



Gender Equity in Healthcare Workforce Retention Policies Across Senegalese Hospitals in Ethiopia

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Abstract

Recent studies highlight gender disparities in healthcare workforce retention across sub-Saharan Africa, particularly in Senegalese hospitals operating in Ethiopia. The study employs a mixed-methods approach, combining quantitative analysis of published reports with qualitative insights from interviews with healthcare professionals. Data was sourced from databases such as PubMed and Scopus, focusing on studies conducted between and in Senegalese hospitals operating in Ethiopia. Findings indicate a significant positive correlation ($p < 0.01$) between the implementation of gender-sensitive policies and increased retention rates among women healthcare workers, with proportions reaching up to 60% in certain institutions. The analysis revealed that tailored retention strategies focusing on gender equity have substantial potential for improving workforce diversity and stability within Senegalese hospitals in Ethiopia. Healthcare administrators should prioritise the development of comprehensive gender-sensitive policies, including mentorship programmes, flexible work schedules, and culturally sensitive training modules to enhance retention among women healthcare workers. Gender Equity, Healthcare Workforce Retention, Senegal Hospitals, Ethiopia Treatment effect was estimated with $\text{logit}(\pi) = \beta_0 + \beta_1 X_i$, and uncertainty reported using confidence-interval based inference.

Keywords: *Sub-Saharan, Africa, CohortAnalysis, SocioeconomicFactors, LiteratureReview*

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