

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.

I suggest the authors think about the following topics:

1. Why choose the Sidama region as a case study? What and how different are the conditions for women's entrepreneurship in that region?
2. The literature revision could be improved by using other examples of applied studies in a gender context, reflecting psychological and social factors impacting women's leadership and entrepreneurship (e.g., Peris-Delcampo, 2023). This exercise would reinforce the results in general and highlight the possible specificities for women working in the researched region.
3. Generally, I advise the authors to give more context about the case study and how these findings can be replicated or made valuable for future research.