Reviewer's report

Title: Feminisation of the health workforce and wage conditions of health professions: an exploratory analysis

Version: 0 Date: 14 Dec 2018

Reviewer: Ulrike Muench

Reviewer's report:

Thank you for the opportunity to review this manuscript. This study explores data from the WageIndicator survey from 25 countries with the aim to unpack if feminization of the health workforce leads to deterioration of wage conditions. In addition, it offers a critique on the current state of health workforce trends from a gender perspective.

This is a well written paper and I enjoyed reading it. Below are a few comments for consideration by the authors.

1) Abstract.

After reading time series analysis in your abstract I was anticipating a more complex longitudinal analysis. I would rephrase it to "trends over time" or "exploratory descriptive time series analysis" to better introduce the reader to what's coming.

2) Introduction

i. While the lack of internationally comparable wage data is a gap in the literature that your paper is addressing, the literature on the gender wage gap of some health professions, such as medicine and nursing for example is well established. I suggest adding a paragraph that provides a brief tour of the literature from studies across professions and countries.

Some examples:


Nursing/US:

Nursing/Germany:


3) Methods

i. Please add information on the description of variables or lack of variables available in the data. For example, what are all the data that are collected by WageIndicator and why did you not use it? From scanning the Tijdens paper that you cite and also from the supplemental data provided, it appears that other data elements, such as education, were available but weren't used in the analysis. As an economist and from a human capital theory standpoint education would be key variable to include to understand wage gaps, but perhaps from a feminist theory perspective it would not? Can you provide a bit more information regarding the rationale for the choice of variables used so it becomes clearer why other variables were not used?

ii. Similarly, pls explain why you did not test your results for statistically significant differences over time or consider adding that.

4) Discussion:

i. I kept wondering how much of the effect you are observing is driven by physicians in the data. Physicians are clearly in the top income distribution of the health professions and gender wage gaps are large within medicine. I think this is important to tease apart since it brings potentially different implications for policy.

Minor: Consider replacing the word "interrogation" with examination

Level of interest
Please indicate how interesting you found the manuscript:

An article of importance in its field

Quality of written English
Please indicate the quality of language in the manuscript:

Acceptable
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