

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 research paper is well-written and well-structured. It adds to the body of knowledge on women's empowerment in leadership positions. Below are some recommendations to strengthen the significance of this paper:

1-The researchers are kindly requested to explain how the choice of this region will contribute to the achievement of the research objectives. In other words, the researchers can provide insights on how the context of this study is enticing to carry out research on the subject of women's empowerment in leadership positions.

2-The population of this study is 762, and the representative sample is 262. As per the results of the research, we have a 62% response rate. The authors are kindly requested to justify how the response rate will maintain strong representation of the population as the expected sample size is not reached.

3- The authors are recommended to mention the limitations of this study