

Review of: "Empowering Women in Leadership and Management Positions to Maintain Gender Equality: A Case Study on Sidama Region"

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This article addresses the interesting issue of maintaining gender equality in managerial positions, and its focus on a developing economy such as Ethiopia brings new perspectives on these regions. Apart from these positive aspects, there is no clear line of argument. Unfortunately, they do not use a theoretical perspective to help develop their study. They provide concepts that are relevant to show in a study, but without argumentation and connections. The method section lacks clarity. For example, the authors should indicate the scales used to collect the data, and methodological procedures are missing. The sample seems not to match their objectives because they explain that the Sidama region has a high educational level and attracts many students. I wonder how they captured dependent and independent variables such as maintaining gender equality, gender stereotypes, and biases. No control variables are used in the regression. Also, the lack of citations is problematic because the papers on women in managerial positions are extensive. Overall, the topic and region can provide new perspectives on this issue, and I encourage the authors to reshape their study.