

# 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.

The research objectives and hypotheses are not quite clear. Authors should rewrite or restate these for clarity. Citations and references should be included in the literature review, and in the entire paper (data collection, philosophy, data sources, data analysis, results...). Provide a detailed description of the population and the Sidama region. An inadequate current literature review on women in leadership is provided, specific to the stated objectives.

Explain how positivism ties into this study. It is not clear whether the sample population was from the university or from other organizations (3.5, 3.6). What type of questions were used to capture each of the four variables? A detailed description of the type of questions would help. What was the level of education of women in the study, the types of stereotypes, challenges, and strategies to overcome them?

It is a valuable topic, especially in the study of women in leadership positions in Ethiopia, but the manuscript requires more work. A more broad-based literature review focusing on the study objectives should be explored. The paper needs better organization. References and citations are required throughout the paper. Avoid overuse of direct quotations; paraphrase.