



Women empowerment and employment since 1947: A bibliometric analysis

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ABSTRACT: Women are the backbone of the society, so women empowerment is essential for the development of the nation. Understanding the value of women empowerment for the betterment of society is necessary. This study aims to synthesize existing literature on women empowerment and employment, offering valuable insights and sharpening our understanding of this critical aspect. Scientific literature retrieved from the Scopus database includes the terms “Women empowerment” and “Employment” over the period from 1947 to 2023 were taken for the research. The Biblioshiny tool of the R programming language was taken for a more in-depth examination of the articles. Through a comprehensive database search, we obtained 551 articles relevant to our selected keywords, with 444 of them utilized for this analysis. Top source journal is the Plos One. AFFIFI Mis most profile author. We have also identified the most influential documents, most popular keywords, and their co-occurrence network. The findings suggest that the United Kingdom leads in this field. This study goes beyond by employing a rigorous bibliometric analysis, making it the first of its kind to delve into women empowerment and employment.

KEYWORDS: Women empowerment, Employment, Bibliometric analysis

1. INTRODUCTION

The word ‘empowerment’ means granting authority or power to the individuals, so that they may have right to advice and views in this society (Yogendrarajah, 2013). Empowerment of women implies providing freedom to women to participate in the decision-making in different phases of life, so that they may be able to control risks and uplift their status (Kurtiş et al., 2016; Richardson, 2018). It refers to educating them regarding their rights and powers in society and aware them about their rights

and actions against injustice. According to the UNFPA report on the state of World Population 1992, for the development of a country, the women are equally important as men. So, equal involvement of male and female is equally responsible for the development of a nation. Empowerment in community means people controlling their rights which impact their status in the society (Batliwala, 1994).

Throughout the history of society, men have been found to have more access to power. It has been discovered



through research that power has a strong impact on gender. Males have been found to have more controlling power, more availability of resources, and right on these resources. Men also have lack of social obligations and cultural restrictions that are more beneficial for them. (Cuddy et al., 2015). Specifically in India, there has been a gender biasness since old time. Women are usually housewives and they only support by doing household works. Although, it was noted based on researches that families where females are more empowered have a better security as comparison to families, where females are least empowered (Quisumbing et al., 1995).

The empowerment of women is the key to ensure that both men and women have equal right and social benefits for their welfare. Economic growth is promoted if females will be ready to achieve and quickly enhance their academic qualification, training skills as well as job skills (King & Mason, 2001; Mcilongo & Strydom, 2021). Empowerment of women is being considered as a topic of attention and it is highly accepted as an important investment for the development of countries (Kaffenberger & Pritchett, 2021). Women employment positively impact women empowerment in rural area also (Bhattacharjee & Dubey, 2023).

The objectives of this paper are to do bibliometric analysis to identify and evaluate the publication patterns of women empowerment. We have not found any bibliometric study done on women empowerment and employment. Considering this, the current work is carrying out a bibliometric analysis of this topic based on the papers that have been listed in the Scopus database since 1947 to answer the followings-

1. What are the most influential journals and articles?
2. Who are most eminent researchers with their impact and contribution?
3. What are the prominent keywords?
4. What are the publishing network and collaboration pattern across countries and recognize the most productive country among others?

Young researchers, particularly those are just starting to explore this topic, will get benefit from the results of this papers as it will be helpful for them in identifying best articles, journals, prolific writers, and research hotspot.

In addition to this introduction, the study is structured into four segments. Second section offer a thorough explanation of methodological procedures. The findings of the data analysis are shown in third segment. Following that, the key limitations are discussed, along with scope for future studies.

2. METHODOLOGY

2.1 Bibliographic Analysis

In the area of academic research, bibliometric analysis is an engaging and sophisticated instrument for examining the vast world of bibliographic data. Using a variety of quantitative and statistical methodologies, this analytical approach reveals hidden patterns and important insights inside articles, journals, and their citations. We obtain a better knowledge of the genuine influence and success of literature by meticulously researching bibliometric factors like number of authors and publications, citations, and affiliations of organizations and nations. This engaging and professional method enables us to measure the impact of scholarly works, evaluate their value, and contribute to the larger landscape of academic knowledge (Donthuet al., 2022; Suban et al., 2021).

In recent years, this analysis technique has become increasingly popular in business research. This approach is useful for uncovering and comprehending complex aspects of unstructured data. Bibliometric approaches have long been used to investigate and analyze published content in a wide range of topics. It is widely used to effectively organize all current research in the specified area and to provide a clearer picture of the scope of the investigation. It may be used in analyzing the importance of a journal based on the basis of publication and citation, and many governments are also utilizing it to evaluate the quality of research outcome from universities funded by state (Suban et al., 2021).

Scholars can benefit from bibliometric analysis for a variety of reasons. It aids in the evaluation of journal performance, the identification of developing publication trends, the examination of cooperation patterns and research techniques, and the exploration of the intellectual landscape of a certain topic in current literature (Donthuet al., 2022).

We conducted a detailed examination of trends and research in the field of women empowerment and

employment in this study. We employed bibliometric approaches to map out the key aspects of this field, such as the research's focus, publishing patterns, nations and universities engaged, prominent journals, notable authors, and the links between various research subjects. We also looked at the citation patterns of these papers as well as the influence of individual authors. This in-depth scientific mapping sheds light on the landscape of women's empowerment.

We have used the biblioshiny software to visually analyses the citations, co-citations, and co-occurrences. A code-free web interface programme (biblioshiny) was added to the most current version of bibliometrix R-package to help those users who face difficulties in coding while conducting bibliometric analysis (Agbo et al., 2021). Data is loaded into the biblioshiny interface in CSV format from the Scopus.

2.2 Defining keywords

The first stage of bibliometric analysis is discovering the keywords used to identify research papers. In this case, the term “women empowerment” AND “Employment” is used. The search was done in articles papers since 1947 to 2023 were considered for analysis.

2.3 Initial results

The focus of this study was exclusively on the Scopus database for bibliographic analysis, even though there are other databases available that provide worldwide analysis. 442 documents in journals were returned by the initial search which were subsequently refined using the parameters specified in the following sections.

2.4 Redefining Initial Search

The preliminary results are narrowed further by omitting press publications, Conference proceedings, book chapters, and studies in language other than English. Our research is confined to journal articles. On the non-restrictive side, no exclusions were imposed based on subject area, access type etc. After refinement based on some inclusion and some exclusion, a total of 442 articles were taken. An open-source programme called the bibliometrix R-package was used for analysis.

3. RESULT AND DISCUSSION

3.1 Descriptive analysis

Table 1 presents a comprehensive overview of the documents obtained from the Scopus database and analyzed using the Biblioshiny package in RStudio. These documents were sourced from a diverse range of 443 different publications spanning the years 1992 to 2023. On average, each document has received 15.93 citations, indicating their impact and relevance within the field. An exciting finding is the impressive annual growth rate of 14.53% in this research area. This suggests that the field is rapidly expanding and evolving, with new discoveries and insights being made at an accelerated pace. It is evident that 1228 authors have played a significant role in advancing knowledge in this research domain, contributing their expertise, and enriching the existing understanding. Overall, these findings highlight the dynamic nature of this research field, its widespread impact across multiple sources, and the immense collective effort made by numerous authors to drive progress and innovation.

Table 1: Descriptive analysis of documents

Description	Results
MAIN INFORMATION ABOUT DATA	
a. Time period	1947 to 2023
a. Source (Journals)	302
b. Documents	443
d. Annual Growth Rate %	14.53
e. Document Average Age	6.02
f. Average citations per doc	15.93
g. References	19191
DOCUMENT CONTENTS	
a. Keywords Plus	1362
b. Author's Keywords (DE)	1158
AUTHORS	
a. Authors	1228
b. Authors of single-authored docs	100
AUTHORS COLLABORATION	
a. Single-authored docs	102
b. Co-Authors per doc	2.91
c. International co-authorships %	24.6
DOCUMENT TYPES	
a. article	443

Source: Authors' elucidation

3.2 Number of Publication over the year

Since 1947 to 1992, there was not even a single paper on women empowerment and employment published in Scopus. From 1992 to 2018 the publications were very limited; publications were increasing but with a slow rate. From 2018 to now publications were increasing with a high speed that means it is a emerging topic of research.

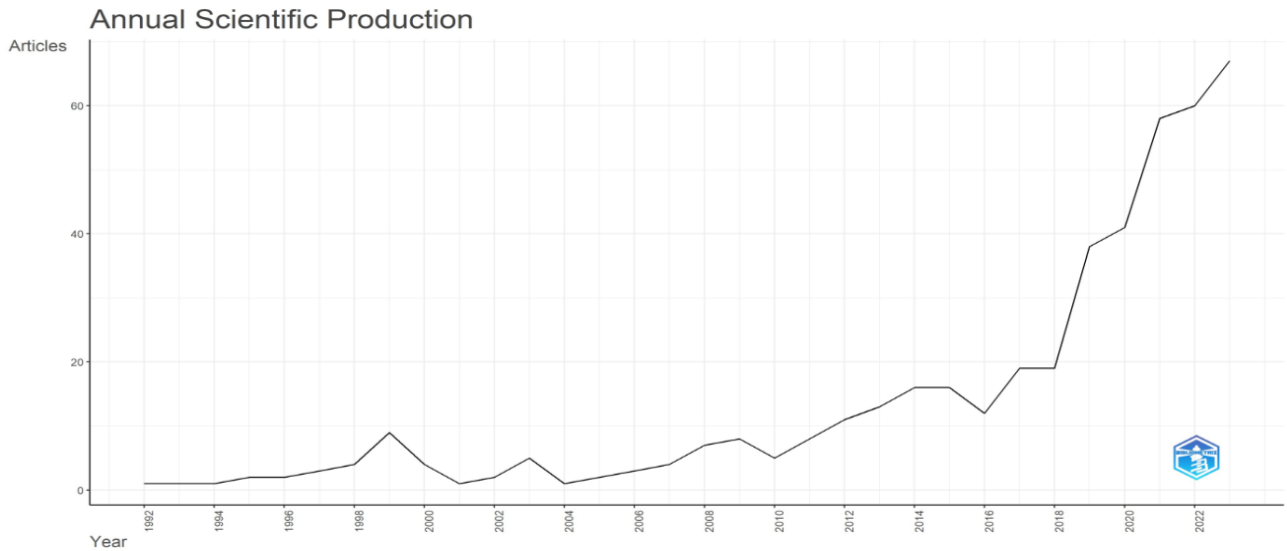


Figure 1: Number of Publication over the year
 Source: Authors' elucidation

3.3 Most Relevant Sources

Figure 2 reveals the top 10 sources that researchers can rely on to find articles pertaining to women empowerment and employment. Among these sources, the Journal of Plos one Research stands out with the highest number of published articles, totaling 13. Not far behind are World Development with 10 articles,

Journal of International Women Studies with 9 articles, and the Journal of Social Research and journal of Development Studies with 7 articles. It is worth noting that all the listed sources are Scopus indexed, a testament to their commitment to publishing high-quality research. If you are seeking the most up-to-date and relevant literature in this field, you will find a wealth of information in these prestigious journals.

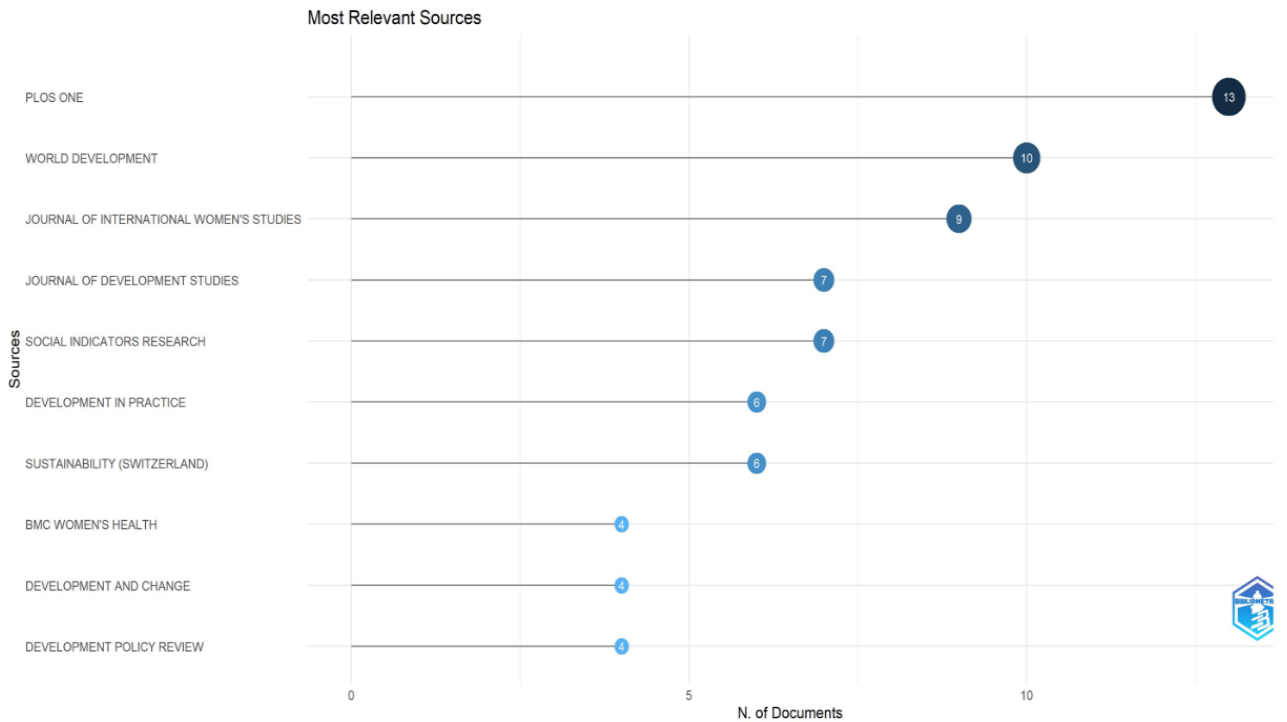


Figure 2: Most relevant Sources
 Source: Authors' elucidation

3.4 Most productive Authors and their impact

A group of authors stood out for their exceptional productivity, with 5 being the highest number of publications achieved. Among them, Afifi M made a notable mark by publishing 5 articles on this topic. Afifi M also have highest g index, h index and total citations. Biswas C S, Pandey S and Rahman MM have 3 articles on this topic. AL Riyami has 2 articles on this paper but second highest citation.

To visually depict the publication trends of these productive researchers, Figure 2 showcases the number of articles published by the authors over the period. The intensity of blue color in the figure indicates the citations of each article, while circle size represents the number of publications. Notably, an article published by Affifi Min 2004 and Al Riyami A in 2004 stands out with a deep blue color, signifying its widespread citation and validation, which is further supported by the data presented in Table 2.

Overall, these findings highlight the exceptional productivity, impact, and influence of a select group of authors within the research landscape, making their contributions highly significant and noteworthy.

Table 2: Most productive authors along with their publications, g-index, h-index, and total citations

Authors	Articles	g index	h index	TC
AFIFI M	5	4.00	5	244
BISWAS CS	3	2.00	3	46
PANDEY S	3	2.00	3	15
RAHMAN MM	3	1.00	1	1
AGRAWAL V	2	1.00	2	16
AHINKORAH BO	2	2.00	2	12
AKBARIAN A	2	1.00	2	4
AKTER S	2	1.00	1	3
AL RIYAMI A	2	2.00	2	176
ALHAWSAWI S	2	1.00	2	4

Source: Authors' elucidation

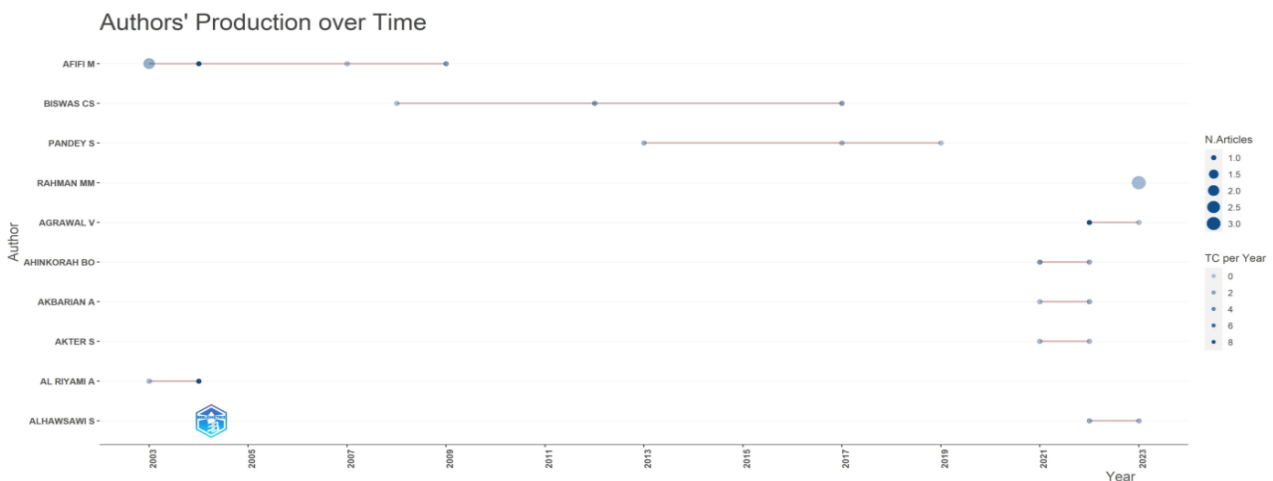


Figure 3: Author's Production over the time

Source: Authors' elucidation

3.5 Top 10 cited documents based on local citations

Table 3 shows a list of the best influential articles in women empowerment and employment, specifically focusing on local citations. Notably, the article titled "Gender equality and women's empowerment: A critical analysis of the third millennium development goal 1" stands out as the most locally cited work as well as globally cited work. This groundbreaking research, published in the esteemed Journal of Gender

& Development in 2005, has significantly impacted the field.

Another article, titled "Do Schooling and Work Empower Women in Developing Countries? Gender and Domestic Decisions in Sri Lanka" is second most locally cited work, published in the reputable Journal of Sociological Forum. The knowledge and insights derived from these articles contribute significantly to advancing the field of women empowerment and employment.



Table 2: Top 10 cited documents based on local citations

Title	Journal Name	Authors	Year	Local Citations	Global Citations
1. Gender equality and women's empowerment: A critical analysis of the third millennium development goal 1	Gender & Development	Naila Kabeer	2005	32	929
2. Do Schooling and Work Empower Women in Developing Countries? Gender and Domestic Decisions in Sri Lanka	Sociological Forum	Anju Malhotra & Mark Mather	1997	14	155
How does economic empowerment affect women's risk of intimate partner violence in low and middle income countries? A systematic review of published evidence	Journal of International Development	Seema Vyas and Charlotte Watts	2009	10	368
3. Women's Empowerment Through Home-based Work: Evidence from India	Development and change	Paula Kantor	2003	7	126
4. Measurement of Women's Agency in Egypt: A National Validation Study	Social Indicators Research	Yount K. M. et al.	2016	4	68
2. NGO-promoted microcredit programs and women's empowerment in rural Bangladesh: quantitative and qualitative evidence	Journal of Developing Areas	Amin R et al. Mittal et al.	1998	4	116
3. Women's Empowerment in Pakistan: Its Dimensions and Determinants	Social Indicators Research	Jain et al.	2018	3	40
4. The impact of tourism and finance on women empowerment	Journal of Policy Modelling	Nassani A. A. et al.	2019	3	48
5. Promoting gender equality and empowering women? Tourism and the third Millennium Development Goal	Current Issues in Tourism	Lucy Ferguson	2011	3	110
10. The Impact of Religion on Women Empowerment as a Millennium Development Goal in Africa	Social Indicators Research	Ambe J. Njoh and Fenda A. Akiwumi	2012	3	45

Source: Authors' elucidation

3.6 Co-citation network of publication

The significance of this topic becomes evident as we observe its wide coverage across multiple prestigious journals. In Figure 4, we can see that articles are interconnected by lines, indicating that other publications have cited these articles together. This kind of citation interaction is known as co-citation in bibliometric analysis. The thickness of the lines represents the total co-citations, which is proportionate

to the importance of the article. The extensive attention women empowerment has received from various scientific sources is reflected in the high density of this network. Notably, the article by Kabir N stand out as the most frequently cited papers in collaboration with other documents. Overall, this visualization underscores the significance of women empowerment, capturing the attention and interest of researchers across multiple disciplines.

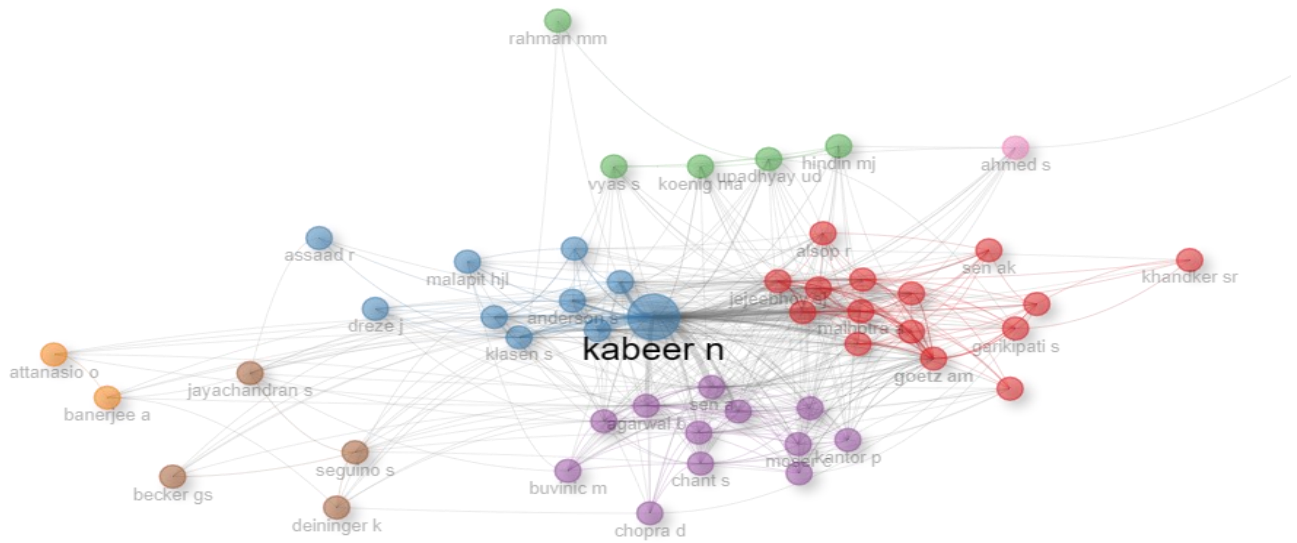


Figure 4: Co-citation network of publication
Source: Authors' elucidation

3.7 Most frequently used keywords

Figure 5 and Table 4 show the most frequently used key words. Empowerment and female are the most

frequently used key words which are used 178 items. Employment (120), Adult (102) and Human (91) are the 3rd, 4th, and 5th commonly used keywords respectively.



Figure 5: Most Frequently Used Key words
Source: Authors' elucidation

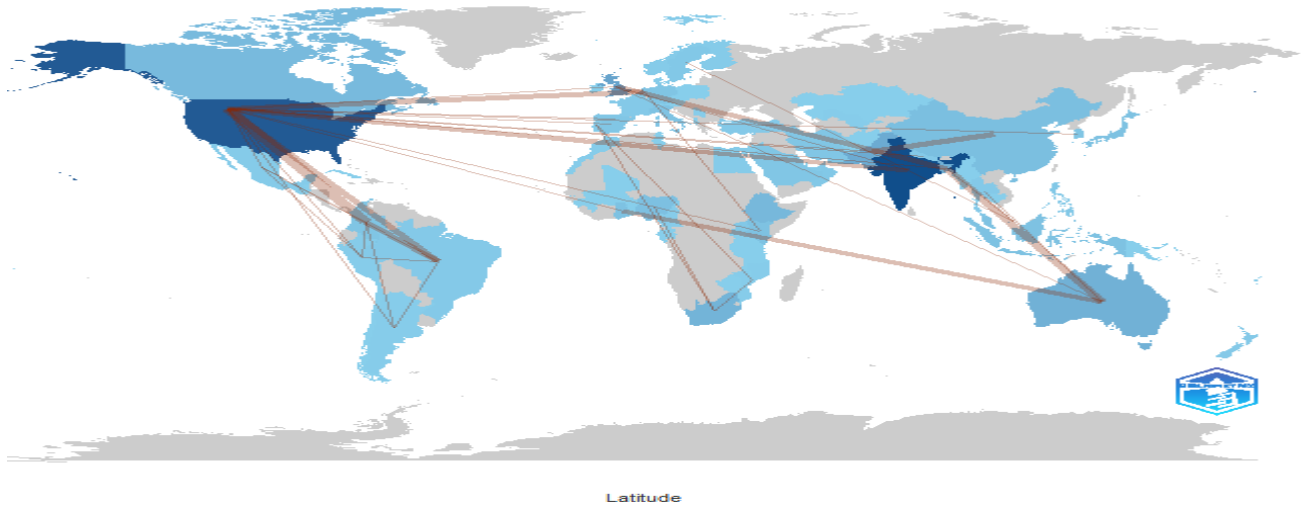


Figure 6: Country’s collaboration map

Source: Authors’ elucidation

3.8 Country’s Collaboration Network

Table 4: Most frequently used key words

Terms	Frequency
empowerment	178
female	178
employment	120
adult	102
human	91
article	86
women status	82
humans	75
women employment	67
decision making	66

Source: Authors’ elucidation

Figure 6 illustrates the intricate network of global collaboration among various countries. The USA stands out as a leading force in publishing collaboration, having produced the highest number of publications. Notably, the USA has engaged in fruitful collaborations with Canada, resulting in 5 joint publications. Additionally, the USA has forged significant collaborative efforts with Netherland (4) and Brazil (3).

Australia, emerging as a prominent contributor, follows closely behind the USA. Australia has established fruitful collaborations with Ghana (3), further strengthening the global network of scientific cooperation. The findings presented in these figures shed light on the significant role played by the United State of America in fostering global scientific collaboration.

Country Production over Time

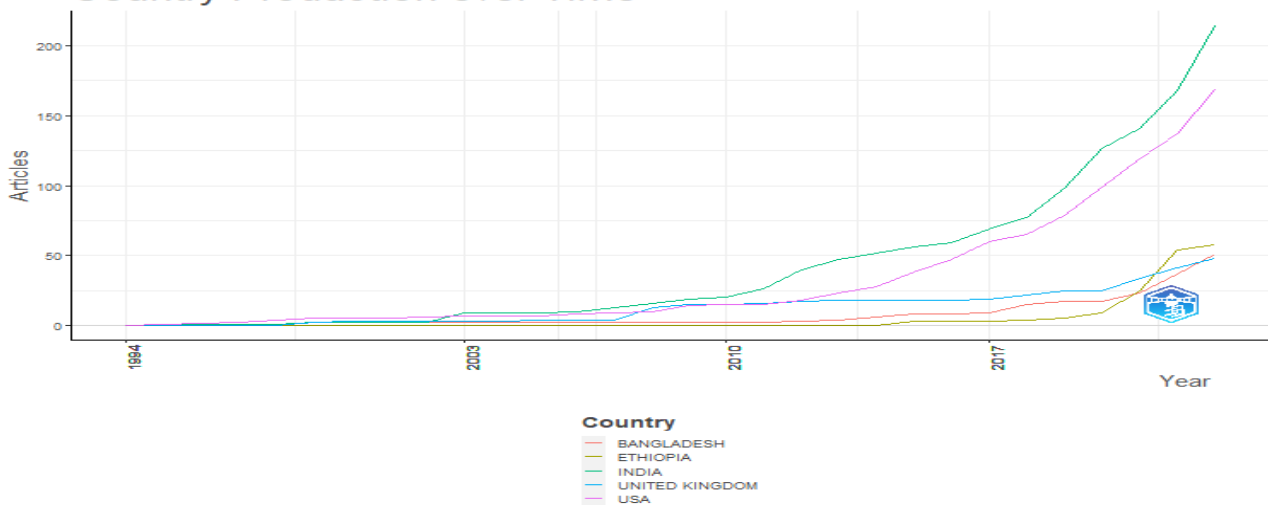


Figure 7: publishing pattern of top 5 counties over the years

Source: Authors’ elucidation



3.9 Countries production over time

In Figure 7, we can observe the number of articles published by top 5 countries over the past years. Remarkably, the India has secured the top position in terms of publication output. This demonstrates the nation's robust commitment to research and innovation.

3.10 Most cited countries

Figure 8 showcases the citations received by each country for their published works. United Kingdom occupies the leading position, underscoring the exceptional impact and influence of its research output. This dominance highlights a substantial geographical gap in the field, as the United Kingdom outpaces other countries in both the number of citations gained and papers published.

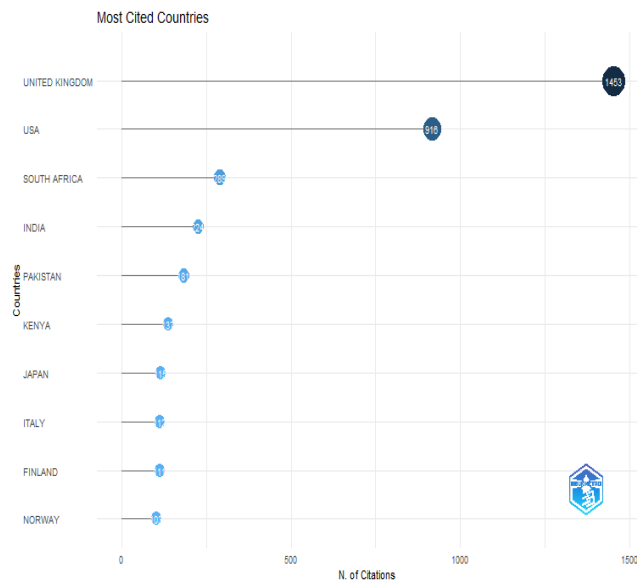


Figure 8: Top 10 most cited countries

Source: Authors' elucidation

4. CONCLUSION

Women empowerment is emerging as a valuable tool for the development of nation. Its significance has increased from 2018, making it a prominent subject of research. Most of research on women empowerment and employment were conducted since 2018. This study aims to synthesize existing literature and provide an extensive overview of women empowerment for future research scholars. To achieve this goal, a total of 444 articles were selected out of 551 from Scopus for bibliometric analysis.

Through this study, a list of influential authors and key reference sources has been compiled, aiding scholars in locating high-quality articles. Journals "Plos One" have made significant contribution in this field. Several

authors have played a significant role in the publication journey, particularly in the field of women empowerment and employment. Notably, author AFFIFI M published five articles and attained the highest g-index, h-index scores, and highest citation, distinguishing them from their peers. The article by Kabeer Nis frequently co-cited. An analysis of author keywords reveals that "empowerment" and "Female" are the most frequently used term, appearing 178 times, followed by "employment" (120), "adult" (102), and "human" (91). These keywords offer insights into themes and potential research areas.

India is a leading country with maximum number of research on this topic. The United Kingdom has emerged as a frontrunner in women empowerment research and received the most citations. United State is a leading country in collaboration work. There is a notable disparity in citations between the United Kingdom and other countries, suggesting that this topic remains relatively underexplored in other nations. We believe that this research will provide valuable guidance for future research endeavors, helping to advance the field of women empowerment. Researchers can employ this analysis to identify important issues and address existing gaps efficiently.

5. LIMITATIONS AND FUTURE DIRECTIONS

In this study, we acknowledge certain limitations that may have impacted the findings. The data collection was solely reliant on Scopus as the source, and it would have been beneficial to include multiple sources of data like PubMed, Web of Science, or Google Scholar etc. By doing so, we could have avoided overlooking relevant articles that might have been exclusive to one of these databases. Additionally, while our search keywords focused on women empowerment and employment, future researchers should explore other related terms like women liberation, feminist movement, equal rights, womanism, and women's suffrage etc. for a more comprehensive investigation.

Furthermore, our study considered articles written only in the English language. This exclusion prevented us from incorporating valuable insights from experts in women empowerment and employment published in other languages. Including articles from different languages could have provided us with a more insightful understanding of the subject matter. To ensure a comprehensive analysis, it is advisable for future researchers to consider additional repositories of scientific papers, especially those with national focus, and to expand the range of keywords used. Co-word and keyword analysis should not be limited to author-provided keywords alone, as vital information present in article titles and abstracts can provide a more

complete picture of the subject. Despite these limitations, the conclusions drawn from this analysis shed light on the current state of research and offer insights into potential future investigations. This study serves as a valuable resource for aspiring researchers looking to delve into the women empowerment and employment. It provides guidance in identifying the most relevant articles, prominent authors, and areas of research interest in the field.

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