

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

Joy Clancy

Potential competing interests: No potential competing interests to declare.

An interesting study which aims to provide insights into an under-researched region. However, the literature review is very limited with few recently published articles. If I were asked to review it by a journal, I'd turn it down on this aspect alone!

I have concerns about your sample. While the size might be sufficient to perform a regression analysis, you treat women as a homogeneous group, which is not correct – they are divided across a whole range of socio-economic categories, including ethnicity. I apologise for my limited understanding and knowledge about Ethiopia, but Ethiopians will display (as everyone does) unconscious biases about people who belong to other groups than the one they identify with – so people who do not identify themselves as Sidam will hold opinions about the capabilities of people from that region. This could well influence the responses to your questions. You could check for this with interviews. I strongly recommend mixed methods.

My other main concern is that you only appear to ask women. Where are the men? They also have views on the topic of women's leadership. It is not only women's role to push for gender equality. You also have to address men's opposition.