Reviewer's report

**Title:** Gender-based distributional skewness of the Tanzania's health workforce cadres: A cross-sectional health facility survey

**Version:** 1  **Date:** 11 October 2012

**Reviewer:** Adam Ahmat

**Reviewer's report:**

- **Major Compulsory Revisions**
  No compulsory revisions need to be done

- **Minor Essential Revisions**
  The discussion and conclusion are not well balanced. There is a need

1. To further discussion on the factors that attract women to certain mid-level cadres such as nursing and midwifery.

2. To discuss the limitations of the data used including the type of variables used in the model and especially the variables that are not included in the model (such as place of work of the spouse, marital status and rural / urban area), but which may have an influence on the dependent variable.

4. To justify why the study used selected cadres instead of all cadres. Why the other mid-level cadres such as health technicians in pharmacy, lab, RX.. are not selected? The conclusion may be nuanced because the study is not targeted all the cadres.

- **Discretionary Revisions**

  • To clarify/discuss the choice of the variable "region" in the model instead of another variable such us "place of residence (urban / rural)"

**Level of interest:** An article whose findings are important to those with closely related research interests

**Quality of written English:** Acceptable

**Statistical review:** Yes, and I have assessed the statistics in my report.

**Declaration of competing interests:**

I declare that I have no competing interests