Review of: "Skilling Up for Tomorrow's Cities: The Workforce of Smart Cities"

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Potential competing interests: No potential competing interests to declare.

Thank you for allowing me to read this paper draft. It is an interesting topic, and I can see the amount of time and effort the authors put into completing this draft. However, to reach publication level, especially in a prestigious academic journal, I believe this draft needs major revisions:

1. The introduction should specifically reflect your research question(s), theoretical framework used, methodology and methods, main findings, and the structure of the paper.

2. The background (literature) should be based on strong theoretical arguments through which authors can make clear to readers the literature gap(s).

3. The research methodology should be supported by some relevant academic references to justify your methodological choice and why this choice stands out from other studies in this field.

4. Empirical findings should be framed using a specific theoretical framework or model (e.g., institutional theory, governmentality theory, etc.). Translating empirical data into a relevant theoretical framework or model will make your analysis clearer.

5. It would be better to devote a separate section to "Discussion". This will help to critically discuss your key findings alongside theory and literature.

6. The paper should include a clear "Conclusions" section. This section should briefly explain the main components of the research (e.g., purpose, gaps, questions, theory, methodology). It should also articulate key findings from which readers can understand the theoretical and empirical contributions and implications for research, practice, and society. Next, it should explain research limitations that pave the way for future research proposals.

Thank you again. I hope you find my comments a way to improve your paper. All the best.