

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 is a good theme and a much-needed area of research. However, the following issues are noted.

- 1- The problem statement is rather weak, and it needs more statistical support.
- 2- The literature review is not comprehensive enough, literature gaps are not clearly identified, and more synthesis of the most recent studies is suggested.
- 3- Too much focus on models and numbers; discussions needed more work.
- 4- The methods of analysis do not measure causation; this theme suggests creating a multi-relationship model analyzed using PLS regression analysis.
- 5- Need to separate implications and major contributions for policy and literature.