

Review of: "Exploring the Relationship Between Gender and Sustainable Development Competencies in Higher Education Institutions: Insights from a Zimbabwean University"

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Potential competing interests: No potential competing interests to declare.

General Comments

This article adds information on the state of women in higher education at this institution in Zimbabwe and provides an overview of this gender gap in general. I appreciate the recommendations for changing this issue and agree that gender equity and female empowerment is the appropriate way forward to enable all people to achieve their potential. This article is well-written, and the surveys and interviews presented here help to inform the community about this issue in higher education. I mainly recommend the inclusion of more literature related to gender inequalities in citation rates (and some of these articles show that some disciplines are doing better).

Introduction

What is the percentage of women in undergraduate and graduate study at your institution or across sub-saharan Africa? I am not from Africa so I don't know how well women are represented at all levels.

There are more studies on gender inequalities in citation rates. I suggest including more of this literature.

Maliniak, D., Powers, R. and Walter, B.F., 2013. The gender citation gap in international relations. *International Organization*, 67(4), pp.889-922.

Caplar, N., Tacchella, S. and Birrer, S., 2017. Quantitative evaluation of gender bias in astronomical publications from citation counts. *Nature astronomy*, 1(6), p.0141.

Peñas, C.S. and Willett, P., 2006. Brief communication: Gender differences in publication and citation counts in librarianship and information science research. *Journal of information science*, 32(5), pp.480-485.

Borsuk, R.M., Budden, A.E., Leimu, R., Aarssen, L.W. and Lortie, C.J., 2009. The influence of author gender, national language and number of authors on citation rate in ecology. *The Open Ecology Journal*, 2(1).

Copenheaver, C.A., Goldbeck, K. and Cherubini, P., 2010. Lack of gender bias in citation rates of publications by dendrochronologists: What is unique about this discipline?. *Tree-Ring Research*, 66(2), pp.127-133.

Gender Distribution and Work Experience

Page 8

What number of respondents did you have? You mentioned that the survey went out to all 42 faculty at this institution, but I doubt that you had 100% return. Did you hear from a substantial portion of the faculty? What is the specific count of your respondents (not just percentages)?

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Define what you mean by gender mainstreaming.

Specific Comments:

Introduction

Page 3: Extra comma at the beginning of this citation “((Rosa, Drew & Canavan, 2020; Adelabu & Adepoju, 2007))”.

Policy Formulation

Page 5: “The following section provided an over of gender equality in HEIs.” Should be overview.

An Overview of Gender Equality

Page 6: I am not sure what is meant by the phrase "greatest match". Please clarify.

Page 12: “...female academics felt prejudiced because promotion procedures were being not followed.” I would rewrite the end to “not being followed”.

Page 12: Word choice. This should be facilitated rather than impeded.

Conclusion

Page 16: Should be Zimbabwe instead of Zimabwean.