

REVIEWER'S REPORT

Manuscript No.: IJAR-59292

Title: Women's Workforce Attrition in West Bengal's Informal Sector- An Analytical Study

Recommendation:

Accept as it is

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*)

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

Reviewer's ID: JPR-130

Detailed Reviewer's Report

Overall Evaluation

The manuscript addresses an important and socially relevant issue concerning women's workforce attrition in the informal sector of West Bengal. It identifies economic, workplace, family, social, and institutional factors affecting women's employment continuity. The paper has a clear structure and provides useful policy suggestions. However, the study is based entirely on secondary sources, while some sections refer to a field study and an individual harassment experience, creating a methodological inconsistency. Several statistical claims also require proper source verification and clearer explanation. The literature review and references need strengthening and standardisation.

Strengths

- The topic is relevant to gender equality, employment security, and women's economic empowerment.
- The paper identifies multiple dimensions of workforce attrition.
- The study clearly presents objectives and policy recommendations.
- The literature review covers economic, social, family, workplace, and institutional factors.
- The discussion highlights the difference between workforce participation and sustainable employment.
- The policy suggestions are practical and relevant to informal women workers.

REVIEWER'S REPORT

Areas for Improvement

1. Research Methodology - The study is described as entirely secondary, but the literature review mentions a field study conducted in April 2026. This inconsistency should be clarified. The data sources, years covered, indicators, and method of analysis should be presented more systematically. Since no primary data are used, the term “determinants” should be used carefully unless supported by appropriate empirical analysis.

2. Data and Findings - The claim regarding the loss of approximately 3 million informal jobs needs a clear and verifiable source. The PLFS figures and other statistics should specify the exact year, population, indicator, and source. The distinction between FLFPR, WPR, and FWPR should be maintained consistently. The findings are largely descriptive; stronger analytical evidence would improve the study.

3. Literature Review - The review is extensive but somewhat repetitive. More recent peer-reviewed studies and official reports should be incorporated. The research gap should be stated more clearly and directly.

4. Content and Presentation - The individual account of alleged workplace harassment should either be removed or properly incorporated into an approved qualitative methodology with appropriate ethical considerations. Grammar, sentence structure, capitalization, and citation formatting require editing. The conceptual framework and tables/charts should be presented more clearly. The conclusion contains some claims that are stronger than the evidence presented.

5. References - The reference list is incomplete and inconsistent. Full bibliographic details should be provided for all sources. ResearchGate links should preferably be replaced with the original journal, institutional, or official source wherever available. References and in-text citations should follow a consistent style such as APA 7th edition.