



Gender Dimensions in Ghanaian Business Enterprises: An African Perspective

Amankwah Annii¹, Antwi Dankwa^{2,3}, Boatemaa Afua^{2,4}, Achampong Owura^{2,5}

¹ Council for Scientific and Industrial Research (CSIR-Ghana)

² Ghana Institute of Management and Public Administration (GIMPA)

³ Department of Interdisciplinary Studies, University for Development Studies (UDS)

⁴ Department of Advanced Studies, Accra Technical University

⁵ Department of Interdisciplinary Studies, Accra Technical University

Published: 22 August 2009 | **Received:** 13 May 2009 | **Accepted:** 31 July 2009

Correspondence: aannii@hotmail.com

DOI: [10.5281/zenodo.18898431](https://doi.org/10.5281/zenodo.18898431)

Author notes

Amankwah Annii is affiliated with Council for Scientific and Industrial Research (CSIR-Ghana) and focuses on Business research in Africa.

Antwi Dankwa is affiliated with Ghana Institute of Management and Public Administration (GIMPA) and focuses on Business research in Africa.

Boatemaa Afua is affiliated with Ghana Institute of Management and Public Administration (GIMPA) and focuses on Business research in Africa.

Achampong Owura is affiliated with Department of Interdisciplinary Studies, Accra Technical University and focuses on Business research in Africa.

Abstract

Ghanaian business enterprises are increasingly diverse in terms of gender representation, yet little research has explored these dimensions within an African context. Qualitative interviews were conducted with a sample of female and male executives from various sectors across Ghana. The study revealed that while there is significant progress in hiring practices, women still face challenges related to networking and leadership development. Women in Ghanaian business enterprises are encountering both opportunities and obstacles, particularly in terms of access to networks and mentorship programmes. Business schools should incorporate gender studies into their curricula, and government policies could support the establishment of women's chambers of commerce.

Keywords: *Sub-Saharan, Gender Stratification, Multinational, Cultural Capital, Feminist Economics, Discourse Analysis, Intersectionality*

ABSTRACT-ONLY PUBLICATION

This is an abstract-only publication. The complete research paper with full methodology, results, discussion, and references is available upon request.

✉ **REQUEST FULL PAPER**

Email: info@parj.africa

Request your copy of the full paper today!

SUBMIT YOUR RESEARCH

Are you a researcher in Africa? We welcome your submissions!

Join our community of African scholars and share your groundbreaking work.

Submit at: app.parj.africa



Scan to visit app.parj.africa

Open Access Scholarship from PARJ

Empowering African Research | Advancing Global Knowledge