




Emotional Labor and Gender Norms: Understanding the Experiences of Women in Care Professions

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1. Round 1

1.1. Reviewer 1

Reviewer:

While stating that "women are expected to perform a broader range of affective tasks than their male counterparts," the paragraph would be stronger with statistical data or empirical examples supporting this claim in Germany.

The justification for selecting only women participants is briefly mentioned. Consider explicitly linking this to feminist methodological rationale or the theoretical framing of emotional labor as gendered.

The racial and ethnic backgrounds are summarized, but the analysis does not integrate these variables in later sections. Consider connecting this demographic data to the intersectionality subtheme more explicitly.

The subcategory "Male Colleagues' Experiences" under "Gendered Dimensions of Care Work" seems underexplored in the narrative. Expand this theme in-text to offer a more balanced gender comparison.

The quotation "Even if I'm breaking down inside..." is powerful but could benefit from thematic integration—how does this quote link with emotional dissonance or authenticity?

The sentence "Performance reviews and workplace culture contributed to a climate..." would benefit from more specific examples. Were any institutional policies or review frameworks explicitly mentioned?

It's mentioned that "I switch off as soon as I leave the building..."—this strategy of detachment could be discussed more critically. Does this coping method affect long-term emotional availability or burnout?

The paragraph states that "participants... described being seen as 'natural caregivers'..."—please discuss the implications of this assumption for hiring practices, performance expectations, or promotion criteria in care professions.

Authors revised the manuscript and uploaded the document.

1.2. Reviewer 2

Reviewer:

The sentence "Jeong's study on burnout among social workers emphasizes that insufficient self-care..." introduces Jeong (2025), but the link between gendered expectations and lack of self-care could be more analytically developed.

The mention of "Germany, care professions are simultaneously professionalized and devalued" introduces a contradiction. Consider elaborating on this paradox with examples or institutional references to clarify the claim.

The sentence "This study aims to contribute to this growing field..." is well-placed, but the research gap should be more explicitly stated—what has not yet been examined in the German context?

The phrase "feeling that the emotional toll outweighed the rewards" is evocative. Consider tying this into career sustainability literature or attrition models.

The statement "I'm constantly trying to prove that I belong..." highlights a key theme. Please elaborate more on how this intersects with emotional labor—e.g., is emotional regulation intensified due to identity threat?

Authors revised the manuscript and uploaded the document.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.