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Dear Emma

I hope this reply reaches you in good spirits.

I firstly wanted to thank you for providing a kind and formal synopsis of my Open Access paper, and the reason you have cited for deciding to refuse a recommendation to publication. While I accept that there are limited valid contributions which extend the existing field of 'critical' HRM studies, I do propose the paper makes a substantial contribution to the scientific and more specifically the mathematical canon.

I suggest we make any necessary amendments in order to be able to redirect and re-categorise the final version as a meaningful contribution that reflects the importance of global mobility and labour migration.

The latter is, for me, a reasonable suggestion to propose because not only has the IJHRM outlined in its aims and objectives that it accepts submissions from papers which include at least partially, aspects of labour economics [hence, the reason the journal was selected in the first instance] but also because there is a crossover in audience interest between HRM and labour, which I am aiming to exploit.

I put it to you that not only might many international scholars and academics in HRM, both junior and senior, find this paper to be of significant interest to citations which support current and future arguments and debate, but I also plead with you and your seniors to consider the paper for its veritable discussion on the importance of policy implementation, which favours global mobility, points-based immigration, and cross-border transfusion of skilled workers.

I therefore welcome any suggestions the Taylor & Francis editorial team may have, and also recommend a tool called <https://mjl.clarivate.com> for future peer-reviews.

With love and sincerity

A handwritten signature in blue ink, appearing to be 'Alfred Mayaki'.

Alfred Anate Mayaki (Student)