

# 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.

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Aeios Journal

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

(First letters in upper case? If it is a journal requirement then I accept, otherwise lower case should be fine.

Authors: Lambert et al.

**Review**

1. Title and relevance to rest of manuscript: *Good and appropriate.*

1. Importance of article/Relevance and appeal to national / international scholars. a topical area: *Topical research and importance of this area is not well supported with recent/contemporary literature. Academic research must be supported with previous academic scholars' research in this field. Authors neglected this.*

1. Original and independent research: *Yes but loses its importance due to limited citations and arguments put forward.*

1. Presentation and readability: *A well-written manuscript, utilizing good academic writing skills. A pleasure to read this work. Inclusion of in-text citations will greatly enhance the quality of this article.*

1. Statement of problem(s)/aim(s)/objective(s): *Satisfactory*

1. Theoretical basis/Theoretical framework/Literature review/

Clarification of concepts: *2.4 (no literature to support claims)*

1.

- |                                  |                                             |
|----------------------------------|---------------------------------------------|
| 1. Research plan and design      | <i>a good quantitative study.</i>           |
| 2. Data-collection and procedure | <i>methods well-explained.</i>              |
| 3. Data analysis                 | <i>support claims with literature.</i>      |
| 4. Data presentation/Discussion  | <i>good presentation of results.</i>        |
| 5. Conclusion/Recommendations    | <i>Quantitative research well executed.</i> |

1. To what extent is the line of argumentation in the article clear, cohesive and logical?

*Satisfactory.*

1. Contribution to theory and practice: *Great contribution.*

## Comments to Editor and Authors:

- Authors are encouraged to integrate literature into their arguments to strengthen their research.
- Reference list is not alphabetical.
- Use of dated literature is discouraged.
- Authors have demonstrated their skills in quantitative research, but this is not translated into their presentation, which lacks the integration of previous scholarly work.
- The topic examined is very interesting and topical on a global level.

A thorough realignment to relevant, recent literature will enhance the quality of this article.

## Final decision

- a. Acceptable without revision.
- b. Acceptable with revision not requiring reconsideration by referee.**My choice.**
- c. Acceptable with revision requiring reconsideration by referee.
- d. Submit elsewhere.