Reviewer’s report

Title: The trend of feminization of doctors' workforce in Oman: is it a phenomenon that could rouse the health system?

Version: 0 Date: 18 Sep 2017

Reviewer: Woldekidan Kifle Amde

Reviewer’s report:

Dear Editor

Thank you very much for the opportunity to review this paper.

I appreciate the authors' effort to shed light on the phenomenon of feminization of health workforce. The paper highlights trend and extent of feminization of doctors in Oman, and speculates implications of this development.

I strongly believe the paper needs beefing up across the different sections.

Introduction

It will be more helpful for the reader if the introduction section presents an overview of the human resource related issues, broadly and specific to Oman, as opposed to (in addition to) some of the general overviews made. This will also include mentioning any remarkable developments in the policy environment pertaining to health workforce, especially with reference to health workforce production and management to help the reader place the feminization phenomenon in context.

The introduction could also engage with offering an overview of the diverse meaning attached to feminization.

Other comments

Page 1, Line 10 - I suggest replacing the term 'rouse' in the title with 'strengthening'

Page 3, Line 30- data from Sudan suggested to be relevant, however little information offered. Please consider commenting on the Sudan data, so readers can appreciate you mentioning it in the paper

Page 3, Line 44- 'including the gender of doctors', this reference to gender is not clear.
Methodology

This section could be presented in a more transparent manner by characterizing the (systematic) nature and purpose of the review done, and a mapping of the category of resources reviewed.

Results

The result section should also highlight, if data permit, important nuances of the phenomenon. It should address issues/trends pertaining to remuneration, participation in leadership position.

Discussion

Discussion highlights how feminization process in Oman resonates with ones in other countries, and speculates on some of the possible implications. There are some vague/unsubstantiated claims, which may need to be elaborated.

Page 7, Line 41 - Feminization has been described as 'alarming', please elaborate

English grammar

Page 3, Line 8 - "there are a consistent trend"

Page 3, Line 14 - entering the doctors/physicians workforce over several countries worldwide

Page 3, Line 34- 'On the other hand" - omit this phrase

Page 4, Line 39 - 'in the light of the Oman"

Page 7, Line 4- 'per gender and speciality, in the year 2015' this part in the title should be omitted to make it uniform with the other titles where gender and year are not mentioned

Referencing

Perhaps engaging with the suggested health workforce related literature in the introduction section might help increase the number of references in the paper, which currently seems inadequate.

End-text reference needs to follow a consistent style.

Hope this helps.
Kind regards

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Please indicate how interesting you found the manuscript:

An article whose findings are important to those with closely related research interests

Quality of written English
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