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WOMEN IN DIPLOMACY A REFLECTION OF ATTITUDE TO FEMALE
IN THE COUNTRY

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ABSTRACT

It is obvious that the recognition of the importance of the role of women in the socio-economic life of the country and the desire to change the traditional attitude towards them in the minds of the population are an important factor in the stability of our society. In modern conditions of development of the world community, the possibility of women to participate in political activities on an equal basis with men remains one of the topical issues. Women in diplomacy are considered to reflect the general status of female in the country.

The author aims to study the gender aspects of building a diplomatic career, considers the factors that hinder and promote the career progress of women diplomats. Moreover, the article analyzes international and national legal norms on increasing the role of women in state activities, including in diplomatic services, and the current view of them in the diplomacy of the Republic of Uzbekistan.

Furthermore, the research also examines the historical development of the role of women-diplomats and their contribution to the transformation of diplomacy.

I. INTRODUCTION

The human rights of women and of the girl-child are an inalienable, integral and indivisible part of universal human rights. The full and equal participation of women in political, civil, economic, social and cultural life, at the national, regional and international levels, and the eradication of all

forms of discrimination on grounds of sex are priority objectives of the international community (Vienna Declaration and Program of Action (part I, paragraph 18)).

Equality between women and men and the elimination of all forms of discrimination against women are fundamental in terms of human rights and values in modern society. The reality that women face continues to change, showing more and more forms of discrimination against them. In addition, some categories of women are discriminated against on other grounds, including age, ethnicity, citizenship, religion, health status, marital status, education, disability and socioeconomic status. This combination of different types of discrimination must be taken into account precisely when developing solutions and measures aimed at combating discrimination against women.

Today, the head of our state, Shavkat Mirziyoyev, pays primary attention to the issue of women's rights, noting that with their fruitful work in the spheres of health, education, science, culture, art, industry and others, women make a huge contribution to the development of the Republic (Speech by the President of the Republic of Uzbekistan Shavkat Mirziyoyev). It is important to note that the vital attention is given to the issue of gender equality, which is the global plan of the 2030 Agenda for Sustainable Development (Sustainable Development, 2015), agreed by the leaders of all countries. For example, goal 5 specifically calls for gender equality and empowerment of all women and girls.

It is obvious that the recognition of the importance of the role of women in the socio-economic life of the country and the desire to change the traditional attitude towards them in the minds of the population are an important factor in the stability of our society. Without the active participation of women and consideration of their interests at all levels of the decision-making process, today it is impossible to talk about the democratization of society, because social development becomes sustainable only where citizens – both men and women – actively participate in the life of their country.

II. MAIN PART AND FINDINGS

International normative framework for gender equality

The provisions on the equality of women in society were enshrined in the UN Charter and in the first act of the International Bill of Human Rights – in the Universal Declaration of Human Rights of 1948. The preamble to the UN Charter enshrines the firm intention of the UN founding states "Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom" (The Universal Declaration of Human Rights, 1948). Since its inception in 1945, the United Nations has been central to the protection of women's rights, which fulfills

the rule-making function of drafting and signing international treaties, as well as monitoring the implementation of obligations assumed by states under these treaties. The fight for gender equality was still in its infancy when the UN was founded. Proof of this is the fact that among the two commissions created within the functional bodies of the UN human rights system was the Commission on the Status of Women. In 1946 the Commission on the Status of Women was established to promote the advancement of women throughout the world. The Commission met for the first time at Lake Success, New York, in February 1947 (Division for the Advancement of Women, UN). Initially, the Commission focused on legal measures to protect the human rights of women and awareness-raising on the status and situation of women around the world.

Moreover, the Universal Declaration of Human Rights of December 10, 1948 also proclaimed “the equality of all people from birth in their dignity and rights without any distinction, including in relation to gender (Art. 2) (The Universal Declaration of Human Rights, 1948). Women's rights are enshrined in universal international treaties: The International Covenant of December 16, 1966 on Civil and Political Rights (International Covenant on Civil and Political Rights, 1966) and the International Covenant of December 19, 1966 on Economic, Social and Cultural Rights (1966). Both Covenants recognize the inadmissibility of any discrimination based on gender. The International Covenant on Economic, Social and Cultural Rights proclaimed significant rights provided for the protection of the family, motherhood and childhood, health protection, and enshrined the right to education (Art. 10-14); men and women are equal in the enjoyment of the rights enshrined in the Covenant (Art. 3).

It is obviously that the Universal Declaration of Human Rights and the International Covenants, which formed the basis for international human rights law, have much in common. They have in common, in particular, the fact that they are charters of the rights of the individual – an individual person and a citizen. The question of the possibility of consolidating as norms of international law the standards of the legal status of certain groups of the population, singled out according to their common characteristics (social, national, age, sex, etc.) for many years in the international arena and in science it was denied. Moreover, it's very setting by one or another state or a group of states was interpreted, including at UN forums, as a propaganda action (Polenina, 2000).

Consequently, rule-making activities to protect the rights and freedoms of women developed gradually. In 1952, the UN General Assembly adopted the Convention on the Political Rights of Women (1953), which entered into force on July 7, 1954. The Convention enshrined the right of women to vote, be elected, and hold positions in public and public service without any discrimination and on equal terms with men.

On January 29, 1957, the UN General Assembly adopted the Convention on the Nationality of Married Women, which entered into force in 1958. The Convention contains three main provisions concerning the nationality of a married woman. Nationality is not subject to automatic change when a woman marries, divorces or changes her citizenship during marriage. The acquisition by a husband of the citizenship of another state is not an obstacle to the wife's preservation of her citizenship. In addition, a foreign wife has the right to obtain the citizenship of her husband in a special simplified procedure, if the granting of such citizenship does not contradict the interests of state security or public order (Convention on the Nationality of Married Women, 1957).

It is noteworthy that the new stage in the field of protecting the collective rights of women is associated with the adoption in 1967 of the UN Declaration on the Elimination of Discrimination against Women (1979). Later, in 1979, the named Declaration was revised into the Convention of the same name. The Convention developed and significantly supplemented the Convention on the Political Rights of Women. The Convention on the Elimination of All Forms of Discrimination obliged states to include the principle of equal rights of men and women in their constitutions and existing legislation; use sanctions in cases of discrimination against women; provide legal protection of rights with the help of national courts and other state institutions (Art. 2). One of the most important provisions of the 1979 Convention is the disclosure of the concept of "discrimination against women". According to Art. 1 of the Convention (Convention on the Elimination of All Forms of Discrimination against Women New York, 1979), it means "*any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field*".

Besides that, the article 4 of the Convention is of fundamental importance for the organization of activities aimed at achieving gender equality on the part of the states that have ratified the Convention and those seeking to achieve such equality of international and national public associations, including women. This article declares, "*adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved*". The purpose of the Convention was to establish not only legal, but also de facto equality between men and women. The document called for the elimination of all sorts of prejudices, stereotypes about the role of men and

women in society, which have been forming in the mass consciousness for millennia. For the first time, unlike previously adopted standards in the field of rights, it was said about the elimination of all forms of discrimination against women. The convention obliged the member states to provide equal civil, social and political rights with men. Moreover, the means of securing these rights were prescribed, which was the first time in international legal practice.

The Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Political Rights of Women obliged states to provide women, on an equal basis with men, with the right to participate in the formation of government bodies, the right to exercise the function of government at all levels, and to occupy leading positions in politics.

As we can see, the international legal framework, on which the cooperation of states is built, fixes the aspects of the issue of eliminating all forms of discrimination against women and is aimed at realizing the equality of rights of women and men in a particular area of life. Of great importance is the fact that it laid the foundation for an independent direction of international legal cooperation on the issue of achieving equality of men and women. The above documents undoubtedly made a significant contribution to the development of the policy of gender equality and the prohibition at the national level of discrimination on the basis of gender.

Representation of women in the diplomatic service: an overview of the world situation

In modern conditions of development of the world community, the possibility of women to participate in political activities on an equal basis with men remains one of the topical issues. Due to, the great predisposition of women to diplomacy is not something new. In 400 BC, Aristophanes wrote *Lysistrata*, a comedy about women living in three different cities who, frustrated by the men's lack of success, organise themselves to end the Peloponnesian war. Aristophanes used the metaphor of weaving, to portray women of exceptional diplomatic ability, who pull together the strands of society to negotiate peace and "weave the fabrics of nations" (Ministry of Foreign Affairs of Cyprus, 2019).

It is difficult to disagree with the fact that historically the diplomatic service was considered a kind of civilian army that fought the enemy on the field of negotiations and diplomatic combinations. As in the army, women were not allowed to participate in this activity. But times are changing. In many armies around the world, women serve on an equal basis with men. Women have become heads of state, foreign Ministers, even defense Ministers. In Sweden, more than half of the Ministers are women. The number of women leaders is also increasing in other countries of the world.

It is generally accepted that the small number of women in high-ranking diplomatic posts is due to objective reasons: the diplomatic service in some countries is dangerous, not everywhere and not always women are perceived

as a full-fledged colleague, etc. However, modern international practice shows the opposite: the embassies of Italy, the United States, and some Scandinavian countries in the middle East were once headed by women, and the gender factor did not interfere with building mutually beneficial relations (Zonova, 2009).

The gradual opening up for women in diplomacy paralleled the widespread mobilization of women's international movements for gender equality. Moreover, since the early 1990s, there has been a clear breakthrough in the feminization of foreign affairs agencies in the world. The most successful in this matter were the Scandinavian countries – Norway, Sweden and Finland (Tishko, 2016). These efforts culminated in vibrant transnational coalitions of states, inter-governmental organizations (IGOs) and non-governmental organizations (NGOs), which actively pushed for wider inclusion of women in diplomacy and in many other international fora and arenas. Framing and situating gender equality as part of the wider concerns for peace and security, the United Nations (UN) Security Council adopted resolution 1325 on Women, Peace and Security (WPS) in the year 2000, a resolution which constitutes a significant milestone in the struggle for women's participation in diplomacy (Aggestam, Towns, 2019). A number of countries have even included the WPS agenda as part of their foreign policies, and taken on normative entrepreneurial leadership in the quest for greater inclusion of women in peace diplomacy.

At the same time, the lowest share of women among diplomats is in Asian countries, in most Asian countries they are not represented as ambassadors extraordinary and plenipotentiary (Towns and Niklasson, 2017). In the Gulf countries, very few women are heads of diplomatic missions, but if we compare this data with the indicators of a decade ago, when women were not appointed as ambassadors at all, it is worth noting the progress. First to break traditional rules Kuwait, who appointed a woman ambassador in 1993 (Tishko, 2016).

However, at present day women taking leadership roles in diplomacy still remains an unpopular concept among diplomats in many parts of the world, but countries are increasingly inclined to adhere to the trends of modern diplomacy in which men and women are represented equally based on merit and standing (Women in diplomacy, 2016). Women are now largely underrepresented in the diplomatic and foreign services of most governments, especially at the highest levels. In the field of the diplomatic service, the gap is still typical for many countries, including developed countries. Women are often denied the opportunity to work internationally because of long-held beliefs about their domestic responsibilities, including that caring for dependents in the family will prevent them from accepting this kind of assignment.

Therefore, questions about the opportunities and obstacles to the development of women's diplomatic careers in different countries also remain relevant for study and discussion on a global scale.

Representation of women in the diplomatic service in Uzbekistan

The modern world clearly needs to strengthen women's influence on the ongoing processes. This is particularly acute in the areas of security, international cooperation and diplomacy. Owing to the fact that this issue is particular importance for Uzbekistan. As of August 2019, 7 female diplomats are employed in senior positions in the central apparatus of the Ministry of Foreign Affairs. At the same time, the total number of women working in various diplomatic positions is 14 (Sixth periodic report of Uzbekistan to CEDAW, (2019). Today, only one woman represents as a head of the Embassy of the Republic of Uzbekistan.

The total number of female employees in various diplomatic positions since 2002 was 32. Of these, 1 was the Minister of Foreign Affairs and 1 was the Ambassador Extraordinary and Plenipotentiary of the Republic of Uzbekistan and 1 was the Permanent Representative to the international organization. Currently, the number of women working in various diplomatic positions in the central office of the Ministry of Foreign Affairs and diplomatic missions abroad is 18 people (Ministry of Foreign Affairs, 2020). Increasing the representation of women in the diplomatic service can have a positive impact on the country's political image, which is identified as one of the priority tasks in the Action Strategy for 2017-2021. Owing to, the fourth block of "The Strategy of Actions on five Priority Areas of Development of the Republic of Uzbekistan in 2017-2021" provides for increasing the socio-political activity of women, strengthening their role in government and society (The Strategy of Actions on five Priority Areas of Development of the Republic of Uzbekistan in 2017-2021, 2017).

In particular, over the past three years, significant steps have been taken to strengthen the legal and institutional framework for gender equality. About 20 normative legal acts on protection of women's rights and interests have been adopted, including two Laws, Resolutions and Decrees of the President, 13 Resolutions of the Cabinet of Ministers of the Republic of Uzbekistan. The legislation was inventoried for compliance with women's labor and entrepreneurship rights standards.

Obviously, the problem of the correlation between women's rights and real participation in public administration remains relevant to this day. The law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" (Lex.uz, 2019) guarantees women and men equal rights in the exercise of personal, political, economic, social and cultural rights. Article 16 "Ensuring equal rights and opportunities for women and men in the field of public service" of the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" states that "*The state takes appropriate measures to provide*

women with opportunities on equal terms with men and without any discrimination to represent the state at the international level and participate in the work of international organizations”.

Steps should be taken to ensure that this article is implemented in practice. An important role in this is played by the activities of the University of World Economy and Diplomacy (UWED) as a leading university for training personnel for the diplomatic service.

The University of World Economy and Diplomacy (in accordance with the Resolution of the President of the Republic of Uzbekistan "On measures to radically improve the activities of the University of World Economy and Diplomacy") is part of the system of the Ministry of Foreign Affairs of the Republic of Uzbekistan and is a basic higher educational institution that provides training, retraining and advanced training of specialists and scientific and pedagogical personnel, conducting at a high level of fundamental and applied scientific research.

UWED is one of the few specialized universities in the world and the only one in Central Asia that prepares highly qualified personnel in the field of diplomacy. Since 1992, its foundation, the university has trained a large number of specialists in the field of international relations, international economic relations and international law. Today, among its graduates are deputies, deputy ministers, ambassadors, senior diplomats, professors, entrepreneurs, employees of reputable international organizations.

According to statistics, today the number of students at bachelor degree are 1 226 (269 are girls), master program attendees – 156 (61 – girls), doctoral students – 30 (15 – girls) and 127 professors (94 are women) working and studying at the University of World Economy and Diplomacy.

Our state is interested in attracting the worthiest and prepared young people to diplomatic work, the need for highly qualified international specialists is only increasing day after day. As the President of the Republic of Uzbekistan Shavkat Mirziyoyev noted in his Address to the Oliy Majlis, “... *as we have set as our goal to turn Uzbekistan into a developed country, we can achieve this only through active reforms, science and education, and innovations. For this purpose, above all, we must nourish new generation of knowledgeable and skilled cadres, who will come on the scene as initiative reformers and those with a strategic thinking*” (The Permanent Mission of the Republic of Uzbekistan to the United Nations, 2020).

*Who is he / **she** diplomat?*

It is worth to emphasizing that a successful professional activity of women is promoted by leadership qualities that are equally characteristic of both male and female: the ability to act in a situation of conflict and risk, to resist pressure, to defend their position; readiness for changes and innovations; the ability to use the skills of their professional partners (Kal'te, 2012). Women are more likely to develop “flexible skills” (soft skills) — social skills of interpersonal communication. Researchers note "such strong qualities of

women managers as striving for new things caring for people, “humanizing” organizational interests, focusing on interaction with subordinates, all that is characteristic of the model of modern effective management (Chirun, Bobrova, 2018). The use of women's intuition, a non-standard view of the situation, the ability to reduce tension in negotiations, establish contacts, the use of "soft power", can also contribute to effective diplomatic activity. Women are successful intermediaries, attach more importance to dialogue and interpersonal communication than men, and effectively use all these qualities (Nayar, 2011). The psychological characteristics of a female diplomat should also be considered: during multi-party negotiations, she can think for several players at once, while the man focuses more on one topic. Besides that, the management practice of supporting gender diversity that has developed in the modern world helps to overcome stereotypical ideas about the diplomatic service as an exclusively male field of activity and improve the quality of decisions made.

Importantly, diplomat is a civil servant, an official who represents a country in relations with other states and international organizations. The diplomat represents the country on the world stage, protects and promotes national interests, as well as the rights and freedom of its citizens. An important part of the work of diplomats is an active and consistent foreign policy aimed at firmly defending national interests and building constructive and good-neighborly relations with neighboring states on the basis of the principles of non-interference, equality and mutual benefit.

The diplomat is the face of the state. In his work, he is guided by the interests of the country, establishes, strengthens and expands mutually beneficial ties. The diplomat is well versed in all spheres of life, he is erudite and knows everything about his country, history, geography, even music and sports, he is perfect in his knowledge of etiquette. A diplomat deals with a wide range of issues, so he must be simultaneously an economist, political scientist, lawyer, historian, cultural expert and journalist. He must have charm, tact and the ability to win over himself, inspire confidence in himself, be able to react and respond, be stress-resistant, find a way out in any situations.

But regarding the quoting of girls by the profile of an international specialist, then this should not be done. For only talented, gifted young people who have passed test exams, regardless of gender, should be admitted to such departments. Foreign service practice does not make any allowances. A politician and a diplomat are not a profession. This is a way of life, limited by the framework of etiquette and unwritten rules. In politics, there is no such thing as solving an issue out of respect for a woman. There are clearly defined tasks that need to be addressed, despite the gender.

Moving towards gender equality is not a technocratic goal – it is a political process. It requires a new way of thinking – in which the stereotyping of women and men gives way to a new philosophy that regards all people,

irrespective of gender, as essential agents of change (The Revolution for Gender Equality, 1995).

Some reasons for the low representation of women in the diplomatic service

Despite the cardinal changes that have taken place in the country since independence, many continue to associate women in Uzbekistan only with their families, believing that the function of procreation remains a priority. Such imposition of stereotypes makes it difficult to see the real picture of the world, where women can with great success acquire new skills necessary for self-improvement, and, of course, for the development of society as a whole. It is generally accepted that the insignificant number of women in high diplomatic posts is due to objective reasons: the diplomatic service in some countries is dangerous, not everywhere and not always a woman diplomat is perceived as a full-fledged colleague, etc. separation from family and loved ones, business trips abroad.

In cases where a woman diplomat, married to a foreign ministry colleague, goes on a business trip with her husband, she usually either does not work or occupies a vacancy in administrative and technical personnel. If a woman diplomat is traveling on a long business trip, then the husband must accompany her as a family member and find a job according to the same principle. Few men agree to this position. At the same time, modern international practice shows that the gender factor did not interfere with building mutually beneficial relations. It may be noted that research by the International Peace Institute shows that the participation of women diplomats in negotiating peace agreements helps maintain peace processes for at least two years; for long-term agreements, the likelihood of their existence for 15 years increases by 35% (Voevoda and others, 2018).

In these conditions, in order to achieve true equality, a purposeful state policy is needed, which legislatively and in detail ensures the opportunities for women, including women with a family, to work fruitfully, in particular in the diplomatic field.

Furthermore, women have been calling for more gender equality for over a century. Under Article 8 of the 1979 UN Convention on the Elimination of All Forms of Discrimination against Women, “*governments must ensure that women are represented at all levels and in all areas of international relations*”, this implies their participation in resolving economic and military issues of both multilateral and bilateral diplomacy, as well as their inclusion in official delegations at international and regional conferences.

One of the most commonly used are quotas. For example, the Austrian Foreign Ministry has a 60/40 quota. And if the share of women (or men) falls below 40%, then during competitions – if applicants have the same qualifications – preference will be given to a representative of the less represented sex (Tishko, 2016). A quota system is also in effect in northern European countries.

III. CONCLUSION

It is undoubtedly true that the main task of diplomacy is to solve the problems existing between peoples and States in a peaceful manner. The extensive literature devoted to the study of women's psychology shows that it is a woman who has the qualities that help prevent conflicts, relieve tension, and resolve disputes.

It is clear that the new challenges facing the world as security issues and concerns today differ considerably from the traditional “hard” security questions. If the main concerns of the 20th century security were wars, weapons, military aircraft etc, the 21st century is seeing more and more unprecedented challenges – so-called “soft” security problems: terrorism, prostitution, trafficking in human beings, AIDS, tuberculosis etc. Although the contribution of women to peace building is being increasingly recognized, the role of women in preventive diplomacy has so far been quite limited. One of the reasons might be that women’s perspectives on conflict differ considerably from those of men. Women are more interested in seeking consensus (Seminar proceedings Strasbourg, 2004).

To achieve the best for society, we need the best people in office. And often the best man for the job is a woman. Noteworthy are the words of Margaret Thatcher, *"If you want something to be said, ask a man to do it, if you want something to be done, entrust it to a woman"*. By getting more women in politics, and ensuring all of society is represented in all levels of decision-making, we will move faster towards equality, inclusive development and peace.

Appointments of women to senior diplomatic posts would facilitate strengthening the image of diplomacy. We should keep women’s issues, challenges and rights high on the political agenda. Also, the appointment of women diplomats in the country can be viewed as a “soft power” in the country's politics, which is a good political tool for strengthening foreign policy interests.

Based on the above, it can be noted that increasing the role of women in diplomacy is very relevant for all democratic States, as well women by nature have qualities that contribute to the peaceful settlement of conflicts and the formation of friendly relations. Therefore, they can make a great contribution to the diplomatic sphere.

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