

**ECONOMIC FACTORS AFFECTING GENDER EQUALITY WITHIN
HOUSEHOLDS IN TANZANIA: A CASE STUDY OF DODOMA CITY
COUNCIL**

FATUMA SWALEHE MTINGA

**A DISSERTATION SUBMITTED IN PARTIAL FULFILLMENT OF THE
REQUIREMENTS FOR THE DEGREE OF MASTER OF ARTS IN
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CERTIFICATION

The undersigned certify that they have read and hereby recommend for acceptance by the Open University of Tanzania a dissertation entitled: “**Economic Factors Affecting Gender Equality within Households in Tanzania: A Case Study of Dodoma City Council**” in partial fulfillment of the requirements for the award of the degree of Master of Arts in Gender Studies of the Open University of Tanzania.

.....

Dr. Mariana Makuu

(1st Supervisor)

.....

Date

.....

Dr. Fauzia Mohamed

(2nd Supervisor)

.....

Date

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DECLARATION

I, **Fatuma Swalehe Mtinga**, declare that the work presented in this dissertation is original. It has never been presented to any other University or Institution. Where other people's works have been used, references have been provided. It is in this regard that I declare this work as originally mine. It is presented in partial fulfillment of the requirement for the Degree of Master in Gender Studies of the Open University of Tanzania.

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Date

DEDICATION

This work is dedicated to my mother, Ms. Jamila Saburi Mzinga.

ACKNOWLEDGEMENT

I would like to first thank my Almighty God for granting me good health and ensuring that I complete this study in the best way possible. My second heartfelt thanks go to my lecturer, Dr. Jonas Buhori, for being with me all the time during my studies and steadfastly encouraging me whenever I showed signs of despair. Thirdly, I would like to send my sincere thanks to my supervisors, Dr Mariana Makuu and Dr Fauzia Mohamed, for being friendly to me and tirelessly ready to guide me in developing the best work possible. Last but not least, I would like to thank my colleagues, Mr. Pius S. Hongoa, Ms. Ester Kaselenge and Mr Adili S. Kachima, for having bared with me all the time I failed to give constructive ideas.

ABSTRACT

This study titled “Economic Factors Affecting gender equality within Households in Dodoma City Council, Tanzania”, is guided by three specific objectives, namely, To analyze the extent to which economic factors affect gender equality within households in Dodoma region, To examine the measures for mitigating economic factors that affect gender equality within the household in the Dodoma region and to examine the challenges of mitigating economic factors that affect gender equality within households in the Dodoma region. This study employed 384 respondents, using mixed method approach. The research design employed was exploratory design. Data analysis involved both quantitative and qualitative analyses. In qualitative analysis, descriptive and inferential statistics were used while in quantitative analysis data were analysed using content analysis using different themes. SPSS Version 23 software was used to assist in data analysis. Findings showed that economic factors such as the wage gap and limited employment opportunities influenced gender equality to a greater extent. Furthermore, the findings revealed that women’s participation in the household’s economic decision-making would mitigate economic factors that enhanced gender inequality. It was recommended that employers should give women equal chances with men when recruiting them.

Keywords: Gender inequality, wage gap, economic factors, households, Tanzania.

TABLE OF CONTENTS

CERTIFICATION	ii
COPYRIGHT	iii
DECLARATION.....	iv
DEDICATION.....	v
ACKNOWLEDGEMENT	vi
ABSTRACT	vii
LIST OF TABLES	xii
LIST OF FIGURES	xiii
LIST OF ABBREVIATIONS	xv
CHAPTER ONE	1
INTRODUCTION.....	1
1.1 Introduction	1
1.2 Background Information	1
1.3 Statement of the Problem and Justification of the Study	6
1.4 Research Objectives	7
1.4.1 General Objective.....	7
1.4.2 1.4.2 Specific Objectives.....	7
1.5 Research Questions	7
1.6 Significance of the Study	8
1.7 Scope of the Study	8
CHAPTER TWO	9
LITERATURE REVIEW.....	9
2.1 Introduction	9

2.2	Definition of Terms and Concepts	9
2.2.1	Economic Factors	9
2.2.2	Gender Equality.....	9
2.2.3	Households	10
2.3	Theoretical Review	10
2.3.1	Overview of Liberal Feminist Theory.....	10
2.3.2	Strengths of the Liberal Feminist Theory	11
2.3.3	Criticism Against Liberal Feminist Theory	11
2.3.4	Relevance of the Liberal Feminist Theory to the Study.....	11
2.4	Empirical Review.....	13
2.4.1	Extent to which Economic Factors Affect Gender Equality within Households	13
2.4.2	Mitigation Measures for Economic Factors Affecting Gender Equality	17
2.4.3	Challenges of Mitigating Economic Factors that Affect Gender Equality	21
2.5	Research Gap	25
2.6	Conceptual Framework	26
	CHAPTER THREE	28
	RESEARCH METHODOLOGY	28
3.1	Introduction	28
3.2	Research Philosophy	28
3.2.1	Research Design.....	29
3.2.2	Research Approach	29
3.3	Study Area.....	30
3.4	Targeted Population	32

3.5	Sampling Procedures.....	32
3.6	Sample Size.....	33
3.7	Secondary Data Source	34
3.8	Primary Data Source	34
3.9	Data Collection Methods.....	34
3.9.1	Surveys	34
3.9.2	Interviews	35
3.9.3	Focus Group Discussions	36
3.9.4	Documentary Reviews	37
3.10	Validity and Reliability	38
3.11	Data Analysis	39
3.11.1	Quantitative Data Analysis.....	39
3.11.2	Qualitative Data Analysis.....	40
3.12	Ethical Consideration	40
	CHAPTER FOUR.....	42
	DATA PRESENTATION, ANALYSIS, DISCUSSION AND	
	INTERPRETATION	42
4.1	Introduction.....	42
4.2	Demographic Information of Respondents	42
4.2.1	Age of Respondents	42
4.2.2	Sex of Respondents	43
4.2.3	Education Level of Respondents.....	44
4.2.4	Working Experience of Respondents.....	44
4.3	The Extent to Which Economic Factors Affected Gender Equality	45

4.3.1	Wage Gap	45
4.3.2	Limited Employment Opportunities.....	49
4.3.3	Women's Limited Access to Financial Resources.....	52
4.4	The Measures for Mitigating Economic Factors that Affect Gender Equality	56
4.4.1	Women’s Participation in Household’s Economic Decision Making.....	56
4.4.2	Increasing Women's Access to Financial Resources.....	60
4.5	The Challenges of Mitigating Economic Factors that Affect Gender Equality	63
4.5.1	Gender Discrimination in Access to Education and Training Opportunities.	63
4.5.2	Presence of Power Holders and Perpetrators of Inequality	66
	CHAPTER FIVE.....	70
	SUMMARY OF THE FINDINGS, CONCLUSION AND RECOMMENDATIONS.....	70
5.1	Introduction	70
5.2	Summary of the Findings	70
5.2.1	Objective One.....	70
5.2.2	Objective Two	71
5.2.3	Objective Three	71
5.3	Conclusion	72
5.4	Recommendations for Actions.....	73
5.5	Recommendation for Further Studies	74
	REFERENCES.....	75
	APPENDICES	84

LIST OF TABLES

Table 4.1: Age of respondents..... 43

Table 4.2: Sex of respondents 43

Table 4.3: Education level of respondents 44

Table 4.4: Working experience of respondents 45

Table 4.5: Criteria for selecting jobs that depict wage gap 47

Table 4.6: Criteria for Selecting Limited Employment Opportunities..... 51

Table 4.7: Criteria for selecting women’s source of finance..... 54

Table 4.8: Criteria for working fewer hours..... 58

LIST OF FIGURES

Figure 2.1: Conceptual frameworks for economic factors on gender equality	27
Figure 4.1: Extent to which the wage gap affected gender equality	46
Figure 4.2: Jobs which depicted wage gap.....	48
Figure 4.3: The extent to which limited employment opportunities enhance gender inequality.....	49
Figure 4.4: Jobs with limited employment opportunities.....	51
Figure 4.5: The Extent to which women's limited access to financial resources enhances gender inequality	53
Figure 4.6: Sources of women's finance	55
Figure 4.7: Women's participation in household's economic decision-making as a measure of economic factors enhancing gender inequality	57
Figure 4.8: Types of decision-making in which women should be involved to enhance gender equality.....	59
Figure 4.9: Whether increasing women's access to financial resources would mitigate economic factors	60
Figure 4.10: Form of Empowerment that Enhances Women's Capability to Mitigate Economic Factors	62
Figure 4.11: Whether gender discrimination in access to education and training opportunities was a challenge in mitigating economic factors	64
Figure 4.12: Bottlenecks for women's access to education and training opportunities	65
Figure 4.13: If the presence of power holders and perpetrators of gender inequality hampers the mitigation of economic factors.....	67

Figure 4.14: Gender inequality indicators perpetrated by power holders and
perpetrators of gender inequality 68

LIST OF ABBREVIATIONS

AfDB	African Development Bank
AU	African Union
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
EAC	East Africa Community
EPR	Employment to Population Ratio
FGD	Focus Group Discussion
FGM	Female Genital Mutilation
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GEP	Gender Equality Plan
GM	Gender mainstreaming
ILO	International Labour Organization
JICA	Japan International Community Agency
MKUKUTA	Mkakati wa Kuondoa na Kupunguza Umasikini Tanzania
NBC	National Bureau of Statistics
NSPR	National Strategy for Poverty Reduction
OECD	Overseas Economic Countries and Development
PGCD	Police Gender and Children's Desk
SADC	Southern Africa Development Community
TGNP	Tanzania Gender Networking Programme
UN	United Nations
US	United States

WGDP	Women and Gender Development Policy
WHO	World Health Organization
WVS	World Value Survey

CHAPTER ONE

INTRODUCTION

1.1 Introduction

This study aims to assess economic factors affecting gender equality within households in Dodoma city council. Assessing economic factors affecting gender equality is very crucial, considering the fact that narrowing the gender gap in labour markets could increase the Gross Domestic Product (GDP) in developing economies by almost 8% (ILO, 2017). This chapter provides the background information, statement of the problem, objectives of the study, research questions, significance of the study, and the scope of the study.

1.2 Background Information

Gender equality, particularly in economic aspects, remains a complex issue at the forefront of global discourse. Regardless of geographical location or level of economic development, societies worldwide are still grappling with significant gender disparities. Gender inequality is portrayed in a variety of social and economic activities, with women being deprived of access to, control over, and ownership of some resources (Lusasi & Mwaseba 2020). In this respect, the global gender gap in economic participation and opportunity, despite improvements in the past decade, stood at an alarming 57.8% in 2020 (World Economic Forum, 2022). As it turns out, in many countries, women are overrepresented in low-paying jobs (Ortiz-Ospina & Roser, 2019). In other words, women all over the world are underrepresented in

high-profile jobs, with the exception of Tanzania and Mexico, where women are the presidents.

In developed nations such as the United States, Canada, and the United Kingdom, the gender-economic disparity is somewhat less pronounced, yet still a significant concern. Generally, women in the OECD countries earn, on average, 18.5% less than men (OECD, 2020). There is also a significant gender imbalance in leadership roles, with women holding only 28.5% of managerial positions in these countries (OECD, 2020). In developing countries outside Africa, like India, Brazil, and Indonesia, gender inequality manifests in more severe forms. Women in these countries not only earn less than men but are also less likely to participate in the labour market (UN, 2019). The situation is further compounded by legal, cultural, and societal barriers restricting women's access to financial resources and assets.

In Africa, the gender equality gap in economic participation is even wider. Mostly, African women, particularly those in Sub-Saharan Africa, face the largest wage gaps globally and earn 67% of what their male counterparts earn (AfDB, 2020). Moreover, women are disproportionately represented in low-paying jobs, face higher unemployment rates and face significant hurdles in accessing financial resources. Compounding these economic disparities is the fact that women, especially those in rural areas, are predominantly engaged in unpaid subsistence work (Eurostat, 2018). In East Africa, women face high employment gaps, significant wage differentials, and limited access to financial resources. On average, East African women earn 30%

less than their male counterparts, and the gender employment gap stands at 25% (EAC, 2020).

Tanzania faces a myriad of challenges, among which are striking socio-economic disparities between genders. The main barriers to women's socio-economic inclusion in Tanzania are time poverty, lack of education, reproductive health pressures, lack of assets and access to financial services, lack of access to male labour and inputs such as fertilizer; a difficult legal and regulatory framework and lack of access to business development services; and cultural norms (Idris, 2018). Overall, in Tanzania, females' Employment to Population Ratio (EPR) is lower than that of males, with the lowest in Zanzibar, with 49.8 per cent for female's vis-a-vis 73.6 per cent for males (NBS, 2022).

In Tanzania, discrimination and a lack of societal understanding about women's issues, such as violence against women in Tanzania make it difficult for them to become successful in the workplace (HRCPakistan, 2015). In many societies, women are often neglected rather than encouraged to perform gender-related activities by parents and the community (Eagly & Wood, 2012). For instance, women are more involved in water collection and spend more time on this task than men do (Fontana & Natali, 2008). There is also a significant discrepancy in terms of economic opportunities, income, and access to financial resources between men and women in Tanzania (World Bank, 2019). Women, in particular, confront entrenched economic inequalities, such as earning substantially less than their male counterparts and experiencing higher unemployment rates. Likewise, gender inequality is widespread

in Tanzania and plays a role in limiting women's opportunities to access income (Herry, 2018). Furthermore, gender inequality affects women's access to reproductive health care in relation to gender social norms, decision-making power, access to resources at the household and community level, and roles and responsibilities (Tesha *et al.*, 2023).

Dodoma, just like any other rural-based city, women presumably face the same systemic socio-economic disadvantages and barriers in their pursuit of economic stability and growth. According to the gender assessment performed in Dodoma, domestic activities in households performed by women include food preparation and cooking, washing dishes, fetching water, securing cooking fuel and shopping for foodstuffs and other domestic items used in the kitchen (TaTEDO & MECS, 2022). Dodoma Region has the highest percentage of women among other regions experiencing physical violence (70.5%) and a higher percentage of FGM occurrence, 63.8%. However, the police have shown a stronger commitment to address gender issues, including GBV, by establishing the Police Female Network in 2007 and the establishment and expansion of 417 Police Gender and Children's Desk (PGCD) by 2012 (JICA, 2016).

Several efforts have been put in place by the Tanzanian government to curb gender inequality. The country ratifies key international- and regional human rights documents, including the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and the SADC Protocol on Gender and Development. At the domestic policy level, there is the 'Vision 2025' that recognizes

the importance of gender equality and the empowerment of women, and the National Strategy for Poverty Reduction 1 and 2 – so-called ‘MKUKUTA6 ’ 1 and 2– that highlights gender mainstreaming and describes specific strategies on related education and Gender-based Violence (GBV) (JICA, 2016). Another commitment of the Government of Tanzania is the support for the wider participation of women in government decision-making through the formulation of the Women and Gender Development Policy (WGDP) and the re-enforcement of the quota system for female representatives at the national parliamentarians and local councils.

The problem of gender inequality in Tanzania cuts across all the regions, including Dodoma, which undermines the important role of women in poverty alleviation and economic development (Herry, 2018; Tesha *et al.*, 2023). Studies show that there have been several efforts to control gender inequality in Dodoma and Tanzania in general (JICA, 2016; TaTEDO & MECS, 2022). Some of the efforts aim to eliminate all forms of discrimination against women, gender mainstreaming, empowering women, and support the wider participation of women in government decision-making (JICA, 2016).

Despite the efforts made by the government, gender inequality was still widespread. Various explanations have been advanced to explain the problem of gender inequality. Studies showed that the problem was connected to several factors, including economic factors, which led to women spending more time on household chores, widening the gap in tertiary education, and early marriage among females and early pregnancy (Idris, 2018). Building on liberal feminist theory, whose main

tenets is to advocate for equality between sexes, this established the economic factors that affected gender inequality in the Dodoma region.

1.3 Statement of the Problem and Justification of the Study

Gender inequality in Tanzania is highly associated with economic factors, which manifest itself in wage gaps, unequal employment opportunities, and lopsided access to financial resources. In other words, women in Tanzania consistently earn less than their male counterparts, are less likely to find employment in formal sectors and possess limited access to formal financial resources. At a micro level, it prevents women from realizing their full potential, perpetuating a cycle of poverty and inequality that can span generations. It discourages female participation in the workforce and hinders their access to opportunities for advancement, contributing to income disparity and wealth accumulation. Moreover, this disparity promotes a socio-cultural environment where gender inequality becomes normalized, adversely affecting not only the psychological well-being of women but also the societal fabric as a whole.

In an effort to ease the situation, Tanzania has ratified several international conventions advocating for gender equality, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Other efforts include the police force's strategy of the Police Female Network in 2007 and the establishing and expanding 417 Police Gender and Children's Desk (PGCD). Most of the studies undertaken in the related field attempted to establish the impact of socio-economic factors on gender inequality (Lusasi & Mwaseba, 2020). Little

was, therefore, known about how economic factors affected gender inequality in Tanzania. This research aimed to address the gap in knowledge by delving into the relationship between the economic factors and their influence on gender equality at the household level in Dodoma.

1.4 Research Objectives

This section provides both the general and specific objectives.

1.4.1 General Objective

The general objective of the study was to assess economic factors affecting gender equality within households in Dodoma region: a detailed study of Dodoma city council

1.4.2 1.4.2 Specific Objectives

- i) To analyze the extent to which economic factors affect gender equality within households in the Dodoma region.
- ii) To examine the measures for mitigating economic factors that affect gender equality within households in the Dodoma region.
- iii) To examine the challenges of mitigating economic factors that affect gender equality within households in the Dodoma region

1.5 Research Questions

- i) What is the extent to which economic factors affect gender equality within households in the Dodoma region?

- ii) What measures mitigate economic factors that affect gender equality within households in the Dodoma region?
- iii) What are the challenges for mitigating economic factors that affect gender equality within households in the Dodoma region?

1.6 Significance of the Study

This study benefited several stakeholders, such as policymakers, academicians/researchers, practitioners, community members and women. To the policymakers, the study would enable them to identify the most significant factors that would be integrated into the gender policy. To the academicians and the researchers, the study enhanced the body of knowledge regarding gender inequality. To the practitioners, the study would form the basis of their arguments and wholesomely advocate for the narrowing of gender inequality gaps. To the community members, the study would enable them to identify the cultural practices that perpetuated gender inequality. Finally, for women, the study would serve as an avenue for enhancing their economic power, hence freeing them from financial constraints.

1.7 Scope of the Study

This study was confined to the Dodoma City Council jurisdiction, focusing on assessing the economic factors influencing gender equality within households. The research examined the wage gaps, employment opportunities, and access to financial resources between genders.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter presents the definitions of keywords, theoretical literature review, empirical literature review, research gap and the conceptual framework.

2.2 Definition of Terms and Concepts

This section defines key terms, which include economic factors, gender equality, and household values.

2.2.1 Economic Factors

A succinct definition of economics comes from Paul Samuelson and William Nordhaus (2010), who describe economics as "the study of how societies use scarce resources to produce valuable commodities and distribute them among different people" (Samuelson & Nordhaus, 2010). Economic factors refer to wage gaps, employment opportunities, and access to financial resources (Becker, 2022). In the context of this study, 'economic factors' were specifically defined as the components that shape the distinct economic experiences of men and women within households.

2.2.2 Gender Equality

The World Health Organization (WHO) defines gender as: "the characteristics of women, men, girls and boys that are socially constructed" (World Health Organization, 2019). According to the United Nations (2021), gender equality refers

to equal rights, responsibilities, and opportunities for women and men, as well as girls and boys. In the context of this study, gender equality encompassed equal economic participation and decision-making within households in the Dodoma region.

2.2.3 Households

In socioeconomic research, a household typically refers to a group of people who live in the same dwelling and share in its expenses. These people may be related by blood, marriage, or adoption, but they may also include friends, roommates, or other non-relatives (OECD, 2020). For this study, a household was defined as a social unit consisting of one or more people who live together in the same dwelling in the Dodoma region.

2.3 Theoretical Review

2.3.1 Overview of Liberal Feminist Theory

This study was guided by Liberal feminist theory. Liberal feminist theory was developed and advanced by Mary Wollstonecraft, John Stuart Mill, Betty Friedan and Gloria Steinem. The main tenets of the liberal feminist theory centre on advocating for equality between sexes. The theory posits that discrimination against women is not a result of inherent differences between sexes but instead due to societal norms and structures. If women and men are not so different, they should not be treated differently in society under the law (Nyoni *et al.*, 2017). This school of thought is reformist, seeking to improve the status of women within the system but not fundamentally contesting either the system's operation or its legitimacy.

2.3.2 Strengths of the Liberal Feminist Theory

One of the greatest strengths of the liberal feminist theory is its emphasis on practical, tangible changes such as equal pay, reproductive rights, and equal representation. Its focus on policy and law reform makes it applicable and measurable.

2.3.3 Criticism Against Liberal Feminist Theory

One major criticism is that it tends to adopt a 'one-size-fits-all' approach to women's issues, often overlooking the intersectional experiences of women from different races, cultures, and socioeconomic statuses. Furthermore, the theory's focus on legal and political solutions can sometimes neglect deep-rooted societal and cultural biases that laws alone cannot change. Therefore, the Liberal Feminist Theory helped us understand how unequal access to economic resources and opportunities could contribute to gender inequality within households in Dodoma. Besides, this school of thought is reformist, seeking to improve the status of women within the system but not fundamentally contesting either the system's operation or its legitimacy. It is an individualistic form of feminism that focuses on women's ability to show and maintain equality through their actions and choices (Nyoni *et al.*, 2017).

2.3.4 Relevance of the Liberal Feminist Theory to the Study

Liberal feminism helps in understanding certain aspects of gender difference and gender inequality by considering the aspects of social and political power relations together with the promotion of women's rights in society. Besides, it creates the

feeling that there is something wrong with society's treatment of women and tries to find out the reason and dimensions of women's oppression. Liberal feminism (also known as 'gender justice') seeks to secure equal societal, political, and economic opportunities and civil and sexual freedoms (Oxley, 2011), particularly regarding specific women's issues such as reproductive rights, violence against women, discrimination, and equal pay (Morgan, 1996). It is on the basis of this that Liberal Feminism theory was able to inform the study about the extent to which economic factors enhance gender inequality.

A feminist, Morgan (1996) developed a measure designed to capture a liberal feminist ideology that consists of two underlying themes: gender roles and feminist ideology. The gender role theme reflects the desire for men and women to be able to choose their life paths without restricting their lives to specific roles as a function of gender. The feminist ideology theme reflects endorsements of feminist goals of equal rights and opportunities for women, acknowledgement of gender-based discrimination, and endorsement of collective action for change. This study also examined the measures for mitigating economic factors that affect gender equality. The Liberal Feminism theory clearly, therefore, provides the parameters that were used by the study to examine the measures for mitigating economic factors that affect gender equality. According to Conlin & Heesaker (2018), it is also essential to understand why people endorse liberal feminist ideologies, as women who identify as feminists are more likely to confront sexism and work toward gender equity than women who do not identify as feminists.

Liberal Feminist theory further describes the most significant challenges of mitigating the causes of gender inequality. Some of these challenges include traditional attitudes toward women and gender-related social roles; ambivalent sexism and maintenance of the gender status quo; rape myth acceptance; gender-specific system justification; political beliefs; and gender. People who adhere to traditional gender roles (such as family structure and women's participation in the workforce over traditional roles in the home) are less likely to endorse liberal feminist ideologies (McLaughlin & Aikman 2020). Worldwide, both hostile and benevolent sexism are also associated with gender inequality (Glick & Fiske, 2001). People with stronger feminist beliefs are more likely to provide aid to victims, while men with higher rape myth acceptance were least likely to provide support (Russell *et al.*, 2024). These sentiments of Liberal Feminists were integrated to inform the study on the challenges of mitigating economic factors influencing gender equality.

2.4 Empirical Review

This section provides reviews of the studies that are related to the current studies. It is divided into three sub-sections in accordance with the specific objectives.

2.4.1 Extent to which Economic Factors Affect Gender Equality within Households

Globally, a comprehensive study by the World Bank (2021) aimed to identify the major economic factors influencing gender equality within households. Employing a mixed-methods approach involving both qualitative and quantitative data collected from multiple countries, the study found wage gaps, uneven access to employment

opportunities, and differential access to financial resources as the key economic determinants of gender inequality. Despite the wide-reaching conclusions, the study recommended more localized investigations due to the variability of these factors across different regions and economies. However, a specific gap identified was a deeper analysis of how these economic factors influenced gender equality within specific regions like Dodoma, Tanzania.

In Africa, a study conducted by the African Development Bank (AfDB, 2020) employed a quantitative methodology to explore economic factors affecting gender equality within African households. The study found that apart from wage gaps, women's unpaid work, limited access to productive resources, and cultural practices significantly influenced gender equality at the household level. The AfDB study, however, did not delve into specific country or regional analyses, hence leaving a gap that this study intended to fill.

In a study by Mlacha (2019), the major economic factors influencing gender equality within households in Tanzania were explored. The study employed a mixed-methods approach, including both quantitative and qualitative data. The findings revealed that wage gaps, uneven access to employment opportunities, and differential access to financial resources were key economic determinants of gender inequality. The study concluded by emphasizing the need for more comprehensive and gender-responsive economic policies. However, it fell short of providing a detailed analysis of those issues specific to the Dodoma region, which the current research aimed to fill.

A study conducted by Bertay et al. (2020) with a global view by employing documentary review tested whether those industries that typically employed more women grew relatively faster in countries with ex-ante lower gender inequality. The study findings show that gender inequality affects real economic outcomes. There were several weaknesses depicted by the study, such as relying on only documentary review when, in essence, interviews and questionnaires could be used. However, the study was related to the current study on the aspect of gender inequality.

A study conducted in Tanzania by Manoti (2017) examined the effects of inequality towards women's economic growth in Temeke District, Dar es Salaam. The study employed a literature review by using a structured questionnaire and key informant interviews. The study observed that the relationship between gender inequality and economic growth is statistically significant, indicating that gender inequality in Temeke is the possible reason for women's economic backwardness. The study was purely qualitative and did not engage other data-collecting methods such as FGD and observation. However, the relationship between the study and the current study revolved around gender inequality and economic issues.

A study conducted in the Philippines by Jinyoung et al. (2016) introduced a model of gender inequality and economic growth that focuses on the determination of women's time allocation among market production, home production, child-rearing, and child education. The theoretical model was based on Agenor (2012) but differed in several important dimensions. The analysis showed that improving gender equality could contribute significantly to economic growth by changing females' time

allocation and promoting the accumulation of human capital. The application of the theoretical model prevented the study from benefiting from primary data collection methods such as interviews and questionnaires. Besides, the study focused on community and family factors other than economics. Nonetheless, both the current and reviewed studies forged the relationship between gender inequality and economic issues.

A study conducted in the Netherlands by Tubman et al. (2021) explored the economic effects of increasing female work participation, which can lead to growth in GDP and global prosperity by employing a case study design. The findings show that the proportion of women working part-time is extremely higher than that of men, the share of women occupying a top position in the public and private sector is lower than the share of men, and a law is being tabled in the Dutch parliament which would force listed companies to have at least a third of women on their supervisory board. The most significant weakness of the study revolved around the use of case study design. The use of case study designs only allows for the outcome not to be generalizable because the sample group is single and often not large enough to generalize for the public. Nevertheless, the study was related to the current study on the aspect of exploring the economic effects of female work participation.

A study conducted in 43 countries by Kim (2022) analyzed the impacts of informal institutional factors affecting gender inequality. This study adopted seven gender-related perceptions from the World Value Survey (WVS) Wave 7. The results demonstrated how informal institutions shaped and influenced people's thoughts and

views around them regardless of gender or socio-economic level. While the study focused on the impacts of informal institutional factors affecting gender inequality, the current study investigated the economic factors affecting gender equality. However, the relationship between the two studies was on the aspect factors affecting gender inequality.

A study conducted by Nguyen (2021) examined the influence of gender equality on economic complexity. The study used the two-step system-generalized method of moments approach with an unbalanced panel of data on 119 economies from 1991 to 2017. The results showed that labour participation in industry or service sectors, as well as wage and salaried employment by women, appears to improve economic complexity. In contrast, women's employment in agriculture, contributions to family workers, self-employment, and vulnerable employment have a negative impact. The major weakness of the study was the application of documentary review only. This implies that the study could not be informed by the questionnaires and interview methods, which would add great value to the study of this nature. However, the study was related to the current study regarding gender inequality and economic factors.

2.4.2 Mitigation Measures for Economic Factors Affecting Gender Equality

Globally, a study by the United Nations Women (2019) sought to evaluate the impact of economic factors on the empowerment of women within the household setting. Employing a comparative analysis approach across several countries, the study found that higher wage gaps and limited access to employment opportunities significantly impeded women's empowerment. The study also concluded that enhancing women's

financial inclusion could potentially improve their empowerment within households. The UN Women study, however, recommended more localized studies to understand the impact of those economic factors in specific contexts, thus suggesting a research gap this study could fill.

In Africa, a study by the African Union (2020) utilized both qualitative and quantitative methodologies to explore the impact of economic factors on women's empowerment within the household setting. The study concluded that economic factors, such as access to employment and financial resources, significantly affected women's empowerment. In addition, with the help of a policy analysis methodology, a policy brief by the African Union proposed strategies such as promoting women's entrepreneurship, enhancing financial literacy for women, and implementing gender-responsive budgeting (AU, 2021). However, the brief noted that the effectiveness of those strategies varied across different countries and regions, pointing to a research gap that this study aimed to fill.

In Tanzania, a study by Njau and Kikula (2021) evaluated the impact of economic factors on the empowerment of women in Tanzanian households. Using survey-based quantitative methodology, the study found that employment opportunities, wage rates, and access to financial resources were significant predictors of women's empowerment. However, the study was conducted at a national level and did not delve into regional-specific impacts, pointing to a research gap that this study intended to fill.

A study by Mwakalobo and Massawe (2022) proposed actionable strategies to improve economic gender equality at the household level in Tanzania. They employed a participatory action research methodology, involving local communities in the research process. The study suggested strategies such as enhancing women's financial literacy, promoting women's participation in decision-making processes, and improving access to economic resources for women. While the study provided important insights, it did not specifically focus on the Dodoma region. This current research aimed to propose strategies tailored to the specific context and needs of households in Dodoma.

A study conducted in the U.S. by McElhaney and Smith (2017) explored how the companies eliminated the pay gap. The study was developed through an extensive literature review, analysis of Gap pay data, and interviews with Gap employees, including members of its executive team. The results showed that Gap had a company culture that enabled women to rise in the ranks: one that diminished psychological barriers through role models, mentorship and sponsorship. The strength of the study was the application of a literature review and interviews, which implied that qualitative data was collected to inform the study. However, the study did not inform the scholars of the type of interview used, whether in-depth, semi-structured, or structured. However, the study managed to establish the means of eliminating the gender gap, an issue which was explored in the second objective of the current study.

A study conducted in the U.S. by Olson (2020) explored the application of the Solidarity solution to address the wage gap. The study employed an extensive literature review. The study revealed that the proponents of pay equity or comparable worth are, in fact, implicitly relying on the solidarity solution—or something very much like it. The study was bound to suffer from the weaknesses of the application of documentary reviews, such as being limited by the accessibility and clarity of the documents being reviewed. However, the study managed to establish that the Solidarity solution to gender inequality was the most significant one.

A study conducted by Terada-Hagiwara et al. (2018) examined the factors influencing the gender wage gap by using an unbalanced cross-country aggregated panel data set for a sample covering 53 economies for the period 1995–2010. The study revealed that in developed countries, more participation by women in the labour force seems to narrow the gender wage gap, probably due to the number of female labour market entrants taking up higher-paying service sector jobs. For developing countries, closing the gender gaps in labour force participation and education is not sufficient to achieve gender wage parity. One of the weaknesses of the study was the application of documentary review. The most pronounced weakness might have been long time-consumed, especially when large data were reviewed. However, the relationship between the study and the current study was the focus on gender inequality and the factors which influenced it.

A study conducted in Botswana by Keamogetse et al. (2023) explored the implications and possible solutions for gender inequalities in the formal workplace

and its earnings. The study employed documentary review as a data collection method. The study revealed that there was a need to enact essential policies that would strengthen existing protections and further combat discriminatory practices that promoted wage disparity against women. Also, shifting cultural attitudes that dismantled the patriarchal structures that systematically disadvantage and shortchange women and their families should be promoted. The use of documentary review meant that the study relied upon data that was historical and published; therefore, there was almost no way of ascertaining if the data was accurate or not. Nonetheless, the study was able to establish the solutions for gender inequality in the workplace, an issue that the current study explored under the second objective.

A study conducted by Cairney (2022) examined how governments defined and pursued gender equality. The study employed an extensive literature review. The study showed that Gender mainstreaming' (GM), in particular, had gained global prominence as a way to redirect the policy process to produce outputs compatible with gender equality goals systematically. The weakness of the study was the use of documentary review. The application of documentary review implied that the study had difficulties in accessing the data since they were not always readily available, especially when there was a need to cross-verify a theory or strengthen the argument based on different forms of data. However, the study was able to establish how the government pursued gender equality.

2.4.3 Challenges of Mitigating Economic Factors that Affect Gender Equality

A study by Shang (2022) identified key issues that are important for the continued

efforts to tackle gender inequality: gender inequality needs to be distinguished from gender gaps; the evolving focus of gender inequality suggests there is still a long way to go to address gender inequality fully; addressing gender inequality benefits everyone; and addressing gender inequality needs to end with eliminating the root causes. The study was based on a documentary review, whereas the current study employed a survey, interview and Focus Group Discussion (FGD). However, the study addressed how gender inequality could be tackled, which was covered similarly in the second objective of the current study.

A study conducted by Njuki et al. (2023) explored the challenge of gender inequality through gender transformative research in Africa, Asia, and Latin America. The findings suggest that gender transformative research is most successful in supporting change when it analyzes and addresses the multiple causes of inequality, takes an intersectional and structural approach, embeds the research in local contexts, and engages power holders and perpetrators of inequality. The study was conducted across three continents, but the current study was conducted in Tanzania. However, the study focused on the challenge of gender inequality, an area that the current study explored as well.

A study conducted by Chetia and Dutta (2024) delved into the topic of gender equality and rights and provided a comprehensive analysis of the progress made and the challenges that persisted. The study employed documentary review as a data collecting method. The study showed that gender inequality intersects with other forms of discrimination, such as race, ethnicity, socioeconomic status, and sexuality.

The weakness of the study was the use of the documentary review method. The document analysis method offered systematic data review but had limitations like potential bias. The relationship between the study and the current study was based on the need to establish the challenges of eliminating gender inequality.

A study conducted by the European Institute for Gender Equality (2024) explored the challenges to the set-up, roll-out, implementation, management, monitoring and evaluation of a gender equality plan (GEP). A literature review was used to source data. The study revealed that some challenges were related to a lack of success factors; others took pervasive forms of resistance or were institutional and administrative barriers that needed to be tackled in a range of ways. The application of the literature review was likely to pose a significant weakness, considering the fact that the meaning of the data that were being collected might have changed over time. Nonetheless, both the reviewed study and the current study were able to establish the challenges of managing gender inequality.

A study conducted in South Africa by Kaggwa (2020) explored workplace challenges that women in the South African mining sector still face despite progressive gender-sensitive regulations. A survey approach was used for the research, with a sample size of 2 365 women working in the mining sector being interviewed. The study revealed that the main challenge faced by women was a lack of career progress, followed by discrimination in decision-making and remuneration. The weaknesses of the study revolved around the methodology that was employed. For instance, the use of the survey method only meant that the study was not

informed by the documentary review and interview, which implied that the study could not complement the data that were collected through a survey. However, with such a large sample size, the application of the survey was quite ideal.

A study conducted by Klasen (2018) determined the impact of gender inequality on economic performance in developing countries. The study used a documentary review. The study revealed that it was methodologically difficult to determine the reliable effects of gender gaps on economic performance, and lowering gender gaps in education leads to higher economic performance. In contrast, the literature on the impact of other gaps is much more limited. The use of documentary review meant that the study had to encounter such limitations as biases based on the author's perspective, no control over data collection, and challenges in interpretation. However, the relationship between the reviewed study and the current study was on the issue of gender inequality.

A study conducted in Tanzania by Oyin (2015) addressed Tanzania's gender inequality challenge in secondary schools. Literature review methods of collecting data were used. The study showed that although no evidence existed of gender inequality in primary school enrollment in Tanzania, girls were less likely than boys to attend secondary schools. The use of documentary reviews meant that the study had to overcome one significant hurdle. For instance, using private documents without permission could cause ethical problems related to consent. Nevertheless, the study was able to determine the gender inequality challenge, an area that was captured in the fourth specific objective of the current study.

2.5 Research Gap

Most of the reviewed studies that attempted to explore the extent to which economic factors affect gender equality were conducted beyond the Tanzania border. Likewise, most studies employed documentary review. Despite the wide range of empirical studies, no study has established the extent to which economic factors affected gender equality, an area that the current study dwelt upon. Besides, the wide application of documentary review by most studies implied that those studies were not informed by other qualitative and quantitative data collecting methods which could otherwise complement the data that were collected.

Some studies examined the measures for mitigating economic factors that affected gender equality. However, the majority of those studies were conducted outside Tanzania and widely employed documentary reviews. Unlike the reviewed studies, the current study was conducted in Tanzania and employed both qualitative and quantitative approaches. In that respect, therefore, the findings of the reviewed studies would not be used to mitigate factors affecting gender equality in the Dodoma City Council context.

Other reviewed studies examined the challenges of mitigating economic factors that affect gender equality. But just like other studies, they were conducted outside Tanzania and purely employed documentary review. In the same way, the studies' findings were not consistent with each other, implying that the current study could not have used such findings in the context of the Dodoma region environment.

2.6 Conceptual Framework

The conceptual framework outlined below provides an organized perspective on the complex issue of economic gender inequality within households in the Dodoma region of Tanzania. It breaks down the broad problem into measurable components – economic factors, measures for its effects, and challenges for mitigating measures – each of which significantly contributes to the broader context of gender equality. In the first objective, the study focuses on economic factors such as wage gaps, employment opportunities, and access to financial resources, amongst others, that have a substantial role in shaping gender equality. Quantifying these factors through indicators enables the study to gauge the extent of economic gender inequality and identify areas that need the most attention.

The second objective directs the measures for mitigating economic factors affecting gender equality. This is flanked by various indicators, which include women's income levels, enhancing their access to financial resources, and involving them in decision-making. If the measures are effectively implemented, gender inequalities will subside. The third objective introduces the challenges of mitigating economic factors which affect gender equality. These include gender discrimination in access to education and training, gender discrimination in hiring, and gender discrimination in pay.

Figure 2.1 shows that the independent variable, Economic factors, influences the dependent variable, gender equality, through the three main variables: the extent of economic factors, mitigation measures for economic factors and the challenges for

measures of economic factors. The figure further shows that the independent variables can either influence the dependent variable directly or through the intervening variable, which is composed of government laws, policies and regulations.

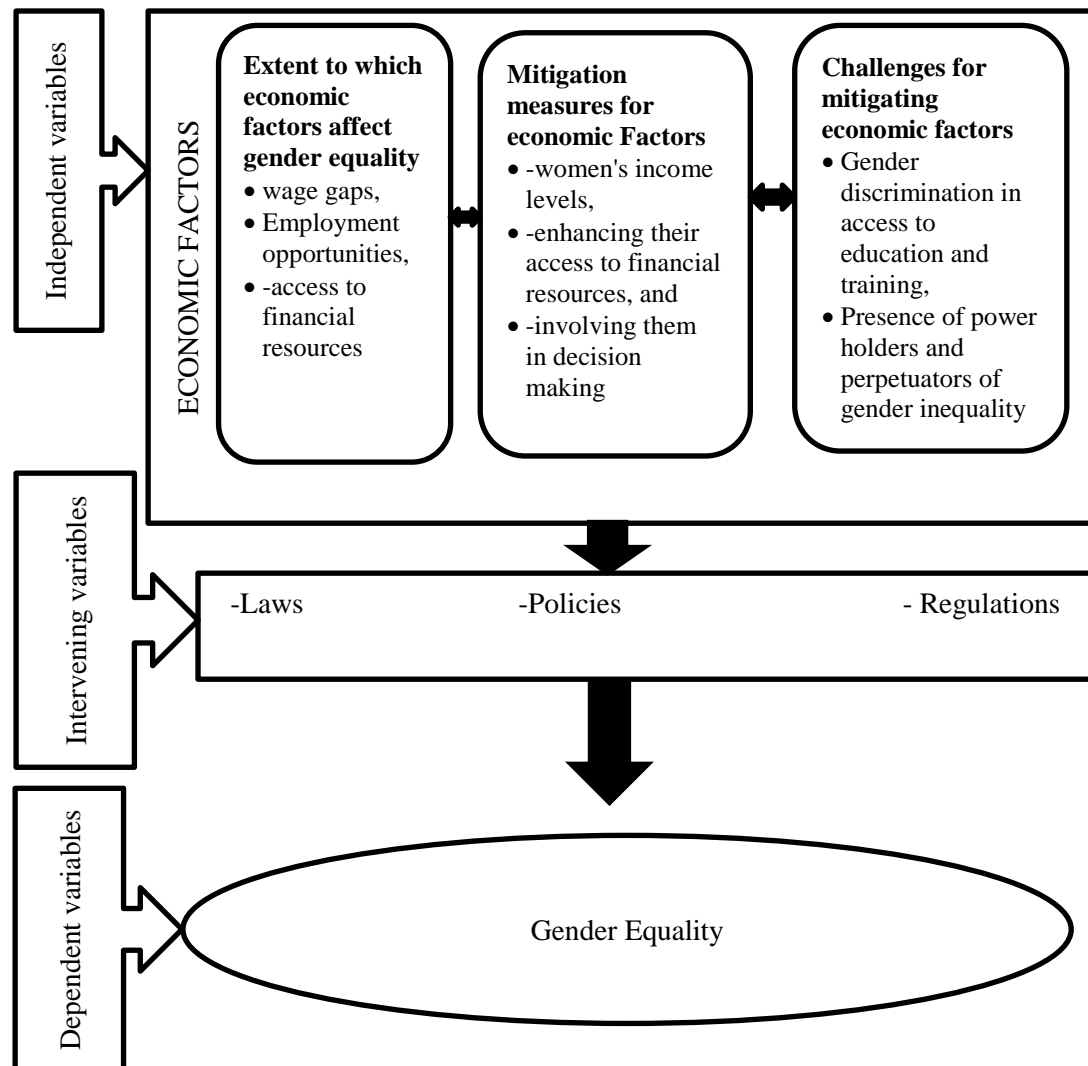


Figure 2.1: Conceptual frameworks for economic factors on gender equality

Source: Field Survey, 2023

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter provides an overview of the research methodology utilized in this study to assess the economic factors affecting gender equality within households in the Dodoma region, specifically within the Dodoma City Council. The subsequent sections will detail the research locale, the research design and approach, the target population, sampling methods, methods for data collection, analysis of data, and the ethical considerations involved.

3.2 Research Philosophy

Research philosophy refers to the underlying beliefs and assumptions about the nature of knowledge and how it can be acquired (Kothari, 2006). It shapes how researchers approach their studies and influences their choice of methods and techniques. Key research philosophies include: Positivism: Emphasizes objective measurement and observable phenomena, relying on quantitative data and statistical analysis. It assumes that knowledge is gained through empirical evidence. Interpretivism: Focuses on understanding the subjective meaning of social phenomena. It often uses qualitative methods to explore individuals' perspectives and experiences. Critical Realism: Recognizes that while there is a reality independent of our perceptions, our understanding of it is socially constructed. It seeks to uncover underlying mechanisms and structures. Constructivism: Argues that knowledge is

constructed through social processes and interactions. It emphasizes the subjective nature of reality and often uses qualitative methods to explore different viewpoints.

This study adopted post-positivism, in which both positivism and interpretivism were used. Positivism uses a quantitative approach, while interpretivism applies a qualitative approach. In other words, this study called for a mixed-research approach. Post-positivists believe that research outcomes can never be totally objective, and a researcher's worldview and biases can never be completely removed from the research results (Ulz, 2023). The application of post-positivist philosophy was necessary because the study preferred collecting both qualitative and quantitative data by using questionnaires and interview guides.

3.2.1 Research Design

Research design refers to the framework or blueprint for conducting a research study (Saunders *et al.*, 2015). It outlines the procedures and strategies that will be used to collect, analyze, and interpret data. A well-structured research design ensures that the study is systematic, valid, and reliable. This study employed exploratory research design. This type of research design is used when the objective is to investigate a topic or phenomenon that is not well understood or where there is limited existing knowledge. In this study the area of inquiry was relatively unexplored field or topic hence the researcher aimed to identify key variables, concepts, and questions.

3.2.2 Research Approach

A research approach refers to the overarching strategy or plan that guides a research study (Saunders *et al.*, 2015). It encompasses the methods and techniques used to

gather and analyze data, and it typically aligns with the research objectives and questions. There are several key types of research approaches: Qualitative Approach: Focuses on understanding experiences, behaviors, and social phenomena through non-numerical data. It often involves methods like interviews, focus groups, and observations. Quantitative Approach: Involves the collection and analysis of numerical data to identify patterns, test hypotheses, and make predictions. Common methods include surveys and experiments. Mixed Methods Approach: Combines qualitative and quantitative techniques to provide a more comprehensive understanding of a research question. Based on post-positivism philosophy, this study employed a mixed method approach where both qualitative and quantitative approaches were used. The study used a mixed methods approach because of its ability to draw potential strengths of both qualitative and quantitative methods. More so, mixed approaches were applied with the purpose of gaining good insights into associates or inconsistencies between quantitative and qualitative information; they created chances for the respondents to voice and share their experiences and ideas strongly all over across the study procedures, and they fostered various opportunities of investigation that augment the confirmation and to get well-thought-out answers for the questions. Furthermore, a qualitative approach was used in this study to obtain in-depth information from informants on economic factors affecting gender equality.

3.3 Study Area

The research was conducted in the Dodoma region of Tanzania, specifically focusing on the Dodoma City Council. The region was selected as the study area based on its

representative nature in demonstrating the prevalent economic disparities that affect gender equality within households. Dodoma is the capital city of Tanzania, a region characterized by a diverse economic landscape. This made it an apt microcosm to investigate the multifaceted economic factors influencing gender equality. Studying those factors in Dodoma, given its economic and societal diversity, offered comprehensive insights that could be generalized or applied to other similar contexts, thus fulfilling the first research objective.

Secondly, the issue of gender equality was of considerable significance in this region due to the prevailing traditional cultural norms and gender roles, which often placed women at a disadvantage economically. The region provides a suitable setting to evaluate the impact of economic factors on the empowerment of women within the household, directly aligning with the study's second objective. The outcomes of this evaluation could provide a concrete understanding of the mechanisms through which economic disparities hindered or facilitated women's empowerment.

There was a growing body of literature that supported the choice of Dodoma as a research site for this study. For example, a study by the World Bank (2018) found that women in Dodoma were more likely to be poor than men and that they had less access to education and employment opportunities. The study also found that traditional gender roles and norms often constrained women's economic opportunities. Another study by the Tanzania Gender Networking Programme (TGNP) (2019) found that women in Dodoma are underrepresented in decision-making positions and face discrimination in the workplace. The study also found that

women are often victims of violence, both in the home and in the community. These studies suggest that Dodoma is a region where women face significant economic and social challenges. This makes it an ideal setting to study the impact of economic factors on gender equality. Therefore, Dodoma was a suitable research site for this study because it was a region with a diverse economic landscape and had significant gender equality challenges.

3.4 Targeted Population

In research terminology, "population" refers to the entire group of individuals or items that share specific characteristics and are of interest to a researcher (Saunders et al., 2015). It represents the complete set from which a sample may be drawn for a study. Populations can vary widely depending on the research context, such as a specific demographic group (e.g., adults aged 18-25), a geographical area, or a particular set of phenomena (e.g., all cars manufactured in a year). Researchers define the population clearly to ensure that their findings can be appropriately generalized or understood within that context. To address the inquiry about the population size, the research targets households within Dodoma City Council. The total number of wards was 42, with 1389 households. According to the 2022 Population and Housing Census, the population of Dodoma city council was 765,179, composed of 374,938 males and 390,241 females.

3.5 Sampling Procedures

Two sampling techniques, purposive and systematic sampling techniques, were used to select 384 respondents from the study area. A purposive sampling technique was

used to select ten wards out of 42 wards in Dodoma City Council: 10 ward executive officers and 54 Village executive officers. These respondents were deliberately selected because of their experience and expertise in assessing the influence of economic factors affecting gender quality in Dodoma City Council.

Nevertheless, a systematic sampling technique was used to select 320 household members from the ten wards in the study area. Under Systematic sampling, the household members were selected independently from 54 village registers to avoid bias. The 5th sampling interval would guide sample selection. Proportional allocation of each ward was achieved by sorting the sampling frame within the village before sample selection by following probability proportional-to-size sample allocation. In this respect, from 52 villages, six respondents were selected, and four respondents were selected from each of the two villages. These respondents were deliberately selected because of their experience and expertise in assessing the influence of economic factors affecting gender quality in Dodoma City Council.

3.6 Sample Size

The sample size of this study was 384. This constituted 320 household members, ten ward executive officers and 54 village executive officers. The formula by Mensah (2014) was applied to determine the sample size. The formula was:

$$n = z^2 \times \frac{p+q}{d^2}$$

Where:

z = standard normal deviation set at 95% confidence level; p = percentage picking a choice or response; $q = 1 - p$ (expected non-prevalence); d = relative desired precision

$$n = (1.96)^2 \times \frac{.5 \times .5}{.05^2} = 3.8416 \times \frac{.25}{.0025} = 384 \text{ people}$$

3.7 Secondary Data Source

Secondary data are data that have already been collected, analyzed, published and have undergone statistical treatment (Vedantu, 2021). In the context of this study, files, circular reports and other published records were reviewed as part of documentary review methods of data collection.

3.8 Primary Data Source

Primary data is first-hand information collected by a surveyor, investigator or researcher (Vedantu, 2021). In this study, primary data were collected using questionnaires and interviews. Primary data was critical because the study needed data that originated from the more reliable respondents.

3.9 Data Collection Methods

Primary data were collected via surveys, focus group discussions, personal interviews, and documentary reviews. Secondary data were sourced from existing literature, government reports, and statistical databases.

3.9.1 Surveys

According to Kothari (2006), a survey is a research method used to collect information from a sample of individuals to make inferences about a larger population. Surveys can involve various techniques, including questionnaires and interviews, and they are designed to gather quantitative data. Kothari highlights the importance of careful planning in survey design, including selecting the appropriate

sample size, formulating clear questions, and ensuring that the survey is administered effectively. Surveys are particularly useful for studying opinions, behaviors, and characteristics of populations in a systematic manner. Surveys can be used to collect a variety of information, including demographics, attitudes, and behaviours. In this study, surveys were used to collect data on the economic factors affecting gender equality within households in Dodoma. The surveys were structured with questions seeking insights into economic conditions, wage disparities, and access to financial resources among different genders.

The use of surveys was justified for a number of reasons. First, surveys are a relatively efficient way to collect data from a large number of people. This was important for this study because the population of Dodoma was large. Second, surveys could be used to collect quantitative data, which were analyzed statistically. This was important for this study because the researcher was interested in understanding the prevalence and extent of economic gender disparities. The surveys were administered to a randomly selected sample of household members within the Dodoma City Council. This ensured that the data were representative of the larger population. The surveys were anonymous, which encouraged respondents to answer the questions honestly.

3.9.2 Interviews

According to Kothari (2006), an interview is a method of data collection that involves direct, face-to-face interaction between the researcher and the participant. It's often characterized by a structured or semi-structured format, allowing for the

exploration of topics in depth. Kothari emphasizes the importance of the interview in gathering qualitative data, as it provides insights into participants' thoughts, feelings, and experiences. The flexibility of interviews enables researchers to adapt their questions based on responses, making it a valuable tool for understanding complex issues. In this study, key informant interviews were used to collect expert opinions and first-hand experiences on the issue of gender equality in Dodoma. The interviews were conducted with ten ward executive officers. These individuals had a significant understanding of the gender inequality scenario in Dodoma city council. The interviews were conducted in a comfortable and informal setting. The interviewer began by introducing the topic and asking some general questions. The interviewer encouraged the interviewees to share their thoughts and experiences. The interviewer also asked follow-up questions to clarify and expand on the interviewees' responses. The interviews were recorded and transcribed. The transcripts were then analyzed to identify themes and patterns. The findings of the key informant interviews were used to complement the findings of the surveys and focus group discussions and to provide a deeper understanding of the issue of gender equality in Dodoma.

3.9.3 Focus Group Discussions

According to Saunders et al. (2015), focus group discussions are a qualitative research method that involves gathering a small group of people to discuss a specific topic or set of issues. The aim is to collect diverse perspectives and insights through guided conversation, typically led by a facilitator. This method encourages interaction among participants, which can generate rich data and reveal social dynamics, attitudes, and opinions that may not emerge in one-on-one interviews.

Focus groups are particularly useful for exploring complex topics, generating new ideas, or evaluating products and services. In this study, focus group discussions were used to collect in-depth qualitative insights into the impact of economic factors on gender equality. The discussions were conducted among groups of household members, including a balanced representation of genders, economic statuses, and professional backgrounds. The interaction among participants often brought out diverse perspectives, shared experiences, and collective viewpoints on the topic at hand. This method was especially significant for capturing the communal and societal aspects of gender inequality, contributing to a deeper understanding of its causes and effects.

The focus group discussions were conducted in a comfortable and informal setting. The moderator began by introducing the topic and asking some general questions. The discussion was then open-ended, and the moderator was encouraged to share their thoughts and experiences. The moderator also asked follow-up questions to clarify and expand on the participants' responses. The focus group discussions were recorded and transcribed. The transcripts were then analyzed to identify themes and patterns. The findings of the focus group discussions were used to complement the findings of the surveys and to provide a deeper understanding of the impact of economic factors on gender equality.

3.9.4 Documentary Reviews

According to Kothari (2006), a documentary review is a research method that involves analyzing existing documents and materials to gather information relevant

to a study. This can include written texts, reports, records, and other archival materials. Kothari emphasizes that documentary reviews allow researchers to understand historical contexts, verify data, and gather background information without direct interaction with participants. This method is valuable for triangulating data collected through other methods, enhancing the depth and reliability of the research findings. A documentary review schedule was designated to ensure that all important documents were available for the data analysis exercise; among other documents that were sought included the minutes of the meeting deliberating on integrating the important items from the gender and policy and legal framework regarding gender equality. Relevant information was also extracted and reviewed from files, circular reports, and other published records that contained essential data regarding the economic factors affecting gender equality. This method was useful because it supplemented the interview and questionnaire methods.

3.10 Validity and Reliability

The validity and reliability of qualitative data in this study were established using several strategies recommended by scholarly literature. The method of triangulation and researcher reflexivity strengthened credibility, which was an important aspect of validating qualitative data. Using multiple data sources, such as interviews and focus group discussions, increased the richness and depth of the data, increasing credibility (Creswell & Miller, 2000). A reflexive journal was used to maintain reflexivity, which was the process of continuously reflecting on and making transparent the researcher's biases, assumptions, and actions (Berger, 2015).

The study provided comprehensive and detailed descriptions of the research context, participants, and procedures to ensure transferability or the applicability of the findings to other contexts (Merriam & Tisdell, 2015). This level of detail allowed future researchers to determine the findings' applicability to their specific settings. Finally, the creation of a detailed audit trail ensured dependability and conformability, two aspects of reliability in qualitative research. This trail included the research design, data collection, and analysis processes, as well as the decisions made throughout the research process, ensuring that the findings were consistent and neutral (Rodgers, 2008). As a result, this study was dedicated to preserving the integrity of qualitative data by prioritizing its validation using these tried-and-true methodologies.

3.11 Data Analysis

The data analysis process was tailored to address each of the study objectives, allowing for a nuanced understanding of the economic factors affecting gender equality within households in the Dodoma City Council. Both quantitative and qualitative data were utilized to ensure a comprehensive examination of the issue.

3.11.1 Quantitative Data Analysis

Quantitative data were analyzed using descriptive statistics. Descriptive statistics such as frequencies, means, and percentages were used to identify the major economic factors influencing gender equality within households, as well as measures for mitigating economic factors and challenges of mitigating economic factors for enhancing gender equality.

3.11.2 Qualitative Data Analysis

The proposed method of thematic analysis for qualitative data follows the highly-regarded six-phase framework established by Braun and Clarke (2006). Their approach includes familiarization with data, generating initial codes, searching for themes, reviewing themes, defining and naming themes, and ultimately producing the report. This analytical approach is acknowledged for its comprehensive ability to elucidate complex patterns in qualitative data. Qualitative data will be analyzed using content analysis. The content analysis enabled the analysis of verbal visual communication messages or written data with the most frequent codes. Similarly, quotations were used to explain qualitative data that were gained through interviews and documentary reviews. Data were summarized and grouped into different themes in order to get in-depth insight into the problem.

3.12 Ethical Consideration

Adherence to ethical principles was paramount in this study, and measures were put in place to ensure ethical conduct throughout the research process. Firstly, prior to initiating any research activities, ethical approval was sought from the relevant Institutional Review Board. This step was crucial in ensuring the proposed research methodologies, data collection procedures, and intended uses of the findings were ethically sound and met the established guidelines (Creswell & Poth, 2017).

Secondly, informed consent was a key component of the interaction with the participants. Before participating in the research, each participant was provided with a clear, detailed explanation about the study's purpose, procedures, potential benefits

and risks, and their rights as research subjects, including the right to withdraw from the study at any time without negative consequences (Resnik, 2015). Several strategies were adopted to maintain the confidentiality and anonymity of participants. Personal identifiers were removed or disguised in all transcriptions and publications related to the study. Instead, pseudonyms were used to protect participants' identities. Data were securely stored and only accessible to the research team (Kaiser, 2009).

Lastly, efforts were made to minimize harm to participants. The research design and implementation were guided by the principle of non-maleficence, aiming to prevent any physical, psychological, social, or economic harm to the participants (British Psychological Society, 2018). This involved ensuring respectful and sensitive interaction with participants, especially during discussions on potentially sensitive topics related to gender and economic disparities.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS, DISCUSSION AND INTERPRETATION

4.1 Introduction

Chapter four presents data analysis, discussion and interpretation. This have been arranged according to specific objectives and research questions, which are stated in chapter one. The integration of three specific objectives addresses the general research question posed: “What economic factors affect gender equality within households in the Dodoma region? The chapter, therefore, constitutes demographic information of respondents, the extent to which economic factors affect gender equality, the measures for mitigating economic factors that affect gender equality, the challenges of mitigating economic factors that affect gender equality within households, and discussion.

4.2 Demographic Information of Respondents

This section provides the characteristics of respondents. Their characteristics had a strong bearing on the study’s findings relating to the objective of the study.

4.2.1 Age of Respondents

The respondents were asked about their age group with the aim of investigating the degree of maturity, which could enhance the information regarding the economic factors affecting gender quality. The findings revealed that the majority of the respondents (28.9%) were aged between 30 and 39 years, followed by those aged

between 40 and 49 years (25.5%). Other respondents were aged between 20 and 29 years (22.7%), between 50 and 59 years (16.9%), and above 60 years (6%) (Table 4.1). This implies that the majority of the respondents were in an active age group who could be in active economic activities and, therefore, were in a better position to determine how economic factors influence gender equality.

Table 4.1: Age of respondents

Age group	Frequency	Per cent
20-29	87	22.7
30-39	111	28.9
40-49	98	25.5
50-59	65	16.9
Above 60	23	6.0
Total	384	100

Source: Field Survey, 2024

4.2.2 Sex of Respondents

The finding revealed the majority of respondents (52.3%) were male, while 47.7% were female respondents (Table 4.2). This implies that the study was reliable regarding the influence of economic factors on gender quality. By concluding a balanced representative of gender, the study could reliably collect information that was relevant to the study.

Table 4.2: Sex of respondents

Sex	Frequency	Per cent
Male	201	52.3
Female	183	47.7
Total	48	100.0

Source: Field Survey, 2024

4.2.3 Education Level of Respondents

The variable education was analyzed through a question asking respondents to provide the highest educational qualification attained. Results indicate that the majority of respondents (77%) held bachelor's degrees, 20.8% were diploma holders, and 2.1% were post-graduate holders (Table 4.3). This indicates that the majority of respondents were University graduates, which implied that Dodoma City Council had professional and qualified workers who could inform the study on issues pertaining to economic factors and gender equality.

Table 4.3: Education level of respondents

Level of education	Frequency	Per cent
Diploma	80	20.8
Bachelors	296	77.1
Post-graduate	8	2.1
Total	384	100.0

Source: Field Survey, 2024

4.2.4 Working Experience of Respondents

Respondents were asked the number of years they have worked in the education field: this was purposely to capture the experience of teacher respondents in undertaking planning. Table 4.1 shows a summary of responses by number and percentages. Findings from Table 4.4 indicate that most of the respondents had working experience ranging from 0-5 (39.6%), while very few respondents (8.3%) had working experience of 16-20 and more than 20 years.

Table 4.4: Working experience of respondents

Duration	Frequency	Per cent
0-5	152	39.6
6-10	120	31.3
11-15	48	12.5
16-20	32	8.3
More than 20	32	8.3
Total	384	100.0

Source: Field Survey, 2024

4.3 The Extent to Which Economic Factors Affected Gender Equality

The first objective analyzed the extent to which economic factors affected gender equality within households in the Dodoma region. A research question flanked the objective posed, “What is the extent to which economic factors affect gender equality within households in the Dodoma region?” Methods used to collect data for the first objective included questionnaire, interview, FGD and documentary review. The five-point Likert scale ranging from 1 = Lesser extent to 5 = Greater extent was used. Microsoft Office Excel is used to analyze the data from the questionnaires. The data obtained through interviews is presented employing words, phrases, and quotations, but the questionnaire is presented using graphs.

4.3.1 Wage Gap

When the respondents were asked the extent to which the wage gap contributed to gender inequality within the household in Dodoma city council, the majority of respondents (32%) indicated ‘to a greater extent while a few respondents (5.5%) indicated ‘to a lesser extent.’

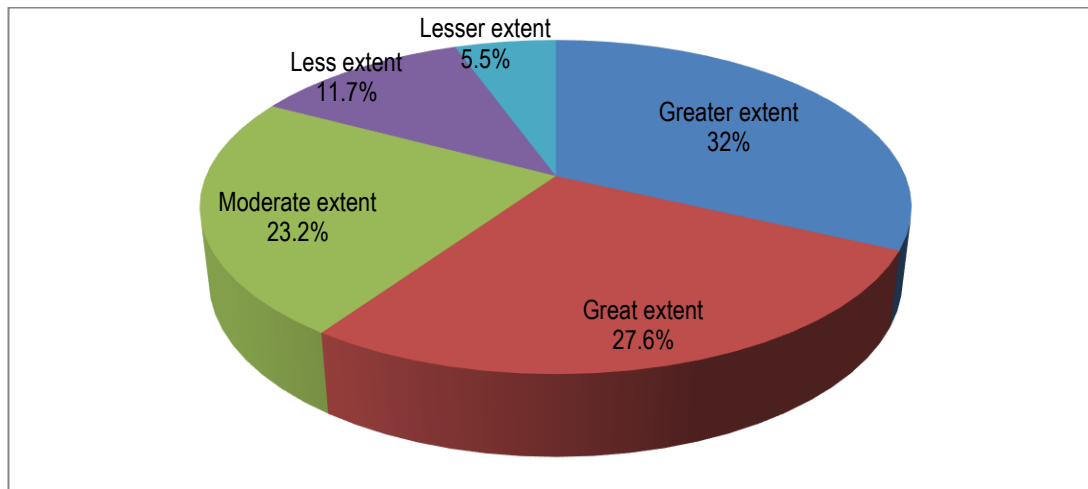


Figure 4.1: Extent to which the wage gap affected gender equality

Source: Field survey, 2024

The results in Figure 4.1 imply that the respondents were of the opinion that the wage gap highly influenced gender equality. Upon being interviewed, one of the ward executive officers from Ward A had this to say:

“...other than government jobs, most of the jobs in the private sector are still paying men more than women even if they perform similar tasks. For instance, in the construction industry, men are paid more than men...”
[WEO from Ward A, April 15th, 2024]

Ward executive officer from ward B said:

“...unless both genders, that is, men and women, point out that the wage gap between women and men is intolerable, changing things will not be easy. In a real sense, the problem lies with men who, if they demand that their wives, mothers, daughters, and sisters should earn more, things will not work. What I am saying is that equality will not be attained unless both men and women are granted equal pay and equal respect...” [WEO from Ward B, April 16th, 2024]

Ward executive officer from ward C said:

“...all people in decision-making positions, including politicians, should not be against equal pay of women and men unless they are not politicians...” [WEO from Ward C, April 17th, 2024]

Ward executive officer from ward D said:

“...when we pay women less than men, we’re telling women their work isn’t as valuable as that of men. We’re all equally valuable. And we should be paid equally...” [WEO from Ward D, April 18th, 2024]

The interviewees’ responses implied that, generally, the wage gap is one of the significant factors that enhance gender discrimination. This was attributed to men whom they thought perpetuated gender inequality.

Focus Group Discussion (FGD) held in Ward A identified some of the jobs that commonly paid discriminative wages. Some of the jobs included construction work, heavy machine driving, sales and marketing, motorcycle riding business, and market gardening. At the beginning of FGD, it was difficult to state the jobs that depicted wage gaps in the community; however, eventually, the consensus was reached, and the alternative jobs were noted by following criteria or conditions shown in Table 4.5. It wasn't easy to continue with the discussion until a consensus was reached. After setting the criteria, the participants in the FGDs listed all the jobs that enhanced gender inequality in Dodoma.

Table 4.5: Criteria for selecting jobs that depict wage gap

S/N	Criteria	Ranking
1.	No long-term contract is required	2 nd
2.	No elaborate government requirements	3 rd
3.	Can be undertaken with minimum academic qualification	4 th
4.	No money is required for engagement	1 st

Source: Field survey, 2024

About 51.7% of the respondents who experienced wage gaps reported that they got engaged in construction work. In comparison, 1.7% indicated that they got involved

in the motorcycle riding business, commonly known as bodaboda in Swahili (Figure 4.3). These results imply that women who work in the construction sector highly experience a great wage gap.

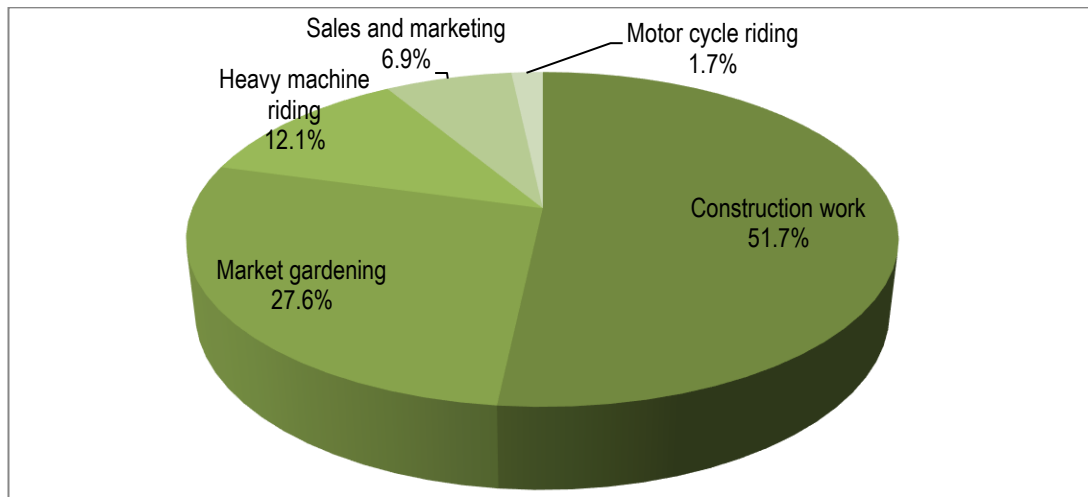


Figure 4.2: Jobs which depicted wage gap

Source: Field survey, 2024

Respondents were of the opinion that the wage gap, to a greater extent, influenced gender equality. The results further showed that women who worked in the construction sector highly experienced a great wage gap. The respondents' views were, therefore, consistent with Liberal feminism (also known as 'gender justice'), which seeks to secure equal societal, political, and economic opportunities and civil and sexual freedoms (Oxley, 2011), particularly regarding specific women's issues such as reproductive rights, violence against women, discrimination, and equal pay (Morgan, 1996). Likewise, the respondents' views concurred with the OECD (2020), which revealed that women in the OECD countries earn, on average, 18.5% less than men. Similarly, AfDB (2020) reported that in Africa, women face the largest wage gaps globally and earn 67% of what their male counterparts earn. However, the study

by Nyoni et al. (2017) pointed out that if women and men are not so different, they should not be treated differently in society under the law. Furthermore, the studies by the World Bank (2021) and Mlacha (2019) found that wage gaps were the key economic determinants of gender inequality. This, therefore, implied that the wage gap between men and women in Dodoma City Council is a significant determinant of gender inequality.

4.3.2 Limited Employment Opportunities

When the respondents were asked the extent to which limited employment opportunities contributed to gender inequality within the household in Dodoma city council, the majority of respondents (35.2%) indicated ‘to a greater extent while few respondents (7.3%) indicated ‘to a lesser extent’ (Figure 4.3)

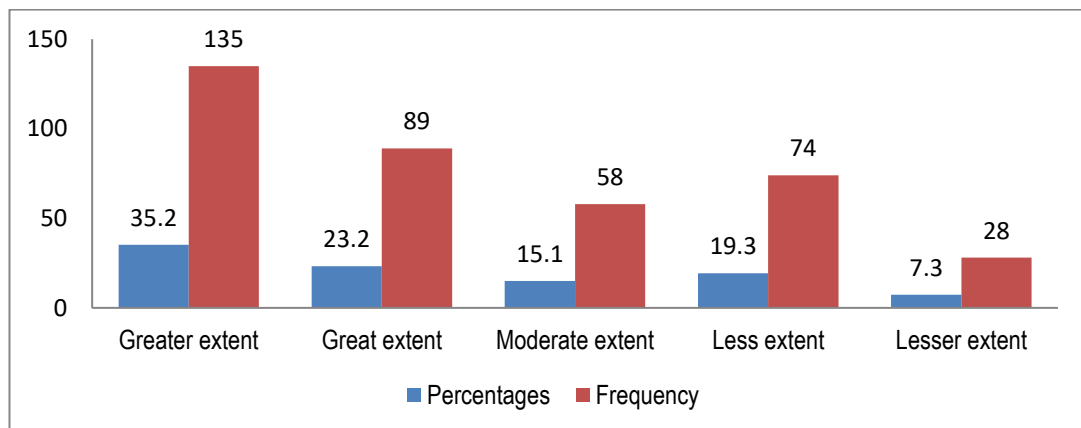


Figure 4.3: The extent to which limited employment opportunities enhance gender inequality

Source: Field survey, 2024

The results in Figure 4.3 implied that limited employment opportunities in Dodoma City Council enhanced gender inequality. A ward executive officer in Ward D had this to say:

“...since Dodoma city was officially launched as a city and ultimately the full status of a capital city, the availability of causal jobs has tremendously increased. However, these jobs have also been accompanied by gender discrimination since some of them do not employ ladies...” [WEO from Ward D, April 18th, 2024]

Another ward executive officer from ward E said:

“...Dodoma is experiencing serious job shortages due to the influx of people from various parts of the country, not just as a capital city but a centrally placed city in the country. So due to job scarcity, women job seekers end up without jobs and resort to any job that is available despite its low wages...” [WEO from Ward E, April 19th, 2024]

Yet another ward executive officer from ward F had this to say:

“...I am really disturbed by the huge turn up of young men and women during any form of mass short-term employment such as it was during the census and election. Although these jobs do not show serious gender disparity, such mass turn up is a clear indication that an attempt of women to compete for similar jobs is still wanting...” [WEO from Ward F, April 22nd, 2024]

From the interviewees’ point of view, limited employment opportunities highly enhance gender inequality. Limited employment opportunities generally increased competition between men and women, and therefore, employers would prefer male employees to female employees for jobs which required physical strength.

Focus Group Discussion (FGD) held in Ward B identified some of the employment opportunities whose scarcity enhanced gender inequality in Dodoma City Council. Some of the identified employment opportunities included market gardening, poultry farming, motorcycle riding, tailoring, and tour guide. At the beginning of FGD, it was difficult to state the limited employment opportunities until the criteria were established (Table 4.6). After setting the criteria, the participants in the FGDs listed

all the limited employment opportunities that enhanced gender inequality in Dodoma city council.

Table 4.6: Criteria for Selecting Limited Employment Opportunities

S/N	Criteria	Ranking
1.	No long-term contract is required	2 nd
2.	No elaborate government requirements	3 rd
3.	No specialized academic qualification	4 th
4.	Provides moderate earning	1 st

Source: Field survey, 2024

About 37.5% of the respondents showed that tour guide was one of the jobs whose limited opportunities enhanced gender inequality, while 4.4% indicated it was market gardening (Figure 4.4). These results imply that tour guide was the leading job with limited employment opportunities for women, hence increasing gender inequality.

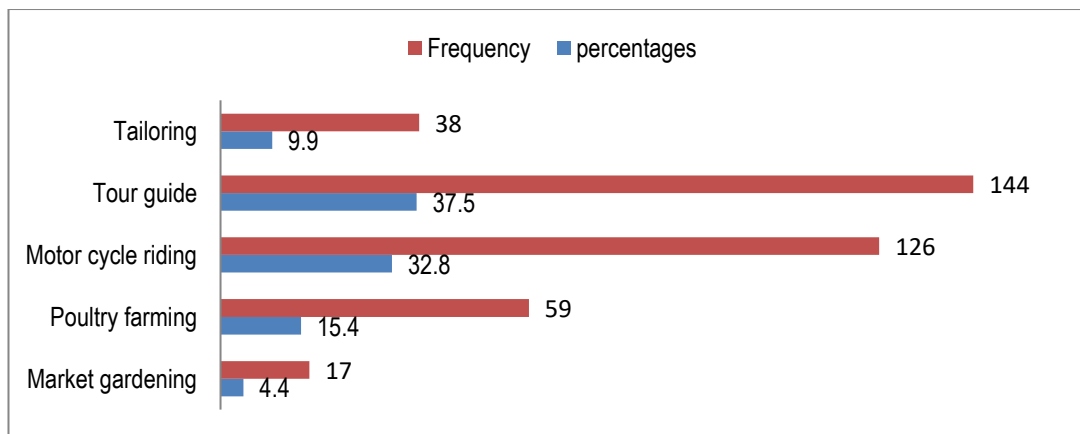


Figure 4.4: Jobs with limited employment opportunities

Source: Field survey, 2024

Respondents also had the view that limited employment opportunities in Dodoma City Council enhanced gender inequality to a greater extent. The results also showed that tour guide was the leading job with limited employment opportunities for

women, hence increasing gender inequality. The respondents' responses concurred with the findings of the study by Ortiz-Ospina and Roser (2019), which revealed that in many countries, women are overrepresented in low-paying jobs. World Bank (2021) also found that uneven access to employment opportunities was one of the key economic determinants of gender inequality. Likewise, the UN (2019) report further established that women in developing countries are less likely to participate in the labour market.

Nonetheless, according to the gender assessment performed in Dodoma, domestic activities in households performed by women include food preparation and cooking, washing dishes, fetching water, securing cooking fuel and shopping for foodstuffs and other domestic items used in the kitchen (TaTEDO & MECS, 2022). Eurostat (2018) further pointed out that economic disparities are the fact that women, especially those in rural areas, are predominantly engaged in unpaid subsistence work. The findings imply that women in Dodoma City Council encounter limited employment opportunities.

4.3.3 Women's Limited Access to Financial Resources

When the respondents were asked the extent to which women's limited access to financial resources enhanced gender inequality within the household in Dodoma city council, the majority of respondents (31.8%) indicated 'to a moderate extent' while few respondents (12%) indicated 'to a lesser extent' (Figure 4.5)

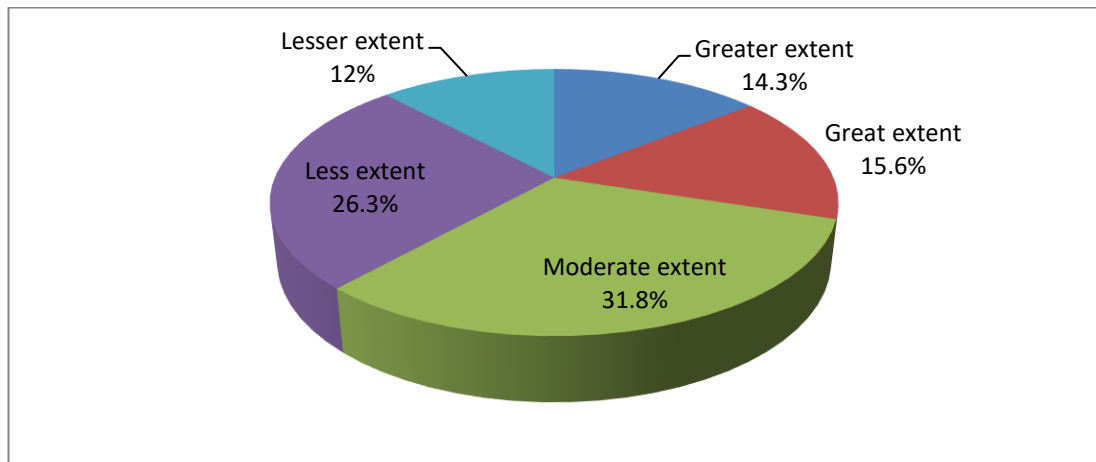


Figure 4.5: The Extent to which women's limited access to financial resources enhances gender inequality

Source: Field survey, 2024

The results in Figure 4.5 implied that women's limited access to financial resources in Dodoma City Council was tolerable as far as the enhancement of gender inequality was concerned. A ward executive officer inward G had this to say:

“...financial resources accessibility of women in Dodoma is not a great deal since there are several microfinancing companies which are loans at the reasonable interest rate and tolerable conditions...” [WEO from Ward G, April 23rd, 2024]

Another ward executive officer from ward H said:

“... the mushrooming money lenders in Dodoma have actually made the women's accessibility to finance easy. The only limitation is that the borrowers must start with a small amount and slowly build to a reasonable amount of money as the lenders built the trust in them...” [WEO from Ward H, April 24th, 2024]

Another WEO from the ward I said:

“...today women cannot complain of lack of financial resources considering individual money lenders, online money lenders and the microfinancing institutions available in the city. Besides, Municipal

councils lend money to the women at very low interest rates that can be afforded by most of them....” [WEO from Ward I, April 25th, 2024]

Another WEO from Ward J said:

“...accessing financial resources by women has not been easy. Some of the available financial institutions require that for a woman to get a loan, the husband must approve. Such like terms discriminate against the widows, separated and divorced women...” [WEO from Ward F, April 26th, 2024]

Generally, the respondents were of the view that women did not encounter limited financial resources since there were several microfinance institutions which readily issued loans to women at reasonable interest rates.

Focus Group Discussion (FGD) held in Ward C identified some of the sources of finance needed by women to enhance gender equality within households in Dodoma City Council. The sources of finance needed by women included Individual lenders, VICOBA, microfinancing institutions, online lenders, and Dodoma City Council. The criteria that the FGD employed are illustrated in Table 4.7. After setting the criteria, the participants in the FGDs listed all the limited employment opportunities that enhanced gender inequality in Dodoma city council.

Table 4.7: Criteria for selecting women’s source of finance

S/N	Criteria	Ranking
1.	Highly tolerable terms of borrowing	2 nd
2.	Lends a minimum of Tshs.50,000 and a maximum of Tshs.5,000,000	3 rd
3.	No collateral required	1 st
4.	Maximum one-year payment period	4 th

Source: Field survey, 2024

About 32.3% of the respondents indicated that VICOBA was the main source of women's finance, which enhanced gender equality, while 14.3% showed individual lenders were the main source of finance (Figure 4.6). These results implied that women were easily able to access finance through the VICOBA that they initiated.

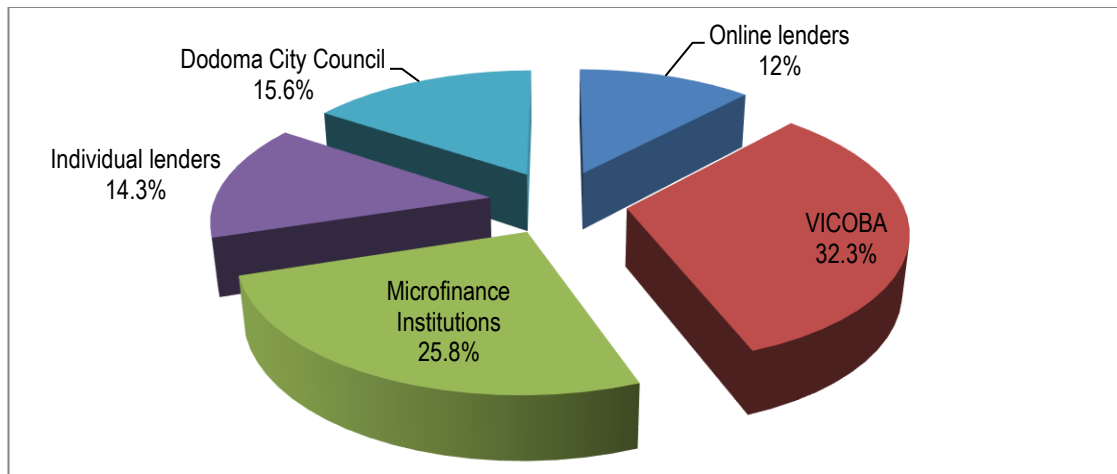


Figure 4.6: Sources of women's finance

Source: Field survey, 2024

Respondents were also of the opinion that women's limited access to financial resources was tolerable as far as the enhancement of gender inequality was concerned. Respondents further pointed out that women did not encounter limited access to financial resources since there were several micro-financial institutions which readily issued loans to women at reasonable interest rates. Respondents also were of the view that the most significant source of finance was VICOBA, which women themselves initiated. However, the respondent's views were inconsistent with the study by Lusasi and Mwaseba (2020), which established that gender inequality is portrayed in a variety of social and economic activities, with women being deprived of access to, control over, and ownership of some resources. A study by Herry (2018)

also found that gender inequality is widespread in Tanzania and plays a role in limiting women's opportunities to access income. Similarly, a survey by the East Africa Community revealed that women faced limited access to financial resources (EAC, 2020). From the respondents' point of view, women in Dodoma City Council do not experience gender inequality due to limited access to financial resources.

4.4 The Measures for Mitigating Economic Factors that Affect Gender Equality

The second objective examined the measures for mitigating economic factors that affect gender equality within households in the Dodoma region. A research question flanked the objective posed, “What measures mitigate economic factors that affect gender equality within households in the Dodoma region?” Methods used to collect data for the first objective included questionnaire, interview, FGD and documentary review. The five-point Likert scale ranging from 1 = Strongly Disagree to 5 = Strongly Agree was used. Microsoft Office Excel is used to analyze data from the questionnaires. The data obtained through interviews is presented by means of words, phrases, and quotations, but the questionnaire is presented by means of graphs.

4.4.1 Women’s Participation in Household’s Economic Decision Making

When the respondents were asked if women’s participation in a household’s economic decision-making would mitigate economic factors that enhanced gender inequality, the majority of respondents (33.6%) strongly agreed, while few

respondents (3.4%) were undecided on whether women’s participation in household’s economic decision making would mitigate economic factors that enhanced gender inequality (Figure 4.7)

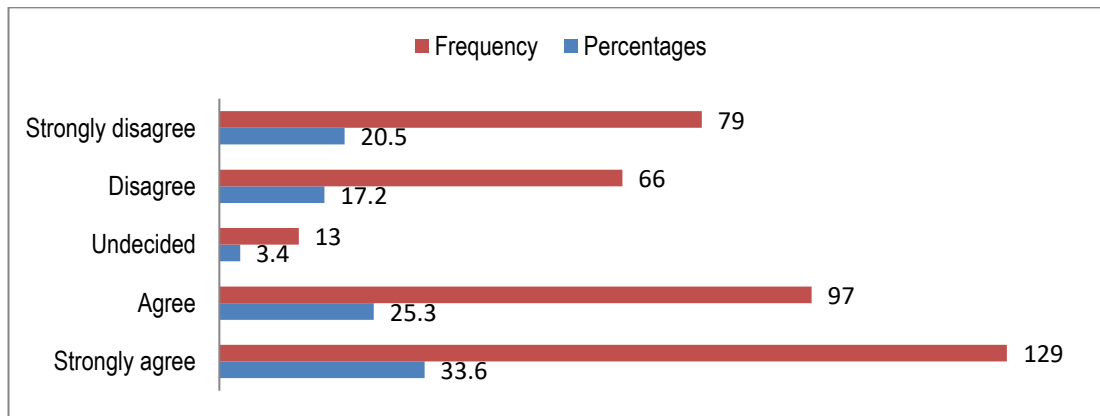


Figure 4.7: Women’s participation in household’s economic decision-making as a measure of economic factors enhancing gender inequality

Source: Field survey, 2024

The results implied that women’s participation in household economic decision-making would mitigate economic factors that enhanced gender inequality. While answering a question on whether women’s participation in a household’s economic decision-making would mitigate economic factors, a ward executive officer in ward A had this to say:

“...some cultures and traditions do not support the involvement of women in decision making; for example, women are not allowed to sell domestic animals even when she participates in taking care of them...” [WEO from Ward A, April 15th, 2024].

The ward executive officer from Ward D said:

“...the issue here is not actually involving women in decision-making. What matters is to enhance women’s ownership of properties, for instance, land and livestock...” [WEO from Ward D, April 18th, 2024]

Another ward executive officer from ward H said:

“...indeed women’s participation in economic decision-making will definitely empower women and enable them to have a say in the family regarding how to spend the generated income...” [WEO from Ward H, April 24th, 2024]

The interviewees’ responses emphasize the need to involve women in economic decision-making as a way of enhancing gender equality. Likewise, the FGD that was held in Ward D was able to identify some of the decisions that women were to be involved in so as to enhance gender equality. The decisions identified included the disposal of land and livestock, loan borrowing, school fees payment, dowry payment, and launching a business venture. Before the group arrived at a consensus on the type of decision that women should be involved in, they came up with criteria that should be applied (Table 4.8).

Table 4.8: Criteria for working fewer hours

S/N	Criteria	Ranking
1.	The decision should be related to economics	3 rd
2.	The amount of money involved is substantial	4 th
3.	The decision should be commonly applied to Dodoma households	2 nd
4.	Failure to involve women enhances gender inequality	1 st

Source: Field survey, 2022

The majority of respondents (52.6%) indicated that women should be involved in decision-making regarding the disposal of land and livestock. In comparison, a few respondents (4.2%) showed that women should be involved in decision-making pertaining to school fee payments (Figure 4.8). The results implied that for gender equality to be enhanced, women should be involved in deciding the land and livestock disposal.

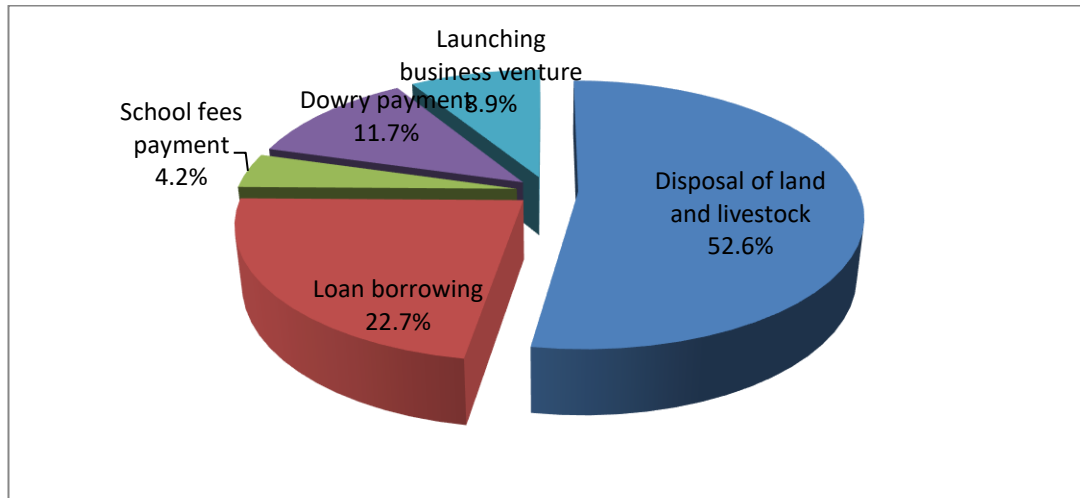


Figure 4.8: Types of decision-making in which women should be involved to enhance gender equality

Source: Field survey, 2024

Respondents' opinions further showed that women's participation in the household's economic decision-making would mitigate economic factors that enhanced gender inequality. Respondents particularly pointed out that women should participate in decision-making regarding the disposal of household land and livestock. According to Conlin & Heesaker (2018), it is essential to understand why people endorse liberal feminist ideologies, as women who identify as feminists are more likely to confront sexism and work toward gender equity than women who do not identify as feminists. Respondents' views were also consistent with the findings of the study by Massawe (2022), which found that strategies such as promoting women's participation in decision-making processes enhance gender equality. Likewise, Tesha et al. (2023) stated that gender inequality affects women's decision-making power. The findings, therefore, imply that in Dodoma City Council, if women were involved in decision-making, gender equality would be enhanced in most households.

4.4.2 Increasing Women's Access to Financial Resources

When the respondents were asked if increasing women's access to financial resources would mitigate economic factors that enhanced gender inequality, the majority of respondents (28.6%) strongly agreed, while few respondents (8.6%) were undecided whether increasing women's access to financial resources would mitigate economic factors that enhanced gender inequality (Figure 4.9)

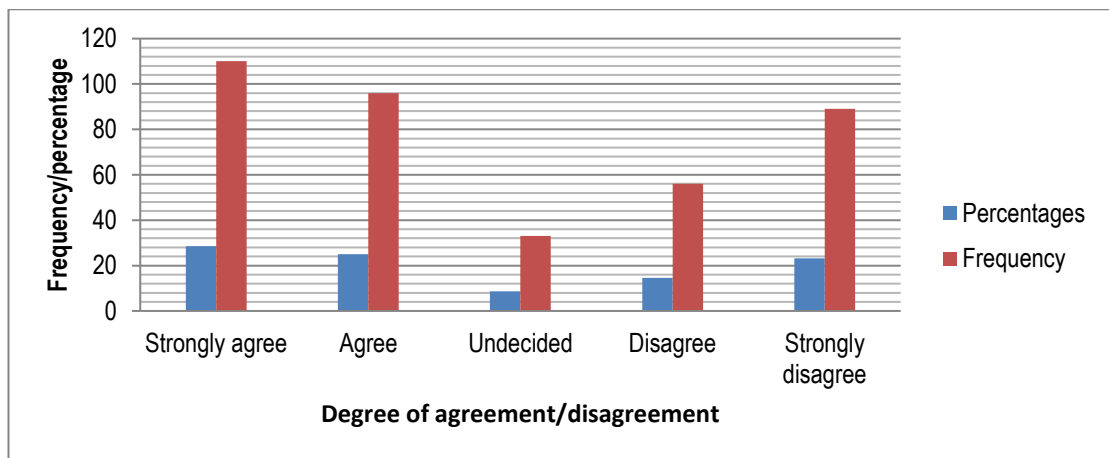


Figure 4.9: Whether increasing women's access to financial resources would mitigate economic factors

Source: Field survey, 2024

The results implied that increasing women's access to financial resources would mitigate economic factors that enhanced gender inequality. While answering a question on whether increasing women's access to financial resources would mitigate economic factors that enhanced gender inequality, a ward executive officer in ward E had this to say:

“...it may not necessarily be easy to mitigate economic factors which enhance gender inequality by simply increasing women's access to financial resources. This is because even when women have enough money, men still dominate women, and therefore, there is a high chance

of diverting the money earned by women in accordance with the man's desire..." [WEO from Ward E, April 19th, 2024]

Another WEO from the ward I said:

"...it is really disturbing to see gender inequality persisting even among the women whose income is substantially satisfactory. I think the dominance of men over women is an issue that should be openly brought on board..." [WEO from Ward I, April 25th, 2024]

Another WEO from Ward J said:

"...if indeed money is power, then women in political positions would definitely be in a better position to prevail over men in their households. The reverse is still true; men are still in a better position to make decisions..." [WEO from Ward I, April 26th, 2024]

The interviewees were, therefore, of the view that increasing women's access to financial resources would not mitigate economic factors that enhanced gender inequality. They unanimously attributed this to male dominance in Dodoma City Council. However, the FGD that was held in Ward H was able to identify some of the forms of empowerment that, if attained by women, would enhance their interactive capability and ultimately reduce gender inequality. These included accessing educational opportunities, attaining the freedom to work outside the homestead, enhanced social interaction, and improved self-confidence and knowledge of household management.

The majority of respondents (35.7%) indicated that women's access to educational opportunities would enhance women's capability to mitigate economic factors. In contrast, few respondents showed that women had to improve their self-confidence (Figure 4.10). The results, therefore, implied that allowing women to access

educational opportunities would enhance women's capability to mitigate economic factors that enhance gender inequality.

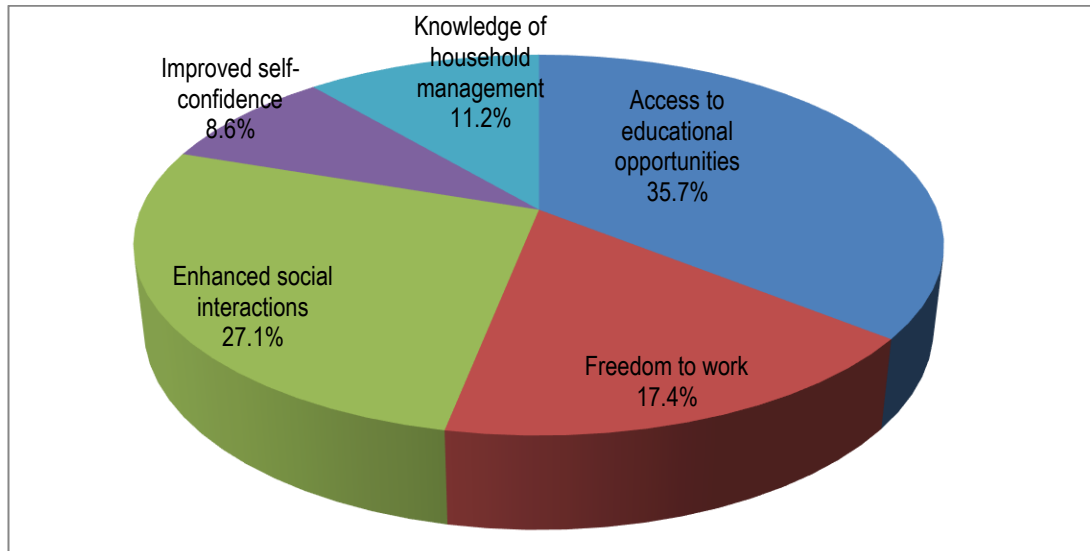


Figure 4.10: Form of Empowerment that Enhances Women's Capability to Mitigate Economic Factors

Source: Field survey, 2024

Respondents were further of the opinion that increasing women's access to financial resources would mitigate economic factors and experience enhanced gender equality. The respondents also showed that allowing women to access educational opportunities would enhance women's capability to mitigate economic factors that enhance gender inequality. The respondents' views concurred with the results of the study by United Nations Women (2019), which concluded that enhancing women's financial inclusion could potentially improve their empowerment within households. Similarly, the study by Njau and Kikula (2021) found that employment opportunities, wage rates, and access to financial resources were significant predictors of women's empowerment. However, the study by Idris (2018) established that the main barriers to women's socio-economic inclusion in Tanzania were time poverty, lack of

education, reproductive health pressures, lack of assets and access to financial services, lack of access to male labour and inputs such as fertilizer; a difficult legal and regulatory framework and lack of access to business development services; and cultural norms. The respondents' opinions, therefore, imply that increasing women's access to financial resources would empower women and, hence, mitigate economic factors that perpetuated gender inequality.

4.5 The Challenges of Mitigating Economic Factors that Affect Gender Equality

The third objective examines the challenges of mitigating economic factors that affect gender equality within households in the Dodoma City Council. A research question flanked the objective posed, "What are the challenges for mitigating economic factors that affect gender equality within households in the Dodoma region?" Methods used to collect data for the first objective included questionnaire, interview, FGD and documentary review. The five-point Likert scale ranging from 1 = Strongly Disagree to 5 = Strongly Agree was used. Microsoft Office Excel is used to analyze data from the questionnaires. The data obtained through interviews is presented by means of words, phrases, and quotations, but the questionnaire is presented by means of graphs.

4.5.1 Gender Discrimination in Access to Education and Training Opportunities

When the respondents were asked if gender discrimination in access to education and training opportunities was a challenge of mitigating economic factors that influenced

the enhancement of gender equality, the majority of respondents (35.4) agreed. In contrast, a few respondents (9.6%) strongly disagreed (Figure 4.11).

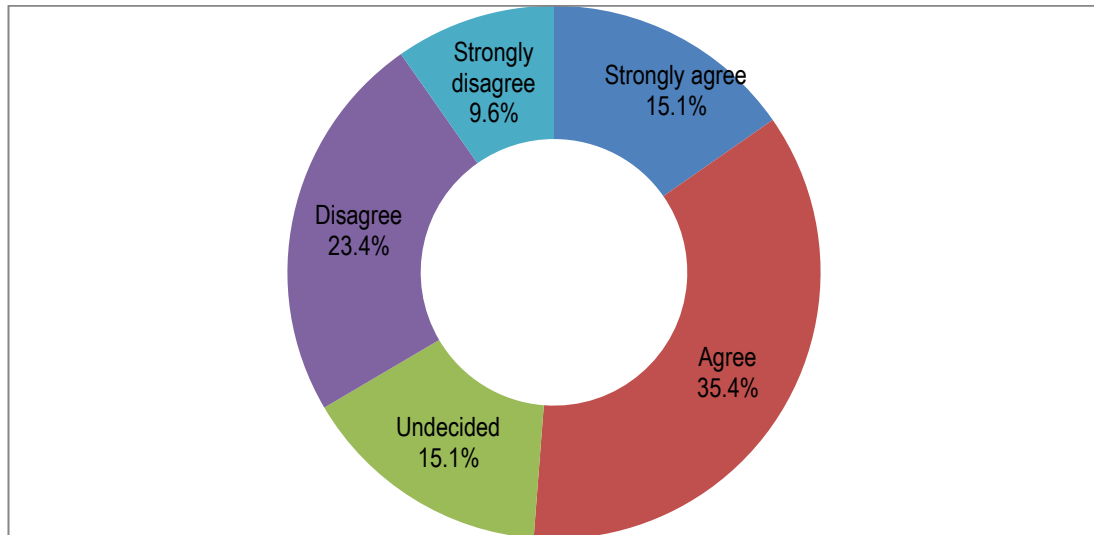


Figure 4.11: Whether gender discrimination in access to education and training opportunities was a challenge in mitigating economic factors

Source: Field survey, 2024

The results implied that gender discrimination in access to education and training opportunities was indeed a challenge to mitigating economic factors that would enhance gender equality. While answering the question, a ward executive officer in ward B had this to say:

“...in our society, women still do not have equal opportunities in accessing education and training opportunities. For instance, a girl who drops out of school due to pregnancy is not allowed to go back to school...” [WEO from Ward B, April 16th, 2024]

Another Ward executive officer of Ward C said:

“...some of our culture and traditions still do not allow easy accessibility to education for a girl child. Some of these cultures encourage early and forced marriage, genital mutilation and the pass-out traditions...” [WEO from Ward C, April 19th, 2024]

The interviewees were, therefore, in support of the fact gender discrimination still existed, and this hindered the women's accessibility to education and training opportunities. On the same note, the FGD that was held in ward E identified bottlenecks that enhanced gender discrimination in women's access to educational and training opportunities. The bottlenecks included high enrollment with inadequate classroom space, lack of laboratories, dilapidated infrastructure, employment of unqualified teachers and lack of funds.

The majority of respondents (35.2%) indicated that women's access to educational opportunities was barred by inadequate classroom space, while a few respondents (5.2%) showed a lack of laboratories (Figure 4.12). The results, therefore, implied that inadequate classroom space hindered women's access to educational and training opportunities, which ultimately enhanced women's incapability to mitigate economic factors that would improve gender equality.

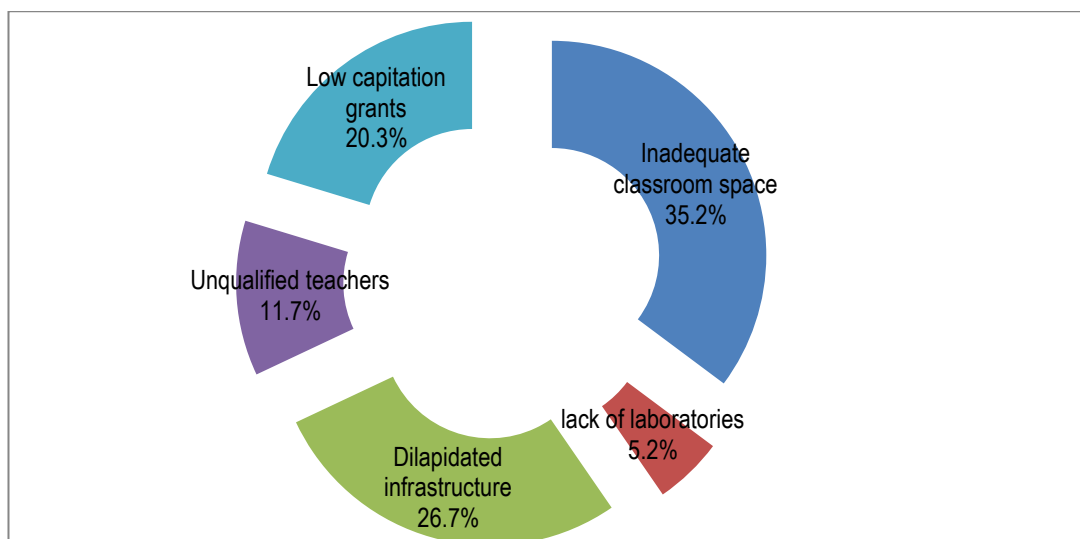


Figure 4.12: Bottlenecks for women's access to education and training opportunities

Source: Field survey, 2024

Respondents were of the view that gender discrimination in access to education and training opportunities was a challenge to mitigating economic factors that would enhance gender equality. Respondents were also of the view that a significant indicator of gender discrimination was inadequate classroom space, which ultimately enhanced women's incapability to mitigate economic factors that would improve gender equality. Respondents' views were, therefore, consistent with the study by UNESCO (2017), which pointed out that education is a fundamental human right and an enabling right which can be ensured when there is universal access to inclusive and equitable quality education and learning, leaving no one behind. Likewise, Weaver (2011) posits that in order to achieve numerous and diverse goals, the Education for Self-Reliance (ESR) policy called for a primary school education that would be comprehensive and self-complete, providing students with the skills necessary to live and work in their local environments. This implies that the respondents' views on women's access to education were mandatory for them to attain a meaningful power to mitigate economic factors and ultimately eliminate gender inequality.

4.5.2 Presence of Power Holders and Perpetrators of Inequality

When the respondents were asked if the presence of power holders and perpetrators of gender inequality was a challenge of mitigating economic factors that enhanced gender inequality, the majority of respondents (37.7) strongly agreed, while few respondents (12%) disagreed (Figure 4.13)

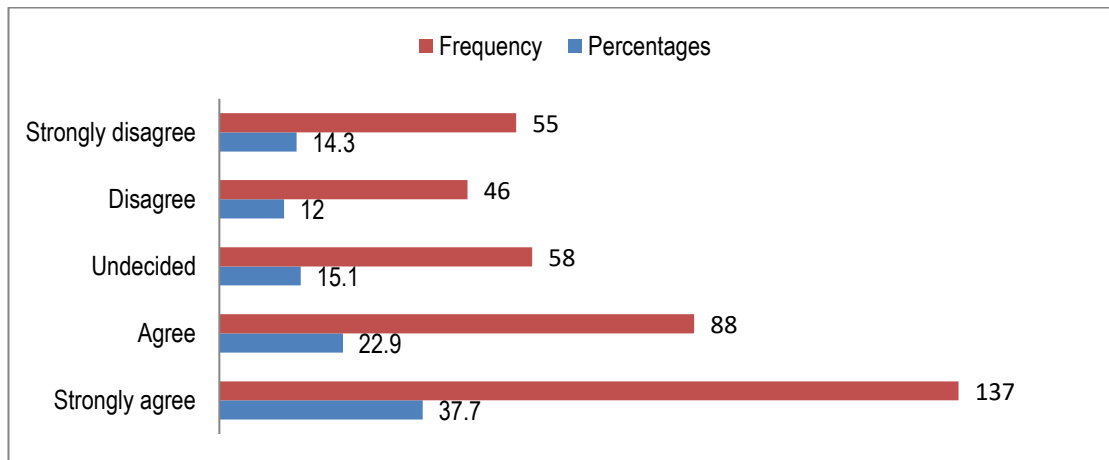


Figure 4.13: If the presence of power holders and perpetrators of gender inequality hampers the mitigation of economic factors

Source: Field survey, 2024

The findings implied that the presence of power holders and perpetrators of gender inequality hampered the mitigation of economic factors enhancing gender inequality.

While interviewing a ward executive officer from ward A, he said:

“... Actually, when we are struggling to end gender inequality, there are some people in our society who advocate for the existence of gender inequality through their traditional stands. For instance, if a man does not see the importance of involving a woman in selling livestock, then he is generally against the movement...” [WEO from Ward A, April 15th, 2024]

A ward executive from Ward D said:

“...I really get disturbed when I hear a politician telling the public that a girl child who conceives while in school should not find her place back to school upon delivery. This is a clear act of discrimination against women...” [WEO from Ward A, April 15th, 2024]

Another ward executive officer from ward G said:

“...subjecting girls to involuntary marriage is also a sign of gender inequality. This is a common occurrence in our society, and we don't hear politicians talking about it..” [WEO from Ward G, April 23rd, 2024]

Interviewees' views confirmed that, indeed, the presence of power holders and perpetrators of gender inequality hampers the mitigation of economic factors enhancing gender inequality. Furthermore, the FGD meeting held in Ward J established the indicators of gender inequality perpetrated by the powerholders. The indicators included Female Genital Mutilation (FGM), no education for child mothers, child early forced marriage (CEFM), sexual abuse, no attending school for menstruating girls, and women not being involved in decision-making. Upon being asked the most severe indicator that power holders were perpetrating, the majority of respondents (37.7%) indicated CEFM, while a few respondents (3.9%) indicated 'no education for child mothers' (Figure 4.14). The findings, therefore, show that the most severe indicator that was being perpetrated by power holders and perpetrators of gender inequality was CEFM.

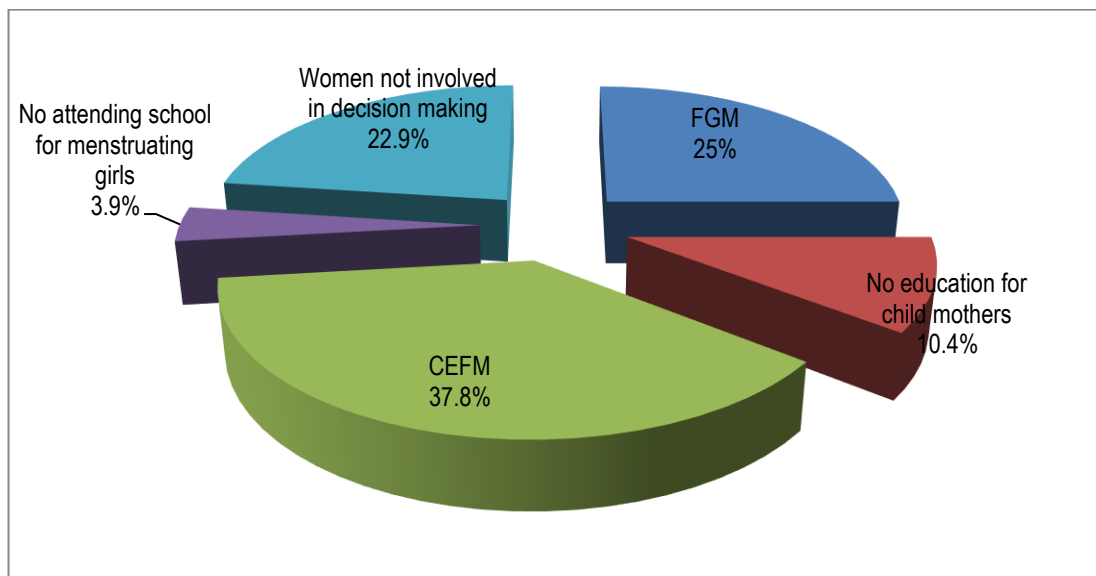


Figure 4.14: Gender inequality indicators perpetrated by power holders and perpetrators of gender inequality

Source: Field survey, 2024

Respondents' opinions concurred with Russell et al. (2024), who pointed out that people with stronger feminist beliefs are more likely to provide aid to victims, while men with higher rape myth acceptance were least likely to provide support. Likewise, the findings of the study by HRC Pakistan (2015) found that discrimination and lack of societal understanding about women's issues, such as violence against women in Tanzania, make it difficult for them to become successful in the workplace. Similarly, Eagly and Wood (2012) established that women are often neglected rather than encouraged to perform gender-related activities by parents and the community. Furthermore, a study by Njuki et al. (2023) revealed that gender transformative research is most successful in supporting change when it analyzes and addresses the multiple causes of inequality, takes an intersectional and structural approach, embeds the research in local contexts, and engages power holders and perpetrators of inequality. The respondents' views, therefore, imply gender inequality has been in existence simply because there are power holders who advocate for gender inequalities.

CHAPTER FIVE
SUMMARY OF THE FINDINGS, CONCLUSION AND
RECOMMENDATIONS

5.1 Introduction

This chapter presents the summary, conclusion and recommendations of the study, which assessed economic factors affecting gender equality within households in Dodoma city council.

5.2 Summary of the Findings

This study answered a grand research question, ‘What economic factors affect gender equality within households in Dodoma City Council?’ Its main objective is to assess economic factors affecting gender equality within households in Dodoma city council. The findings of the three specific objectives and their sub-research questions are summarized as follows.

5.2.1 Objective One

The first objective analyzed the extent to which economic factors affect gender equality within households. The researcher assumed that the respondents knew about economic factors affecting gender equality. The findings showed that economic factors such as the wage gap and limited employment opportunities influenced gender equality to a greater extent. The findings also showed that women who work in the construction sector experience a great wage gap, and the tour guide was the leading job with limited employment opportunities for women. However, women's

limited access to financial resources was tolerable as far as the enhancement of gender inequality was concerned since women were able to access financial resources from several micro-financial institutions.

5.2.2 Objective Two

The second objective examined the measures for mitigating economic factors that affected gender equality within households. The researcher assumed that economic factors could be mitigated. The findings revealed that women's participation in the household's economic decision-making would mitigate economic factors that enhanced gender inequality. The most significant decision that would affect gender quality was with regard to the disposal of households' land and livestock. The study also revealed that increasing women's access to financial resources would mitigate economic factors and experience enhanced gender equality. However, increasing women's access to financial resources should be flanked with women's access to educational opportunities.

5.2.3 Objective Three

The third objective examined the challenges of mitigating economic factors that affect gender equality within households. The researcher assumed that respondents faced difficulties mitigating economic factors affecting gender equality. The findings revealed that gender discrimination in access to education and training opportunities was a challenge in mitigating economic factors that enhanced gender equality. One of the significant indicators of gender discrimination was inadequate classroom space, which ultimately enhanced women's incapability to mitigate

economic factors that would improve gender equality. The study also revealed that the presence of power holders and perpetrators of gender inequality hampered the mitigation of economic factors for enhancing gender inequality. The study also showed that the most severe indicator that was being perpetrated by power holders and perpetrators of gender inequality was child-early forced marriage (CEFM).

5.3 Conclusion

The extent to which economic factors affected gender equality was measured with the help of the wage gap, limited employment opportunities and women's limited access to financial resources. The wage gap and limited employment opportunities affected gender equality to a greater extent, implying that the gender inequality in Dodoma City Council generally enhanced the two factors. The wage gap was more pronounced in the construction sector, while tour guides offered limited employment opportunities for women. However, women's limited access to financial resources had a moderate effect, implying that the effect of women's limited access to financial resources could be tolerated since women had several sources of finance.

Measures for mitigating economic factors that affect gender equality were explained with the help of women's participation in household economic decision-making and increasing women's access to financial resources. Enhancing gender equality in Dodoma City requires women to participate in deciding on the disposal of land and livestock. The majority of men hardly involved the women. However, women's access to financial resources would be more successful in closing the gender gap if women would access educational opportunities.

Challenges of mitigating economic factors that affect gender equality were explained by gender discrimination in access to education and training opportunities and the presence of power holders and perpetrators of gender inequality. Gender discrimination in access to education and training opportunities was clearly manifested in the inadequate classroom space, which ultimately enhanced women's incapability to mitigate economic factors that would improve gender equality. However, the presence of power holders and perpetrators of gender inequality was highly manifested in child early forced marriage, of which men were the biggest agents.

5.4 Recommendations for Actions

- i) The study recommended that the government should prevail upon all employers to fairly treat women equally to men by paying the same wage;
- ii) The study also recommended that employers should give women equal chances with men when recruiting them;
- iii) It was also recommended that the women's group, popularly known as VICOBA, should be encouraged as a source of finance for women;
- iv) It was also recommended that women should be involved in decision-making across all matters regarding household;
- v) It was also recommended that the government should open up all the opportunities available in education and training institutions to ease the accessibility by women and

- vi) Finally, it was further recommended that the government should institute some rules and regulations that will bring the power holders and perpetrators of gender inequality to books.

5.5 Recommendation for Further Studies

Any scholar who is interested in researching gender quality-related issues should consider any of the following research issues:

- i) The impact of gender inequality on child early forced marriage;
- ii) The Impact of gender inequality on girls' school dropout; and
- iii) Gender inequality interventions and women's economic participation

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APPENDICES

Appendix I: Questionnaire

INTRODUCTION

Dear respondent,

I 'am **Fatuma Mtinga**, conducting a research study, "Assessing Economic Factors Affecting Gender Equality within Households in Dodoma Region: A Detailed Study Of Dodoma City Council". Please help to respond to the questions. The information collected here was highly confidential and used for academic purposes only and not otherwise.

PART A: Background Information

1. Sex: Female Male

2. In which age group do you belong?

20-29

30-39

40-49

50-59

Above 60

3. Education level

Diploma

Bachelor degree

Postgraduate Degree

4. How long have you been working in the field of education?

Years	Tick	Years	Tick	Years	Tick	Years	Tick	Years	Tick
0-5	<input type="checkbox"/>	6-10	<input type="checkbox"/>	11-15	<input type="checkbox"/>	16-20	<input type="checkbox"/>	More than 20	<input type="checkbox"/>

Part B: Objective One: To analyze the extent to which economic factors affect gender equality within households in the Dodoma region

	Greater Extent	GE	ME	LE	Lesser extent
1. (a) The extent to which wage gaps contribute to gender inequality in the household					
(b) Indicate the employment sector with the prevalent wage gap					
i. sales and marketing					
ii. motorcycle riding					
iii. construction work					
iv. heavy machine riding					
v. market gardening					
2. (a) Limited employment opportunities for women affect gender equality in the household					
(b) Indicate a job with least employment opportunities for women					
i. market gardening					
ii. poultry farming					
iii. motorcycle riding					
iv. tailoring					
v. tour guide					
3. (a) Women's limited access to financial resources contributes to gender inequality in the household.					
(b) Indicate the most significant source of finance needed by women to enhance gender equality					
i. individual lenders					
ii. VICOBA					
iii. Micro financing institutions					
iv. Online lenders					
v. Dodoma city council					

Part C: Objective Two: The measures for mitigating economic factors that affect gender equality within households in the Dodoma region

	SD	D	U	A	SA
1. (a) Women's participation in household's economic decision-making enhances gender equality					
(b) Indicate the decisions that women highly needed to be involved in so as to enhance gender equality					
i. the disposal of land and livestock,					
ii. loan borrowing,					
iii. school fees payment,					
iv. dowry payment					
v. launching business venture					
2. (a) Increasing women's access to financial resources enhances gender equality					
(b) Indicate forms of empowerment, if attained by women, would enhance their interactive capability and ultimately reduce gender inequality					
i. accessing educational opportunities,					
ii. attaining the freedom to work outside the homestead,					
iii. enhanced social interaction,					
iv. improved self-confidence					
v. Get knowledge of household management.					

Part D: Objective Three: To examine the challenges of mitigating economic factors that affect gender equality within households in the Dodoma region

	SA	A	N	D	SD
1. (a) gender discrimination in access to education and training opportunities is a challenge of mitigating economic factors that influenced the enhancement of gender equality					
(b) Indicate bottlenecks that enhanced gender discrimination in women's access to educational and training opportunities					
i. high enrollment with inadequate classroom space,					
ii. lack of laboratories,					
iii. dilapidated infrastructure,					
iv. employment of unqualified teachers					
v. Lack of funds.					
2. (a) The presence of power holders and perpetrators of gender inequality was a challenge to mitigating economic factors that enhanced gender inequality					
(b) Indicate gender inequality perpetrated by the power					

holders and perpetrators of gender inequality					
i. Female genital Mutilation (FGM),					
ii. no education for child mothers,					
iii. child early forced marriage (CEFM),					
iv. sexual abuse,					
v. no attending school for menstruating girls,					

Appendix II: Interview Guide

Objective One: the extent to which economic factors affect gender equality within households in the Dodoma region

1. What is the extent to which wage gaps contribute to gender inequality in the household? Please explain
2. Which employment sector commonly depicts the wage gap? Please explain
3. What is the extent to which limited employment opportunities for women affect gender equality in the household? Please explain
4. Which job commonly shows the least employment opportunities for women? Please explain
5. What is the extent to which women's limited access to financial resources contributes to gender inequality in the household? Please explain
6. Which is the most significant source of finance needed by women to enhance gender equality? Please explain

Objective Two: The measures for mitigating economic factors that affect gender equality within households in the Dodoma region

1. Does women's participation in a household's economic decision-making enhance gender equality? Please explain
2. Which decision-making do women need to be involved in so as to enhance gender equality? Please explain
3. Does increasing women's access to financial resources enhance gender equality? Please explain
4. Which forms of empowerment, if attained by women, can enhance their interactive capability and ultimately reduce gender inequality? Please explain

Objective Three: To examine the challenges of mitigating economic factors that affect gender equality within households in the Dodoma region

1. Is gender discrimination in access to education and training opportunities a challenge to mitigating economic factors that influence the enhancement of gender equality? Please explain

2. What are the bottlenecks that enhance gender discrimination in women's access to educational and training opportunities? Please explain
3. Is the presence of power holders and perpetrators of gender inequality a challenge to mitigating economic factors that enhance gender equality? Please explain
4. What are the indicators of gender inequality perpetrated by the power holders and perpetrators of gender inequality? Please explain

Appendix III: Focus Group Guide

Objective One: the extent to which economic factors affect gender equality within households in the Dodoma region

1. What is the extent to which wage gaps contribute to gender inequality in the household? Please explain
2. Which employment sector commonly depicts the wage gap? Please explain
3. What is the extent to which limited employment opportunities for women affect gender equality in the household? Please explain
4. Which job commonly shows the least employment opportunities for women? Please explain
5. What is the extent to which women's limited access to financial resources contributes to gender inequality in the household? Please explain
6. Which is the most significant source of finance needed by women to enhance gender equality? Please explain

Objective Two: The measures for mitigating economic factors that affect gender equality within households in the Dodoma region

1. Does women's participation in a household's economic decision-making enhance gender equality? Please explain
2. Which decision-making do women need to be involved in so as to enhance gender equality? Please explain
3. Does increasing women's access to financial resources enhance gender equality? Please explain
4. Which forms of empowerment, if attained by women, can enhance their interactive capability and ultimately reduce gender inequality? Please explain

Objective Three: To examine the challenges of mitigating economic factors that affect gender equality within households in the Dodoma region

1. Is gender discrimination in access to education and training opportunities a challenge to mitigating economic factors that influence the enhancement of gender equality? Please explain

2. What are the bottlenecks that enhance gender discrimination in women's access to educational and training opportunities? Please explain
3. Is the presence of power holders and perpetrators of gender inequality a challenge to mitigating economic factors that enhance gender equality? Please explain
4. What are the indicators of gender inequality perpetrated by the power holders and perpetrators of gender inequality? Please explain

Appendix IV: Time Frame

ACTIVITIES	January 2023	February- March 2023	March- June 2023	June - October 2023
Concept note				
Research design				
Literature review				
Problem statement				
Research objective & objectives				
Hypothesis and significant				
Variable identification				
Methodology				
Background of information				
Proposal submission				
Development of data collection and instrument				
Instrument pretesting				
Data collection execution				
Data cleansing coding and testing				
Data analysis				
Data interpretation				
Conclusion				
Submission of first draft				

Appendix V: Ethical Documents



Ref. No OUT/PG202087889

8th April, 2024

Municipal Director,
Dodoma Municipal Council,
P.O.Box 914,
DODOMA.

Dear Director,

RE: RESEARCH CLEARANCE FOR MS. FATUMA S. MTINGA, REG NO: PG202087889

2. The Open University of Tanzania was established by an Act of Parliament No. 17 of 1992, which became operational on the 1st March 1993 by public notice No.55 in the official Gazette. The Act was however replaced by the Open University of Tanzania Charter of 2005, which became operational on 1st January 2007. In line with the Charter, the Open University of Tanzania mission is to generate and apply knowledge through research.

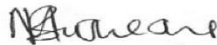
3. To facilitate and to simplify research process therefore, the act empowers the Vice Chancellor of the Open University of Tanzania to issue research clearance, on behalf of the Government of Tanzania and Tanzania Commission for Science and Technology, to both its staff and students who are doing research in Tanzania. With this brief background, the purpose of this letter is to introduce to you **Ms. Fatuma S. Mtinga, Reg. No: PG202087889**), pursuing **Master of Arts in Gender Studies (MAGS)**. We here by grant this clearance to conduct a research titled **“Assess Economic Factors**

Affecting Gender Equality within Households in Dodoma Region. A study of Dodoma City Council". She will collect her data at your area from 9th April to 10th May 2024.

4. In case you need any further information, kindly do not hesitate to contact the Deputy Vice Chancellor (Academic) of the Open University of Tanzania, P.O.Box 23409, Dar es Salaam. Tel: 022-2-2668820. We lastly thank you in advance for your assumed cooperation and facilitation of this research academic activity.

Yours sincerely,

THE OPEN UNIVERSITY OF TANZANIA



Prof. Magreth S. Bushesha

For: VICE CHANCELLOR



JAMHURI YA MUUNGANO WA TANZANIA
OFISI YA RAIS
TAWALA ZA MIKOA NA SERIKALI ZA MITAA
HALMASHAURI YA JIJI LA DODOMA

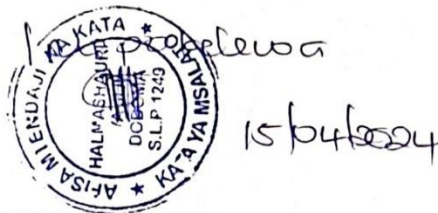


Unapojibu tafadhali taja:

Kumb. Na. HJD/F.10/699

15 Aprili, 2024

Mtendaji Kata ya Msalato,
 Halmashauri ya Jiji,
 S.L.P 1249,
DODOMA.



YAH: KIBALI CHA KUFANYA UTAFITI

Husika na somo tajwa hapo juu.

2. Namtambulisha kwako Ndg. **FATUMA S. MTINGA** mwanafunzi kutoka Chuo Kikuu Huria (OPEN) kuja kufanya utafiti katika Halmashauri ya Jiji la Dodoma. Utafiti unaohusu "**Assess Economic Factors affecting gender equality within households in Dodoam Region. A study of Dodoma City Council**" Utafiti huo utafanyika kwa muda mwezi mmoja kuanzia tarehe 9 Aprili, 2024 hadi tarehe 10 Mei, 2024.
3. Kwa barua hii, naomba apokelewe na kupatiwa ushirikiano ili aweze kufanikisha utafiti wake kama ilivyoielezwa hapo juu.
4. Ahsante.


 Patrick Bashemera
Kny: MKURUGENZI WA JIJI
DODOMA.

Kny: MKURUGENZI WA JIJI
 HALMASHAURI YA JIJI LA DODOMA
 S. L. P. 1249,
 DODOMA

Appendix VI: Manuscript

Economic Factors Affecting Gender Equality within Households in Tanzania: A Case Study of Dodoma City Council

Fatuma Swalehe Mtinga and Mariana Makuu (PhD)

Abstract

This study titled “Economic Factors Affecting gender equality within Households in Dodoma City Council, Tanzania”, is guided by two specific objectives, namely, To analyze the extent to which economic factors affect gender equality within households in Dodoma region and to examine the measures for mitigating economic factors that affect gender equality within the household in the Dodoma region. This study used Liberal Feminist Theory, was further informed by 384 respondents, and mixed approach was employed. A positivist and interpretive philosophy were used, a case study design was employed. Data analysis was done through descriptive and inferential statistics for quantitative data while content analysis using themes was done on qualitative analysis. The findings showed that economic factors such as the wage gap and limited employment opportunities influenced gender equality to a greater extent. The findings also showed that women who work in the construction sector experience a great wage gap and the tour guide was the leading job with limited employment opportunities for women. It was recommended that the government should prevail upon all employers to fairly treat women equally to men by paying the same wage. It also recommended that employers should give women equal chances with men when recruiting them

Keywords: *Gender inequality, wage gap, economic factors.*

INTRODUCTION

Assessing economic factors affecting gender equality is very crucial, considering the fact that narrowing the gender gap in labour markets could increase the Gross Domestic Product (GDP) in developing economies by almost 8% (ILO, 2017). This chapter provides the background information, statement of the problem, objectives of the study, research questions, significance of the study, and the scope of the study.

Gender equality, particularly in economic aspects, remains a complex issue at the forefront of global discourse. Regardless of geographical location or level of economic development, societies worldwide are still grappling with significant gender disparities. Gender inequality is portrayed in a variety of social and economic activities, with women being deprived of access to, control over, and ownership of some resources (Lusasi & Mwaseba, 2020). In this respect, the global gender gap in economic participation and opportunity, despite improvements in the past decade, stood at an alarming 57.8% in 2020 (World Economic Forum, 2022). As it turns out, in many countries, women are *overrepresented* in low-paying jobs (Ortiz-Ospina & Roser, 2019). In Africa, the gender equality gap in economic participation is even wider. Mostly, African women, particularly those in Sub-Saharan Africa, face the largest wage gaps globally and earn 67% of what their male counterparts earn (AfDB, 2020). Moreover, women are disproportionately represented in low-paying

jobs, face higher unemployment rates and face significant hurdles in accessing financial resources. Tanzania faces a myriad of challenges, among which are striking socio-economic disparities between genders. The main barriers to women's socio-economic inclusion in Tanzania are time poverty, lack of education, reproductive health pressures, lack of assets and access to financial services, lack of access to male labour and inputs such as fertilizer; a difficult legal and regulatory framework and lack of access to business development services; and cultural norms (Idris, 2018). Overall, in Tanzania, females' Employment to Population Ratio (EPR) is lower than that of males, with the lowest in Zanzibar, with 49.8 per cent for females vis-a-vis 73.6 per cent for males (NBS, 2022).

In Tanzania, discrimination and a lack of societal understanding about women's issues, such as violence against women in Tanzania make it difficult for them to become successful in the workplace (HRCPakistan, 2015). In many societies, women are often neglected rather than encouraged to perform gender-related activities by parents and the community (Eagly & Wood, 2012). For instance, women are more involved in water collection and spend more time on this task than men do (Fontana & Natali, 2008). There is also a significant discrepancy in terms of economic opportunities, income, and access to financial resources between men and women in Tanzania (World Bank, 2019). Dodoma, just like any other rural-based city, women presumably face the same systemic socio-economic disadvantages and barriers in their pursuit of economic stability and growth.

Several efforts have been put in place by the Tanzanian government to curb gender inequality. The country ratifies key international- and regional human rights documents, including the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and the SADC Protocol on Gender and Development. At the domestic policy level, there is the 'Vision 2025' that recognizes the importance of gender equality and the empowerment of women, and the National Strategy for Poverty Reduction 1 and 2 – so-called 'MKUKUTA6 ' 1 and 2– that highlights gender mainstreaming and describes specific strategies on related education and Gender-based Violence (GBV) (JICA, 2016).

Despite the efforts made by the government, gender inequality was still widespread. Various explanations have been advanced to explain the problem of gender inequality. Studies showed that the problem was connected to several factors, including economic factors, which led to women spending more time on household chores, widening the gap in tertiary education, and early marriage among females and early pregnancy (Idris, 2018). The objective of this study was to assess economic factors affecting gender equality within households in Dodoma region: a detailed study of Dodoma city council Specifically the study analyzed the extent to which economic factors affect gender equality within households in the Dodoma region.

LITERATURE REVIEW

Gender Equality

The World Health Organization (WHO) defines gender as: "the characteristics of women, men, girls and boys that are socially constructed" (World Health Organization, 2019).

THEORETICAL REVIEW

Liberal Feminist Theory

This study was guided by Liberal feminist theory. Liberal feminist theory was developed and advanced by Mary Wollstonecraft, John Stuart Mill, Betty Friedan and Gloria Steinem. The main tenets of the liberal feminist theory centre on advocating for equality between sexes. The theory posits that discrimination against women is not a result of inherent differences between sexes but instead due to societal norms and structures. If women and men are not so different, they should not be treated differently in society under the law (Nyoni *et al.*, 2017). This school of thought is reformist, seeking to improve the status of women within the system but not fundamentally contesting either the system's operation or its legitimacy. This theory was criticized for its tendency to adopt a 'one-size-fits-all' approach to women's issues, often overlooking the intersectional experiences of women from different races, cultures, and socioeconomic statuses. Furthermore, the theory's focus on legal and political solutions can sometimes neglect deep-rooted societal and cultural biases that laws alone cannot change. However, despite of this weaknesses, the theory has the strength when it comes to its emphasis on practical, tangible changes such as equal pay, reproductive rights, and equal representation. Its focus on policy and law reform makes it applicable and measurable. This strength makes the theory to be used in this study.

Empirical Review

Globally, a comprehensive study by the World Bank (2021) aimed to identify the major economic factors influencing gender equality within households. Employing a mixed-methods approach involving both qualitative and quantitative data collected from multiple countries, the study found wage gaps, uneven access to employment opportunities, and differential access to financial resources as the key economic determinants of gender inequality. Despite the wide-reaching conclusions, the study recommended more localized investigations due to the variability of these factors across different regions and economies. However, a specific gap identified was a deeper analysis of how these economic factors influenced gender equality within specific regions like Dodoma, Tanzania.

In Africa, a study conducted by the African Development Bank (AfDB, 2020) employed a quantitative methodology to explore economic factors affecting gender equality within African households. The study found that apart from wage gaps, women's unpaid work, limited access to productive resources, and cultural practices significantly influenced gender equality at the household level. The AfDB study, however, did not delve into specific country or regional analyses, hence leaving a gap that this study intended to fill.

A study by Mwakalobo and Massawe (2022) proposed actionable strategies to improve economic gender equality at the household level in Tanzania. They employed a participatory action research methodology, involving local communities in the research process. The study suggested strategies such as enhancing women's financial literacy, promoting women's participation in decision-making processes, and improving access to economic resources for women. While the study provided

important insights, it did not specifically focus on the Dodoma region. This current research aimed to propose strategies tailored to the specific context and needs of households in Dodoma.

Research Gap

Most of the reviewed studies that attempted to explore the extent to which economic factors affect gender equality were conducted beyond the Tanzania border. Likewise, most studies employed documentary review. Despite the wide range of empirical studies, no study has established the extent to which economic factors affected gender equality, an area that the current study dwelt upon. Besides, the wide application of documentary review by most studies implied that those studies were not informed by other qualitative and quantitative data collecting methods which could otherwise complement the data that were collected.

Conceptual Framework

Figure 1 shows that the independent variable, Economic factors, influences the dependent variable, gender equality, through the main variable: the extent of economic factors. The figure further shows that the independent variables can influence the dependent variable.



Figure 1: Conceptual Framework

Source: Field Survey (2024)

METHODOLOGY

This study adopted post-positivism, in which both positivism and interpretivism were used. Positivism uses a quantitative approach, while interpretivism applies a qualitative approach. The application of post-positivist philosophy was necessary because the study preferred collecting both qualitative and quantitative data by using questionnaires and interview guides. The research adopted a convergent mixed-methods approach and a case study design, which allowed for the simultaneous collection of both qualitative and quantitative data, enriching the understanding of the research problem.

On the one hand, the qualitative approach involved in-depth interviews, focus group discussions, and observational studies within Dodoma households. On the other hand, the quantitative research component involved the collection of numerical data through surveys and structured questionnaires administered to a larger sample of households. The sample size of this study was 384. This constituted 320 household members, 10 ward executive officers and 54 village executive officers. The formula by Mensah (2014) was applied to determine the sample size.

Data Collection Methods and Tools

Primary data were collected via surveys, focus group discussions, personal interviews, and documentary reviews.

FINDINGS

The Extent to which Economic Factors Affected Gender Equality

The study analyzed the extent to which economic factors affected gender equality within households in the Dodoma region. A research question flanked the objective posed, “What is the extent to which economic factors affect gender equality within households in the Dodoma region?”

Wage Gap

When the respondents were asked the extent to which the wage gap contributed to gender inequality within the household in Dodoma city council, the majority of respondents (32%) indicated ‘to a greater extent while a few respondents (5.5%) indicated ‘to a lesser extent.’

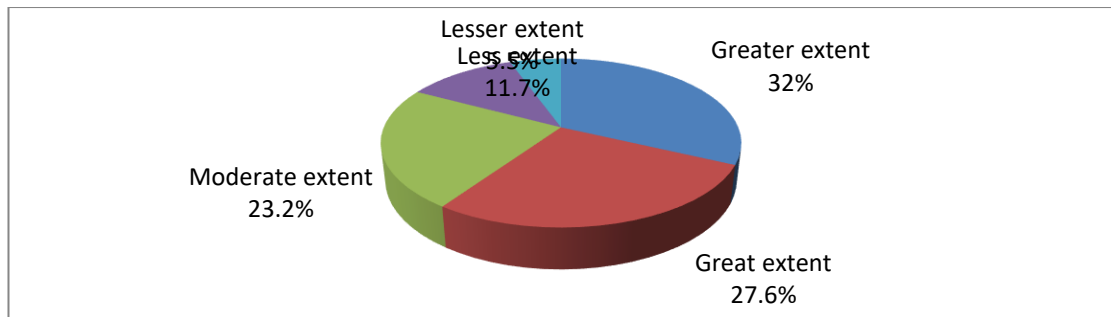


Figure 2: The extent to which the Wage Gap Affected Gender Equality

Source: Field survey, 2024

The results in Figure 2 imply that the respondents thought that the wage gap highly influenced gender equality. Upon being interviewed, one of the ward executive officers from Ward A had this to say:

“...other than government jobs, most of the jobs in the private sector are still paying men more than women even if they perform similar tasks. For instance, in the construction industry, men are paid more than men...” [WEO from Ward A, April 15th, 2024]

Ward executive officer from ward B said:

“...unless both genders, that is, men and women, point out that the wage gap between women and men is intolerable, changing things will not be easy. In a real sense, the problem lies with men who, if they demand that their wives, mothers, daughters, and sisters should earn more, things will not work. What I am saying is that equality will not be attained unless both men and women are granted equal pay and equal respect...” [WEO from Ward B, April 16th, 2024]

Ward executive officer from ward C said:

“...all people in decision-making positions, including politicians, should not be against equal pay of women and men unless they are not politicians...” [WEO from Ward C, April 17th, 2024]

CONCLUSION

The extent to which economic factors affected gender equality was measured with the help of the wage gap. The wage gap affected gender equality to a greater extent, implying that the gender inequality in Dodoma City Council generally enhanced the factor.

RECOMMENDATIONS

The study recommended that the government should prevail upon all employers to fairly treat women equally to men by paying the same wage. The study also recommended that employers should give women equal chances with men when recruiting them.

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