

**Review Form 3**

Journal Name:	<b>South Asian Journal of Social Studies and Economics</b>
Manuscript Number:	<b>Ms_SAJSSSE_120521</b>
Title of the Manuscript:	<b>Gender Equality in the Higher Education Workforce</b>
Type of the Article	

**Review Form 3**

**PART 1: Review Comments**

<b>Compulsory REVISION comments</b>	<b>Reviewer's comment</b>	<b>Author's Feedback</b> <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
<p><b>Please write few sentences regarding the importance this manuscript for scientific community. Why do you like (or dislike) this manuscript? Minimum 3-4 sentences may be required for this part.</b></p>	<p>This manuscript is of paramount importance to the scientific community as it addresses the critical issue of gender equality in higher education. By highlighting the pervasive challenges such as gender imbalances in specific fields, pay disparities, and the under representation of women in leadership roles, it provides a clear overview of the systemic barriers that hinders gender equity. It stands as a call to action for the higher education sector to prioritize gender equality and harness the full potential of a diverse academic community.</p> <p>I appreciate this manuscript because it shed long due light on the multifaceted nature of gender inequality in higher education and offers actionable insights for addressing these issues. Its thorough analysis and evidence-based recommendations are valuable for guiding institutions toward more inclusive and fair practices.</p>	
<p><b>Is the title of the article suitable? (If not please suggest an alternative title)</b></p>	<p>“Gender Equality in the Higher Education Workforce” is very suitable title for the article. Some other alternatives that seem suitable are- Gender Dynamics in Higher Education: Breaking Barriers and establishing Pathways to Inclusion Gender disparities in academia: challenges faced in higher education workplace</p>	
<p><b>Is the abstract of the article comprehensive? Do you suggest addition (or deletion) of some points in this section? Please write your suggestions here.</b></p>	<p>Yes, the abstract of the article comprehensive and well structured. There are no suggestions in terms of improving it.</p>	
<p><b>Are subsections and structure of the manuscript appropriate?</b></p>	<p>yes</p>	
<p><b>Please write few sentences regarding the scientific correctness of this manuscript. Why do think that this manuscript is scientifically robust and technically sound? Minimum 3-4 sentences may be required for this part.</b></p>	<p>The manuscript presents a well constructed analysis of gender equality across various sectors, including education, employment, and politics. Its scientific robustness is evident in several key aspects like:</p> <p><b>Evidence based research:</b> The manuscript is grounded in recent research, citing various studies that support its claims regarding the importance of gender equality.</p> <p><b>Provides clarity :</b> The text is organized logically, moving from definitions and principles of gender equality to specific challenges and solutions within the higher education workforce. This gives clarity and allows readers to follow the progression of ideas easily, reinforcing the manuscript's main purpose.</p> <p><b>States challenges and solutions:</b> The author didn't shy away from discussing complex issues such as occupational segregation, pay gap, minority of women in leadership roles, higher turnover rates and slower career progression as comparison to their male counterparts.</p>	
<p><b>Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</b></p>	<p>c</p>	

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Minor REVISION comments		
Is language/English quality of the article suitable for scholarly communications?	yes	
<b>Optional/General</b> comments		

**PART 2:**

	<b>Reviewer's comment</b>	<b>Author's comment</b> (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)
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

**Reviewer Details:**

Name:	Sheeba Kamal
Department, University & Country	Aligarh Muslim University, India