

## Abstract

This study aims to determine the managerial challenges facing women in patriarchal culture countries like Tanzania, particularly in education sector. In Tanzania, men are more defensive and more patriarchal in nature when making organization decision and practice. This study aims to determine a real situations which makes patriarchal culture as a managerial challenge facing women in Tanzania. Moreover, the consequences of those patriarchal cultures cause works inferiority complex, bias, discrimination, inequality and work gender imbalance.

Moreover, the study has employed qualitative method using phenomenological inquiry to unveil the life experiences of women in attaining top managerial positions, where by 50 participants who are practitioners of management in education sector in Tanzania were interviewed. The empirical data were collected through phenomenological interviews; the study employed phenomenological data analysis method.

Based on the findings, patriarchal system is evident in Tanzania and forces women into subordination and even physically confront those who operate against it. It seems that some women are used to the system to the extent that they don't treat it and its dogma as unchallenged and infallible. Headmistresses are also having sad stories and experiences before appointments and in their current positions as heads of schools.

**Key words:** Patriarchal culture; Managerial challenges; Women leaders; Education; Tanzania

