all inequalities that render females to be structurally dependent[42]. Liberal feminism theory aims for changes in legislations and policies that affect gender representation in the labour market to ensure that females too have a voice in the governance matters of an organization.

The researcher hypothesized that socio-economic and cultural barriers undermine gender equity, equality and development as far as key barriers to female gender advancement to decision making positions is concerned. The literature gathered agrees to the fact that all forms of barriers undermine gender equity, gender equality, and development hence the need for correctional strategies to ensure democracy in decision making for an effective and progressive society.

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[40] Murphy, C. N. (2016). "Seeing Women, Recognizing Gender, Recasting International Relations." *International Organization* 50(3):513–38.

[41] Runyan, A.S., and Spike P.V.(2011). "The Radical Future of Realism: Feminist Subversions of IR Theory." *Alternatives* 16:67–106.

[42] Zalewski, M. (2014). "The Women/'Women' Question in International Relations." *Millennium: Journal of International Studies* 23(2):407–23.

CHAPTER THREE: IMPACT OF GENDER INEQUALITY IN THE CONDUCT OF INTERNATIONAL RELATIONS IN AFRICA

Gender disparity in international affairs whether in government, academia, or the media is a complex problem that calls for complex solutions tailored to tackle the social, cultural, and systemic factors that contribute to it[43]. One of the ways in which parity can be accomplished is by raising women's voices in foreign policy debates: recognizing, acknowledging, and giving credit to women for their input[44].

Many studies have shown that the inclusion of women into the field of IR will lead to increased negotiation and concessions in foreign policy and reducing the instances of war, while exclusion of the same in decision making of foreign policies inhibit cooperation and compromise in international relations[45]. In testing the relationships between Gender and IR, Tessler & Ina (1997) conducted an empirical study based on survey data from four politically and ideologically varying regions, i.e Gender Equality in the Occupied Palestinian Territories, Israel, Egypt and Kuwait. Their research showed that women were not generally pacifists by nature. However, increasing the participation of women and having key actors in IR who believe in gender equality will lead to increased instances of negotiations and diplomacy, while the reverse is true. Not only in practical politics, but even in IR academia, women's voices remain unheard as compared to their male counterparts. As Tessler, & Ina (1997) points out, most world order studies scholars and peace researchers are men[46]. Further, Youngs, (2004) notes that new ideas do not receive widespread attention in any discipline unless they are adopted by men. Moreover,

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[43] Tessler, M. & Ina W., (1997) "Gender, Feminism, and Attitudes Toward International Conflict: Exploring Relationships with Survey Data from the Middle East.

[44] McGlen, N.E. and Meredith R.S (1993). *Women in foreign policy: the insiders.* New York : Routledge

[45] Youngs, G., (2004) "Feminist International relations: *International Affairs* 80(1): 75-87

[46] Tessler, M. & Ina W., (1997) "Gender, Feminism, and Attitudes Toward International Conflict: Exploring Relationships with Survey Data from the Middle East.

IR and peace research remain male dominated disciplines.

Given that United Nations is the only active international voice on the issue of gender parity in diplomatic workforce, it is fascinating to know how they structure this as a point of concern. Ordinarily, international politics have been left as field of men only[47]. For a long time, only men have been entrusted with carrying out international relations, and other sensitive diplomatic relations. The absence of women in the field of international relations has been encouraged by the view that women understand little when it comes to foreign matters and policies.

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[47] Tickner, J. A (2001). *Gendering world politics: issues and approaches in the post-Cold War era.* New York: Colombia University Press

CHAPTER FOUR: MEASURES THAT CAN BE PUT INTO PLACE TO REDUCE GENDER INEQUALITY IN THE DIPLOMATIC SERVICE

4.1 Introduction

The underutilized female capabilities have got the wide attention locally and internationally and therefore countries have come up with policies and programs to address this issue. For instance Kenya's Constitution, passed in 2010, provides a powerful framework for addressing gender equality. It marks a new beginning for women's rights in Kenya and Africa as a whole to tackle gender related matters as far as decision making is concerned. The legal framework seeks to break down the barriers women face to realizing their political, civil, economic and social rights. It also ensures females are involved in decision-making at all levels of government.

4.2 Gender Equity-related mechanisms, policies and gender-awareness-raising programs

The Constitution encourages public and private entities to implement a 30% rule where females will be positively challenged to aggressively participate in nation-building due to effective and all inclusive governance[48]. In an effort to fulfill this mandate in the 2013 elections, a number of government positions were created to be mandatorily filled by women. As Kenya works toward the promise of gender equality embodied in the Constitution, it is the country's hope that enough women will be elected without having to create additional positions. Better still, the Kenyan government through this legal framework imposed on employers to incorporate the minimal 30 per cent inclusion of the female employees of which accountability is required[49].

Implementation of 30% rule creates opportunities for shaping and strongly supporting and

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[48] Kenya Standard Newspaper (2005, July 8). *Population World Day Report*. Nairobi: Standard Media Group.

[49] Beneria, L. (2013) *Gender, Development, and Globalization. Economics as if All People Mattered*, New York and London: Routledge

maximizing women's capabilities leadership positions for a more just country. Maximizing females capabilities and powers ensures that households and nations are more productive and progressive[50]. In this regard international organizations such as USAID have aggressively partnered with African nations for accountability sake such that discrimination and inequalities based on one's gender are dealt with for a formidable solution[51].

To this end, USAID is committed to ensure female gender has opportunities for involvement in making decisions as well as inclusion in fostering peace, conflict resolution as well as prevention. Increasing the participation of women in decision and policy-making at all levels is a prerogative of all governments. Kenya as a country actively participates in USAID's Women and Girls Lead Global Partnership that empowers the female gender to spearhead the implementation of Kenya's 2010 Constitution thus the future of gender equality in Kenya is linked to the successful implementation of the Constitution[52].

Though USAID, more females in government provide valuable opportunities to articulate different priorities in national and local decision-making. Further still, USAID has been magnifying the voice of females in Kenya by ensuring accountability among government entities as well as private organizations, creation of networking and mentorship platforms and supporting full realization of gender rule in year 2016.

4.3 Mentorship and Networking programs

One author, Peggy Drexler in one of her write –ups wondered as to what will happen when

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[50] Judge, T.A. (2009). *Core self-evaluations and work success*. Current Directions in Psychological Science, 18(1):58-62.

[51] Kanter, R. M. (1977). Men and women of the corporation. New York: Basic Books.

[52] Onunga, J. (2001), "Gender gap in IT", *East African Standard*, pp.7.

there aren't enough mentors to go around. A 2011 report by McKinsey Research pointed out that women are claiming 53 percent of entry-level management jobs, but after that, the numbers drop: to 37 percent for mid-managers, and even lower, to 26 percent, for vice presidents and up. In the same breath, according to a 2011 survey done by Mckinsey, it was established that one out of five females confessed having had no mentor in their career path due to a limited number of female mentors and coaches. Some felt trapped or caged because they barely have time for their personal and family responsibilities[53].

Others were free enough to say that they were not sure whether they needed a mentor in their career path hence mixed reaction and perceptions about the mentorship program in organizations. The process of mentorship requires persistence and consistence in follow up for effective yield. The Mentoring Program is to nurture emerging female and male talent where they can be given counsel and shown the ropes of work .Those mentored have a memorable experience to be more informed and knowledgeable in regard to their respective areas of specialization in their career development and business practices and culture where they focus their efforts, and hone skills[54]. Mentorship therefore is essentially taking advantage of the experiences of those who have gone before in taking risks and succeeding. In the mentorship program the mentee are given an opportunity to discuss issues relating to career objectives.

4.4 Analyzing mechanisms, policies and gender-awareness raising programs

It is necessary that gender equity promotion activities, mechanisms and policies are put in place

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[53] Zalewski, M. (2014). "The Women/'Women' Question in International Relations." *Millennium: Journal of International Studies* 23(2):407–23.

[54] Connell, R.W. (1994). *Gender and Power, Society, the Person and Sexual Politics*, page 10

to facilitate gender inclusive culture in an organization's functions. In most cases for instance male employees often benefit from informal mentoring, typically from a more senior male colleague with whom they strike up a close relationship. This informal mentoring support often creates a beneficial role model, as well as a 'sponsor' relationship, whereby the senior employee advocates on behalf of the junior employee in the allocation of promotions, projects and resources, and in performance management discussions[55]. The majority of the female employees are less likely to strike up such relationships because most of the staff above them are men due to gender inequalities evident at the top levels of management. In fact such a association can even be viewed as inappropriate[56]. The scantiness of reachable role models and mentors makes it hard for women to have a go-ahead in their career paths.

In terms of policies that enhance gender-equity-related concept, Kenya's constitution strongly advocates for more females in government and other institutions where the females can utilize their expertise and the ultimate realization of national and local goals as far as decision making is concerned. The theory of liberal feminism comes in handy as an analytical and supporting tool in proposition of all measures to be put in place to encourage females to be part of the decision makers in organizations.

Existence of mechanisms, policies and programs that address gender discrimination, unfair treatment, harassment and care-giving support programs are highly recommended in an effort to breach the gap for gender imbalance in decision making. Moreover, some organizations for instance have women in leadership programs that seek to empower female employees in an

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[55] Jeffrey-Jones, Rhodri (1995) "*Changing Differences: Women and the Shaping of American Foreign Policy, 1917-1994*" New Jersey: Rutgers University Press

[56] Cavendish's, R (2006). *Gender and International Relations* (2nd ed). UK, Cambridge. Polity Press

effort to help them progress in their careers. Better still, nursing mothers within the workforce ought to be granted flexible working time where they can leave office earlier to offer care-giving services to their families. The above statements bring forward the tenets of liberal feminism that are strongly in favor of policies, mechanisms and activities that are enhance female gender inclusion in levels of decision making.

The above literature points to the fact that strong and viable gender-related mechanisms, policies and gender awareness-raising programs constitute gender equality in economic governance. Lack of strong and viable gender related mechanisms, policies and programs undermine equality and democracy in economic governance

CHAPTER FIVE: ANALYSIS OF DATA AND FINDINGS

5.1 Introduction

This chapter presents the findings, their interpretations and discussions in answering the research questions that would bring out conclusions and recommendations. The findings of the study are presented on the basis of the research objectives as defined in chapter one. Data was analyzed and summarized in form of frequency distribution tables, using descriptive analysis technique as well as regression analysis. SPSS v.20 was used to analyze the data.

5.2 Response Return Rate

The response rate refers to percentage of the study sample that returns the questionnaires completed and participates in the interview (Bryman & Bell, 2007). The study targeted 15 managerial staff members, 10 section heads and 20 clerical staffs.. The respondent return rate is shown in Table 5.1

Table 5:1 Response Return Rate

Cadre	Sample size targeted	Sample size participated	Percentages
The managerial staff	15	12	80.0%
Section heads	10	8	80.0%
The clerical staff	20	19	95.0%
Total	**45**	**39**	86.67%

From the study findings, out of the targeted 45 respondents, the study achieved 86.67% response return rate. This implies that all but 6 respondents dully filled the questionnaires. These high response return rates were achieved because the researcher administered and collected the questionnaires in person and also gave the respondents adequate time to respond. Mugenda and Mugenda (2003) observed that a 50% response rate is adequate, 60% good and above, while

70% rated as very good. Thus, for this study, the respondent rate was considered to be very good.

5.3 Socio-demographic Characteristics

The study sought to establish the demographic information of the respondents based on their gender, age, and level of education. Table 5.2 shows the results.

Table 5:2 Socio-demographic characteristics of Employers (N=39)

Characteristics		Freq.	%
Gender	Male	27	69.23
	Female	12	30.77
Age			
	18-35 years	15	38.46
	36-60years	24	61.54
Married			
	Single	18	46.15
	Married	21	53.85
Level of education			
	Secondary	2	5.13
	University	37	94.87
Length of service	Less than 5 years	5	12.82
	5-10 years	27	69.23
	Above 10 years	7	17.95

Out of the 39 respondents that participated in the study, the study found that 27(69.23%) of the respondents were males, while their female counterparts were represented by 30.77%. This shows that male workers in the diplomatic workforce outnumbered their female counterparts. Based on age, the study found that over two thirds of the respondents at 24(61.54%) were between 36-60 years, while those between 18-35 years were only 15(38.46%). This shows that most of the respondents were in their middle active age and had good experience in the diplomatic service. Similarly, based on education, majority of the respondents at 94.87% had

university degree, while only 5.13% had secondary education. This also shows that majority of the respondents had good academic background, hence were well informed on the questions that were asked in relation to impact of gender inequality in the conduct of International relations. . Respondents were also probed on duration in the organization. The study found that that majority of the respondents at 66.23% had taken 5-10years in the organization, while 17.95% had taken more than 10 years. Only 12.82% had taken less than 5 year in the organization. This shows that most of the respondents had stayed in the service long enough and were well informed on matters gender in the diplomatic service.

5.4 Factors Contributing to Gender Inequality in the Diplomatic Service

5.4.1 Tentative ratio of diplomatic workforce female to male employee ratio across the network

Respondents were asked to indicate ttentative ratio of diplomatic workforce female to male employee ratio across the network. Table 5.3 shows the response

Table 5:3 ratio of diplomatic workforce female to male employee ratio across the network

Ratio	Frequency	Percentage
1 Male to 1 female	07	17.95
1 Female to 2 Male	29	74.36
2 Female to 1 Male	03	7.69

According to the study findings, almost three quarters of the respondents at 29(74.46%) indicated that the ration of diplomatic service female to male employee in the international relation sector was one female to males. This implies that male employees in this sector were twice that of their male counterparts. Only 07(17.95%) indicated that there was equality of one

female to one male representative in the sector across the department in the diplomatic service, while 03(7.69%) indicated two females to one male in the sector.

5.4.2 Gender representation across the Cadres at the Ministry

The study also sought secondary data obtained from the Ministry of Foreign affairs and International Trade to show the gender distribution of job cadres at the diplomatic workforce where the staff conduct international relations. The data is summarized in the Table 5.4 below.

Table 5:4 Gender distribution of job cadres at the diplomatic workforce

JOB CADRE	Male Employees		Female Employees		Total
	F	%	Freq.	%	
U - V	3	100.0	0	0.0	3
S - T	70	70.0	30	30.0	100
P -R	12	37.5	20	62.5	32
K - N	20	32.2	42	67.8	62
F - I	16	32.7	33	67.3	49
A - E	34	29.8	80	70.8	114

From the findings at the Ministry, diplomats, ambassadors and High commissioners belong to Job group U –V and S – T. From Table 5.4, it clearly indicates that there is an imbalance in the male to female representation in those specific cadres. Job group U- V which has the most powerful staff who engage in International relations on behalf of the state is all composed of male at 100.0%. Job group S – T which comprises of the country's diplomats, ambassadors and High commissioners has only 30% of female employees and 70% male employees. On the other hand, the table shows that female employees are more concentrated in the low cadre job cadres i.e job groups A – E and F – I at 70.8% and 67.3% respectively. The data reflects that powerful positions that are engaged in power relations in the international scene are left to left to male employees at the Ministry. Ambassadorial and High commissioners jobs which are based in

Kenyan foreign Missions abroad and advance the country's interests are majorly occupied by men. Also, Diplomats who are involved in the implementation of the country's foreign policy are mostly men. This indicates that powerful roles that involve power relations in International relations are majorly left to men while women are few.

When asked on whether there has been occasion where they felt that they were assigned a role based on their gender, over half of the respondents agreed to this statement, while 46% indicated otherwise. See figure 5.1
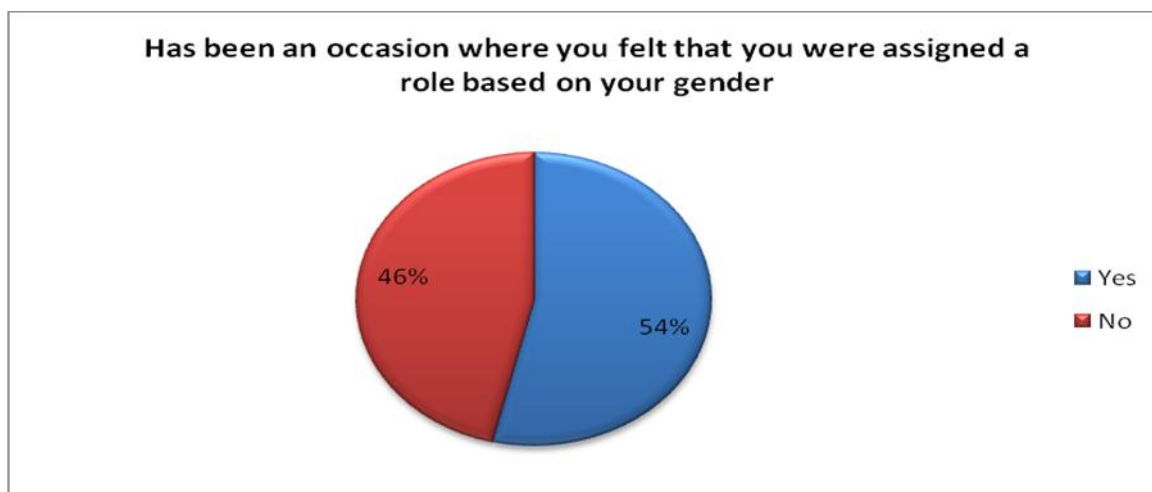
Figure 5:1 Cases of assignment of duties based on gender roles

This shows that certain roles in the diplomatic service were preserved for the gender. For instance, one of the respondents had this to say:

> *When it comes to tasks that are more masculine, attracts power involves a lot of pressure, time and more straining, then male employees are more preferred. For instance, one of my female friends was not allowed to engage in more travelling during international conferences because she was breast feeding (Respondent, 26/10/2018)*

5.4.2 Gender voice Equality in Decision Making

Respondents were also asked to indicate according to their opinion whether female and male

employees in top management have an equal voice in making decisions that affect the diplomatic sector. Results were as shown in figure 5.2
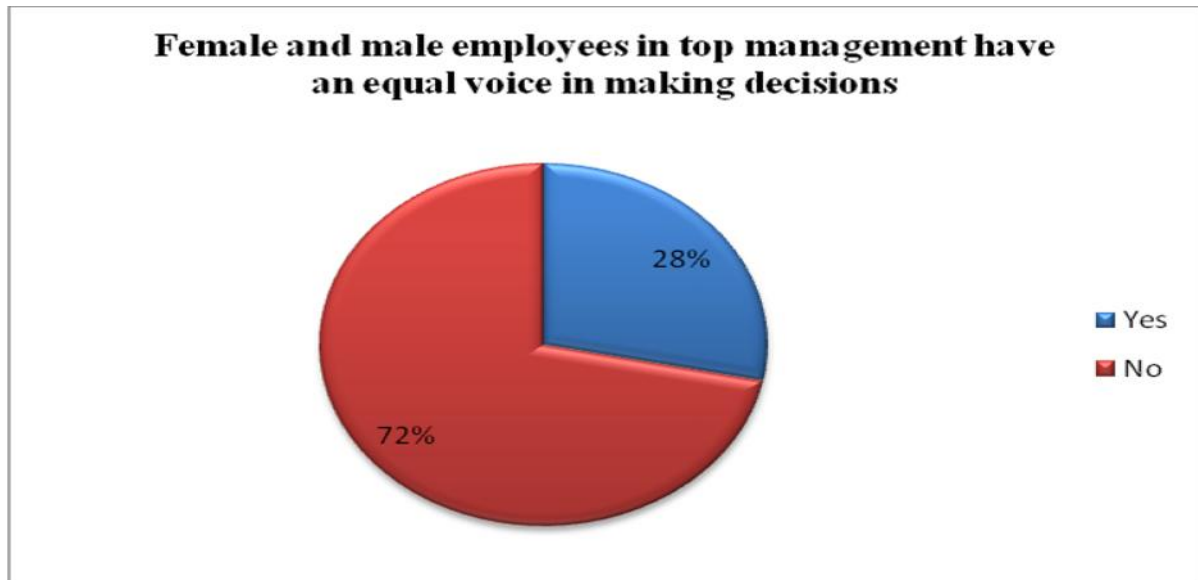
Figure 5:2 Female and male employees in top management have an equal voice

According to the study findings, majority of the respondents at 72% disputed the statement that female and male employees in top management have an equal voice in making decisions that affect the diplomatic sector. Only 28% indicated otherwise, showing that there was gender inequality in decision making in this sector.

5.4.3 Factors contributing to gender inequality in the diplomatic service

Respondents were asked to indicate whether they agreed or disagreed with the following statements relating to factors contributing to gender inequality in the diplomatic service. The data obtained was analyzed to show frequency of each response as well as percentage per item. Table 5.5 shows the response

Table 5:5 Factors contributing to gender inequality in the diplomatic service

Statement	Agree	Neutral	Disagree
Female education qualification, is vital in justifying the gender disparity in formal employment	26 (66.7%)	11 (28.2%)	02 (5.1%)
Lack of female role models and inadequate opportunities for flexible working were cited as some of the barriers	31 (79.5%)	07 (17.9%)	01 (2.6%)
Lack of leadership training and mentorship and empowerment contribute to gender inequality in the diplomatic service	34 (87.2%)	03 (7.7%)	02 (5.1%)
Sexual harassment against women work against their representation in diplomatic service	35 (89.7%)	02 (5.1%)	02 (5.1%)
Too much concentration on feminized roles in the society such as mother roles in the family, limits most females in taking up diplomatic service	31 (79.5%)	7 (17.9%)	01 (2.6%)
Balancing between work and family-oriented responsibilities disadvantage female employees in the diplomatic service	34 (87.2%)	05 (12.8%)	00 (0.0%)
Society doubt that women are equally to men and are equally effective as men in leadership positions	33 (84.6%)	05 (12.8%)	01 (2.6%)

The study findings show that over two thirds of the respondents at 26 (66.7%) agreed with the statement that female education qualification, is vital in justifying the gender disparity in formal employment. Only 2(5.1%) disputed the statement as 11(28.2%) remained neutral. More than three quarters of the respondents at 31(79.5%) confirmed the statement that lack of female role models and inadequate opportunities for flexible working were some of the barriers. Only 01(2.6%) refuted the statement while 7(17.9%) remained neutral on the statement. The study also

found that lack of leadership training and mentorship and empowerment contributed to gender inequality in the diplomatic service as supported by majority of the respondents at 34 (87.2%). Only 02(5.1%) disagreed with the statement. It was also found that sexual harassment against women work against their representation in diplomatic service as shown by 35(89.7%) of the respondents. Majority of the respondents at 31(79.5%) agreed with the statement that too much concentration on feminized roles in the society such as mother roles in the family, limits most females in taking up diplomatic service. Only 01(2.6%) disputed this statement, while 7(17.9%) remained neutral. In fact, most of the respondents at 34(87.2%) agreed to the statement that balancing between work and family-oriented responsibilities disadvantaged female employees in their work.

It was also found that society doubt the ability of women to delivery effectively in leadership positions and international duties. This was supported by majority of the respondents at 33(84.6%). From the above findings, it can be concluded that myriad of factors contribute to Gender Inequality in the Diplomatic Service, but notably female literacy and education, lack of female role models and inadequate opportunities, lack of leadership training and mentorship and empowerment, sexual harassment against women, too much concentration on feminized roles in the society and patriarch nature of the society.

5.4.4 Treatment in Workplace based on Gender

Respondents were also asked to indicate based on their work experiences, whether they feel that men and women at the workplace were treated equally in the following areas. Table 5.6 shows the response

Table 5:6 Treatment in Workplace based on Gender

	Men & Women treated equally	Men treated less favorably	Women treated less favorably
Recruitment & Selection	12 (39.77%)	06 (15.38%)	21 (53.85%)
Appraisal & Performance Management	14 (35.90%)	9 (23.08%)	16 (41.03%)
Promotion opportunities	13 (33.33%)	00 (0.0%)	26 (66.67%)
Family-work friendly policies	08 (20.51%)	25 (64.10%)	06 (15.38%)

The study found that in most cases, women were treated less favorably when it comes to recruitment and selection, appraisal & Performance Management, and Promotion opportunities, as shown by 21(53.85%), 16(41.03%) and 26(66.67%) respectively. However, when it comes to designing ffamily-work friendly policies, 25(64.10%) indicated that men were treated less favorably.

5.4.5 Diplomatic service has a gender inclusive culture in its management

The study also sought to find out whether Ministry of foreign affairs in Kenya was gender inclusive culture in its management. Figure5.3 shows the response.
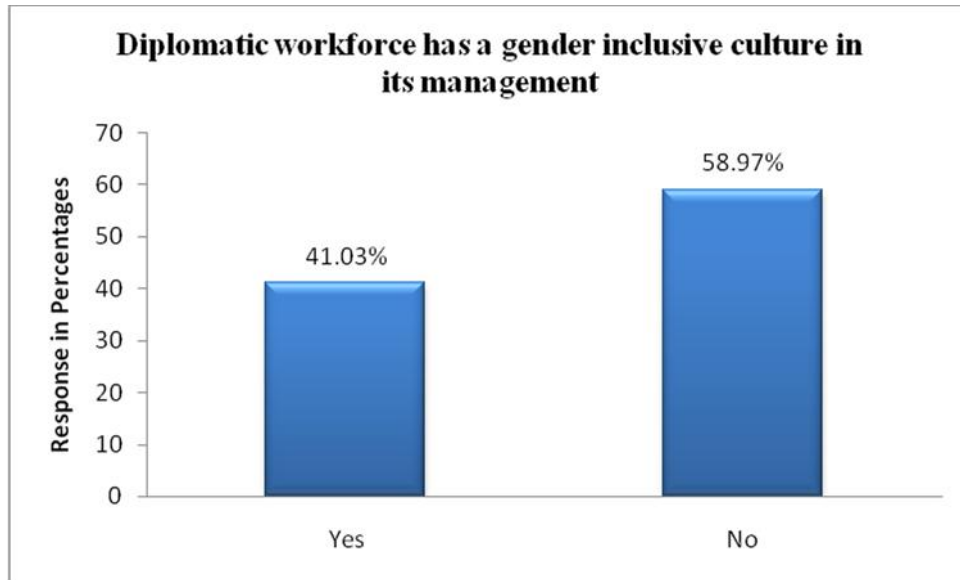
Figure 5:3Diplomatic workforce has a gender inclusive culture in its management

The study found that more than half of the respondents at 58.97% disagreed that

The Ministry of foreign affairs and International trade in Kenya had a gender inclusive culture in its management. Only 41.03% agreed with the statement.

5.4.4 Barriers contributing to slow female advancement to management levels in diplomatic service at Kenya's Ministry of Foreign Affairs and International Trade.

Respondents were asked to list any barriers that they thought contributed to slow advancement to management levels in the Ministry by female employees. Table 5.7shows the response

Table 5:7 Barriers contributing to slow female advancement to management levels in diplomatic service at the Ministry.

Major barriers	Frequency	Percentages
Organizational	27	69.23
Individual	13	33.33
Societal	22	56.41
All of the above	36	92.31

The study found that almost all the respondents at 36(92.31%) mentioned that organizational barriers, individual barriers and societal barriers impeded female advancement to management levels in the diplomatic service. Specifically, 27(69.23%) mentioned organizational barriers, while 22(56.41%) mentioned societal barriers. Only 13(33.33%) indicated individual barriers.

5.5 Impact of Gender Inequality on the Conduct of International Relations in Africa

The second study objective sought to investigate the impact of Gender Inequality in the Conduct of International Relations in Africa. The results were as shown in subsequent tables.

5.5.1 Gender inequality in international relations has impact in our society

Respondents were asked to indicate whether gender inequality in the conduct of international relations has impact in our society. Table 5.8shows the response

Table 5:8 Gender inequality in conduct of international relations has impact in our society

Response	Frequency	Percentages
Yes	29	74.36
No	3	7.69
I can't tell	7	17.95

The study found that most of the respondents at almost three quarters 29(74.36%) confirmed the statement that gender inequality in conduct of international relations had impact in our society. Only 3(7.69%) indicated otherwise as 7(17.95%) could not tell whether there was this impact.

Respondents were asked to indicate whether they agreed or disagreed with the following statements relating to impact of gender inequality in the conduct of international relations in Africa. The data obtained was analyzed to show frequency of each response as well as percentage per item. Table 5.9 shows the response

Table 5:9 impact of gender inequality on the conduct of international relations in Africa.

Statement	Agree	Neutral	Disagree
Underrepresentation of female gender in diplomatic service compromise the quality and service delivery in implementation of foreign policies	33 (84.6%)	5 (12.8%)	01 (2.6%)
Gender inequality in conduct of international relations entrench patriarchal society and male dominance	31 (79.5%)	07 (17.9%)	01 (2.6%)
Poor representation of female in the diplomatic service makes the society to continue doubting whether women are equal to men and are equally effective in powerful and leadership positions in the international scene	36 (92.3%)	02 (5.1%)	01 (2.6%)
Gender inequality in conduct of international relations makes African countries to continue being ranked poorly in gender representation in work places.	34 (87.2%)	03 (7.7%)	02 (5.1%)
Poor representation of female gender in the diplomatic services enhance more feminism activist in the societies and more affirmative actions and measures in place	36 (92.3%)	03 (7.7%)	00 (0.0%)
Underrepresentation of female gender in diplomatic services makes women feel lesser citizens, discourage their participation in work places and hurt economy.	34 (87.2%)	05 (12.8%)	00 (0.0%)

The study found that most of the respondents at 33(84.6%) confirmed the statement that underrepresentation of female gender in diplomatic services compromised the quality and service delivery of the services. Only 01(2.6%) disagreed with the statement as 5(12.8%) remained neutral on the statement. Over three quarters of the respondents at 31(79.5%) agreed to the statement that gender inequality in conduct of international relations entrench patriarchal society and male dominance, while 7(17.9%) remained neutral on the statement. Majority of the

respondents at 36(92.3%) also agreed to the statement that poor representation of female in the diplomatic services makes the society to continue to doubt whether women are equal to men and are equally effective in powerful and leadership positions in the international scene. In fact, another 36(92.3%) agreed to the statement that poor representation of female in the diplomatic services enhanced more feminism activist in the societies and more affirmative actions and measures in place. It was also found that gender inequality in conduct of international relations makes Africa countries to continue being rank poorly in gender representation in work places as shown by 34(87.2%) of the respondents. Another 34(87.2%) agreed to the statement that underrepresentation of female gender in diplomatic services makes women feel lesser citizens, discourage their participation in work places and hurt economy. In fact, none disputed this statement, while 05(12.8%) were neutral on the statement.

5.5.6 Testing Hypothesis One

The first alternative hypothesis of the study was; gender imbalance in the diplomatic service has had negative effects in the conduct of International relations in Africa.

In order to determine the relationship between gender imbalance in the diplomatic service and the conduct of International relations in Africa, a linear regression analysis was conducted between the two variables. Since data for gender imbalance in the diplomatic service and conduct of International relations were measured on ordinal Likert level for each item, it was important to obtain continuous data to facilitate performance of regression analysis. Thus, summated scores for each respondent were obtained for each of the two scales. The corresponding scores for each respondent were used as data points for the 39 participants. The output was presented in Table 5.10.

Table 5.10: **Regression output for gender imbalance in the diplomatic service and the conduct of International relations in Africa**

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.975[a]	.951	.950	.560

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	224.8	1	224.8	717.7	.000[b]
1	Residual	11.59	38	.313		
	Total	236.4	39			

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	38.95	.782		49.78	.000
1	Gender imbalance in the diplomatic service	-.663	.025	-.975	-26.79	.000

a. Dependent Variable: Conduct of International relations
b. Predictors: (Constant), Gender imbalance in the diplomatic service

The study found that Gender imbalance in the diplomatic service explained up to 95.1% (R square = .951) of variance in the Conduct of International relations. The model was found to be statistically significant as $F_{(1, 39)} = 717.7$ [$p < .05$]. Thus from regression, gender imbalance in the diplomatic service is able to account for 95.1% of variance in Conduct of International relations. The variables were modeled to be connected by the linear regression equation in the form:

$$Y = B_0 + B_1 X_1 + \varepsilon$$

Where Y is Conduct of International relations, B_0 is Coefficient of constant term, B_1 is coefficient of Gender imbalance in the diplomatic service, X_1 Gender imbalance in the diplomatic service and is error term. Thus, replacing the coefficients of regression the equation becomes;

$$Y = 38.95 - 0.663X$$

This shows that, when Gender imbalance in the diplomatic service changes by one positive unit, conduct of International relations also significantly decreases by 0.663. Thus, Gender imbalance in the diplomatic service negatively affects conduct of International relations to a magnitude of 0.663 as indicated by the main effects. Therefore, we retain alternative hypothesis which says that *gender imbalance in the diplomatic service has had negative effects in the conduct of International relations in Africa.*

5.6 Mechanisms, Policies & Gender-Related Programs

The third study objective sought to identify measures that can be put into place to reduce gender inequality in the diplomatic service in Africa. Respondents were first asked whether Kenyan diplomatic workforce had a framework that covers unfair treatment, harassment and gender discrimination at the work place. Table 5.11shows the results

Table 5:11 diplomatic workforce has a framework that covers unfair treatment, harassment and gender discrimination at the work place

	Frequency	Percentages
Yes	31	79.49
No	1	2.56
Not sure	7	17.95
Total	39	100.0

The study found that majority of the respondents at 31(79.49%) agreed to the statement that KKenyan diplomatic service had a framework that covers unfair treatment, harassment and gender discrimination at the work place. Only 1(2.56%) indicated otherwise as 7(17.95%) were not sure whether such policies and programs existed in this sector.

5.6.1 Aware of gender Policies in Diplomatic Service

Respondents were asked to indicate whether they were aware of any policies that diplomatic workforce anchors on to ensure equal representation of its male and female employees in this sector. Table 5.12 shows the respoense

Table 5:12 aware of any policies that diplomatic workforce anchors on to ensure equal representation of its male and female employees in this sector

Response	Frequency	Percentages
Yes	24	61.54
No	10	25.64
Not sure	5	12.82
Total	**39**	**100.0**

Most of the respondents at 24(61.54%) were aware of policies that diplomatic workforce anchors on to ensure equal representation of its male and female employees in this sector. However, significant number of the respondents at 10(25.64%) were not aware of these policies, while 5(12.82%) indicated that they were not sure.

5.6.2 Existence of diplomatic service has any gender-sensitization programs in the Kenyan diplomatic service

Respondents were also asked to indicate whether Kenyan diplomatic workforce have any gender-sensitization programs that they have embarked on to ensure that its female employees have a conducive environment to work and also scale up to the highest levels of management. Table 5.13 shows the response

Table 5:13 Kenyan diplomatic service have any gender-sensitization programs

Response	Frequency	Percentages
Yes	27	69.23
No	9	23.08
Not sure	3	7.69
Total	39	100.0

Majority of the respondents at 27(69.23%) agreed to the statement that Kenyan diplomatic workforce have any gender-sensitization programs that they have embarked on to ensure that its female employees have a conducive environment to work and also scale up to the highest levels of management. Only 9(23.08%) disagreed to the statement while 3(7.69%) were not sure about the existence of these programs.

CHAPTER SIX: CONCLUSION AND RECOMMENDATIONS

The first objective of the study was to determine the factors that contribute to gender inequality in the Diplomatic service. Based on the study findings, I have found out that that the ratio of diplomatic service female to male employee in the international relation sector was one female to two males with male employees occupying the high cadre jobs. This implies that male employees in this sector were twice that of their male counterparts and hold powerful positions which are key in implementing a country's foreign policy and taking part in negotiations in the international scene. Majority of the respondents also disputed the statement that female and male employees in top management have an equal voice in making decisions that affect the country's foreign relations. I have also discovered that a myriad of factors contribute to gender Inequality in the Diplomatic Service, most notably female literacy and education, lack of female role models and inadequate opportunities, lack of leadership training and mentorship and empowerment, sexual harassment against women, too much concentration on feminized roles in the society and patriarchal nature of the society. The study also concluded that in most cases, women were treated less favorably when it comes to recruitment and selection, appraisal & Performance Management, and Promotion opportunities. However, when it comes to designing family-work friendly policies, men were treated less favorably. Basically, oorganizational barriers, individual barriers and societal barriers impeded female advancement to powerful levels in the diplomatic service.

The second study objective sought to identify and analyze the impact of gender inequality on the conduct of International relations in Africa. Gender inequality in conduct of international relations had impact in our society. Further, underrepresentation of female gender in diplomatic services compromised the quality and service delivery of the services more so in the implementation of a country's foreign policy, and also, gender inequality in conduct of

international relations entrench patriarchal society and male dominance. I have also discovered that poor representation of female in the diplomatic services makes the society to continue doubting the ability of female gender to deliver effectively in the leadership positions in the international arena. In fact, poor representation of female in the diplomatic posts enhanced more feminism activism in the societies and more affirmative actions and measures in place. I have also discovers that gender inequality in conduct of international relations makes African countries to continue being ranked poorly in gender representation in work places. Moreover, underrepresentation of female gender in diplomatic services makes women feel lesser of citizens, discourage their participation in international affairs matter and consequently affecting a state's full ability to position itself well in the international. Using the regression analysis to test the hypothesis, replacing the coefficients of regression the equation becomes; $Y=38.95-0.663X$. Therefore, when Gender imbalance in the diplomatic service changes by one positive unit, conduct of International relations also significantly decreases by 0.663. Thus, Gender imbalance in the diplomatic service negatively affects conduct of International relations to a magnitude of 0.663 as indicated by the main effects. Therefore, we retain alternative hypothesis which says that *gender imbalance in the diplomatic service has had negative effects in the conduct of International relations in Africa.*

The third study objective sought to identify measures that can be put into place to reduce gender inequality in the diplomatic service in Africa. It was concluded that Kenyan diplomatic service at the Ministry of Foreign Affairs and International trade (Gender and Welfare section) had a framework that covers unfair treatment, harassment and gender discrimination at the work place. Most of the respondents were aware of policies that the diplomatic service anchors on to ensure equal representation of its male and female employees in this sector. However, significant

number of the respondents were not aware of these policies.

Moreover, Kenyan diplomatic service at the Ministry have several gender-sensitization programs that they have embarked on to ensure that its female employees have a conducive environment to work and also scale up to the highest levels of management.

6.1 Recommendations

The study found that there was gender imbalance in diplomatic workforce. Therefore, the study recommends the following steps or strategies that could be adopted by the Ministry of Foreign affairs and International trade to ensure that gender parity is achieved in this sector.

Mentorship programs and Networking activities: - Most of the female employees in the diplomatic service were less likely to advance in their career and rise to powerful positions because most of the staff above them in high cadres and powerful positions were men. The scarcity of role models makes it hard for women to advance in their career path. To make up for this structural limitations, the diplomatic sector ought to come up with formal mentorship relationships for their ambitious female employees. Besides, women should access similar opportunities for training and development as their male counterparts.

Work-Family friendly Policies: - It is very important for the diplomatic sector to scrutinize and analyze the levels of challenges and demands placed on females since additional outside-of-work home and family duties shouldered by females may be really overwhelming. More awareness programs on gender representation in work place should be encouraged by the Ministry to enable employees know their rights and not be violated or trampled upon.

5.9 Suggestion for further research

The findings of this research will add to the already existing body of knowledge and also form the foundation for future scholars interested in international relations and diplomacy. The following area of study is suggested for further research: The effects of gender representation in decision making levels in other sectors of the economy in Kenya.

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APPENDIX 111: QUESTIONNAIRE

Dear Respondent,

I am a student at the University of Nairobi pursuing Masters of Arts in International Studies am currently carrying out a research on IMPACT OF INEQUALITY IN THE DIPLOMATIC SERVICE ON INTERNATIONAL RELATIONS; CASE STUDY OF KENYA, as my data collection center.

Please feel free to share your experiences, views, observations and even your valuable ideas and recommendations in my questionnaire below.

I would like to solemnly assure you of total confidentiality and anonymity of your priceless feedback.

Yours truly,

SECTION A: PERSONAL DETAILS

Q1.What is your gender?

   a. Female [ ]

   b. Male   [ ]

Q2. What is your marital status?

Married [ ] Single [ ]
Q3. What is your age bracket?

a.) 18-35   [ ]

b.) 36-60   [ ]

Q4. Please state your education level

   a. Secondary level   [ ]

   b. University level   [ ]

Q5. How long have you worked for this ministry?

   a. Less than 5 years   [ ]
   b. 5-10 years   [ ]
   c. More than 10 years   [ ]

Q6. What is your employment cadre? Please select as appropriate

   a. Manager   [ ]
   b. Section-Head/Supervisor [ ]
   c. Clerk   [ ]

SECTION C. FACTORS CONTRIBUTING TO GENDER INEQUALITY IN THE DIPLOMATIC SERVICE

Q7. What is the tentative ratio of diplomatic workforce female to male employee ratio across the network? a.) 1:1 [ ]   b.) 1:2 [ ]   c.) 2:1 [ ]

Q8.Has there been an occasion where you felt that you were assigned a role based on your gender?

Yes [ ]

No [ ]

b) If Yes, please explain briefly---

Q9.In your honest opinion, do you think the female and male employees in top management have an equal voice in making decisions that affect the diplomatic sector?--------------------------

----

b.) Explain briefly why you think so---

Q10. The following statements relates to factors contributing to gender inequality in the diplomatic service. Please indicate whether you agree, neutral, disagree with the statements

Statement	Agree	Neutral	Disagree
Female literacy and education, is significant in explaining the gender gap in formal employment			
Lack of female role models and inadequate opportunities for flexible working were cited as some of the barriers			
Lack of leadership training and mentorship and empowerment contribute to gender inequality in the diplomatic service			
Sexual harassment against women work against their representation in diplomatic service			
Too much concentration on feminized roles in the society such as mother roles in the family, limits most females in taking up diplomatic service			
Balancing between work and family-oriented responsibilities disadvantage female employees diplomatic service			
Society continues to doubt that women can be equally as effective as men in leadership positions that involve direct dealing with other nations or other nationals			

Q11..Based on your work experiences, do you feel that men and women in diplomatic workforce are treated equally in the following areas? Please tick as appropriate

	Men & Women treated equally	Men treated less favorably	Women treated less favorably
Recruitment & Selection			
Appraisal & Performance Management			
Promotion opportunities			
Family-work friendly policies			

If you have indicated that that men or women are treated less favorably, please comment

below:---

Q11.(a) Do you feel that diplomatic workforce has a gender inclusive culture in its

management? Tick as appropriate

Yes [ ] No [ ]

(b.) Please elaborate on your choice above--

Q12. Please list any barriers that you think contribute to slow advancement to management

levels in diplomatic workforce by female employees (they could be organizational, individual or

societal barriers)

SECTION D: IMPACT OF GENDER INEQUALITY ON THE CONDUCT OF INTERNATIONAL RELATIONS IN AFRICA

Do you think gender inequality in conduct of international relations have impact in our society?

Yes   [ ]

No   [ ]

I can't tell   [ ]

The following statements relates to impact of gender inequality on the conduct of international relations in Africa. Please indicate whether you agree, neutral, disagree with the statements

Statement	Agree	Neutral	Disagree
Underrepresentation of female gender in diplomatic services compromise the quality and service delivery of the services			
Gender inequality in conduct of international relations entrench patriarchal society and male dominance			
Poor representation of female in the diplomatic services makes the society to continue doubting whether women can be equally as effective as men in leadership positions			
Gender inequality in conduct of international relations makes Africa countries to continue being rank poorly in gender representation in work places.			
Poor representation of female in the diplomatic services enhance more feminism activist in the societies and more affirmative actions and measures in place			
Underrepresentation of female gender in diplomatic services makes women feel lesser citizens, discourage their participation in work places and hurt economy.			

SECTION E. MECHANISMS, POLICIES & GENDER-RELATED PROGRAMS

Q12. Do Kenyan diplomatic workforce has a framework that covers unfair treatment, harassment

and gender discrimination at the work place?

Yes   [ ]

No   [ ]

Not sure   [ ]

Q13.Are you aware of any policies that diplomatic workforce anchors on to ensure equal representation of its male and female employees in this sector?

Yes No

Not sure

Q14.Do Kenyan diplomatic workforce have any gender-sensitization programs that they have embarked on to ensure that its female employees have a conducive environment to work and also scale up to the highest levels of management?---
----------------- ---

Q15. What do you think the Kenyan diplomatic workforce or sector should do to improve the numbers of its female employees in its top management?**---**

--

Q16.Please state any missed area of concern that you feel has not been covered--------------------

----

The End

Thank you for your feedback. I take this opportunity to reiterate that the information you have provided will only serve the purpose intended.