

Peer Review

Review of: "Exposing Regional Disparities in Spain's Judiciary Civil Service Exams"

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Title: Exposing Regional Disparities in Spain's Judiciary Civil Service Exams

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Strengths

The article examines a very important issue concerning both public administration and the administration of justice. This issue is related to meritocracy, good governance, and social equality.

This reflection reflects contemporary research on regional inequalities with regard to the impact of these dynamics on access to employment in the public sector.

The article makes use of non-parametric statistical tests such as Kruskal-Wallis, Mann-Whitney, and ANOVA, which are most appropriate due to the non-normal distribution of the data.

The study explores and evaluates institutional theory, organizational justice, and human capital theory in order to explain regional inequalities.

The policy recommendations could be used in the judicial and public sectors and in other cases beyond Spain.

Weaknesses

The analysis does not provide individual score breakdowns per jury member. This makes it difficult to assess intra-regional scoring inconsistencies.

The survey does not explore to the required extent the extent to which factors such as candidate preparation levels, socio-economic backgrounds, or regional variations in legal education affect individual quantitative analyses.

Insufficient explanations are provided as to why the scoring of the written part causes disparities and a lack of objectivity.

Recommendations for Improvement

A possible analysis of the correlation between the impact of social mobility and gender or class inequalities would add significant value to the article.

A comparative analysis of the corresponding regimes in France, Italy, or Germany would add considerable value to the article's analysis.

In the policy proposals, consider elaborating specific policy mechanisms such as centralised scoring or artificial intelligence assessment to enhance objectivity.

Declarations

Potential competing interests: No potential competing interests to declare.