

**Review Form 1.7**

Journal Name:	<b>Asian Research Journal of Arts &amp; Social Sciences</b>
Manuscript Number:	<b>Ms_ARJASS_107782</b>
Title of the Manuscript:	<b>EFFECTIVENESS OF AFFIRMATIVE ACTIONS: THEMATIC ANALYSIS OF UNIVERSITIES' GENDER POLICIES IN TANZANIA</b>
Type of the Article	<b>Policy Article</b>

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**PART 1: Review Comments**

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<p><b>Compulsory</b> REVISION comments</p> <ol style="list-style-type: none"> <li>1. <b>Is the manuscript important for scientific community?</b> (Please write few sentences on this manuscript)</li> <li>2. <b>Is the title of the article suitable?</b> (If not please suggest an alternative title)</li> <li>3. <b>Is the abstract of the article comprehensive?</b></li> <li>4. <b>Are subsections and structure of the manuscript appropriate?</b></li> <li>5. <b>Do you think the manuscript is scientifically correct?</b></li> <li>6. <b>Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</b></li> </ol> <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<ol style="list-style-type: none"> <li>1. This paper titled "Effectiveness of Affirmative Actions: Thematic Analysis of Universities' Gender Policies in Tanzania" aims to investigate the gender policies of universities in Tanzania to understand the affirmative actions proposed to address gender inequality in leadership positions. The paper follows a systematic structure with an introduction, methods, results, discussion, and references. Here is a review of the paper:</li> <li>2. <b>Abstract:</b> The abstract provides a concise summary of the paper's objectives, methods, results, and conclusion. It gives a clear overview of what the reader can expect from the paper. However, there are some grammatical errors, such as "ABSRTACT" instead of "ABSTRACT."</li> <li>3. <b>Introduction:</b> The introduction effectively sets the context for the study by highlighting the issue of gender inequality in Tanzanian universities. It presents relevant statistics to emphasize the problem. The introduction also defines the research question and provides a rationale for the study.</li> <li>4. <b>Methods:</b> The section on research methods explains how the study was conducted, mentioning the use of thematic analysis and the source of data. It is clear and well-structured. However, I recommend explaining more about the Analysis and the coding process more clearly.</li> <li>5. <b>Results:</b> The results section presents the findings from the thematic analysis of the gender policies of four universities in Tanzania. The presentation of results is clear, and the use of figures (word clouds) helps visualize the thematic content effectively. However, the paper could benefit from more detailed descriptions of the policies analyzed and the specific affirmative actions identified.</li> <li>6. <b>Discussion:</b> The discussion section interprets the results and relates them to the existing literature on affirmative action and gender inequality in academia. It highlights the importance of policies but points out the uncertainty regarding their implementation and effectiveness. This section is well-structured and provides valuable insights.</li> <li>7. <b>Conclusion:</b> The conclusion summarizes the main findings of the study, emphasizing the need for clarity on policy implementation and effectiveness. It aligns with the research question and provides a clear takeaway for readers.</li> <li>8. <b>References:</b> The references section lists the sources used in the paper, following a consistent citation style. It's important to ensure that all references are properly formatted and match the in-text citations.</li> <li>9. <b>Clarity and Organization:</b> The paper is generally well-organized. However there is still a need for clear headings and subheadings. Some sections could benefit from more detailed explanations and contextual information. I recommend adding a section titled: "Overview of Tanzania" covering some fundamental Information about Tanzania such as the Current Gender Situation in the County.</li> <li>10. <b>Data Presentation:</b> While the use of word clouds is visually appealing, it may be helpful to provide more specific details about the policies analyzed and the content within them. A more in-depth analysis of the policies could strengthen the paper.</li> <li>11. <b>Implementation and Effectiveness:</b> The paper discusses the policies' intentions but does not delve deeply into their actual implementation or the measurable outcomes of the affirmative actions. Providing insights into whether these policies are achieving their intended goals would strengthen the analysis.</li> </ol> <p>In summary, this paper presents valuable research on gender policies in Tanzanian universities and their affirmative actions. With some editing for language and more detailed analysis of the policies and their outcomes, it could be a stronger contribution to the field of gender equality in academia. Additionally, addressing grammatical errors and improving</p>	

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	language clarity would enhance the overall quality of the paper.	
<b>Minor</b> REVISION comments <b>1. Is language/English quality of the article suitable for scholarly communications?</b>	<b>Language and Grammar:</b> There are some grammatical errors, typos, and awkward sentence structures throughout the paper, such as "ABSRTACT" (should be "ABSTRACT"), "gander" (should be "gender"), and missing articles in several sentences. Proofreading and editing for language would enhance the paper's clarity and professionalism. I left some comments to these errors; however the paper is still full of linguistic issues.	
<b>Optional/General</b> comments		

**PART 2:**

	<b><u>Reviewer's comment</u></b>	<b><u>Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</u></b>
<b><u>Are there ethical issues in this manuscript?</u></b>	<b><u>(If yes, Kindly please write down the ethical issues here in details)</u></b>	

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