

WOMEN'S LEADERSHIP IN TECHNICAL INSTITUTIONS IN TANZANIA: EXPLORING THEIR OPPORTUNITIES AND CHALLENGES

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ABSTRACT

In recent years, there has been a growing recognition of the importance of gender diversity and inclusion in leadership positions across various sectors. This paper investigates women's leadership in technical institutions in Tanzania with a focus on exploring their opportunities and challenges. The study participants included rectors, heads of departments, and tutors. Data were collected through focus group discussions and interviews. The results show the opportunities and challenges that women's leadership faced in technical institutions. These include; educational advancements, government initiatives, global awareness and advocacy, societal expectations and stereotypes, workplace culture and bias, balancing work and family responsibilities, and limited networking opportunities. Therefore, this study recommends that collaborative efforts between the government, and education stakeholders to have collective measures to fight against all vices that hinder women's leadership in technical institutions to allow them to bring contributions to the nation through their skills, knowledge and expertise.

Keywords: Women's leadership, technical institutions, opportunities, challenges, Tanzania.