

REVIEWER'S REPORT

Manuscript No.: IJAR- 58789

Title: Beyond Employment: A Multidimensional Analysis of Gender Inequality and Women's Empowerment in India,

Recommendation:

Accept after minor revision

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality			✓	
Clarity			✓	
Significance	✓			

Reviewer's ID: Abdul Haseeb Mir

Detailed Reviewer's Report

General Overview

The manuscript provides a broad analysis of gender inequality and women's empowerment in India, correctly arguing that empowerment cannot be measured through economic employment or literacy alone, but requires a multidimensional approach encompassing resources, agency, decision-making, and safety. Grounded theoretically in Naila Kabeer's framework (resources, agency, achievements), the author traces the historical evolution of India's five-year plan policies, evaluates key national demographic and socioeconomic trends, and outlines the persistent structural obstacles imposed by patriarchal social norms, female foeticide, gender-based violence, and human trafficking.

The core strength of the manuscript lies in its critical conceptual positioning: it challenges the common policy assumption that workforce participation or income generation automatically yields autonomy and social equality. The integration of macro-level administrative and survey data (such as Census sex ratios, NITI Aayog SDG 5 scores, PLFS, and NCRB crime statistics) alongside conceptual discussions of domestic bargaining and unpaid care work provides a solid foundation for a comprehensive policy paper. However, in its current state, the manuscript suffers from structural incompleteness, notable gaps in empirical methodology, significant formatting errors, and unaddressed textual inconsistencies. Major revisions are required to refine the research methodology, align the data presentation with the stated research objectives, and resolve extensive typographical and layout defects before publication can be considered.

REVIEWER'S REPORT

Detailed Recommendations for Improvement

- **Methodological Clarity and Empirical Alignment:** The methodology section states that the study utilizes descriptive and analytical methods drawing on secondary data sources such as PLFS, NFHS, NSO, and NITI Aayog. However, the paper lacks a clear analytical framework or systematic presentation of these datasets. For instance, while Specific Objective 1 aims "To assess the linkage between public expenditure and women empowerment" and Specific Objective 2 seeks "To examine the relationship between women's attitude towards girl child and equality constraints," the main text provides only a brief narrative history of budget allocations in five-year plans without empirical testing, correlation, or formal synthesis of these variables. The author must explicitly present the data, metrics, or analytical models used to fulfill these stated objectives.
- **Resolution of Textual Artifacts and Formatting Defects:** The draft contains severe formatting glitches, duplicated graphic inserts, and broken text layouts. Figure 1 is repeated twice in different image resolutions (lines 219–221 and lines 234–241). Furthermore, words throughout the latter half of the manuscript are merged without spaces (e.g., "freemarketsandliberalisation," "structuraladjustmentpolicy," "prohibitions," "workingcircumstances," "humanitarian initiatives"). The author must conduct a comprehensive editorial pass to restore proper spacing and clean up figure placements.
- **Incomplete Sentences and Structural Gaps:** Certain paragraphs cut off abruptly or contain broken syntax. Line 251 ends prematurely with "As a result, the female to male ratio has (Table 1)" without stating the direction or magnitude of the change. Similarly, line 286 opens with an isolated, disconnected sentence ("Dueto thenatureofthis work, asinglewoman orgirl can sexually exploit entirevillages") that lacks context and contradicts the surrounding analysis of human trafficking. These incomplete passages must be rewritten for clarity and coherence.
- **Updating Outdated Data and Visualizations:** The paper relies on Census data from 2011 for sex ratios and literacy levels, alongside NCRB data that terminates in 2019 (Figure 2). Given that the text references national indicators up to 2025 and 2026 (such as the PLFS 2025 figures and SDG scores) in the introductory section, the empirical charts and tables in the body should be updated with the latest available datasets to ensure temporal consistency across the paper.
- **Literature Review and Citation Mechanics:** While the literature review grounds the work in key theoretical contributions (Kabeer, Duflo, Jayachandran, Anderson & Eswaran), the reference list at the end of the manuscript includes several entries that are incomplete or improperly formatted. Additionally, works cited in the text (such as "Shettar, 2015" in line 242) are missing

International Journal of Advanced Research

Publisher's Name: Jana Publication and Research LLP

www.journalijar.com

REVIEWER'S REPORT

entirely from the final reference list. The reference section must be audited to ensure complete, uniform citation styling across all entries.

Recommendation to the Editor

Decision: Accept with Minor Revisions

Comments to the Editor:

I recommend that the manuscript "*Beyond Employment: A Multidimensional Analysis of Gender Inequality and Women's Empowerment in India*" undergo **Minor revisions** prior to reconsideration for publication.

The conceptual framing of the paper is strong and highly relevant to contemporary debates in gender studies and development economics. The theoretical critique—that employment and income generation do not automatically translate into gender equality without addressing systemic safety, digital access, and decision-making agency—is well-founded.

However, the manuscript in its present form resembles an unedited working draft. It exhibits severe typographical errors, duplicate figures, broken sentence structures, and a clear disconnect between its stated empirical objectives and the actual data presented in the text. Re-review will be required once the author has restructured the empirical analysis, updated the dataset charts, resolved all spacing and layout artifacts, and completed the reference list.