

Review of: "Exploring the Relationship Between Gender and Sustainable Development Competencies in Higher Education Institutions: Insights from a Zimbabwean University"

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Potential competing interests: No potential competing interests to declare.

This is an important contribution to the research into the understanding and impact of gender disparities in higher education institutions workforces globally, and specifically within Zimbabwe. The following comments are offered in a constructive spirit.

1. Define terminology early in the manuscript to improve understanding of the parameters of this research. For example, what is meant by 'gender mainstreaming', 'sustainable development competencies'?
2. Clarifying some statements improve coherence. For example, "these essential competencies are frequently found to be lacking among female academics across the globe as a result of a lack of support and exposure (Nketiah, 2019)." The item cited refers to Africa.
3. The methodology appears to be mostly qualitative, with the only quantitative data relating to percentages of staff. Include more quantitative data if available. For example, the gender breakdown is only given for the senior staff (29). Did all 43 academics respond? What about the remaining 14 academics? If not how many?
4. The preprint will benefit from including the questions asked in the questionnaires and interviews in an appendix.
5. Results. Analysis of the answers to questions will provide greater insight into the survey and research outcomes. For example, for Objective 2: "Data from the online questionnaires showed that the University did not adequately support staff development". What is that data and how was the question phrased?