

An Analysis of Women's Roles and Positions in Geopolitical Organizations



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Abstract: Driven by the global movement for gender equality, women's participation in various fields has gradually increased. This paper describes the evolution of women's roles and status in geopolitical organizations and their current status, and analyzes women's participation in geopolitical organizations, their proportion and positions in leadership, and their influence in policy making. Although the status of women in these organizations has improved, they still face many challenges such as gender stereotypes and inequality. Strategies for promoting the development of women's roles and status in geopolitical organizations include four aspects: formulating and implementing gender equality policies, promoting gender-balanced recruitment and promotion mechanisms, enhancing women's participation in decision-making processes, and establishing women's networks and support systems. These strategies are intended to further promote gender equality in geopolitical organizations and enhance organizational diversity and decision-making quality.

Keywords: geopolitical organizations; women's roles; gender equality; policy influence

Introduction

As important cooperation and coordination platforms in international relations, geopolitical organizations play a key role in global politics, economy, security and other fields. Women's active participation in geopolitical organizations brings diversified perspectives to international affairs and enhances the comprehensiveness and effectiveness of decision-making. Analyzing the evolution of women's roles in geopolitical organizations, the current situation and the challenges they face, and exploring strategies to promote women's participation are of great significance to the healthy development of geopolitical organizations, and also have a far-reaching impact on the advancement of the cause of global gender equality. Studying the role and status of women in geopolitical organizations helps to understand the extent to which gender equality has been achieved in international affairs, and also provides an important reference for the formulation of more inclusive policies. Through this study, it is hoped that the complexity of gender

dynamics in geopolitical organizations can be revealed and more active participation of women in international affairs can be advocated.

1. Meaning and Function of Geopolitical Organizations

Geopolitical organizations are organizations formed based on factors such as geographic location, common interests or cultural backgrounds, and aim to promote cooperation and communication among members in order to jointly address regional challenges or achieve common goals. The core characteristics of geopolitical organizations lie in their territoriality and the common interests or goals among their members, which makes them play an important role in international relations. geopolitical organizations can cover a wide range of levels and areas, such as regional economic cooperation organizations, regional security alliances, cultural or linguistic communities, etc. By providing a platform or mechanism, these organizations promote policy coordination, resource sharing, economic cooperation and cultural exchanges among their members, thereby enhancing regional stability, economic

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development and cultural diversity. geopolitical organizations not only help to enhance the collective strength and international influence of their members, but also provide avenues for multilateral cooperation in solving regional problems. Through joint efforts, they can effectively address the challenges posed by globalization and promote sustainable development in the region. geopolitical organizations were therefore not only an important channel for dialogue and cooperation among member States, but also played a pivotal role in global governance.

2. Evolution of Women's Roles in Geopolitical Organizations

The evolution of women's roles in geopolitical organizations reflects the trajectory of the global gender equality movement. In the early days, women's participation in geopolitical organizations was limited, mainly due to traditional perceptions of women's roles and gender discrimination in society. Women had little say in decision-making processes in political, economic and security spheres and played mostly supportive roles. With the rise of the gender equality movement since the mid-20th century, women's status in all spheres of society has gradually improved, and the role of women in geopolitical organizations has changed significantly. From the 1960s to the 1980s, the global feminist movement pushed for women's right to participate in politics, education, and economic activities, and geopolitical organizations began to take note of women's potential for decision-making and leadership. At this time, women gradually moved into middle management and professional and technical positions in geopolitical organizations, and although senior leadership was still predominantly male, women's influence gradually increased. Entering the 21st century, women's roles in geopolitical organizations have further diversified, not only in terms of significant quantitative increases, but also in terms of qualitative breakthroughs. More and more women are taking up senior management positions and decision-making roles and playing important roles in international affairs (Gao & Li, 2023). The number

and influence of female leaders in geopolitical organizations such as the United Nations and the European Union have significantly increased. This trend not only reflects the transformation of the social concept of gender, but also highlights the unique advantages of women in terms of political wisdom, management ability and communication skills. In contemporary times, the role of women in geopolitical organizations is not only limited to traditional "soft" areas, such as culture and education, but also actively participates in decision-making in core areas such as economy, politics and security. In the Shanghai Cooperation Organization (SCO), for example, Chinese women experts play an important role in the core areas of politics, economics, diplomacy, science and technology, education, culture and health, and have won high praise both at home and abroad for their unique perspectives and professional contributions. Women's leadership and participation in geopolitical organizations not only bring more diversified perspectives and solutions, and promote women's participation and leadership at a higher level, but also contribute to the realization of gender equality and social justice.

3. Status of Women in Geopolitical Organizations

3.1. Women's participation in geopolitical organizations

Women's participation in geopolitical organizations has increased significantly in recent years, but there is still an overall gender gap. Despite the increasing number of women in international organizations and regional cooperation frameworks, women's participation is still lower than that of men in many geopolitical organizations. Women are relatively underrepresented in some areas, particularly in security and political affairs, which have traditionally been dominated by men. For example, women are underrepresented in the Peace and Security Council and other key decision-making bodies of the United Nations. Even in organizations where women's participation is high, they are usually concentrated in low-level administrative or support positions and are less likely to be found in high-level

decision-making positions. There are also some geopolitical organizations that have made progress in increasing women's participation. For example, organizations such as the European Union and the African Union have taken proactive measures to increase women's participation, such as setting gender balance targets and pursuing gender equality policies. These measures have, to some extent, increased the visibility and influence of women in these organizations. Overall, despite the gradual increase in women's participation in geopolitical organizations, further efforts are needed to eliminate gender inequality and ensure women's full participation at all levels.

3.2. Percentage and positions of women in leadership positions

In geopolitical organizations, the proportion of women in leadership and the distribution of their positions show an imbalance. Despite increasing global efforts to advocate for gender equality in recent years, women are still underrepresented in senior leadership positions in geopolitical organizations. Most senior positions in geopolitical organizations, such as secretary-generals, presidents or executive directors, are still predominantly held by men. This phenomenon is particularly pronounced in the political, security and economic spheres, where decision-making levels in many organizations are almost exclusively dominated by men (Wang, 2020a). Of course, there have been some positive changes. Several organizations are beginning to recognize the importance of female leadership and are taking steps to promote women in leadership positions. Global female participation in politics has continued to rise in recent years, with UN data showing that 25% of the world's parliamentarians are now women, an increase of 11% over the past 26 years. The Nordic countries have been particularly strong in promoting female leadership. 2021 UN statistics show that the Nordic region has one of the highest proportions of women in the lower house of parliament, at 44.5%, globally. This phenomenon is attributed to these countries' long-held gender equality policies and social support systems. Meanwhile, the Pacific

region also has a higher proportion of women in the Upper House, at 44.9%. The positive changes in these regions show that women can achieve greater representation in high-level decision-making and leadership positions through strong policy and social advocacy. International organizations such as the United Nations have also continued to increase the proportion of women in senior positions through gender equality policies and initiatives. However, an in-depth analysis of the number and influence of women in the leadership of geopolitical organizations reveals that many female leaders are concentrated in areas such as society, human rights and culture, with less participation in the core areas of strategy and decision-making. This current situation reveals the future direction of advancing women's roles and status, and there should be a sustained push for gender equality policies and the development of female leadership talent to achieve true gender balance.

3.3. Women's influence in policymaking

The influence of women in policy making in geopolitical organizations has received increasing attention, but on the whole, women's influence is still insufficient. In many geopolitical organizations, the policy making process is mainly dominated by men and women are marginalized in these decision making processes. Even where women are involved, their voices may be ignored or underestimated, leaving women's perspectives underrepresented in policymaking. With the advancement of the global gender equality movement, some geopolitical organizations have begun to recognize the indispensable role of women in policymaking. Women's participation not only brings more diverse perspectives, but can also help formulate more comprehensive and inclusive policies. For example, women are often able to offer more empathetic and practical suggestions in policymaking in areas such as social welfare, education, and public health, thus bringing policies closer to public needs (Man, 2016). Organizations such as the United Nations and the European Union have begun to take measures to increase women's participation in policymaking at all

levels, such as the introduction of gender balance committees and policy advisory groups. In order to enhance women's influence in policymaking, geopolitical organizations need to continue to promote gender equality policies, provide more opportunities and platforms for women to participate in decision-making, and ensure that women can play an important role in the policymaking process.

4. Strategies to Promote the Development of Women's Role and Position in Geopolitical Organizations

4.1. Formulation and implementation of gender equality policies

The development and implementation of gender equality policies are aimed at eliminating gender discrimination and inequality within the organization and ensuring that women receive fair opportunities and treatment at all levels. These policies include clear gender equality goals, such as achieving a certain percentage of female representation in leadership and decision-making positions. In this way, geopolitical organizations can break down traditional gender stereotypes and provide women with more important opportunities for promotion and participation. Gender equality policies should also include specific action plans and measures, such as the establishment of specialized gender equality committees or offices responsible for overseeing and promoting the implementation of policies. These bodies can develop relevant guidelines and norms to ensure that gender considerations are fully taken into account in all decisions and activities of the organization (Bi, 2024). Meanwhile, the policy should also emphasize zero tolerance for gender discriminatory behavior and establish effective complaint and handling mechanisms to protect women's rights and interests. Geopolitical organizations should also assess the effectiveness of the implementation of the policy through regular gender equality reviews and evaluations, and make timely adjustments and improvements to the relevant measures. This continuous monitoring and feedback mechanism will help ensure the implementation and

improvement of gender equality policies and create a fairer and more supportive environment for women's development in the organization. By formulating and implementing effective gender equality policies, geopolitical organizations can not only enhance women's participation and leadership, but also increase the inclusiveness and diversity of the organization, thus achieving more comprehensive and effective governance.

4.2. Promote gender-balanced recruitment and promotion mechanisms

In order to achieve gender balance, organizations should take proactive measures in the recruitment and promotion process to ensure that women have fair opportunities at all levels of positions. First of all, the recruitment policy should include a clear gender-balanced target to ensure a certain percentage of women in every recruitment. This can be achieved by expanding recruitment channels, setting up a diversified pool of candidates and encouraging women to apply for senior positions. Secondly, any form of gender bias should be eliminated from the recruitment process to ensure that the selection criteria are fair and transparent. In terms of promotion mechanisms, organizations should establish clear promotion paths and criteria to ensure that women are not discriminated against on the basis of gender in their career development. Geopolitical organizations can set up career guidance or career development programs to provide women with help and support and assist them in overcoming obstacles in their career development. Again, promotion mechanisms should be reviewed regularly to ensure the transparency and fairness of the promotion process and prevent unequal promotion opportunities due to gender discrimination (Ren, 2021). Finally, organizations should also encourage women to participate in leadership training and management courses to enhance their leadership and professional skills. This will not only help increase the proportion of women in senior management, but also promote women's influence in the organization. By implementing these measures, geopolitical organizations can create a more inclusive and

supportive work environment that enables women to reach their full potential in their careers and advance the organization as a whole. Enhancing gender-balanced recruitment and promotion mechanisms will not only help to achieve gender equality within the organization, but also enhance the organization's diversity and innovation.

4.3. Enhancing women's participation in decision-making processes

In order to increase women's participation in decision-making, geopolitical organizations should take several measures to ensure that women have a voice and influence in decision-making processes at all levels. Organizations should establish a minimum percentage of female participation to ensure adequate female representation on important decision-making committees and leadership teams (Wang, 2020). Such a quota system can help break down gender barriers and provide equal opportunities for women to participate in high-level decision-making. Second, geopolitical organizations should provide professional training and development opportunities to enhance women's professional competence and leadership skills in the decision-making process. This includes regular seminars, leadership training programs, and cross-sectoral rotation programs to help women gain a wealth of experience and a broad perspective. Again, geopolitical organizations should create a cultural environment that is supportive of women decision makers to ensure that women feel respected and valued when expressing their opinions and participating in decision making. Organizations can provide a safe and fair work environment for women by developing policies and norms that take a clear stand against gender discrimination and sexual harassment. Organizational leadership should publicly state its support for women's participation in decision-making and demonstrate this support through concrete actions, such as publicly recognizing the contributions and achievements of women leaders and encouraging them to share their experiences and insights within and outside the organization. Finally, organizations should also put in place transparent and fair decision-making processes

to ensure that all members, regardless of gender, are able to participate fairly in the decision-making process. By introducing anonymous voting mechanisms and clear decision-making rules, the impact of gender bias can be reduced to ensure that every opinion is treated equally (Yin, Wen, & Lang, 2021). These measures not only enhance women's self-confidence and motivation in decision-making, but also increase the transparency and credibility of decision-making throughout the organization. Through these efforts, geopolitical organizations can gradually remove the hidden barriers that hinder women's participation in decision-making, so that women can contribute their talents and wisdom in the decision-making process. This will not only help to improve the quality of the organization's decision-making, but also build a good social image for the organization and demonstrate its commitment to gender equality and diversity. Enhancing women's participation in the decision-making process is not only an important step towards achieving gender equality, but also an important guarantee for the sustainable and healthy development of geopolitical organizations.

4.4. Establishing female networks and support systems

Women's networks can provide a platform for female members to communicate and support each other, helping them to share experiences, resources and information, and to enhance their confidence and capacity for professional development. Such networks can be conducted in the form of regular meetings, forums and seminars, etc. Successful female leaders are invited to share their experiences and insights to inspire more women to participate in leadership roles. The support system includes career guidance, psychological support and resource assistance for women. Geopolitical organizations can set up special women's development offices or committees to provide women-specific training and career planning services to help them identify career development opportunities and challenges. The support system can also include measures such as childcare, flexible working hours and telecommuting

to help women balance their work and family responsibilities and reduce their career pressure. By establishing women's networks and support systems, geopolitical organizations can not only provide the necessary support and resources for female members, but also create an inclusive and supportive work environment that enables women to better realize their potential and promote diversity and innovation in the organization (Zhang & Pan, 2021). This strategy helps to enhance the status and influence of women in geopolitical organizations and achieve the goal of gender equality.

Conclusion

In summary, by analyzing women's participation in geopolitical organizations, their proportion and positions in leadership, and their influence in policy making, it can be concluded that women's status in these organizations has improved significantly though. However, women in geopolitical organizations still face many challenges, such as under-representation and under-influence. The importance of enhancing the role and status of women in geopolitical organizations cannot be ignored. Women's diverse perspectives and decision-making ability can bring more comprehensive solutions to the organization, which can help improve the inclusiveness of the organization and the quality of decision-making. Therefore, promoting women's participation and development in geopolitical organizations is not only a necessary step to achieve gender equality, but also an important way to promote global governance and sustainable development.

Conflict of Interest

The author declares that she has no conflicts of interest to this work.

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