

Lived Experience of Women Regarding Their Job in Tehran Municipality (Case Study: Informally Employed Women)


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1. Round 1

1.1. Reviewer 1

Reviewer:

The sentence "In Iran, homemaking and child-rearing are considered primary responsibilities for women..." can be further clarified by specifying the cultural or socio-economic factors that reinforce these expectations in Iranian society. This will provide a more nuanced view of the societal context.

In the analysis process, you mention open coding and axial coding but omit selective coding, which is often the final step in qualitative research. Can you clarify whether selective coding was used or if axial coding was the final step?

The category of "Lack of Mutual Dependence between Employee and Organization" could be more explicitly tied to the participants' lived experiences. Including direct quotes from the participants under this theme would strengthen the connection between the findings and the data.

In the "Frequency" column, it is unclear whether the frequencies reflect the number of participants mentioning the concept or the number of times the concept appeared in the data. Clarifying this distinction would improve the transparency of the analysis.

The finding that "promotions are based solely on relationships among permanent employees" is significant, but you could enhance this section by discussing how this perception impacts women's overall career trajectories and psychological well-being.

The section on "Verbal Sexual Harassment by Male Colleagues" should address the actions (if any) that women take in response to these experiences. Are there any coping mechanisms, support systems, or reporting processes mentioned by the participants?

In the discussion, you reference studies by Kermani et al. (2023) and others, but it would strengthen the argument to provide more specific comparisons. For instance, how do your findings on job insecurity align or differ from these studies in terms of cultural or organizational context?

Authors revised the manuscript and uploaded the document.

1.2. Reviewer 2

Reviewer:

When discussing the changes in fertility rates in relation to women's employment, it would strengthen the argument to include relevant demographic statistics or studies that illustrate this trend over time in Iran.

The study mentions the use of phenomenology, but it would benefit from a brief explanation of why this method was chosen over other qualitative methods like grounded theory or ethnography, especially in relation to the research question.

The study mentions selecting 25 participants based on theoretical saturation. It would enhance the rigor of the methodology if you specify the criteria used for determining when saturation was achieved. Additionally, discussing whether saturation was assessed continuously during data collection or after data analysis could add clarity.

The use of unstructured interviews is described, but it would be beneficial to explain how you ensured consistency across interviews. For instance, did you use any prompts or guidelines to steer conversations toward the research focus, despite the unstructured format?

You mention that lack of emotional attachment leads to reduced organizational commitment and performance. However, more discussion is needed on how organizations can foster a stronger emotional attachment, especially in informal employment contexts.

While the discussion briefly mentions the need for policy interventions, it would benefit from more specific recommendations. For instance, what types of policies would be most effective in addressing job insecurity, verbal harassment, or lack of promotion opportunities?

Authors revised the manuscript and uploaded the document.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.