

REVIEWER'S REPORT

Manuscript No.: IJAR-54735

Title: Narrating Gendered Resilience: A Systematic Literature Review of Women's Struggles and Agency in Corporate Workspaces (2010–2025)

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 Name: Dr Ishrat fatima

Detailed Reviewer's Report

1. Overall Evaluation

The manuscript presents a **rigorous and conceptually rich systematic literature review (SLR)** examining how women's struggles, survival, and agency have been represented in corporate workspaces between 2010 and 2025. The integration of **Feminist Critical Discourse Analysis (FCDA)**, **intersectional feminism**, and **postcolonial perspectives** provides an insightful and theoretically sophisticated lens. The author demonstrates commendable methodological precision, using the **PRISMA protocol** to ensure transparency and replicability.

This is an **original, well-structured, and timely contribution** to feminist communication and organizational studies, offering an in-depth understanding of the discursive nature of gender inequality within corporate institutions.

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2. Strengths

1. Conceptual Depth:

The integration of FCDA, intersectionality, and postcolonial feminism offers a multidimensional reading of gender and power. The theoretical grounding is solid, with key citations (Lazar, Ahmed, Crenshaw, Banerjee, Gill, etc.) appropriately contextualized.

2. Methodological Rigor:

The PRISMA-based systematic review process is clearly outlined, with inclusion/exclusion criteria, screening stages, and thematic synthesis transparently explained.

3. Comprehensive Coverage (2010–2025):

The review captures 15 years of evolving feminist discourse, from traditional gender representation to post-#MeToo and AI-driven corporate structures.

4. Thematic Clarity:

The identification of five major thematic clusters (organizational discourse, work-life integration, structural inequality, intersectionality, and digital transformation) provides a strong analytical framework and helps synthesize complex data coherently.

5. Critical Reflexivity:

The researcher's positionality statement adds academic integrity and aligns with feminist research ethics, emphasizing interpretive accountability.

6. Contribution to Future Research:

The discussion on research gaps — particularly the need for Global South perspectives and multimodal analysis — is insightful and forward-looking.

3. Weaknesses / Areas for Improvement

1. Overlength and Density:

While comprehensive, the manuscript could benefit from **minor condensation** in sections like *Findings and Discussion*, where certain points (e.g., emotional labor, glass ceiling discourse) are reiterated across themes.

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2. Visual Representation:

Including a **PRISMA flow diagram** and a **summary table of thematic clusters** (with representative studies and key insights) would improve reader accessibility.

3. Empirical Integration:

Though the SLR is qualitative, brief **quantitative summaries** (e.g., number of studies per theme, geographical distribution) could add statistical balance.

4. Citation Consistency:

Some in-text references (e.g., "Gill, 2021" and "Huppatz, 2023") need to be verified or formatted consistently. Ensure all references in-text are listed in the final reference section.

5. Language and Style:

The paper is highly academic and theoretical — while appropriate for a scholarly audience, certain sentences could be **simplified for clarity** without losing precision.