

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.

Interesting subject.

However, the state of the art is too weak. It has to be far more developed and reorganised. A state of the art is not a succession of presentations of other publications, but the construction of your own analysis about the subject, built on a literature review.

You need to define, thanks to the literature review, the concepts and their ambiguities, especially the concept of empowerment (individual, collective, etc.).

Objectives are not clear to me (several primary objectives, then the main objective). Hypotheses interesting, but it will be interesting to analyse also if access to education favors women empowerment in work, family, and communities.

I'm not sure that "maintain" gender equity is the right term, since gender equity very often is not reached...

The quality of writing is too descriptive and not enough analytical.

The presentation of the Sidama Region in Ethiopia is very short. It will be interesting to have a map, to know more about the history of the site, the characteristics of the populations, etc.

It is surprising to see a positivist epistemological approach, since it has been out of date since the 1950s!

The sample seems representative: that is good.

Even if the results are interesting, I think we need to know more about the precise questions asked. It is not easy to evaluate "empowerment," since it is both tangible and intangible, about women's perception.

Only a quantitative -and very mathematical approach- seems to be limitative to understand the complexity of these phenomena.

I think the subject is very interesting, but it must be more entrenched in a theoretical background. The state of the art should be rewritten in a more analytical approach. Concepts should be presented, including their ambiguities. Same thing for the presentation of the Sidama region: we don't know enough relevant things about this area. We need to have a more

precise presentation of the methodology, knowing exactly which questions have been asked and why. It will enhance far more the quality and relevance of your research.