

[Review Form 3](#)

Book Name:	<a href="#">Business, Management and Economics: Research Progress</a>
Manuscript Number:	Ms_BPR_3905
Title of the Manuscript:	Unveiling Gender Biases in Recruitment: A Natural Language Processing Approach
Type of the Article	Book chapter

**PART 1: Comments**

	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
<b>Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.</b>	This manuscript presents an innovative approach to identifying gender biases in job postings using NLP techniques, contributing to the broader understanding of gender inequality in recruitment processes.	
<b>Is the title of the article suitable? (If not please suggest an alternative title)</b>	The title is suitable as it reflects the core focus of the manuscript on gender bias in job postings and the use of NLP techniques. However, given that the paper is an extension of a previously published work, the title could also mention the expanded nature of the study. A more concise alternative could be: "Using NLP to Address Gender Bias in Recruitment for High-Decision Positions: An Expanded Study."	
<b>Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.</b>	The abstract is comprehensive and effectively summarizes the key objectives, methodology, and findings. However, it would benefit from a brief mention of how this study extends the prior work and what new insights are added. Additionally, a brief mention of the practical implications for organizations and recruiters would be useful.	
<b>Is the manuscript scientifically, correct? Please write here.</b>	The manuscript is scientifically accurate, demonstrating a clear methodology and appropriately applying relevant theories.	
<b>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</b>	The references are sufficient and relevant but are not arranged alphabetically, which should be corrected for consistency with scholarly standards. Moreover, while the references cover key aspects, there could be more emphasis on recent studies related to AI and NLP in recruitment biases and interdisciplinary work on mitigating gender bias in recruitment processes.	
<b>Is the language/English quality of the article suitable for scholarly communications?</b>	The language is clear and appropriate for scholarly communication, but minor proofreading could improve readability and eliminate repetitive phrasing.	
<b>Optional/General</b> comments	While the manuscript offers significant theoretical insights and practical contributions, it is crucial to address the fact that parts of the paper seem to have been published previously. The authors should provide clarification on whether appropriate permissions and modifications have been made. Expanding on future research directions, such as addressing non-binary gender biases, would make the study even more comprehensive and forward-looking.	

**PART 2:**

	Reviewer's comment	Author's comment <i>(if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
<b>Are there ethical issues in this manuscript?</b>	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

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