

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

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The subject addressed in this paper is very important and timely, addressing the issue of women's empowerment in leadership and management positions to maintain gender equality.

What seems to be problematic is the explanation of this situation by a lack of access for women to education and the gender bias or stereotypes, which seem obvious. Indeed, occupying positions of power at a strategic level in the company requires that the person be well-educated and have pursued university studies, and it has been wrongly considered for a long time that this role is reserved for men. Therefore, the three hypotheses stated in the context of this study seem to be self-evident, and one would even expect them to be confirmed before proceeding with further reading of the paper. However, what can add value to this research is to integrate moderating variables in these relationships that can reduce or even reverse these negative effects, or mediating variables that can explain these negative effects. Once these variables are identified, we can take action on them to mitigate these undesired negative effects.