

REVIEWER'S REPORT

Manuscript No.: IJAR- 59292

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

Recommendation:

Accept after minor revision.

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

Reviewer Name: Dr. Bishwajit Rout

Reviewer's Comment for Publication.

(To be published with the manuscript in the journal)

The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.

- Significance:** This study addresses an important labour-market issue by examining factors associated with women's workforce attrition within West Bengal's informal economy. Its significance arises from integrating economic, social, household, workplace, and institutional dimensions of employment discontinuity. By emphasizing employment retention rather than participation alone, the manuscript draws attention to conditions necessary for sustainable women's employment, economic empowerment, and inclusive regional development.
- Strength:** The manuscript's principal strength is its multidimensional treatment of women's informal employment vulnerability. It combines labour-market evidence with literature concerning wages, social protection, household responsibilities, workplace safety, discrimination, skills, and institutional support. The West Bengal focus provides valuable regional specificity, while the distinction between workforce participation and sustainable employment offers a useful foundation for developing policy interventions addressing women's employment continuity.
- Key Insight:** The manuscript's key insight is that increased female workforce participation does not necessarily represent secure or sustainable employment. Women may enter informal work because of economic necessity yet subsequently discontinue employment because of interacting financial, household, workplace, social, and institutional constraints. Therefore, understanding women's labour outcomes requires examining employment continuity, security, working conditions, childcare, social protection, and opportunities for occupational advancement simultaneously.

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Reviewer's Comment / Report

The paper titled “*Women's Workforce Attrition in West Bengal's Informal Sector- An Analytical Study.*” examines the high attrition of women workers in West Bengal's informal sector, drawing on secondary data, government reports, and literature. It identifies interconnected economic, social, occupational, and institutional barriers, including low and irregular wages, job insecurity, weak social protection, unsafe conditions, limited skills and career growth, gender discrimination, and heavy caregiving responsibilities. Social norms and inadequate institutional support further constrain long-term participation. The paper argues that attrition stems from structural inequalities rather than individual choice alone and recommends stronger labour protections, expanded social security, childcare, skill development, and gender-sensitive policies to improve retention and women's economic empowerment.

Suggestions for Improvement:

1. Define workforce attrition distinctly from labour-force participation clearly.
2. End the introduction with a concise research gap, study contribution, research questions, geographical justification, and explicit explanation of analytical novelty.
3. Specify datasets, variables, years, units, and selection criteria.
4. Explain analytical techniques beyond general secondary-data examination clearly.
5. Avoid quantitative charts without clearly defined underlying numerical data.
6. Operationally define attrition and explain how available secondary indicators can validly measure or approximate women's discontinuation from informal employment.
7. Organize literature thematically instead of repetitive narrative presentation.
8. Compare findings across studies to demonstrate which determinants consistently explain employment discontinuation and which remain contested or inadequately investigated.
9. Verify every numerical claim against corresponding source periods.
10. Avoid attributing developments occurring through 2026 to sources published substantially earlier unless those claims are independently supported by contemporary datasets.
11. Include directions for future longitudinal and micro-level research capable of directly measuring employment exits and identifying determinants of workforce attrition.

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The manuscript addresses an important and policy-relevant research problem and presents a potentially useful framework for understanding women's informal workforce attrition in West Bengal. However, minor revision is necessary before publication. Methodological inconsistencies, unclear operationalization of attrition, unsupported temporal claims, limited analytical depth, citation problems, and unexplained figures require correction. The secondary-data framework should be made reproducible, the field-study narrative reconciled with the methodology, and findings supported through comparable, accurately sourced statistical evidence. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.