Reviewer’s report

Title: Time to Address Gender Discrimination and Inequality in the Health Workforce

Version: 1 Date: 7 January 2014

Reviewer: Fabrizio Bert

Reviewer’s report:

The paper “Time to address Gender Discrimination and Inequality in the Health Workforce” is an interesting commentary, aiming to review gender in the HRH literature, to illustrate some case examples of gender discrimination and inequality and to suggest actions to move the HRH agendas.

The paper is well written and well reasoned and it addresses an important issue, especially in those Countries where the gender gaps in workplace are still relevant. The opinion of the author seems not influenced by conflict of interest and it is always supported by literature.

MAJOR COMPULSORY REVISIONS

None.

MINOR ESSENTIAL REVISIONS

- Please, keep the same color for male or female in all figures.
- Please, clarify the meaning of the abbreviations related to Salary Scale in Figure 6-9 (U8, U7, U6, ..., U1)

DISCRETIONARY REVISIONS

- It would be better a shorter introduction and a more detailed discussion (especially of the table reporting the actions suggested to overcome the gender discrimination)

- In the paper all the examples are focused on African Countries, it’s ok, but maybe the author could explain this choice to focus his search only in that context.

- The Gender Discrimination and Inequality in the health Workforce are very relevant for professionals, but some effects of this issue could maybe be linked also with the determinants of gender inequalities among patients. An interesting review, focused on policies related to Gender Equality for patients, could be useful in your discussion:

Level of interest: An article of outstanding merit and interest in its field

Quality of written English: Acceptable

Declaration of competing interests:

I declare that I have no competing interests.