

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 authors have worked on an important subject area regarding diversity and inclusion. However, below are a few of my suggestions for better and more robust manuscripts.

Abstract: The abstract does not contain the requisite constituents of the purpose/objectives of the study, so the findings can be linked to it in this section. The research method in this section is somewhat scanty also.

Introduction: The research gap (basis for embarking on the study) was not succinctly described in this section. The significance of the study also was not listed in this section; it can come after the research hypothesis. It is expected that the last part of this section should include the rest of the papers described before the literature review.

Literature Review: Related literature in line with the concept of "Women in Leadership and Management Positions to Maintain Gender Equality" was not carried out so as to establish the present state of studies, among others.

The authors are to discuss the conceptual framework in relation to the study.

Research Methods: Make the research methods more concise and rid the manuscript of irrelevant information. The parts or sections of the questionnaire were not listed; the sampling techniques adopted were missing.

Who are your target respondents: women in institutions under data sources, or women working in government offices, non-governmental organizations, educational institutions, healthcare facilities, private enterprises, and community-based organizations under the sampling design?

While the authors discussed the reliability, the process should be clearly stated, and the authors should incorporate the validity of the instrument also.

Conclusion and Recommendations

The implications of the study, limitations of the study, as well as suggestions for further study, were not listed in this section. The authors should try to work on the suggestions.

