
Unveiling Gender Disparities: A Feminist Analysis of Foreign Policy in Pakistan

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Several nations, including Canada, Norway, and Sweden, are increasingly integrating gender and feminist perspectives into their foreign and security strategies. This paper examines feminist foreign policy through an ethical lens, emphasizing that prevailing studies on ethical foreign policy and international conduct often neglect gender considerations. In the late 20th century, women progressively engaged in global politics, prompting discussions about gender-based behavioral and leadership differences rooted in biological determinism. This perception is deeply ingrained in global cultural practices, leading this paper to explain the reasons behind women's marginalization in mainstream foreign policy-making in Pakistan. It delves into how cultural beliefs and practices create disadvantages for women while providing advantages for men, and the role played by primordial or constructed identities in shaping these dynamics. Furthermore, the paper explores avenues for implementing feminist foreign policy in the South Asian region specifically in Pakistan, addressing the unique challenges and opportunities within this context.

Key Words: Feminism, Foreign Policy, Colonialism, Primordial Identities, Civilisation

Introduction

Gender and feminism are increasingly recognized as fundamental elements that must be integrated into foreign and security strategies. The significance of adopting gender-sensitive and feminist perspectives lies in the acknowledgment that women and men experience conflicts and security challenges differently. By considering gender dynamics in policy formulation, governments can address the diverse security needs and concerns of all citizens, leading to more effective and inclusive solutions. The incorporation of feminism in foreign policy emphasizes the empowerment of women, challenging traditional power structures, and promoting equality on the global stage. Recognizing the agency of women in international affairs fosters better conflict resolution outcomes and advances women's rights and participation in peacebuilding efforts. As gender issues transcend borders, integrating feminism into foreign policy has become an essential aspect of shaping a just and harmonious world order.

In the context of Pakistan, the persistent exclusion of women from foreign policy decision-making roles is a matter of concern and inquiry. This research seeks to understand the underlying factors that have contributed to this gender disparity. By delving into historical contexts and cultural attitudes, the primary aim of this study is to determine the reasons that lead to the insufficient representation of women in this pivotal subject. Furthermore, the objective of this study is to analyze how deeply rooted cultural norms and gender stereotypes impede the active involvement of women in shaping the country's foreign policy agenda. The main aim of this study is to do a comprehensive analysis of the relationship between feminism and foreign policy in the context of Pakistan's civilization. This study aims to analyze the historical characteristics of women's exclusion from participating in the formulation of foreign policy decisions as well as the historical evolution of gender dynamics within the political realm of the nation. Furthermore, this study aims to examine the cultural attitudes and practices that contribute to the persistence of gender inequality. Specifically, it concentrates on the effects of these factors on the level of women's representation in foreign policy roles. The primary aim of this research is to offer a comprehensive analysis of potential strategies that Pakistan might employ to enhance gender inclusion and promote feminist principles within its foreign and security policies. Utilizing a civilizational framework, this study aims to shed light on how cultural factors affect the

roles of men and women in Pakistani foreign policy. Additionally, it tries to put forth policy recommendations that are in line with Pakistan's distinct cultural identity.

The research is based on documentation (secondary data). These data were compiled by extracting relevant information from numerous sources and previous investigations. Consequently, secondary resources such as textbooks, journal articles, and other written works obtained from libraries were utilized. The study also made use of data-containing internet sources. These documents are already in the public domain. The author refined, interpreted, evaluated, and analyzed them. The qualitative method is utilized to conduct empirical research. The qualitative methodology facilitates a deeper comprehension of the fundamental causes and components. Moreover, both explanatory and descriptive approaches are employed to explain the feminist perspective on foreign policy.

A. Theorising Feminist Foreign Policy and Literature Review

Feminist international relations theory is essential to the study of foreign policy because it challenges the invisibility of gender and the exclusion of women in international relations on multiple fronts, in both the theory and practice of foreign policy and global politics in general. It offers liberal feminist, radical, post-structural, and postcolonial perspectives. All of these strands of feminist scholarship share a common objective: to critically examine gender inequalities in the current global order and to challenge its power hierarchies, privileges, and gender institutions. As a consequence, the majority of theoretical and methodological approaches rely on reflexivity and inclusivity as essential components of the research process as a whole. We can uncover the use of gender binaries in constructing ethical obligations in foreign and security policy practice by applying feminist IR theory to the examination of such topics, in particular by considering women's global affairs experiences.¹ This includes recognizing that, "while women and girls are the most common victims of sexual violence and men and boys are the most common perpetrators, we must also account for the presence of male victims and female perpetrators." Feminist IR theory also offers a useful critique of state-centric theories and how they obfuscate the actual power hierarchies and gendered boundaries that influence foreign policy outcomes. The public sphere of state institutions has been primarily associated with men and masculinity, thereby characterizing the

international as a domain where women have no place and femininity is excluded.

Theorizing the significance of peace, security, and gender justice for feminist foreign policy requires analyzing (and contesting) stereotypical constructions of masculinity and femininity about key sites of power and leadership, deconstructing gender binaries present in states' international behavior, focusing on women as a universal category, and (re)producing intersectional relations in foreign policy practice. Developing such a framework for the study of feminist foreign policy requires taking into account other social categories, such as class, race, and sexual orientation, which interact with gender to generate intersectionality-gendered subjects. It also involves engaging with issues surrounding states' efforts to place issues of intersectional relevance on the global agenda by moving beyond simple gender binaries and opening the study to a variety of gendered subjects, thereby allowing for an open, inclusive and contextualized ethical dialogue across contexts.² Her wings are clipped and it is found deplorable she does not fly."³ Women have been excluded from political leadership for many centuries because the public sphere was deemed only for men and it is considered that politics is only for men. But in the late 20th century, women began to head governments in both developing and developed worlds. For instance, Gro Harlem Brundtland in Norway served as prime minister three times, Benazir Bhutto in Pakistan, Golda Meir in Israel, Angela Merkel in Germany, Elen Johnson in Liberia, Indira Gandhi in India, and Margaret Thatcher in the UK. In recent years Jacinda Arden of New Zealand, Kamala Harris's first female vice president of the USA, and Sheikh Hasina Wajid Prime Minister of Bangladesh are some of the top female political leaders of the present world. The question arises here do men and women lead differently? Do women leaders have different policy agendas that are different from their male counterparts? Do women promote feminist political agenda? Early research into gender differences shows that women and men behave differently due to their biological differences for instance men would be dominant, assertive, top-down, and more competitive while peaceful, relationship-oriented, and consensus-building approaches would be a female style. These attributes of males and females resulted in the masculinity of political leadership and the exclusion of women from the mainstream. Michael A. Genovese argued that students of IR are divided on the question: Do leaders matter? Some argue that leaders matter very little: those other factors are what matter, while others see leadership matters

greatly. Kathy Gilsinan argues that Scholars suggested that a world run by women would be a more peaceful and equal one.

IR as a discipline emerged in the aftermath of WWI to prevent the outbreak of another war. Stephen in his book “International Relations Theories” argues that IR is viewed as a highly specialized field from the disciplinary perspective of political science, which focuses on interstate conflicts, the origin of interstate cooperation, structures, and principles that govern international relations⁴. As the discipline of IR emerged from the wreck of WWI, these are the areas that are said to be its focus. In this construction story, IR theorists are portrayed as humanitarians who tried to save the world from the catastrophic impacts of war. Ironically all these wars were caused by the patriarchal and Malestream⁵ world politics. It had its growth in the West with a destructive history of world wars. Gender remained a subsidiary of High politics in the IR mainstream because since its evolution it had its bases on theories proposed by male Western political scholars, Such as Aristotle, Thomas Hobbes, Morgenthau, Machiavelli, Thucydides, Rousseau, and John Locke.

Cynthia Enloe and J. Ann Tickner are pioneers of Feminist theories of IR. Cynthia Enloe has written her book “Banana, Beaches and Bases” in which she argues that women and marginalized people are participating in world politics but existing power structures and mainstream institutions prohibit them from being heard⁶. In the article “Women and the Evolution of World Politics” Francis Fukuyama makes the notion that a society dominated by women would be more peaceful than a world ruled by men, whose aggressive inclinations he compares to those of chimpanzees at Gombe⁷. While He believes that a "feminized world" could emerge in the West, Fukuyama contends that men should remain in power as a safeguard against the non-Western world, where aggressive men will continue to dominate politics. Fukuyama's reasoning is staunchly conservative, and it serves to keep women out of politics. Gillian Youngs writes, that the concept of gender emphasizes the relationship nature of male and female categorizations and emphasizes the significance of not taking either as given or inherently natural⁸. Ann Oakley popularized the analytical distinction between biological sex and socially created gender, which is crucial for gender research⁹. This social construction of gender privileged men at the expense of women in mainstream and world politics.

As more and more women demand that foreign policy concerns be approached through a more gendered lens, the feminist perspective in international relations has grown in popularity. To further gender equality, the UN Security Council adopted Resolution 1325, which calls for the participation of women in all aspects of peace, security, and foreign policy. Sweden is the first nation to openly adopt a feminist foreign policy, for which they have developed a framework showing multiple levels of policy execution. This framework serves as an illustration of how other nations might promote gender equality. However, the results of policy development and implementation vary, which is why this article examines Sweden's feminist foreign policy, its successes, and whether it might serve as a model for other nations in various locations. South Asia is the region utilized as an example in this essay because it views gender differently than Sweden and other like-minded Western nations.¹⁰

However, it is important to recognize that imperialism functions as a "key historical juncture in which postcolonial identities are constructed in opposition to European ones and come to be regarded as Europe's 'others,'" as Geeta Chowdhry and Sheila Nair mentioned. This is crucial information for understanding how identities are produced and represented in postcolonial governments, which emerged from colonial political activities. Amnesia is given significant weight from a postcolonial feminist perspective, especially the "colonial practice of amnesia that obscures IR's role in maintaining colonial lineages".¹¹ This has been a constant aspect of Pakistan's explanation and conduct of foreign policy. To differ from the traditional interpretation of Pakistan's foreign policy, it is crucial to place the postcolonial state's emergence as a new player in the interstate system in its historical context.

B. Women Exposure to Political Leadership, Decision-Making and Foreign Policy Formulation Process

Throughout history, women have faced a systemic lack of exposure from political leadership and decision-making processes in many societies, including Pakistan. In the past, prevailing social norms relegated women to domestic roles, limiting their participation in public affairs. Historically, women's lack of representation in political spheres has been perpetuated by discriminatory laws and practices that hindered their access to education, suffrage, and positions of power. The historical marginalization of women from political leadership has left a lasting impact on their

underrepresentation in foreign policy decision-making roles today. Cultural beliefs and practices deeply influence women's political participation in Pakistan.¹² Patriarchal norms have traditionally assigned men the role of decision-makers, while women were expected to focus on family and household responsibilities. Gender biases within cultural attitudes reinforce the perception that men possess innate leadership qualities, while women are deemed unsuitable for high-level political roles. Such beliefs have hindered women's advancement in foreign policy, limiting their opportunities to influence and shape the country's international relations.¹³

Gendered leadership styles have played a significant role in shaping women's political representation in Pakistan. Leadership traits traditionally associated with masculinity, such as assertiveness and aggression, have been regarded as essential for political success. Consequently, women who adopt different leadership styles that emphasize collaboration and inclusivity may face resistance and skepticism. Gender stereotypes that reinforce rigid expectations about leadership have hindered the promotion of women to prominent foreign policy positions. The field of feminist international relations has gained significant global recognition for its ability to analyze power dynamics and promote gender equality in foreign policy from a critical perspective. There is a growing recognition among policymakers and scholars that the promotion of women's rights and inclusion is crucial to achieving enduring peace and security.¹⁴ The feminist approach places considerable emphasis on the imperative to critically examine patriarchal norms and ensure the meaningful inclusion of women in the decision-making process. The adoption and implementation of the feminist foreign policy approach, which is gaining momentum, holds the potential to significantly transform Pakistan's diplomatic relations with other countries.

UN Security Council Resolution 1325, adopted in 2000, recognizes the disproportionate impact of armed conflicts on women and the pivotal role women play in conflict prevention and resolution. The resolution calls for the inclusion of women in peace processes and decision-making to promote gender equality in conflict resolution efforts. Implementing the principles of Resolution 1325 in foreign policy can enhance gender equality, support women's empowerment, and contribute to more effective peacebuilding initiatives in Pakistan's civilizational context.¹⁵ Sweden's feminist foreign policy stands as a pioneering example of how a nation can integrate feminist principles into its diplomatic approach. Rooted in the pursuit of

gender equality, Sweden's policy emphasizes promoting women's rights, representation, and participation in international affairs. The Swedish government has actively mainstreamed gender perspectives into its foreign policy initiatives, peace negotiations, and development assistance. For other nations, including Pakistan, studying Sweden's feminist foreign policy can offer valuable insights and strategies to promote gender inclusivity and feminism within their foreign policy frameworks.

Women's representation in foreign policy roles in Pakistan has historically been limited, reflecting broader gender disparities in political decision-making. While progress has been made in increasing women's participation in various sectors, the domain of foreign policy continues to witness a lack of gender diversity. Women remain underrepresented in diplomatic services, ambassadorial positions, and high-level policy-making roles. This underrepresentation raises concerns about the inclusivity and effectiveness of Pakistan's foreign policy formulation and implementation. Besides Begum Rana, Benazir was the first Muslim prime minister of Pakistan in world history. Some prominent examples of Pakistani women in politics include Liaqat Ali Khan, Fahmida Mirza, Maryam Nawaz, Shireen Mazari, Hina Rabbani, and Sherry Reman. Justice Ayesha Malik is Pakistan's first female judge, and Nigar is the first and only woman in Pakistan Army history to attain the position of Lieutenant-General and the third to attain the rank of Major-General. Now women are breaching the glass ceiling and obtaining positions at higher levels, but they are few and still lack mainstream exposure and representation in foreign policy decision-making.¹⁶

Deep-rooted cultural norms and gender stereotypes in Pakistan contribute significantly to women's exclusion from political decision-making processes, including foreign policy. Patriarchal attitudes perpetuate the notion that politics and diplomacy are male domains, restricting women's access to key positions of influence. Cultural expectations often prioritize women's roles as caretakers and homemakers, undervaluing their potential as leaders and decision-makers.¹⁷ These prevailing norms create substantial barriers for women aspiring to contribute to the country's foreign affairs. Several factors contribute to the underrepresentation of women in foreign policy positions in Pakistan. Firstly, structural and systemic barriers limit women's access to educational opportunities and professional networks necessary for careers in diplomacy and foreign affairs. Gender disparities in

educational attainment and professional advancement disproportionately affect women's entry into this field.

Secondly, unconscious bias and gender stereotypes within the recruitment and promotion processes hinder women's progress in foreign policy. Preconceived notions about leadership and women's capabilities influence decision-makers, resulting in fewer opportunities for women to ascend to higher-ranking positions. Moreover, the lack of gender-sensitive policies and institutional support further compounds the issue. The absence of targeted measures to address gender disparities and promote women's leadership in foreign policy perpetuates the status quo. The persistence of patriarchal power structures in political circles plays a significant role in maintaining women's underrepresentation in foreign policy. The dominance of male-led networks and the informal nature of decision-making processes may inadvertently exclude women from participating in crucial policy discussions and diplomatic negotiations. Addressing these multifaceted challenges is vital to fostering a more inclusive foreign policy landscape in Pakistan, one that embraces diversity and harnesses the potential of all citizens to contribute to the nation's global engagement.¹⁸

C. Factors of Marginalization of Women in Pakistan's Foreign Policy

Cultural beliefs in Pakistan often perpetuate traditional gender roles, which impact women's participation in foreign policy and political decision-making. Deeply embedded societal norms assign women primary responsibilities related to domesticity and care giving, while men are expected to take on public roles. These beliefs contribute to the perception that women's involvement in foreign policy is inappropriate or unnecessary, reinforcing the idea that diplomacy and political leadership are domains better suited for men. Understanding these prevailing cultural beliefs is crucial to identifying and challenging the barriers that hinder women's meaningful engagement in shaping the country's foreign relations.¹⁹ Traditional gender norms have a profound influence on women's political aspirations, including their interest in pursuing careers in foreign policy. The endorsement of conventional gender norms that allocate women the duties of managing households and providing care may discourage their pursuit of political leadership and influence.²⁰ The scarcity of prominent female figures as role models serves as evidence to substantiate the assertion that women possess limited influence in the realm of foreign

policy. As a result, the lack of diverse perspectives may have an impact on Pakistan's foreign policy initiatives, perhaps discouraging numerous highly talented and bright women from pursuing careers in the field. Gender bias is prevalent in political institutions and decision-making processes in Pakistan. There are various situations in which the contributions and capacities of women may be undervalued. These instances encompass policy formulation, promotion, and employment processes, diplomatic discussions, and policy development endeavors. Gender-based discrimination has the potential to manifest as inequities in opportunities for professional growth and the limited participation of women in important policy-making processes. As a result, women's potential to contribute meaningfully to the country's international relations may be constrained by the persistence of gender biases in political settings. Understanding the impact of cultural attitudes and behaviors on women's representation in foreign policy is essential for fostering a more inclusive and equitable approach to diplomacy and international relations in Pakistan²¹. Addressing these challenges requires a concerted effort to challenge gender stereotypes, promote gender-sensitive policies, and create a supportive environment that encourages and empowers women to play an active role in shaping the nation's foreign policy.

Primordial identities, such as ethnicity, religion, and kinship ties, play a significant role in shaping gender roles in politics in Pakistan. Cultural practices rooted in these identities often reinforce traditional gender norms and expectations, further entrenching women's exclusion from political decision-making processes. For example, certain cultural norms may dictate that women's primary allegiance should be to their family and community rather than to broader political engagement. To effectively navigate the complex interplay of gender dynamics within political contexts and formulate policies that challenge restrictive gender norms, it is imperative to recognize the profound importance of core identities.²² On the other hand, the presence of constructive identities such as citizenship and national identity offers opportunities to critically evaluate conventional gender norms in the context of politics. Positive identities that stress equal rights and community participation can help people break out of limited gender roles that are based on their natural preferences. The promotion of progressive and inclusive narratives of national identity has the potential to encourage more equitable approaches in the development of foreign policy and the inclusion of women in political spheres. This, in turn, can facilitate their meaningful engagement and involvement in these areas.²³

The lasting impact of Pakistan's colonial past is seen in the way individuals understand gender and navigate the complexities of foreign policy. The colonial administration exerted influence on specific social and cultural norms to further colonial aims, resulting in the establishment and perpetuation of gendered power systems. The long-lasting impact of these traditions, which encompassed the exclusion of women from political and public domains, has significantly influenced the perception of gender in Pakistan in the aftermath of the colonial period.²⁴ Moreover, the influence of colonial legacies has had an impact on foreign policy aims and procedures. Pakistan's historical interactions with colonial nations may have had an impact on its diplomatic relations and international standing, potentially affecting its foreign policy agenda. It is important to look deeply into the past to understand how historical events and differences in power continue to affect current foreign policy decisions and why women are notably underrepresented in this field.

The concept of identity intersectionality, which refers to the extent to which different aspects of an individual's identity intersect and overlap, has a substantial impact on the extent of political engagement observed among women in Pakistan. In conjunction with gender, ethnicity, social class, and religion exhibit a discernible impact on the political encounters of women. These identities can make feelings of exclusion and bias stronger, which makes it harder for women from underrepresented groups to get involved in politics. To properly address the many issues and demands faced by women in politics, it is crucial to acknowledge the concept of identity intersectionality. Politicians can work to create a welcoming political environment that values and supports the many contributions of women, no matter what their background is, by fully understanding and actively involving the complex dynamics of intersecting identities. If you want to fully grasp the complicated issues surrounding gender roles in Pakistani politics and foreign policy, you need to know about basic and positive identities, the effects of colonial history, and the idea of identity intersectionality. Policymakers should strive to identify and address the various issues that contribute to the insufficient representation of women. By doing so, they may work towards creating a fairer and comprehensive civilizational vision that encompasses feminism and foreign policy.

Feminist Foreign Policy Implementation in South Asia

Feminism and gender ideas among South Asian nations exhibit significant heterogeneity. While some countries have made significant progress in promoting women's empowerment and attaining gender equality, others continue to grapple with deeply ingrained patriarchal norms and traditional gender roles. There is a diverse range of perspectives surrounding feminism in South Asia, encompassing conservative resistance, grassroots movements fighting for women's rights and representation, as well as opposition to the integration of feminist concepts into governance.²⁵ The distinctive historical, cultural, and political contexts of each country in the region enrich the discourse surrounding gender and feminism in South Asia. To develop effective feminist foreign policies that address the unique difficulties and opportunities of the region, it is crucial to have a comprehensive understanding of the various perspectives surrounding these issues.

Establishing a feminist foreign policy in South Asia presents considerable challenges. A few of the biggest problems are that discriminatory laws and practices still exist, society does not want to reach gender equality, and women do not have many chances to get jobs or go to school. The complexity of incorporating gender-sensitive foreign policy is exacerbated by the underrepresentation of women in political and diplomatic spheres.

Despite the presence of these challenges, the region offers a multitude of opportunities for the progression of feminist foreign policy. The general populace has experienced a rise in knowledge and involvement in dialogues about gender-responsive legislation as a result of amplified lobbying endeavors and heightened consciousness surrounding matters of gender. The growing involvement of South Asian states in global affairs offers an opportunity to incorporate feminist principles into international relations and cooperation. Promoting regional cooperation and encouraging mutual learning can also be useful ways to make it easier for people to share methods and best practices for achieving gender equality in foreign policy. Collaboration among South Asian nations has the potential to enhance their influence and effectively handle gender challenges that are analogous in nature.

Case Study: Comparative Analysis of Sweden's Feminist Foreign Policy and Its Adaptability to South Asian Contexts, Focusing on Pakistan:

South Asian nations, with a specific focus on Pakistan, could gain valuable insights from Sweden's feminist foreign policy regarding the efficient implementation of gender-sensitive foreign policy. South Asian nations can acquire knowledge and strategies to promote gender equality, women's empowerment, and inclusive diplomacy through an examination of Sweden's feminist foreign policy principles and implementation. An examination of how Sweden approached the sociocultural and political environment of Pakistan illustrates the potential for South Asian nations to embrace feminist foreign policy. This can draw attention to the potential and difficulties associated with integrating feminist viewpoints into regional diplomatic interactions and the formulation of foreign policy decisions.²⁶

The adoption of feminist foreign policy in Pakistan holds numerous potential benefits for the nation's global engagement and domestic well-being. Firstly, feminist foreign policy emphasizes human rights, inclusivity, and gender equality, aligning with international norms and commitments to promote sustainable development and peace. By prioritizing women's rights and representation in diplomatic efforts, Pakistan can contribute more effectively to global efforts in conflict resolution, peacebuilding, and development. Secondly, feminist foreign policy can enhance the effectiveness and legitimacy of Pakistan's diplomatic initiatives. By including diverse perspectives and expertise, such policies can lead to more comprehensive and nuanced approaches to international relations. Inclusive foreign policy decisions are more likely to resonate with different stakeholders, fostering greater trust and cooperation on the global stage. Moreover, promoting gender equality in foreign policy can strengthen Pakistan's soft power and image as a progressive and inclusive nation. Demonstrating a commitment to women's empowerment and gender equality enhances Pakistan's credibility as a responsible global actor, attracting international partnerships and support for common goals.

The advancement of a progressive and inclusive foreign policy necessitates a steadfast dedication to gender equality, which acknowledges and addresses the diverse needs and interests of all individuals within a society. The promotion of gender equality not only facilitates the achievement of social justice but also catalyzes sustainable development and economic growth. By recognizing and valuing the contributions made by women in

the realm of foreign policy, Pakistan has the opportunity to tap into a broader pool of knowledge and skills to effectively address intricate global concerns. Pakistan's adoption of a foreign policy that encourages gender inclusivity serves as an example of its commitment to democratic values and human rights. By establishing itself as a conscientious and forward-thinking participant in the international community, it has the potential to boost the nation's diplomatic reputation and increase its influence over global affairs. Furthermore, the promotion of gender equality is facilitated by the Sustainable Development Goals (SDGs) established by the United Nations, thereby making a significant contribution towards the achievement of Goal 5, which pertains to the attainment of gender equality. Pakistan has the potential to significantly enhance its endeavors to achieve the Sustainable Development Goals (SDGs) through the augmentation of women's empowerment and involvement.

In conclusion, the civilizational framework of Pakistan must adopt principles of gender equality and enact a foreign policy that aligns with feminist ideals. The promotion of social fairness is of utmost importance, as it plays a pivotal role in facilitating successful and inclusive diplomacy. Pakistan can cultivate a foreign policy that encompasses the interests and contributions of its whole populace by promoting the inclusion of women, challenging conventional gender stereotypes, and adopting feminist ideas. Over an extended period, this would lead to a future-oriented, harmonious, and increasingly equitable worldwide engagement.

E. Policy Recommendations to Promote Women's Inclusion in Foreign Policy Decision-Making

To promote women's inclusion in foreign policy decision-making, several policy recommendations can be considered:

1. **Establish Gender-Sensitive Quotas:** Implementing gender-sensitive quotas in diplomatic services and foreign policy institutions can ensure increased women's representation in decision-making roles.
2. **Enhance Gender Mainstreaming:** Mainstream gender perspectives into foreign policy processes, ensuring that gender analysis informs policy formulation, implementation, and evaluation.
3. **Invest in Women's Leadership Development:** Support programs and initiatives that provide training, mentorship, and leadership development opportunities for women in the field of foreign affairs.

4. **Strengthen Gender Data Collection:** Improve data collection on gender representation and the impact of policies, enabling evidence-based decision-making and progress monitoring.
5. **Create Safe Spaces for Women's Participation:** Encourage an inclusive and supportive work environment that fosters women's meaningful participation in foreign policy discussions and negotiations.
6. **Engage Civil Society and Feminist Movements:** Collaborate with civil society organizations and feminist movements to garner diverse perspectives and expertise in shaping foreign policy priorities.

Conclusion

In summary, this article has analyzed the relationship between feminism and foreign policy in Pakistan, specifically highlighting the significant impact of gender-inclusive measures on the country's societal development. An in-depth review of all the literature was done to look into why women have been underrepresented in political leadership roles in the past, how cultural values have affected gender roles in politics, and how feminist ideas have grown in the field of international relations. Our study focused on analyzing the various mechanisms through which cultural norms act as barriers to the inclusion of women in the process of formulating foreign policy decisions in Pakistan. The discussion also focused on the benefits of incorporating feminism and gender considerations into foreign and security policies. Special attention was given to the importance of Swedish feminist foreign policy and UN Security Council Resolution 1325 as examples that can serve as models for other countries. The findings of this study emphasize the importance of Pakistan's adoption of a foreign policy that comprehensively incorporates women. The incorporation of feminist principles and the promotion of gender equality have the potential to bolster a nation's soft power, diplomatic effectiveness, and international reputation. Pakistan has the potential to strengthen its capacity to tackle global challenges by leveraging diverse viewpoints and experiences. Additionally, it can promote the significant participation of women in the process of formulating foreign policy decisions.

Pakistan's commitment to democratic values and human rights, coupled with its gender-inclusive approach to foreign policy, contributes to the development of a progressive and inclusive society. Pakistan demonstrates its commitment to achieving the Sustainable Development Goals set by the

United Nations and fostering a more equal and peaceful global community by prioritizing women's rights and empowerment.

While this study provides significant insights, it also emphasizes the need for additional research and practical efforts to promote the participation of women in global politics. To make gender equality progress in foreign policy that fits the situation and takes into account cultural views, the intersectionality of identities, and the effects of colonial legacies, more research needs to be done. Furthermore, governments must take proactive measures to adopt the policy proposals outlined in this article. Examples of initiatives that might be seen as investments in women's leadership development include gender mainstreaming and the implementation of gender-sensitive quotas. The involvement of feminist and civil society organizations in collaboration enhances the quality of policy discourse and ensures the inclusivity of decision-making processes. Any country that wants to improve its diplomatic skills and have a big impact on world events needs to see feminism and programs that include both men and women as practical requirements, not just empty words. The foreign policy of Pakistan should incorporate these themes. Pakistan possesses the capacity to augment its worldwide impact and inclusiveness by embracing gender equality and fostering a civilizational outlook that acknowledges the value and ambitions of all individuals.

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