

# 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.

## Specific Research Objectives

1. I think recovering "the primary objective of this study is" and "The main objective of this study is". And better to write as

To examine the impact of a....

To analyze the influence of gender...

1. If possible, state the private higher education institutions in Ethiopia where primary data are collected. There is confusion in this issue.

2. Clearly specify your targeted groups

3. "The researcher focused on four sector bureaus such as the Education bureau, Health bureau, Agricultural Bureau, and Finance bureau where women served in leadership and management positions". Or "Employees from private higher education institutions in Ethiopia as primary data sources".

4. The manuscript might be attractive if multicollinearity among the three independent variables is checked using the correlation coefficient and VIF.