



GENDER EQUALITY RESEARCH: A BIBLIOMETRIC ANALYSIS OF TRENDS IN TURKEY

TOPLUMSAL CİNSİYET EŞİTLİĞİ ARAŞTIRMALARI: TÜRKİYE'DEKİ EĞİLİMLERİN BIBLİYOMETRİK ANALİZİ

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Abstract

Gender disparity persists in both developed and developing nations, despite several attempts to achieve gender parity. This paper explores the evolution and importance of gender equality research, with a focus on Turkey, through bibliometric analysis. It also examines significant subjects, patterns, and academic contributions in the discussion of gender equality using a dataset of 12,539 publications from the fields of business, economics, and management published between 2000 and 2023. Advanced bibliometric methods such as text mining and social network analysis have revealed a discernible increase in gender-related publications over the last 20 years. The United States, the United Kingdom, and Sweden have all made significant contributions. The research provides a list of relevant research publications and keywords related to gender equality, women's representation, and gender differences in work. In addition, it highlights the departure from formal theories of equality and the shift towards more nuanced perspectives that consider the complex interplay among social, economic, and cultural factors. Coordinating gender equality with wider development agendas, particularly the Sustainable Development Goals (SDGs), is a crucial point of guidance for academics, practitioners, and policymakers, as the paper makes clear. In the twenty-first century, gender inequality poses many complicated problems that require interdisciplinary collaboration and continued research into understudied areas including the intersections of gender with other social identities.

Keywords: Gender equality, Bibliometric Analysis, Turkey

JEL Classification: H55, J41, J83, K31

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Öz

Toplumsal cinsiyet eşitsizliği hem gelişmiş hem de gelişmekte olan ülkelerde, çeşitli cinsiyet eşitliğini sağlamaya çalışmaktadır. Bu makale, bibliyometrik analiz yoluyla Türkiye’ye odaklanarak toplumsal cinsiyet eşitliği araştırmalarının gelişimini ve önemini incelemektedir. Ayrıca, 2000-2023 yılları arasında işletme, ekonomi ve yönetim alanlarında yayınlanan 12.539 yayından oluşan bir veri seti kullanılarak toplumsal cinsiyet eşitliği tartışmalarındaki önemli konular, örüntüler ve akademik katkılar incelenmektedir. Metin madenciliği ve sosyal ağ analizi gibi gelişmiş bibliyometrik yöntemler, son 20 yılda toplumsal cinsiyetle ilgili yayınlarda gözle görülür bir artış olduğunu ortaya koymuştur. Amerika Birleşik Devletleri, Birleşik Krallık ve İsveç önemli katkılarda bulunmuştur. Çalışma, toplumsal cinsiyet eşitliği, kadın temsili ve iş yaşamında toplumsal cinsiyet farklılıkları ile ilgili araştırma yayınlarının ve anahtar kelimelerin bir listesini sunmaktadır. Çalışma, resmi eşitlik teorilerinden uzaklaşıldığını ve sosyal, ekonomik ve kültürel faktörler arasındaki karmaşık etkileşimi dikkate alan daha incelikli perspektiflere doğru kayıldığını vurgulamaktadır. Toplumsal cinsiyet eşitliğinin daha geniş kalkınma gündemleri, özellikle de Sürdürülebilir Kalkınma Hedefleri (SKH) ile koordine edilmesi, makalenin de açıkça ortaya koyduğu gibi akademisyenler, uygulayıcılar ve politika yapıcılar için çok önemli bir rehberlik noktasıdır. Yirmi birinci yüzyılda toplumsal cinsiyet eşitsizliği, disiplinler arası iş birliğini ve toplumsal cinsiyetin diğer sosyal kimliklerle kesişimleri de dahil olmak üzere yeterince çalışılmamış alanlarda sürekli araştırmayı gerektiren birçok karmaşık sorun ortaya çıkarmaktadır.

Anahtar Kelimeler: Toplumsal Cinsiyet Eşitliği, Bibliyometrik Analiz, Türkiye

JEL Kodu: H55, J41, J83, K31

1. Introduction

Sex is a concept defined by biology, but gender refers to socially constructed duties and obligations that various countries deem suitable for their men and women (UN Women, 2020b). Consequently, individuals are biologically born with the characteristics of a male or female, and when they develop into boys and girls, then men and women, they retain these characteristics. Consequently, one’s gender identity and gender roles are established by this socially learned behaviour (Sanz-Hernández et al., 2022; Falconer Al-Hindi & Eaves, 2023) Since there is no discrimination based on a person’s sexual characteristics, the World Health Organisation (WHO, 2002) defines “gender equality” as a situation in which opportunities, resources, benefits, and services are all provided to all members of society without distinction.

Economists, decision-makers, and the public are becoming more conscious of the enduring gender disparities that exist in both developed and developing countries (Amirkhanyan et al., 2021; Fisher and Naidoo, 2016). Based on economic research, women’s employment and education improve social and economic well-being (Maceira, 2017); yet their exclusion from the workforce and managerial roles lowers labour productivity overall and per capita income (Esteve-Volart, 2004). Broad gender equality has been included in the Millennium Development Goals (MDGs) and has been designated as one of the 17 Sustainable Development Goals (SDGs) that must be accomplished by 2030 (UN, 2015). (Abu-Ghaida & Klasen, 2004). putting special attention on women’s education. Achieving environmental, social, and economic well-being for all countries—developed and developing alike—is one of these latter goals.

Gender parity is one of the many SDGs that still must be achieved; it is seen in areas like opportunity, representation in decision-making positions, and education (Cuberes & Teignier, 2014; Asadikia et al., 2020). Scholars have devoted a significant amount of time to researching gender equality, including its causes, consequences on women and society, and the most effective policies and laws to advance ladies' equality. A variety of topics have been covered, such as women's human capital and education (Dumais, 2002; Andreassi & Thompson, 2008), their role in society (Spicker, 2012), their appointment to senior positions in businesses (Petersen et al., 2016), and the consequences for performance (Mahato et al., 2023).

Although some efforts have been made, the literature reviews that are currently available offer a limited perspective on these issues and are limited to topics. For example, the representation of female students in STEM fields (Yazilitas et al., 2013) gender inequality in education (Kuteesa et al., 2024) the gender pay gap (Arellano-Bover et al., 2024), the glass ceiling effect (Babic & Hansez, 2021), leadership (Babic et al., 2019), entrepreneurship (Javadizadeh et al., 2024), women's representation on boards of directors (Namin et al., 2021), diversity management (Ahmed, 2024), and gender stereotypes in advertisements (Zaki et al., 2019). Thus, there is a deficiency in a thorough assessment of gender-related research that considers important discoveries and underexplored subjects.

The number of studies has also shown how complex gender issues are, with a multitude of possible causes and outcomes in addition to their impacts on society and the economy (Pearse and Connell, 2016). Measures of gender equality work best when done in tandem with other SDGs (such as SDG 8) from a synergistic standpoint. Numerous academic fields, including business, economics, sociology, psychology, and development studies, have written extensively about gender equality from a variety of angles, frequently focusing on certain and limited parts of the issue. This occasionally leads to a lack of knowledge about the connections between different issues, circumstances, and solutions that could be involved in exacerbating or decreasing gender disparity or its effects.

The more papers there are, the worse this issue gets, therefore it's critical to stand back and consider the corpus of research on gender equality. It's also important to examine regions where different topics and approaches overlap as well as those where our understanding of the relationships between different problems and solutions is insufficient. Considering the significance of women's economic and social empowerment, this study seeks to close this knowledge gap by responding to the following research question: which gender equality in Turkey's bibliometric findings is most pertinent to the problem at hand, and how do they connect?

To accomplish this, we perform a scoping review which provides an overview of 12,539 articles addressing gender equity-related issues published over the last 24 years, spanning the MDG and SDG timeframes (from 2000 to 2023) in all the journals of business and economics journals. Considering the vast quantity of study that has been done on the subject, we use a bibliometric approach that makes use of text mining and social network analysis. When analysing vast amounts of text, these methods are being used more and more. In recent times, these techniques have been employed to conduct an analysis of gender disparities and gender behaviours, to recognise and categorise gender

disparity in the community, society, and academic setting, and to assess the degree of gender inclusion in management policies (Burnett & Lisk, 2021).

2. The Evaluation of Gender Equality in Theory

Over time, there have been significant changes in the development of the equality concept, particularly concerning gender equality. Men and women's equality has been recognized as a basic concept in Community policies from the European Union's establishment. This option, taken as a whole, means that diversity is valued and respected, minorities are protected and given thought, and a legal, cultural, and social framework that promotes gender parity between men and women is being developed. While talking about equal chances and how it has been and is now addressed, it is crucial to take into account the broader meaning that the term "gender equality" has within the cultural framework and policies of the European Union, as well as of each state (Lomazzi & Crespi, 2019). In a similar vein, a key aspect of this topic is the representation of female labour force participation and placement in management roles, respectively, to enable an organisational strategy that is fair to both sexes. Numerous nations have recommended that businesses include women on their boards of directors (El-Dyasty & Elamer, 2023).

Gender diversity in senior management positions is higher in organisations led by women (Garcia-Blandon et al., 2022). This is a crucial finding for the concepts of inclusive and sustainable development. Currently, the two primary theoretical frameworks that have historically supported and affected gender equality are formal equality and substantive equality, commonly known as liberal and radical perspectives, the European Union's approach to gender equality has consistently been established through the amalgamation of several methodologies (Di Torella, 2006).

The first point of view, sometimes known as formal equality or the liberal perspective, states that equality exists when each person reaches a similar degree of social recognition, according to Lomazzi & Crespi (2019). Put another way, this viewpoint insists on treating men and women equally, ignoring systemic injustices and making choices based on assumptions and ideas. Owing to this, it is thought that formal equality is still a long way from achieving true gender equality (Di Torella, 2006), particularly considering the differing opinions that men and women have on the matter (Sörlin et al., 2011).

The UN statement from 2023 states that gender equality includes considering the interests, experiences, and viewpoints of both men and women when formulating plans, policies, and decisions. Additionally, it aims to prioritize analyses and policy decisions that address gender equality. Within this framework, the word "mainstreaming" was coined to describe a procedure and approach that incorporates issues that could be viewed as peripheral (such as gender issues) into the organization's main decision-making process. Using the rationale that discrimination would disappear if everyone were treated equally, such a broad gender equality policy seeks to ensure equal treatment for men and women (Morley, 2014). These kinds of remedies can begin in the classroom, where educators receive training on how to address gender equality issues in front of pupils, resulting in the development of

acceptable attitudes and behaviours. Additionally, educational institutions can create campaigns to emphasize the value of gender equality and its advantages for society (Orfan & Samady, 2023).

Barnett (2018) has tried to comprehend gender equality from the perspective of women. Research has shown that most of the time, women's perceptions of gender equality differ from those of worldwide indexes of gender inequality. The study draws attention to the question of who defines gender equality. Regarding the study, many social scientists disagree over this subject. According to Kurzman, the subjectivist approach to gender equality illuminates women's interests and life experiences, even when some women's viewpoints may appear biased and incomplete. In contrast, the universalist approach looks at gender equality by applying the same metrics to all countries (Kurzman & colleagues, 2019).

While some East Asian countries are just as wealthy as their Western equivalents, their societies are more gender biased than those of more developed Western nations. Steel & Kabashima (2008) & Kurzman et al. (2019) have underlined that these methodologies are commonly employed in numerous international surveys within gender studies. Simultaneously, Barnett (2018) has demonstrated that most national and international organizations have recognized the necessity of taking gender equality into account when formulating policy. This admission shows that organizations are becoming more aware of the effects of gender equality rules as legislators have begun to view them as norms rather than merely practices.

Organizations often create a work culture that enforces gender norms, but because there aren't enough women in positions of leadership, they are losing out on a variety of feminine approaches to working, thinking, and making decisions. For it is primarily because men not only run most domestic and international organizations, but they also founded them to satisfy their needs as employees. In this context, the term "gender equality" may not be appropriate because women need to think and work like men to succeed and compete in the outside world. This shows how our social structure needs to be fundamentally redesigned, from micro to macro level institutions, to give women the space they need to thrive (Chary, 2016). It is important to look at some relevant literature on bibliometric literature in the field of gender studies. Bibliometrics is evolving into a crucial scientific tool for contemporary policy and research document production. It also discussed how frequently bibliometric indicators are used as a means of evaluating the effectiveness of research (Mandali et al., 2020). Bibliometrics is a valuable technique for studying the productive performance of journals, authors, and other entities by evaluating the quantitative and qualitative elements of scientific publications (Patel and Bhatt, 2019). Other fields have also experienced a significant amount of research, including the field of ecology (Saravanan & Dominik, 2014) and the nursing discipline (Singh & Pandita, 2018). Bibliographic analysis research is an extremely important subject of study.

A bibliometric analysis of published articles was conducted to investigate the connections between women, entrepreneurship, and education (Slavinski et al., 2020). The study's sample consisted of articles published in journals that were indexed by Scopus and were released between 1976 and 2020. Since the recovered papers were cited by about 5000 additional documents that were indexed in

Scopus, the research demonstrated the publications' intellectual influence. As such, this study can be interpreted as a systematic review of academic papers on specific gender-related subjects that have appeared in respectable publications.

Palomo et al. (2017) conducted a bibliometric study using a gender lens to monitor the evolution of scientific paper publications on women, peace, and security. The writers have collected ninety-five years' worth of Scopus-indexed articles between 1918 and 2013 to achieve this goal. The poll also showed that the writers and the Institutions did not collaborate very often. The results showed a noteworthy rate of dispersion for the writers and the investigated journals.

This study's main goal was to assess the body of research on gender equality conducted worldwide. The evaluation of research in the field of gender equality will take into account the growth of publications year-over-year, patterns of authorship, keywords utilized by different authors, and citations received for published work. Therefore, the type of research publications, country-specific research trends, and the growth of global research publications year over year in gender equality were examined. The most productive source titles and widely used keywords in Gender Equality research were also investigated.

3. Data and Methodology

In addition to stressing the value of diversity and fair treatment, this article discusses gender equality and how both sexes are more integrated into the workforce, especially in management and senior positions. The goal of this paper is to show how, throughout time, the bibliometric relationship between gender equality and management evolved. However, since specialized articles in this field of bibliometrics have a clearly defined goal, it also contrasts the number of publications created on this topic and the bibliographic influence they displayed based on the location (Popa et al., 2023).

Our scoping assessment covers 12,539 publications that have been published in all business and economics journals over the last 24 years and address gender equity-related topics. The terms "women," "mainstreaming gender," and "gender equality" were utilized in the database search. The second stage involved further filtering the data: publications of the type "Article," "Proceeding paper," "Review article," "Editorial Note" and "Book Chapter" in English were picked, along with manuscripts from the years 2000 to 2023. Table 1 outlines the methodological framework's key information and shows how the publication search was conducted to create the bibliometric analysis. Furthermore, the software VOSviewer was used to produce the bibliometric maps of the conceptual and social systems.

Table 1. The research's methodological framework

Database	Web of Science, Scopus, Google Scholar
Keywords	"Women," "mainstreaming gender," and "gender equality"
Document Type	Article, Proceeding Paper, Review Article, Editorial Note, Book Chapter
Years	2000 to 2023
Language	English
Number of results	12,539 publications

Table 2 lists the most frequently cited countries in the area of gender equality together with their percentage of all articles published between 2000 and 2023. The most frequently cited country overall, as indicated by Table 2, is the United States of America (9950, 11.93%), closely followed by the United Kingdom (5140, 9.716%), Sweden (2871, 9.085%), Spain (1926, 9.352%), Australia (2179, 7.523%), Canada (1836, 9.044), Netherlands (1206, 10.397%), Germany (1149, 6.455%), Norway (949, 6.978%), and South Africa (6.124%).

Table 2. List of publications most frequently published by country

Country	Total Publications	Share of 12,539 (%)
United States of America	3195	25,48050
England	2819	22,48186
Sweden	1672	13,33440
Spain	1048	8,35792
Germany	927	7,39293
Australia	683	5,44701
Canada	612	4,88077
Netherlands	591	4,71329
Italy	519	4,13909
France	473	3,77223

The top Web of Science categories are shown in Table 3, sorted by the quantity of documents in each research topic. With 186 publications, the Business domain has the most, followed by the Women's Studies domain (80 papers) and the Management sector (75 papers). Sociology, Law, Economics, and Educational Research are the other fields that score highly. With just 36 relevant papers, environmental sciences come last on the list. The papers that were taken into consideration when creating the classification, which emphasized the significance of gender equality as a basic human right and the overall problem of the interaction between management and gender equality, make the classification relevant.

Table 3. Ranking of articles by Web of Science categories

No.	WOS, Scopus and Google Scholar	Number of documents	Share of 12,539 (%)
1	Business	2305	18,38265
2	Women's Studies	2049	16,34102
3	Management	1927	15,36805
4	Economics	1672	13,33440
5	Sociology	1208	9,63394
6	Law	1067	8,50945
7	Educational Research	925	7,37698
8	Science Technology	615	4,90470
9	Medical issues	497	3,96363
10	Environmental Sciences	274	2,18518

Table 4 lists the top ten journals in terms of productivity on gender equality between 2020 and 2023, along with their Scimago rankings. To establish the ranking, the number of scientific publications (published articles) on gender equality over the given time frame was taken into consideration. Based on its Scimago

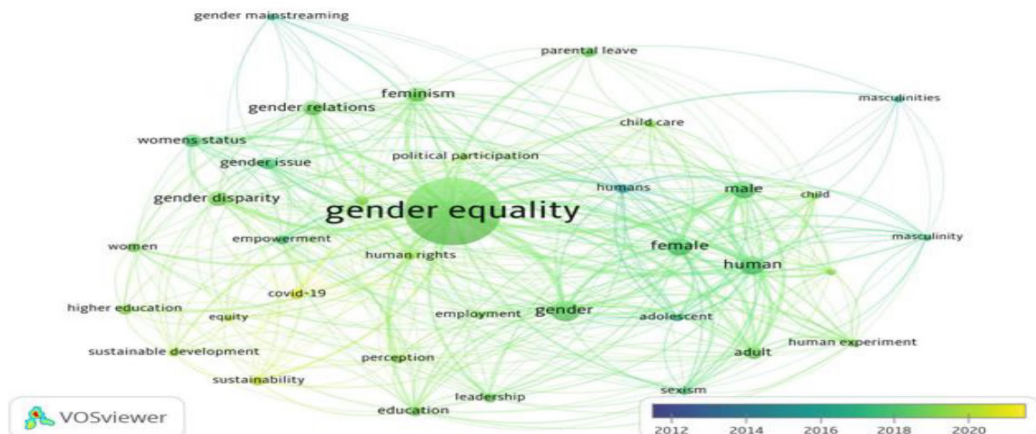
value of 0.52 and highest scientific productivity (719 articles), the journal “Gender and Development” has been ranked first. Currently rated second is the magazine “Gender, Work and Organization,” which has published 687 articles and has a Scimago rank of 1.4. Third place goes to the journal Sustainability Switzerland, which has 615 publications and a 0.58 Scimago value. Gender and Education, with 592 scientific papers and a Scimago rank of 0.87, is the fourth-ranked magazine. The journal “Gender in Management,” which has 531 published articles and a 0.99 Scimago rank, comes in at number five. “Equality, Diversity, and Inclusion” has secured the sixth position with 507 published scientific publications and a Scimago rank of 0.37. The “Journal of International Women’s Studies,” comes in at number seven, with 498 published articles and a 0.21 Scimago rank. Eighth place goes to “Women’s Studies International Forum,” a journal with 483 publications and a 0.21 Scimago rank. Having published 438 times and having a Scimago rank of 0.43, the journal “Sex Roles” is ranked 9th. The journal “Plos One,” which has 417 scientific papers to its credit and a Scimago rank of 1.02, is currently in 10th place.

Table 4. A list of the best articles about gender equality

Journal Name	# of documents	H-index Jo.	Scimago Jo. Rank	Publisher
Gender and Development	719	40	0,52	Taylor & Francis
Gender Work and Organization	687	73	1,40	Wiley-Blackwell
Sustainability Switzerland	615	85	0,58	Multidisciplinary Dig. Pub. Ins.
Gender and Education	592	62	0,87	Taylor & Francis
Gender in Management	531	66	0,99	Emerald Publishing
Equality Diversity and Inclusion	507	26	0,37	National Research Univ. Hig. Sc. of Econ.
Journal of International Women’s Studies	498	21	0,21	Bridgewater State College
Women’s Studies International Forum	483	59	0,21	Elsevier
Sex Roles	438	118	0,43	Springer Nature
Plos One	417	332	1,02	Public Library of Science

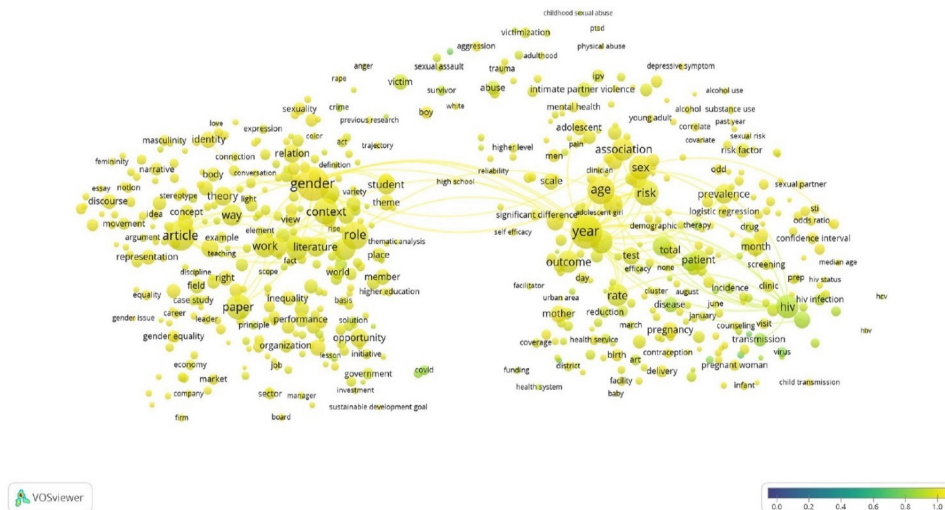
The “gender equality” literature has seen a shift in topical focus in the previous 24 years as illustrated in Figure 1. According to Hallinger’s (2019) research, nodes with lighter colors reflect the most recent trends in the field. Figure 1 illustrates the current research trends regarding “gender equality,” with nodes related to women, gender mainstreaming, sustainability, and human rights selected as keywords. The nodes are colored yellow to represent these tendencies. The term “gender equality” has become increasingly prevalent in research, particularly when it comes to studies examining the effects of the pandemic on gender equality (Power, 2020; Craig and Churchill, 2021). Moreover, women and gender equality are included as the most recent study trends because of their relationship to overcoming adversity and empowering sustainability (Garrigos-Simon et al., 2018). Moreover, the United Nations’ 2030 agenda for the Sustainable Development Goals, which includes gender equality, reflects the connection between gender mainstreaming and sustainability (Nawangari et al., 2020; Araújo-Vila et al., 2021; Majumder et al., 2021). Other terms that have not had study revisions include humanity, femininity, and masculinity along with “gender equality.”

Figure 1. Network diagram showing the volume of articles on “Gender Equality”



The substantial overlap between works addressing gender research topics and gender keyword searches is shown in Figure 2. At this scale, no phrase is associated with a low proportion of articles with a gender label. Terms with 200 or more occurrences were mapped using VOSviewer. Terms in the titles and abstracts of 12,539 publications between 2020 and 2023 were subjected to binary counting. While node size represents the number of occurrences, node closeness (nodes near together co-occur more frequently than nodes far apart) reflects the frequency of co-occurrence. The overlay visualization’s color scale illustrates the proportion of publications on the mapped terms that were also found through the sex and gender keyword search. Terms that are highly relevant in terms of sex and/or gender are represented by yellow words, while terms that are relatively unimportant in terms of sex and/or gender are represented by blue nodes.

Figure 2. Overlay map for terms related to gender equality.



4. Conclusion

This research has conducted a thorough scoping examination of the scholarly literature on gender equality, with a particular emphasis on the bibliometric connections between gender equality and management. By reviewing 12,539 publications published in business and economics journals over the past 24 years, the research provides significant insights into the evolving debate on gender equality. It also illustrates the significant contributions made in this field by many countries, institutions, and publications. The findings underscore the significance of countries such as the United States and the United Kingdom in the realm of gender equality studies, in addition to the indispensable function that journals such as “Gender and Development” and “Gender, Work and Organization” do in advancing the scholarly conversation. The study also emphasizes how important it is to address gender equality from an interdisciplinary perspective, using ideas from the sociology, business, economics, and law domains.

A multidisciplinary approach is necessary to comprehend the complex dynamics of gender equality and the variables impacting it in different situations. The study also identifies gaps in the literature, particularly in regions where studies on the connection between gender equality and other Sustainable Development Goals (SDGs) are still scarce. By highlighting these gaps and considering the broader social, economic, and environmental impacts of gender disparities, the article argues for a more thorough approach to gender equality research.

Finally, the bibliometric analysis of the study sheds light on the output and importance of gender equality research by detecting trends in authorship, publication patterns, and the most often referred publications. These concepts should be considered by researchers, practitioners, and policymakers who wish to advance gender equality in thought and practice. This study broadens our understanding of gender equality by providing a thorough analysis of the literature. It also offers a roadmap for future studies that will be able to better tackle the continuous chances and difficulties associated with reaching gender parity in a range of fields.

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