

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.

The abstract provides a concise and informative overview of the research. It effectively communicates the study's objectives, methods, key findings, and implications. The inclusion of specific data, such as the response rate and sample size, adds credibility. On the other hand, the abstract could benefit from briefly mentioning the practical significance of the research. The introduction sets a clear context for the study, introducing the topic of gender equality in leadership and management roles in the Sidama Region. It effectively highlights the research gap and outlines the objectives. The incorporation of relevant literature strengthens the foundation for the study, which is positive. In terms of the methodology, the section is well-structured and provides a detailed account of the study design, data collection instruments, sampling methods, and ethical considerations. The discussion effectively connects results to existing literature, supporting the study's internal validity. The recommendations are actionable, and therefore, they contribute to practical implications. Overall, the research demonstrates methodological rigor, employing structured questionnaires and statistical analyses. Findings are effectively communicated and connected to existing literature. The study makes a valuable contribution to understanding and promoting gender equality in leadership within the Sidama Region. However, minor improvements in the abstract, such as emphasizing practical significance, could enhance overall clarity. Moreover, the article would benefit from ensuring consistency in author names, either using initials or full names consistently. Additionally, it's crucial to verify that all journal names are consistently abbreviated or spelled out as appropriate. Double-checking the capitalization of titles and journal names is essential for maintaining uniformity. Furthermore, attention to punctuation, such as commas and periods, should be given to ensure a consistent style throughout the entire document. These steps will contribute to a polished and professionally presented manuscript.