

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

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Potential competing interests: No potential competing interests to declare.

Title: Timely and interesting

Abstract: It would be better if the author rewrote the methodology parts clearly.

Keyword: Too many - keywords should represent key concepts, should be limited to 3-4 words.

Introduction: The author should add the sustainable development goal (SDG). "Leave no one behind" is its main motto, so it is better to link it with specific goal 5, 'achieve gender equality and empower all women and girls.'

The primary goal of the research does not correspond with the title. The single issue mentioned in the title is the empowering of women in positions of leadership and management in order to promote gender equality. However, education, gender equality, and women's empowerment are mentioned in the main objective. These three can be working toward specific objectives. Kindly reorganize the primary goal.

The concepts of gender equality, empowerment, and education and training should be operationalized. Not clear.

Review: Why only five empirical studies? The author should justify and clear it. Lack of theoretical concepts. The conceptual framework shows a direct relationship, but both education and gender equality are indirectly related to women empowerment. So please clearly mention the variables that you measured.

Methodology: It is well written; however, the author has to rewrite it focusing on the research question/hypothesis. Not clear on dependent and independent variables. To test hypotheses, no theory has been established. It would be better if the author could add about dependent and independent variables briefly so that readers can easily understand the variables.

The author has made a good attempt to analyze the data but is not clear regarding the results. So the author should rewrite it, comparing previous research and the SDGs.