

# 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.

It is an important topic that deserves more thorough analysis if it is to be done justice. With some revisions, it could make a valuable contribution to the study of gender equality in Ethiopia and in the Sidama region. However, in its current state, the paper is not sufficiently developed. I hope my comments and suggestions below can serve as guidelines to help the authors strengthen the work they have done thus far:

The authors must contextualize their study. Provide the reader with more information on the Sidama region and the reality of the situation for women there, or in the country more broadly. Several blanket statements are made without giving supporting evidence. For example, the authors state that 'Gender equality is a fundamental goal for society' - but don't say according to who, or what law, or policy framework? This statement would hold better if supported by evidence of a local or national policy objective, or by virtue of the country signing an international convention to this end (for Ex. CEDAW). I suggest they include in the introduction more information on where this policy goal is articulated, and evidence that it is not being met (for example, some statistics showing the current disparities between men and women in the region or country) as a way to justify the need for this study.

The authors need to cite more consistently. Throughout the article, bold/general statements are made without supporting academic arguments, despite there being several works that can be referenced. Better referencing would strengthen the paper. There is virtually no literature review. The authors speak about what gaps there could be in the literature without truly demonstrating the gaps.

The study area description section is not relevant.

The conceptual framework is unclear and should be better supported by the work of others or by the development of their own definitions. The concepts being studied were not clearly defined, and it is not clear how they are operationalized. What exactly does the author mean by "maintain gender equality"? How is that measured? Same for the other variables.

The study claims at one point to aim to capture the experiences, narratives, and perspectives of women- this language does not fit the purely quantitative methods chosen, and without any insight into how the variables were being measured and the questions asked in the questionnaires, the reader is left unsure of how this would be achieved.

My main suggestions would be to further develop the literature review, make it less descriptive, and clearly define your

concepts and demonstrate how you measure each with your proposed methodology. For the findings, more discussion of the results is necessary to make convincing arguments - the tables do not tell the reader enough, as we do not know what the variables represent.