



# STILL BEHIND THE CURVE

GENDER BALANCE IN ARMS CONTROL,  
NON-PROLIFERATION AND DISARMAMENT

## AGENDA

**INTRODUCTION**

**MAIN RESULTS**

**VIEWS FROM DIPLOMATS**

**CONCLUSIONS &  
RECOMMENDATIONS**

# STILL BEHIND THE CURVE

**24 JUNE 2019**

# INTRODUCTION

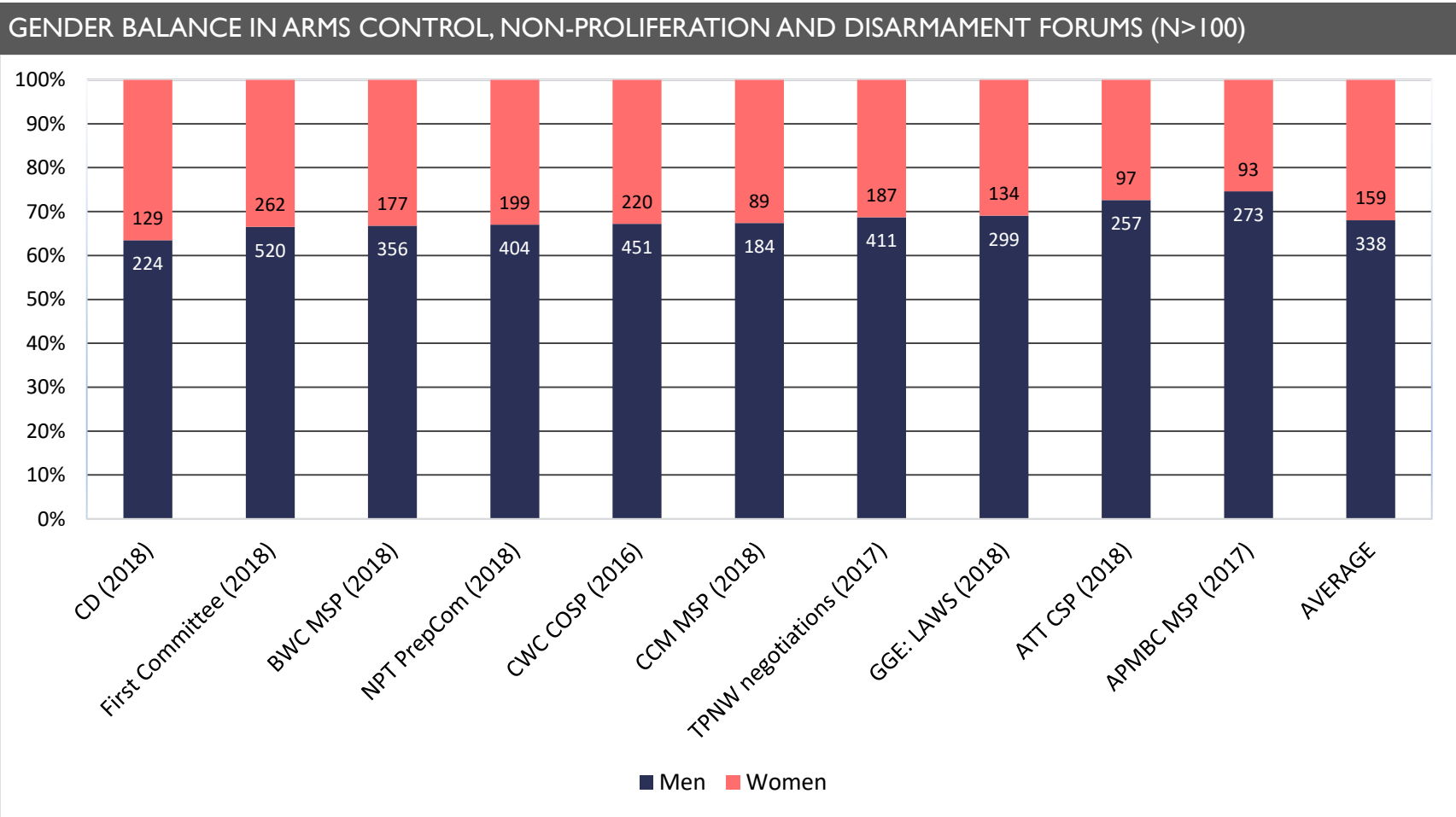
Nearly twenty years after the UN Security Council called for the increased participation of women in peace and security decision-making, how much progress has been made in the arms control, nonproliferation, and disarmament field?

After surveying four decades of multilateral meetings and conducting interviews with diplomats, UNIDIR research presents a systematic analysis of the gender balance in this area of diplomacy.

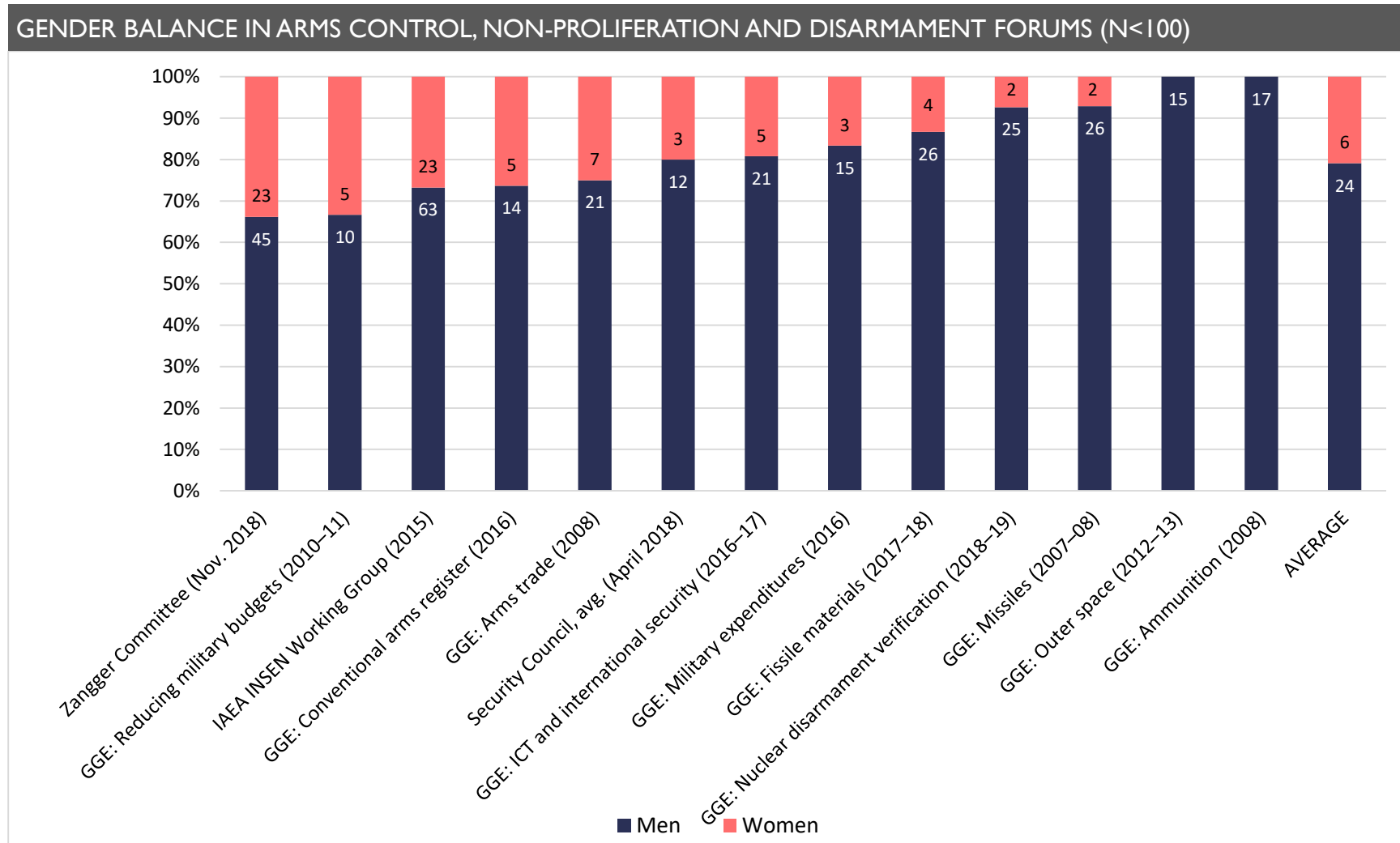


# MAIN RESULTS

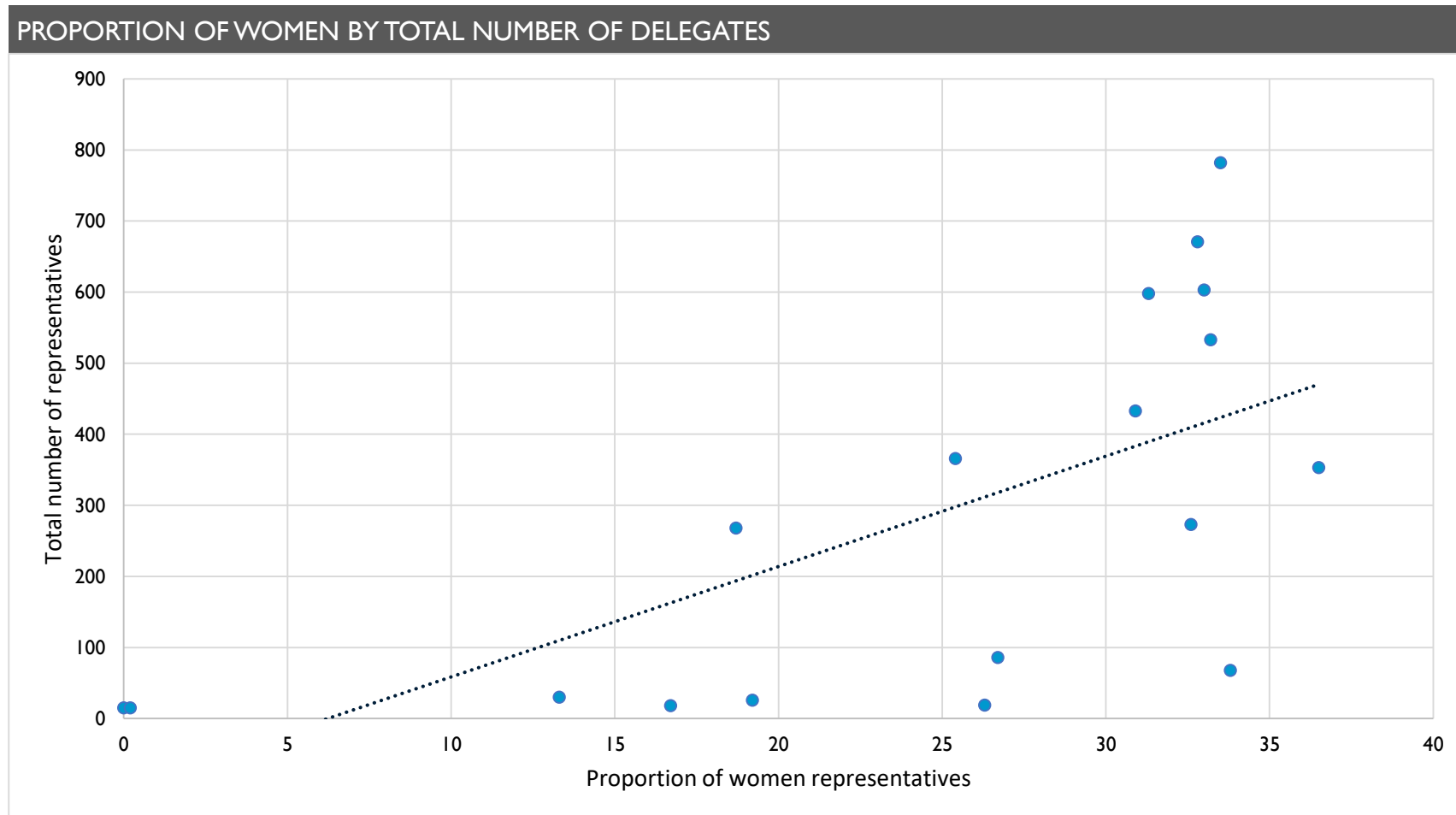
# On average, women comprise only a third of diplomats in arms control and disarmament forums



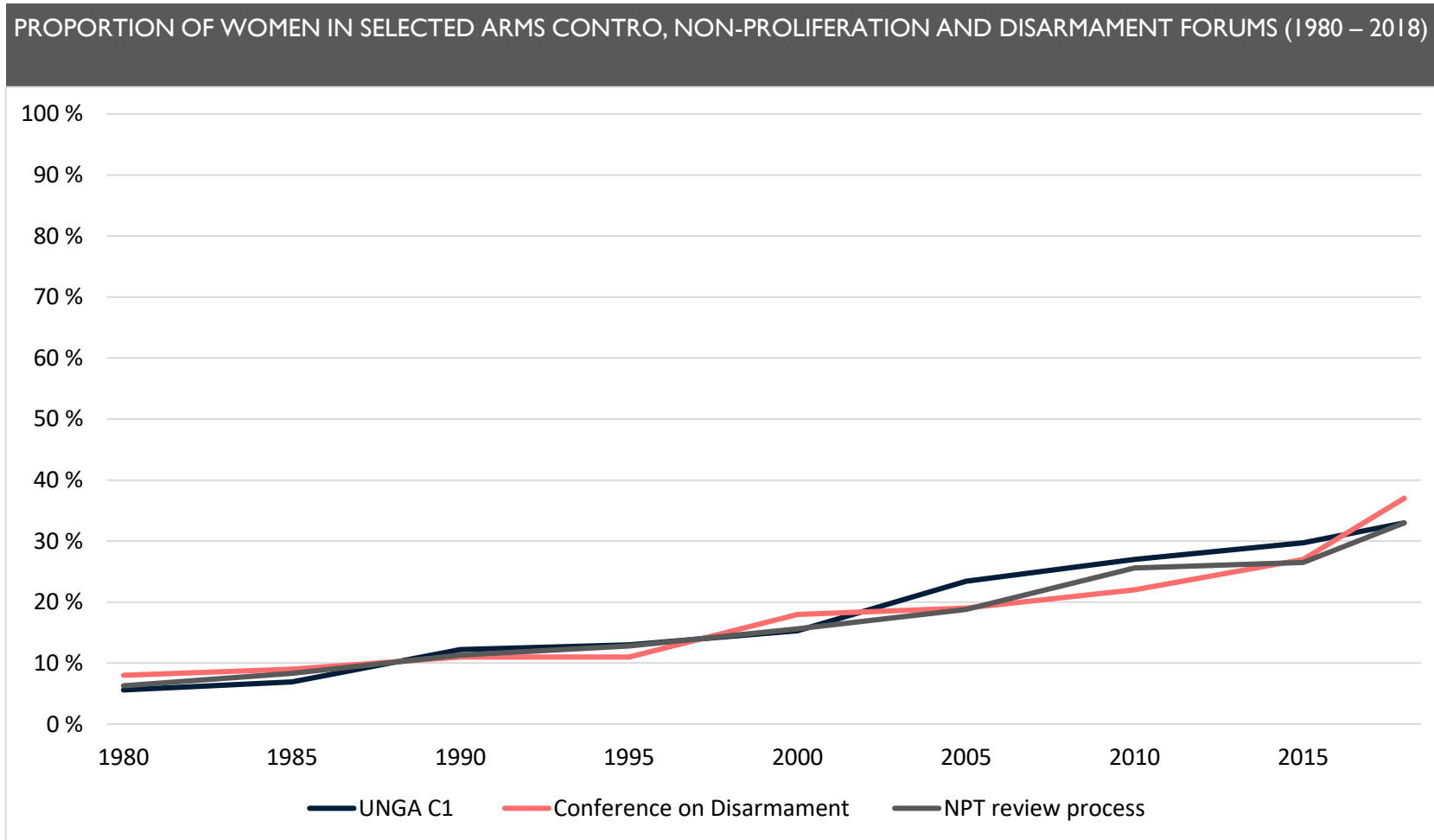
# In smaller, more specialized forums, the average proportion of women drops to twenty percent



# Strong correlation between group size and gender balance

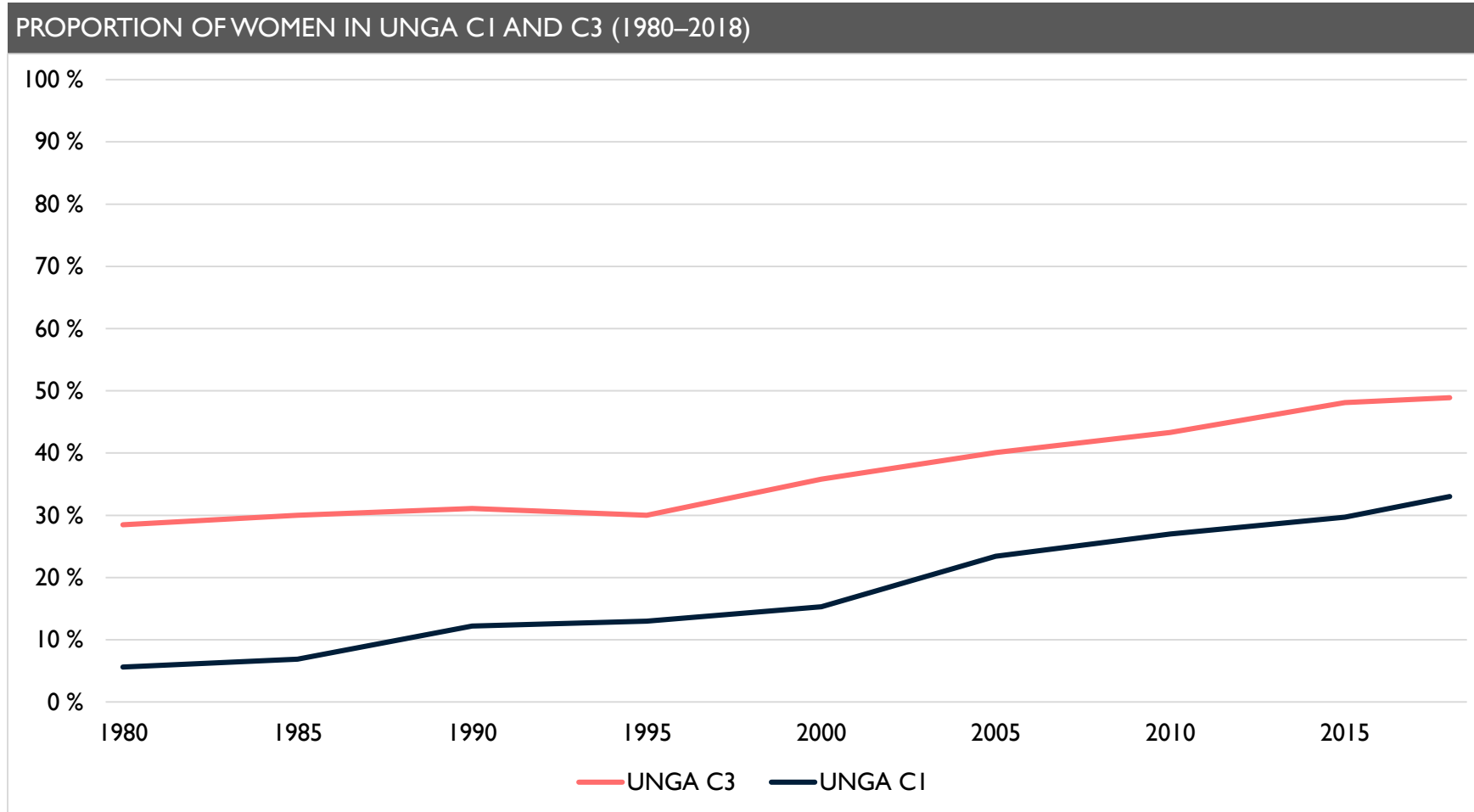


# Historical trend of increasing participation of women

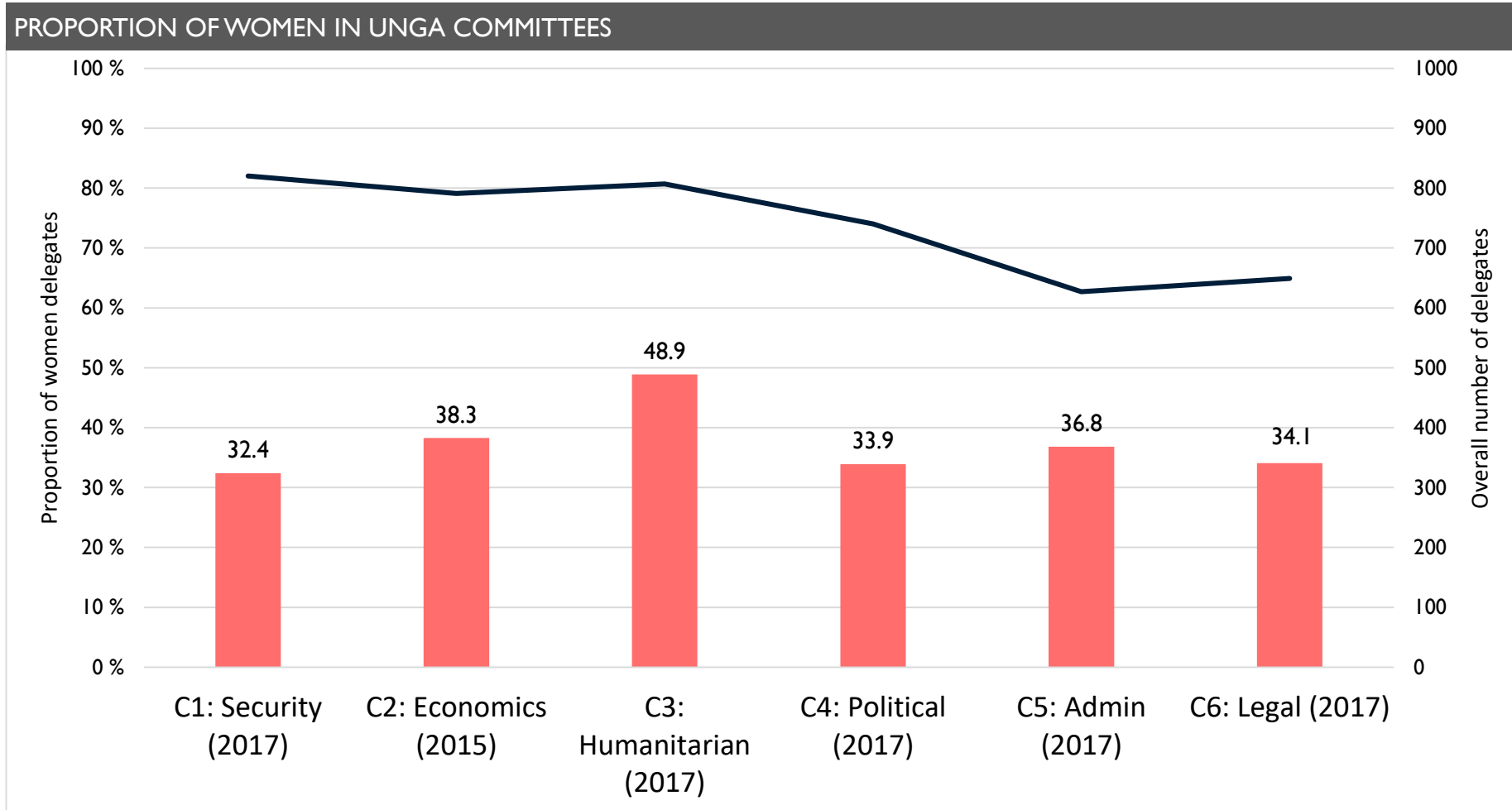




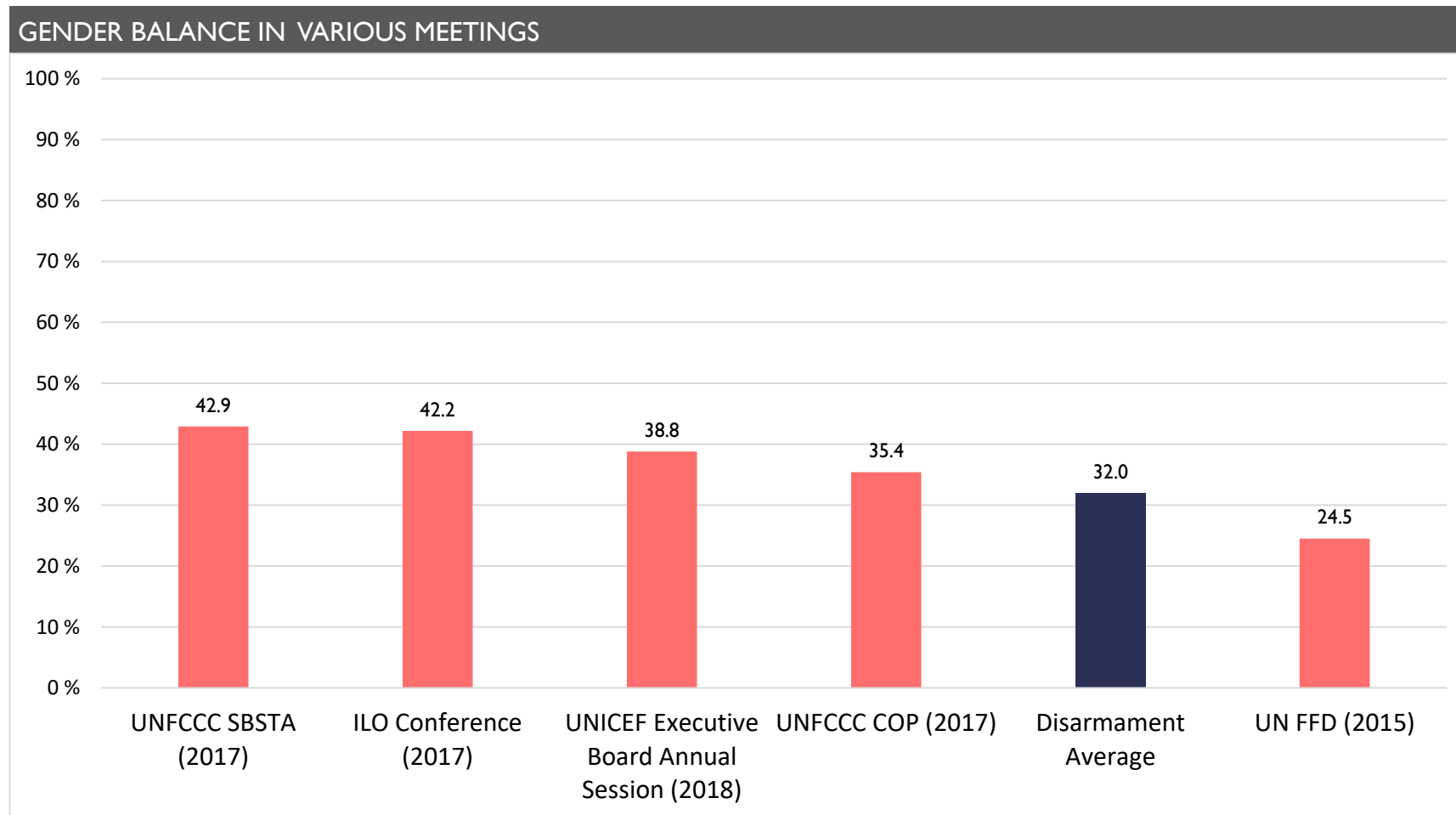
# Women's underrepresentation in disarmament is not simply a consequence of their late start in diplomacy



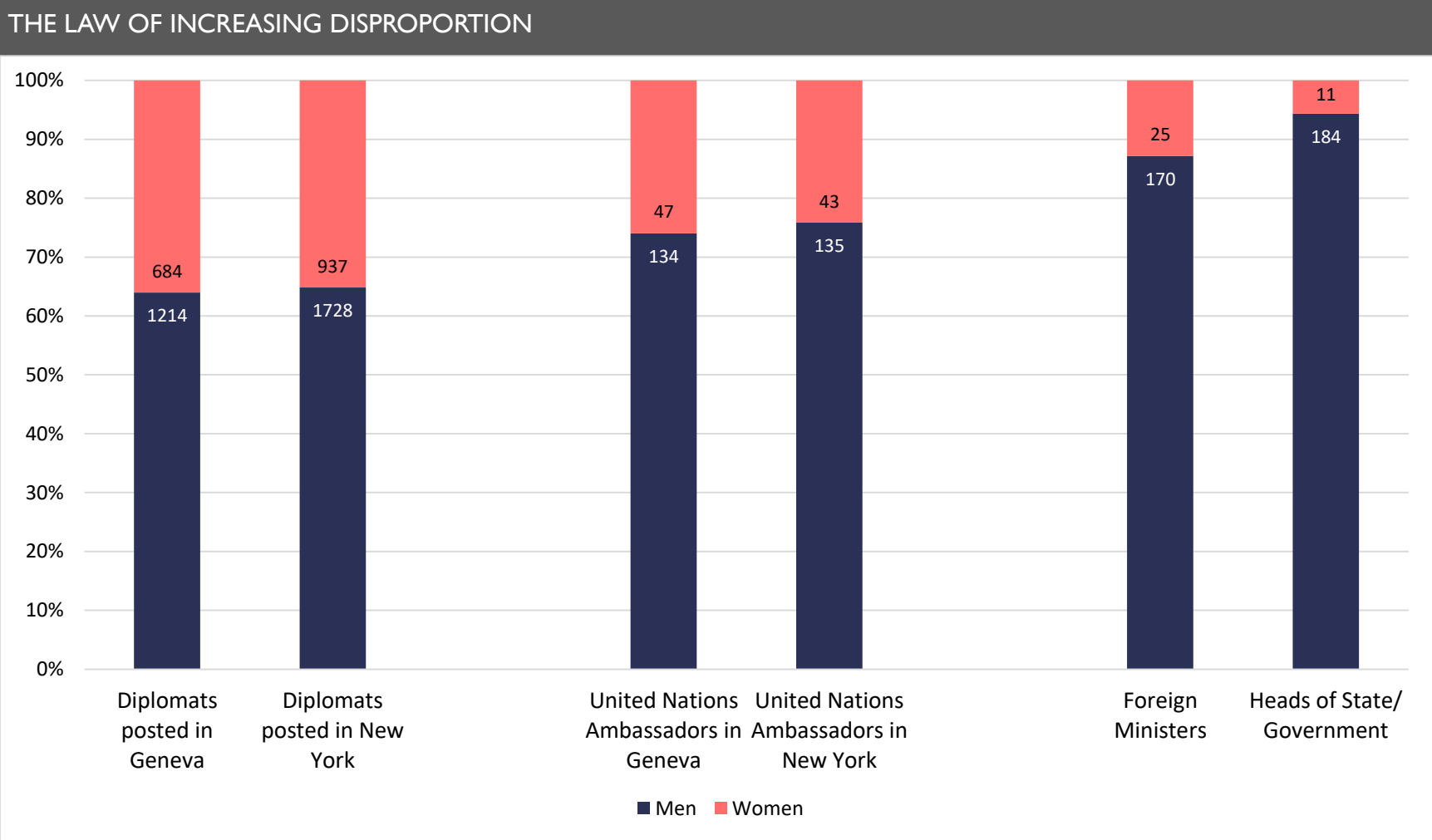
# Gendered distribution of UNGA Committees



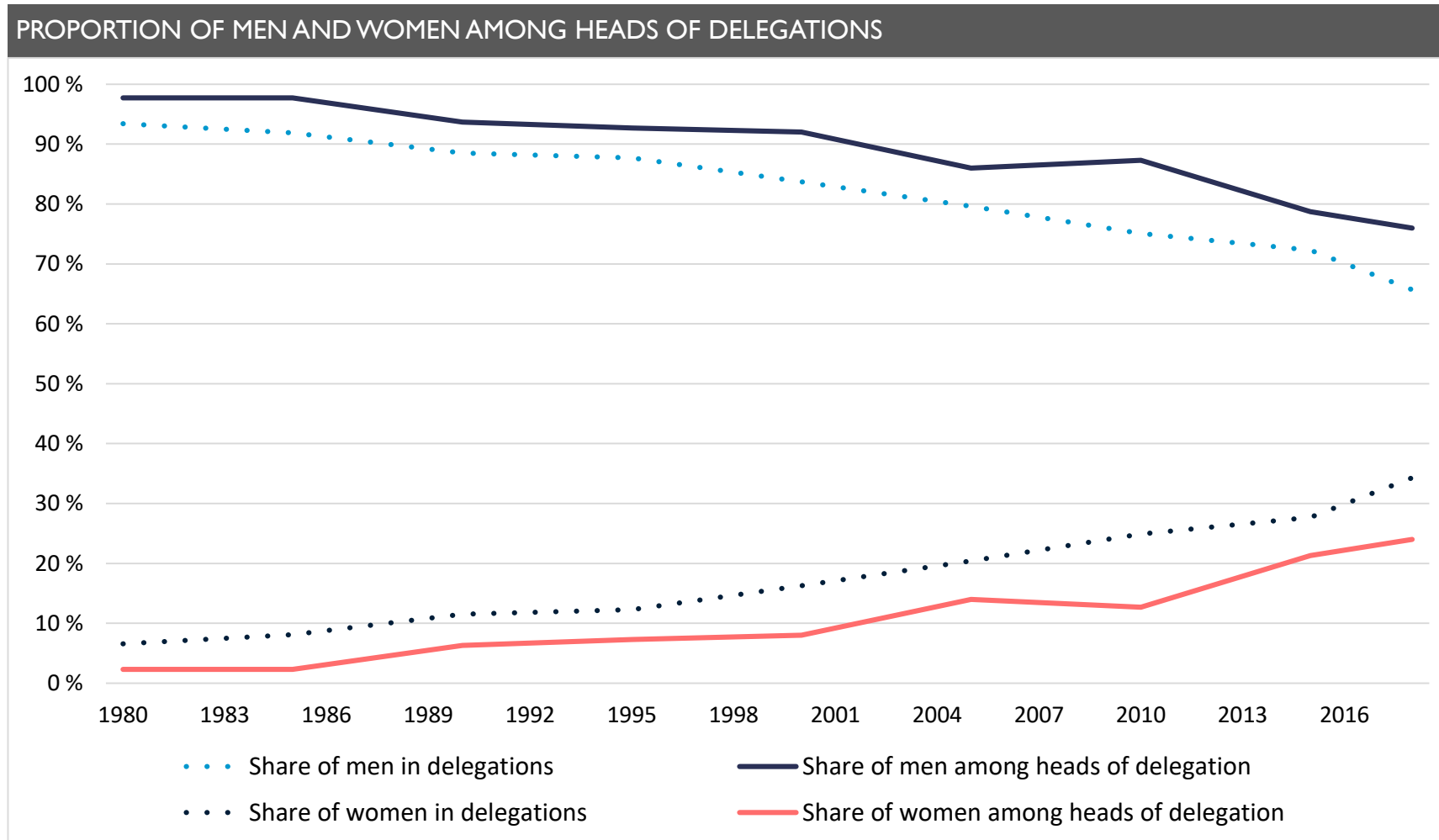
# Disarmament diplomacy attracts fewer women than forums dealing with aid, labour issues and climate



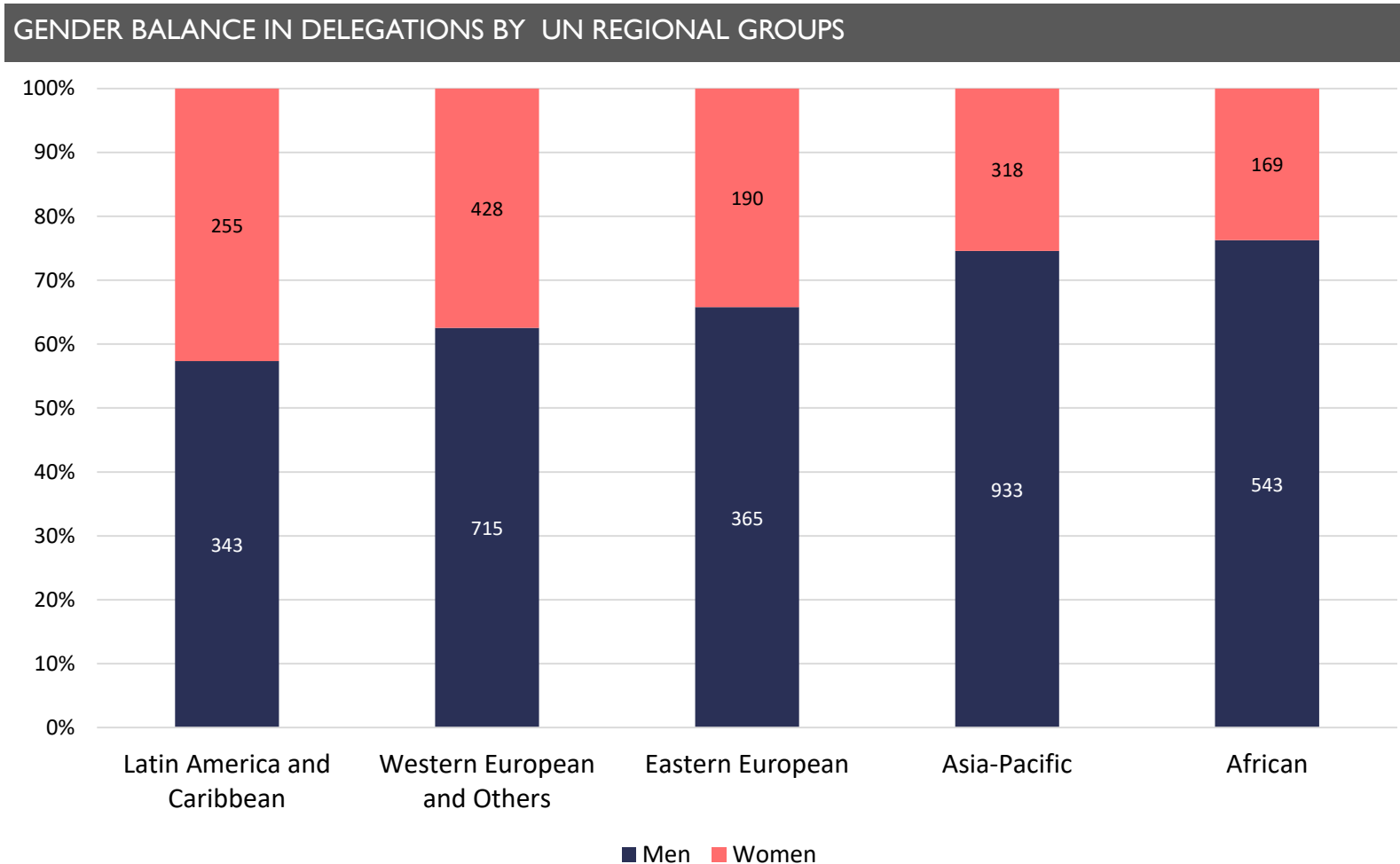
# The proportion of women declines as the importance of the position increases



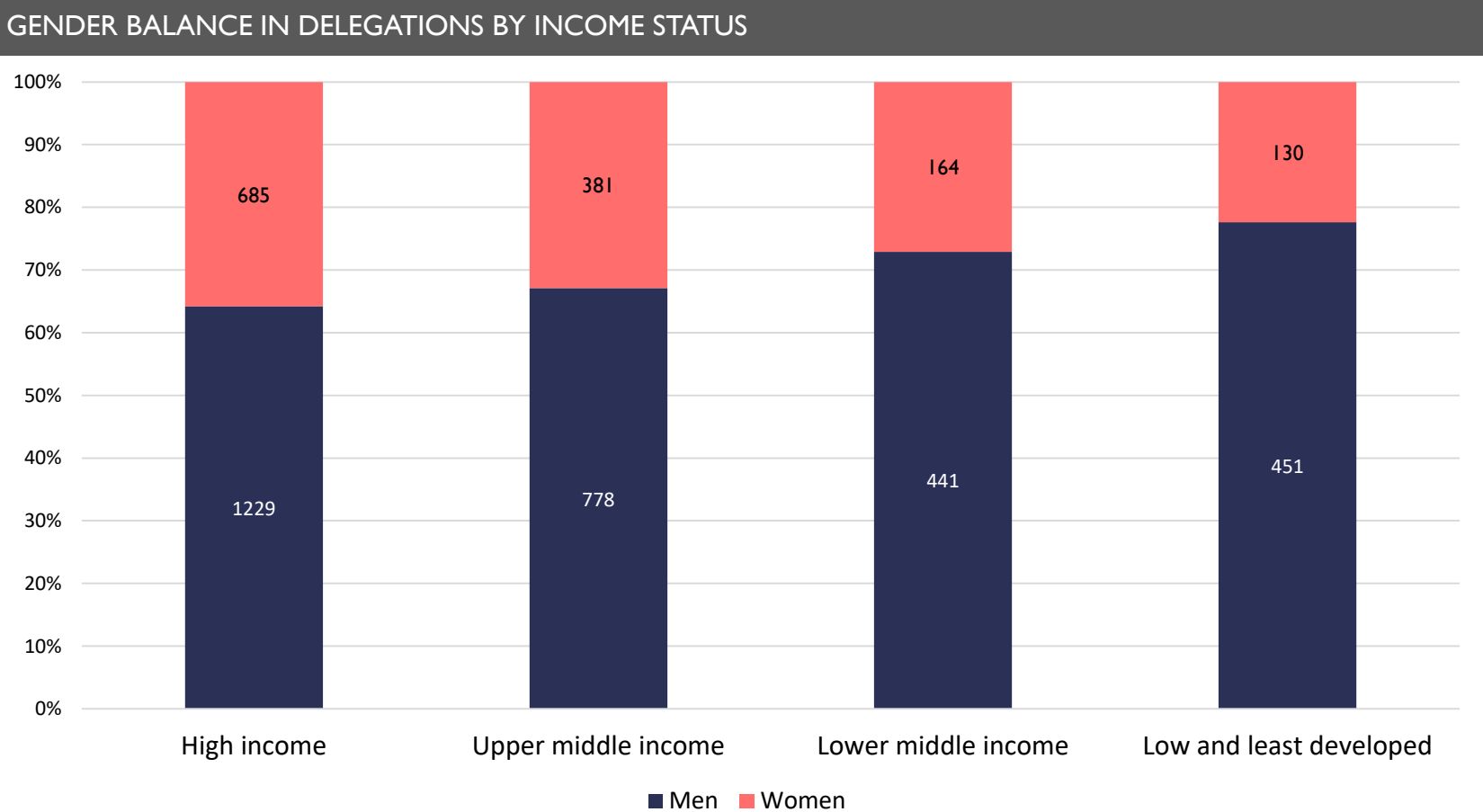
# The proportion of men as heads of delegation is always higher than the overall proportion of men delegates



# Gender distribution varies across UN Regional Groups



# High income States tend to send more gender-balanced delegations than low income States





# VIEWS FROM DIPLOMATS



# 'SOFT' VS 'HARD' PORTFOLIOS

Noting that arms control and disarmament is considered as a 'hard' policy field, some diplomats argued that this area of work has tended to reward characteristics, expertise, and experience that are more commonly associated with men (e.g. toughness, seriousness, risk-taking, and military training).


# GENDERED HIERARCHIES & DIVISIONS OF LABOR

An unequal division of family tasks can place a heavier burden on women and lead them to being held back in their career.

- Recruiters may choose not to hire married women and/or those who have children.
- Women may choose not to take up a lengthy assignment out of their country of residence due to family reasons.
- Colleagues may advise against a trip if a given country is considered to be a hostile place for women.

# THE END GOAL OF GENDER EQUALITY IN DISARMAMENT FORA

Not all participants shared the UN's view of gender equality as a prerequisite to progress on every front. Some of them would like to see a stronger case for including women's voice in disarmament diplomacy.



# **CONCLUSIONS & RECOMMENDATIONS**

# CONCLUSIONS

- Clear trend of **increased participation of women** delegates in multilateral disarmament fora throughout the past four decades.
- Obstacles remain, as women are severely **underrepresented in leadership positions.**
- It appears that **women's role** in this field has not progressed at the same pace as their **nominal representation.**

# WHAT CAN BE DONE? HOW CAN STATES CLOSE THE GENDER GAP?

1. Conduct baseline assessments and set objectives and directives to improve gender balance in delegations.
2. Promote inclusive leadership.
3. Make gender considerations part of everyday work.
4. Adjust diplomatic practice to better accommodate family life.
5. Ensure women and men have equal opportunities in recruitment and promotion processes.

**THANK YOU  
FOR YOUR  
TIME.**

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