

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.

Overall, the paper is well-written, but for the Conceptual Framework, there is a lack of theoretical underpinning for the chosen variables. Include relevant theories to strengthen the conceptual framework.

In the Materials and Methods, please justify the positivist choice, discuss limitations of the quantitative approach, and explicitly state the use of simple random sampling.

The Data Analysis section lacks discussion on assumptions, practical significance of coefficients, and limitations of the model.

This paper has a high Reliability Test (High Cronbach's Alpha), but must provide an interpretation of Alpha's implications for reliability.