



Gender Inequality in Tech Industry Leadership Positions Among South African Women Entrepreneurs,

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Abstract

In recent years, gender inequality has been a significant issue in various sectors, including technology industry leadership positions among women entrepreneurs. The study employed a mixed-method approach using surveys and semi-structured interviews with participants from diverse backgrounds representing various tech companies in South Africa. Data were analysed using thematic content analysis to identify patterns and themes across the data sources. A key finding was that women entrepreneurs reported facing significant challenges such as lack of networking opportunities, biased hiring practices, and insufficient support structures for leadership roles. The findings highlight persistent gender disparities in tech industry leadership positions among South African women entrepreneurs. Organisational culture plays a crucial role in fostering inclusive environments. Recommendation include the implementation of diversity and inclusion training programmes, mentorship initiatives, and transparent policies to support career advancement for women in technology sectors.

Keywords: *African, Feminist, Intersectionality, Quantitative, Qualitative, Leadership, Entrepreneurship*

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