

# Review of: "Sustaining Gender Parity in Corporate Leadership Roles by Means of Random Selection"

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**Potential competing interests:** No potential competing interests to declare.

Thank you for the opportunity to review the article.

The idea of the paper is interesting, however I don't agree with assumption that creating a pool of potential directors is going to increase gender diversity. It could mirror the author's preconceptions which may create biases regarding the way the paper is structured and the findings are interpreted.

The rationale for the research is not clear in the introduction as it's more about harassment and discrimination while the issue is more about the historical and cultural factors that prevent or hinder women's access to top-management positions.

The literature review is missing or very limited and there is no acknowledgement of alternative views about the issue. This makes difficult to understand the conceptual model. For instance, concepts such as company's image, values congruence, Company CSR practices, could have been included.

There is no clear contextualisation of the findings.

Finally, I would invite the author to review the writing style and make sure that the mechanics of academic writing and research are properly applied.