

REVIEWER'S REPORT

Manuscript No.: IJAR-54735

Date: 12-11-2025

Title: Women in Corporate Histories: A Systematic Review of Struggle, Survival, and Agency.

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: Ab.Hameed shah

Reviewer's Comment for Publication

The manuscript titled *"Narrating Gendered Resilience: A Systematic Literature Review of Women's Struggles and Agency in Corporate Workspaces (2010–2025)"* (lines 1–144) is an extensive and scholarly synthesis of feminist and communication research exploring women's lived experiences, discursive negotiations, and resilience in patriarchal corporate environments.

The **Abstract (lines 3–21)** succinctly introduces the research objective, theoretical grounding, and methodological approach. It clearly conveys the scope of the systematic literature review (SLR), outlining its foundation in feminist communication theory and critical discourse analysis guided by the PRISMA protocol. The identification of five thematic clusters—organizational discourse, emotional labor, structural injustice, intersectionality, and post-#MeToo corporate communication—demonstrates a comprehensive synthesis of recent feminist scholarship.

The **Introduction (lines 24–39)** effectively establishes the background and rationale of the study, situating women's corporate experiences within broader socio-economic and cultural transitions. The writing highlights the duality of "strategy and struggle," positioning corporate workspaces as both sites of empowerment and exclusion. References to major feminist

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communication scholars (Ely & Meyerson, 2000; Gill, 2016; Nkomo & Rodriguez, 2022) reflect theoretical depth and engagement with established literature.

The **Literature Context (lines 40–52)** offers a well-integrated discussion of existing research trends and critical perspectives. The author successfully captures the evolution from gender inclusion rhetoric to performative diversity strategies, while underscoring the importance of narrative and discourse in reproducing gender hierarchies.

The **Theoretical Framework (lines 53–63)** is academically rigorous, merging *Feminist Critical Discourse Analysis (FCDA)* and *Intersectional Feminism*. The incorporation of postcolonial feminist perspectives (lines 61–63) adds further epistemic richness, challenging Eurocentric corporate models and expanding the scope toward non-Western feminist epistemologies.

The **Research Objectives (lines 64–78)** are explicitly structured and logically aligned with the overall aim. The four objectives—mapping thematic trends, identifying frameworks, analyzing intersectional insights, and proposing future research pathways—ensure analytical coherence and purpose.

The **Methodology (lines 79–144)** section adheres strictly to the PRISMA protocol, outlining clear steps of identification, screening, eligibility, and inclusion. The interdisciplinary integration of feminist communication theory and organizational analysis enhances the paper's methodological sophistication. The data source strategy (lines 92–102) demonstrates comprehensiveness, utilizing major databases such as Scopus, Web of Science, and Google Scholar. The inclusion and exclusion criteria (lines 103–117) are transparent and methodically sound. The narrative synthesis process (lines 129–144) and hybrid coding approach using NVivo software underline the rigor and replicability of the study.

The **PRISMA Flow Diagram summary (lines 124–128)** ensures transparency of the screening process, maintaining methodological credibility. The use of feminist critical discourse analysis in coding (lines 143–144) effectively ties linguistic representation to institutional power structures, aligning perfectly with the study's epistemological orientation.

Overall, the manuscript demonstrates **strong originality, theoretical grounding, and interdisciplinary coherence**. The clarity of presentation and methodological transparency make

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it a significant contribution to feminist communication and gender studies. The author skillfully bridges feminist discourse analysis with corporate communication scholarship, creating an integrated framework that will serve as a valuable reference for future research.

Final Recommendation: *Accept after minor revision*

The paper stands out for its **methodological rigor, critical insight, and conceptual clarity**, contributing meaningfully to the academic discourse on gender, communication, and organizational power.