

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.

Empowering Women in Leadership and Management Positions to Maintain Gender Equality: A Case Study on Sidama Region

The aim of this study is to investigate the interplay between the lack of access to education and training, gender bias and stereotypes, and empowering women in leadership and management positions in the Sidama Region in Ethiopia.

This study used primary data consisting of employees from higher private education institutions in Ethiopia using structured questionnaires.

The main quantitative analysis tools are multiple regression analysis and the Pearson correlational coefficient.

In my opinion, the paper is poorly written and cannot be published in its current format. It needs a major revision.

You will find my comments below.

In the "Specific Research Objectives," the authors state that the primary objective is "...". Then, they state that the primary objective is "...". Then, the main objective is "...". These goals should be combined by stating that the main objectives of the study are as follows:

- To examine the impact of a lack of access to education and training on maintaining gender equality in leadership and management positions.
- To examine the relationship between empowering women in leadership and management positions and the maintenance of gender equality.
- To analyze the influence of gender bias and stereotypes on maintaining gender equality in leadership and management positions.

The authors should have explained how and why they used the formula of (Yamane, 1967) in their sampling.

On page 9, the statement "The dependent variable (gender b)..." is unclear and apparently irrelevant.

On page 11, the statement "In summary, all variables incorporated in the model have a moderate contribution to the response variable, maintain gender equality," is unclear.

The authors state that the correlation analysis is their main tool. However, they use multiple regression analysis.

In the table of correlation analysis, I cannot see the point of correlation between all variables. Furthermore, there was no analysis of these results.

The variable "Maintain gender equality" is not clear (same for all other variables, indeed). What is it? What was the question? Is it an intention? Is it a fact? It is unclear. Better to attach the questionnaire.

In the Discussion section, page 13, the author states "The result of this study shows that being female has a regression coefficient of ($\beta = -0.121$)," while in the regression equation, the coefficient (β_1) corresponds to "lack of access to education and training." No consistency!!

Same error in the last paragraph of page 13 where the author states that "The result of this study shows that being female has a regression coefficient of ($\beta = 0.376$)," which corresponds to the variable "Empowering women in leadership and management positions."