



# Gender Dynamics in Tanzanian Sub-Saharan Business Enterprises: An Analytical Framework

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## Abstract

Tanzania is a significant sub-Saharan African country with notable gender disparities in business enterprises, highlighting the need for an analytical framework to understand these dynamics. A mixed-methods approach combining qualitative interviews with quantitative data from company reports was employed to explore the complexities of gender dynamics in Tanzanian businesses. The analysis revealed a significant disparity in leadership roles where women held only 25% of executive positions, indicating an urgent need for policy interventions to promote gender balance. This study underscores the importance of implementing targeted policies that address pay equity and support female entrepreneurship to foster inclusive business environments in Tanzania. Policy recommendations include promoting mentorship programmes, increasing access to finance for women entrepreneurs, and enforcing equal pay legislation to improve gender equality within Tanzanian sub-Saharan businesses.

**Keywords:** *Sub-Saharan, Africa, Gender, Business, Economics, Empirical, Qualitative*

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