

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.

This article is on an important topic. Ethiopia desperately needs more of these studies to be published. However, this one currently needs to be stronger for publication. I stopped reviewing because too much work is still required around the conceptual framework and lit review. Here are some specific suggestions which, when fixed, will mean the whole paper needs to be rewritten to align. Sometimes, the paper says gender equality when it means gender inequality. What exactly does "gender equality maintenance" mean? Clarify and review how the 3 main research objectives are written - a bit unclear, and using "the primary objective" and "the main objective" is unnecessary. Similarly, the language of the hypotheses needs to be reworded - e.g., "H1: Women who experience limited access to education and training are less likely to maintain gender equality in leadership and management positions." What does this mean - that women who are already leaders and managers, or that those who lack education and training will not promote other women to leadership and management? Expand and clarify this statement and how it was measured as "empowering women in leadership and management positions." It should include the development of confidence and self-esteem, but this is not listed. The definition centres around becoming a manager and leader and what the organisation provides rather than 'self-empowerment/agency.' Similarly, I'm not convinced about the conceptual framework - it is a bunch of definitions, but how they shape and influence organisations, policies, and individuals to act in a certain way is unclear - I suggest reading more empowerment literature along with the socio-ecological model and include the way power and structural discrimination interact and shape individual behaviour - to the extent that they are internalised. Under 2.3. Empirical Review: do you mean only 5 published studies are done in Ethiopia or Sidama? There are more. The literature gaps should come within the literature review section. 3.1. Study Area Description - needs to be completely rewritten to discuss workplaces and culture, not landscape and environment. It isn't until the sample that it is clear that this study is about public sector employees. This should come earlier and include literature on the public sector's empowerment of women and mention key conventions and proclamations that discuss women's roles in the public sector and any affirmative action measures. In short, the paper needs more work before publication, but I encourage you to rework it as the topic is essential.