Women Employment and Development: bibliometric analysis and literature review through cognitive structure and mapping of research based on Scopus

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Abstract

Research on women's employment and development has seen significant global growth across academic disciplines and business sectors, driven by the forces of globalization and the expanding role of women in economic activities. However, few studies have systematically reviewed this literature. This paper seeks to address this gap by contributing to the discourse on the key factors influencing women's employment and development. Drawing from a dataset of 2,889 indexed articles on Scopus, we utilized R and VOSviewer for data processing, employing the 5W+2H framework and the SPAR-4-SLR protocol to structure the review. We also conducted a keyword co-occurrence analysis using the TCCM (Theory, Context, Characteristics, and Methodology) framework. The analysis reveals a rising trend in scientific output, with contributions from 162 countries, 7,571 authors, and 1,204 sources, led by the United States, United Kingdom, and Germany. The core research themes identified include gender equality, career development, entrepreneurship, education, employment, poverty, and gender roles. This study provides a robust and objective foundation for minimizing bias in literature reviews and offers critical insights for researchers, policymakers, and practitioners engaged in women's employment and development. The paper concludes by discussing the implications, limitations, and future research directions for advancing the field.

Keywords: Bibliometric analysis, women's employment, women's development, SPAR-4-SLR protocol

Introduction

The environment of women's employment and growth has changed dramatically since the second half of the twentieth century, mirroring broader societal shifts and developing comprehensions of gender roles. Women's responsibilities were traditionally limited to the home, and their involvement in employment was frequently viewed with suspicion (Burgess, 1994). Nonetheless, women's participation in the workforce followed a U-shaped pattern as economies changed, first falling and then increasing once more (Mammen & Paxson, 2000). It was accompanied by improvements in education and general well-being and signalled a change from informal, family-based labor to formal, paid employment. New conceptual frameworks for the description of women's occupational development came up as the job turned into an ever more important aspect of their lives (Perun & Del Vento Bielby, 1981).

Globalization is another factor for the gender shifts in the labor segments with women now getting prominent roles in industries such as producing for export, domestic servicing, and micro financing (Pyle & Ward, 2003). These changes illustrate the convoluted correlation between women's situation in the labor market and the global economic development. Education is, on one hand, a path to

learning for most women and, on the other hand, an impeding obstacle due to discriminatory behaviors, as of the latest study in which the author's focus was the female labor force participation (FLFP) and employment dynamics in relation to economic changes (Saha & Singh, 2024). The labor divisions between men and women have changed due to the service industries' growth, especially within countries with a liberal market structure, which also sufficiently reveals gender equality with both new opportunities and challenges (Gottfried, 2009). Ongoing research has refuted this idea, noting the case for the persistence of old tensions and the insignificant impact of structural alterations on FLFP, while still some studies assert the U-curve FLFP tied to economic developments (Gaddis & Klasen, 2013).

Using data from Scopus, this report critically examines the literature and performs a bibliometric analysis of the past 20 years of research on women's employment and development. Through methods like network analysis and cognitive structure mapping (Kataria et al., 2020; Raman et al., 2022), the study looks at important themes, major writers, and new developments. Along with looking at the effects of factors such as COVID-19 on the businesses of women, the results specifically indicate the adoption of sustainable development goals and gender equality among the increasing number of new firms including those engaged in traceability (Dinh et al., 2022; Mushtaq et al., 2023). The aim of this analysis is to offer scholars, professionals, and legislators who are keen on women's employment and advancement the knowledge required for them to succeed.

Recent years have seen the expansion of study on women's employment to include topics such as entrepreneurship, career advancement, pay, and workforce participation (Belingheri et al., 2021). Studies have concentrated on contextual elements that affect female employment, entrepreneurship, along with the difficulties they confront in the informal sector, especially in developing nations like India (Dana et al., 2023). The COVID-19 epidemic made gender inequality worse; some have called the resulting loss of jobs in feminized industries a "she-cession," which could undo the progress made in promoting gender parity (Enciso-Alfaro et al., 2024).

The literature review methodologies employed in this study include systematic reviews, meta-analyses, and bibliometric analyses (Sutton et al., 2019; Azarian et al., 2023), with an emphasis on identifying gaps and future research directions. This study seeks to offer a detailed understanding of the evolution, key contributors, and emerging themes in the domain of women's employment and development from 2003 to 2024.

Research Questions:

1. How has research on women's employment and development progressed over time?

2. What have been the contributions of authors, sources, and countries in advancing this research?

3. How is the scientific output on women's employment and development distributed across academic disciplines?

4. What thematic clusters form the intellectual foundation of this field?

5. How have key concepts related to women's employment evolved?

6. What are potential future research directions in this field?

This study follows a structured methodology, applying systematic review protocols like SPAR-4-SLR (Ferreira et al., 2023) and using the TCCM framework to explore research gaps (Bubphapant &

Brandão, 2024). Through this analysis, the paper highlights trends and provides suggestions for upcoming studies on the employment and advancement of women

Methodology

To aid in the academic literature on the employment and advancement of women, a systematic review utilizing the SPar-4-Slr protocol alongside bibliometric analysis is essential. Similarly, to identify research gaps and future lines of research, the researcher has used bibliometric content analysis through the co-occurrence of keywords. In addition, for the determination of research gap and future lines of research, we used bibliometric content analysis through the co-occurrence of keywords. To conduct a literature review or analysis, as exemplified in this work, the methodology chosen must ensure meticulous planning, consistent execution, and transparency, allowing for replication. The SPar-4-SLR protocol fulfills these criteria. This guide is divided into three stages with six sub-stages (figure 1).

Bibliometric techniques have become useful instruments for quantitatively assessing the results of scientific study. These methods evaluate the productivity, quality, and structural linkages of publications using a variety of criteria (Durieux & Gevenois, 2010). Bibliometric studies are crucial for evaluating the psychological structure of academic subjects using a range of tools and methodologies. These studies look at publication data including researchers, citations, and keywords to provide information on distinct categories of investigators and their outputs (Martín-Martín et al., 2017). Sociocultural mechanisms and limited journal samples are no longer used to examine the publication features of academic communities; instead, metadata is used (Franssen & Wouters, 2017). Using visualization approaches to understand research patterns and hotspots in various domains is one of the most recent achievements (Qu et al., 2023). The studies use bibliometric indicators including keyword co-occurrence analysis to identify research trends, important authors, and relevant themes (Rubina Chakma et al., 2021; Shubh Majumdarr et al., 2023; Poornima et al., 2023; Pragati Hemrajani as al., 2023). The TCCM framework is used to assess theories, settings, characteristics, and methods in the relevant study disciplines (Rubina Chakma et al., 2021; Shubh Majumdarr et al., 2023; Poornima et al., 2023; Pragati Hemrajani et al., 2023). These combined techniques provide comprehensive insights into the evolution of study disciplines, highlight knowledge gaps, and propose future research goals (Rubina Chakma et al., 2021; Shubh Majumdarr et al., 2023; Poornima et al., 2023; Pragati Hemrajani et al., 2023).

The study is divided into three sections: (i) scientific development, which outlines the development of intellectual output and highlights the most significant researchers and publications; (ii) intellectual structure, which describes the frequency of important topics, research gaps, and associations between authors, countries, and keywords; and (iii) the review of the literature, which focuses on the most recent and relevant articles in each category and offers suggestions for future research directions.

Results

Figure 1 shows the study's methodology, which complies with the SPar-4-Slr guidelines and bibliometric mapping suggestions. Its structure comprises three phases: (i) assembly, (ii) arrangement, and (iii) assessing, and six sub-phases: (i) recognition, ii) acquisition, iii) organization, iv) extraction, v) assessment, and vi) reporting.

Assembling: Identification and acquisition

The research aims to analyze the cognitive structure of the academic field of women's employment and development. To achieve this, the study addresses the following research questions:

1. How has research on women's employment and development progressed over time?

2.What have been the contributions of authors, sources, and countries to the advancement of research on women's employment and development?

3.How is the scientific output on women's employment and development distributed across various academic disciplines?

4.What thematic clusters form the intellectual foundation of the field of women's employment and development?

5.How have key concepts related to women's employment and development emerged and evolved over time?

6.What are the potential future research directions in the field of women's employment and development?

Bibliometric methods employ quantitative techniques to analyze academic publishing trends and assess research performance (Ninkov et al., 2021; van Raan & J. Anthonyef., 1993). For this research we decided to include publications on women employment and development in subject area of business, management & accounting and social science from the database of Scopus. It provides high-quality content review, which makes it more reliable.

Assembling	**Identification**
	Identification Domain: Women employment and Development. Research Questions:
	1.How has research on women's employment and development progressed over time?
	2.What have been the contributions of authors, sources, and countries to the advancement of research on women's employment and development?
	3.How is the scientific output on women's employment and development distributed across various academic disciplines?
	4.What thematic clusters form the intellectual foundation of the field of women's employment and development?
	5.How have key concepts related to women's employment and development emerged and evolved over time?
	6.What are the potential future research directions in the field of women's employment and development?
	Source Quality: Scopus.
	Acquisition
	Search mechanism and material acquisition: Metadata export from Scopus
	Search period: 2003-2024
	Search keyword: "employment" and "Development" and "female" or "women"
	Total number of articles returned from the search: 13226
Arranging	**Organization**
	Organization codes: Scientific output, scientific performance, cognitive structure, research gaps, and future research directions
	Organizing framework: 5W-2H
	Purification
	Total document searched (n=13226) Article types excluded:
	Period of study limited to 2003 to 2024 (n = 2518)
	Subject area: Social sciences & Business, Management and Accounting (n = 6568)
	Studies that do not belong to the "article" document type (n= 1005)
	Studies that do not belong to the "Journal" source type (n=40)
	Studies not in "English" language (n=201)
	Records with inconsistencies (n=5)
	Articles type included: 2889 (only articles)
Assessing	**Evaluation**
	Analysis method: Bibliometric and content
	Agenda proposal method: Bibliometric method of co-occurrence of keywords
	Reporting
	Reporting conventions: Figures, tables, network graphic and words
	Limitations: Use only one type of document database (Scopus)

Arranging: Organization and purification

Data were extracted from Scopus databases in August 2024, using the search string mention below figure-2.

```
(TITLE-ABS-KEY("Employment") AND TITLE-ABS-KEY("Development") AND TITLE-ABS-KEY("female") OR TITLE-ABS-KEY("women")) AND PUBYEAR >
2002 AND PUBYEAR < 2025 AND (LIMIT-TO(SUBJAREA, "SOCI") OR LIMIT-TO(SUBJAREA, "BUSI")) AND (LIMIT-TO(DOCTYPE, "ar")) AND (LIMIT-
TO(SRCTYPE, "j")) AND (LIMIT-TO(LANGUAGE, "English"))
```

Figure-2 search string

The key work searched "employment' AND "Development" AND "Female" OR "women", a total of 10708 documents appears in the result form the period of 2003 to 2024. Additionally, criteria are subject area only considered business, management & accounting and social science, document type-only articles and language English are included in this research the total articles qualify in the research are 2889. Data processing then involved a final review, removing records missing author names, titles, and delicacy resulting in 5 inconsistencies in the data. Consequently, 2889 articles form the final database for the production graphs of the best authors over time, the most relevant sources, the frequency of scientific production by country, the author's keyword analysis, and the literature review.

Table 1 presents the general summary of the data used in the study. Researcher used tow software packages to perform the analysis. R software and VOS-viewer both are open-access software which is widely used and praised for its abilities to compute, create and visualize bibliometric networks in a variety of scientific areas.

Figure 1. the protocol sPaR-4-sLR.

Table 1. general information based on the two bases merger.

Ítems	Quantity
General Information	
Documents	2889
sources (Journals)	1204
Annual Growth Rate of publication	7.55%
average citations per documents	20.93
author's Keywords Author's information	7016
authors	7571
author of single-authored documents	726
Co-authors per documents	2.85
international co-authorships (%)	19.94%

This section of the analysis is structured into three parts: (i) scientific development, which explores the progression of research output, key contributors, leading journals, and the most productive

countries; (ii) cognitive or intellectual structure, assessed through the co-occurrence network of author keywords; and (iii) literature review, offering a concise analysis of the collected data, identifying gaps in the literature noted by various researchers, and proposing potential future research directions.

Scientific production

Figure 3 illustrates the evolution of scientific output related to women's employment and development over a 20-year period, based on data from Scopus, encompassing 2,889 publications and 60,453 citations. The data is categorized into three distinct phases based on fluctuations in publication numbers relative to a linear trend:

Period 1: 2003-2012 (Initial Growth Period): During this phase, the number of publications steadily increased from 39 in 2003 to 103 in 2012. The publication numbers during this period closely follow the linear trend, indicating a consistent rise in research interest in women's employment and development. The first stage comprises 806 publications constituting papers based on women education, development, and employment (Kantor. P, mccartney. K, august. Ra). likewise, many researchers began to explore the antecedents of women employment and development which explains this phenomenon (Chen Dr. rehim. A, tait.n, kantor. P) also, studies during this phase aspects related to carrier development, policy, child care, gender and poverty with women were studied (han w-j, Kantor.P, arig. G.m, bauermeister ja). in-depth explorations of previous top

Period 2: 2013-2019 (Moderate Growth with Fluctuations): This period experienced a moderate rise in publications, from 121 in 2013 to 135 in 2018. Although the numbers largely not align with the linear trend, the increase becomes more noticeable, particularly from 2016 onward. A total of 766 papers were published during this time, representing 26.51% of the total. This figure reflects the growing interest of researchers in this domain of study. During this period, publications continue to address issues of understanding women employment and development through in-depth explorations of topics like health, gender inequality, women empowerment (songi, alameddinem, andrejic. N, Brentnall. J, Brozik. D). Rest of the major area are interest of previous phase namely education (marktkanen p), development (akyelken, kanplj, the country-of-origin effect (chryssochoidis et al., 2007; Parts, 2007). Furthermore, in this stage appeared new research involving the topics concerning the globalization context (alden et al., 2006; Strizhakova et al., 2008;

Period 3: 2020-2024 (Significant Growth): This phase shows both the most substantial growth and a marked decline. Publications peaked at 255 in 2023, significantly exceeding the linear trend, reflecting an intense focus on the topic during these years. 1317 research articles were published during this phase constituting 45.58% of the total.
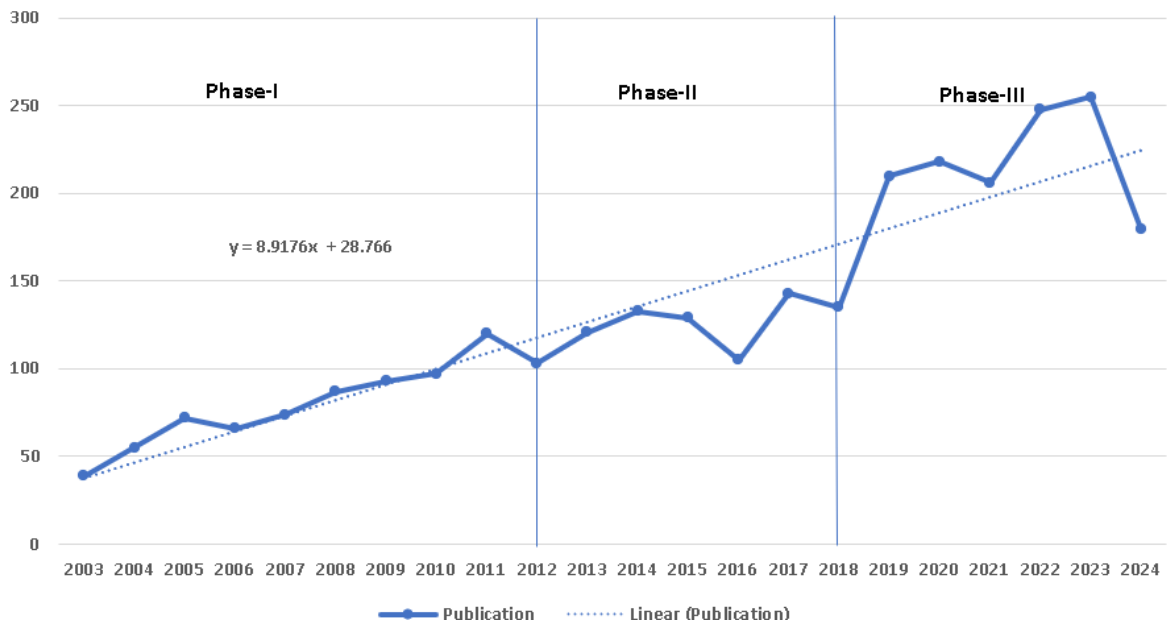
Figure 3. scientific production of women employment and development.

Featured authors

Since 2003, It is the influential writers who do a great deal of work and help a subject of study develop and flourish. The top 20 are shown, according to time of production, number of articles and total citations (Figure 4). With publications dating back to 2003, these authors have made an impressive contribution to articles and citations.
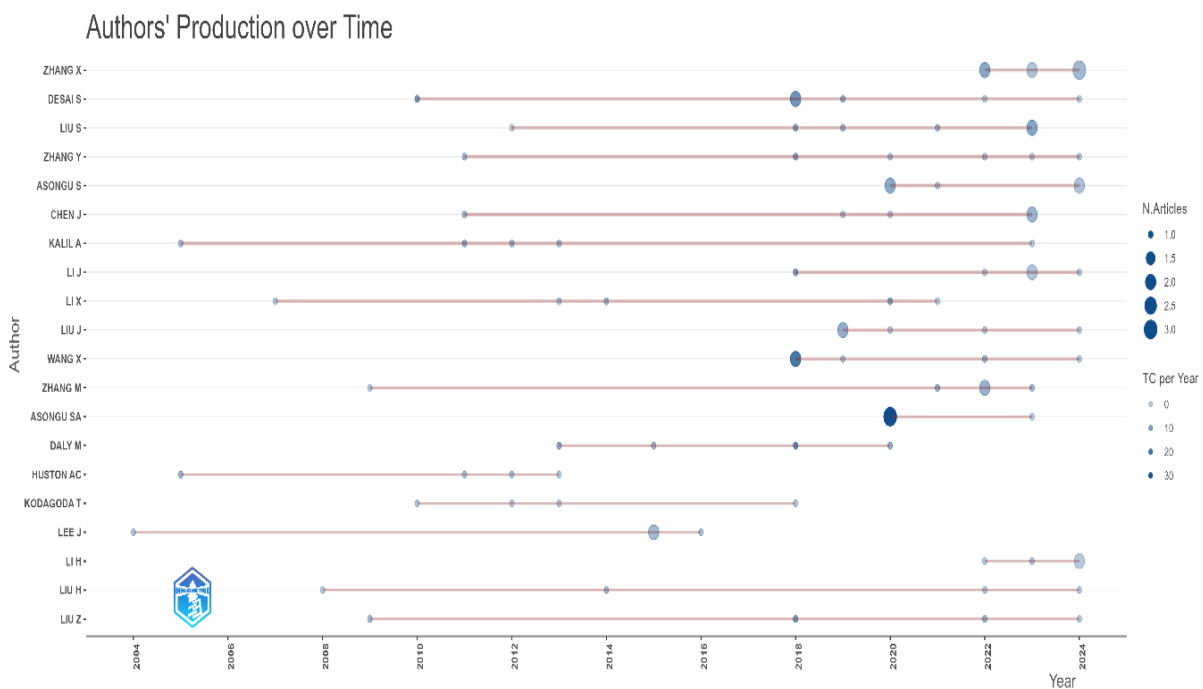

Figure 4. number of articles and the main authors' annual total Citations.

Multiple studies by Kalil (2011, 2005) and Huston (2012, 2005) focus on how maternal employment and working conditions affect children's well-being, behavior, and academic progress. These studies also delve into issues like child BMI, structured out-of-school time, and poverty reduction. Studies by Zhang (2009), Daly (2018, 2015), Asongu (2023, 2020), and Lee (2015) explore gender inequality in labour markets, examining issues such as wage gaps, discrimination, and female employment in different cultural contexts (South Korea, Cameroon, Sub-Saharan Africa). Asongu (2020) also addresses policies promoting female inclusion in the workforce. Choi (2024) examines the influence of parental socioeconomic status on adolescent development, while Daly (2015, 2013) addresses how unemployment affects psychological distress in adulthood and childhood. Several studies (Li X 2007, Li H 2024, Liu H 2024) investigate the impact of migration, particularly rural-to-urban migration in China, on labour choices, wages, public safety perceptions, and environmental regulations. Research by Kodagoda (2018, 2010) and Kalil (2013) focuses on how long work hours and workplace culture affect family life, with a particular focus on women managers and professionals in Sri Lanka. Huston (2011, 2005) and Choi (2020) provide insights into the effectiveness of work-based anti-poverty programs and policy experiments (TIP policy in South Korea), examining their long-term impacts on families and youth. Chen (2011) and Li X (2007) highlight the health disparities and challenges faced by vulnerable populations, such as rural labourers in ecologically sensitive areas in China. Studies by Asongu (2020) and Choi (2014) discuss how globalization and diversity management influence labour force outcomes, focusing on gender inclusion and organizational fairness.

The number of papers & average citation: Daly M stands out with the highest average citation count of 70.75 across 4 papers. This indicates strong recognition and impact in their field. Desai S and Kalil A also show high average citations with 51.33 (6 papers) and 53.4 (5 papers), respectively. Asongu SA has published 9 papers with an average citation of 22.77, making them the most prolific author but with moderate citation impact compared to Daly and Desai. Zhang X has published the highest number of papers (7 papers) but has a low average citation of 4.857, indicating high productivity but limited citation impact. Huston AC and Wang X have moderately high citations, with averages of 34.3 (4 papers) and 33.6 (5 papers), respectively. Choi S and Zhang Y also demonstrate solid citation averages of 27.75 (4 papers) and 27 (6 papers), indicating consistent recognition. Li H has a notably low citation count, averaging just 0.75 across 4 papers, suggesting limited visibility or relevance. Kodagoda T and Zhang X have relatively low average citations of 5.25 (4 papers) and 4.857 (7 papers), despite multiple publications.

Most relevant sources

Analysis of academic literature provides valuable insights into knowledge dissemination and research trends across various fields. Such analyses can be applied to specific journals, as demonstrated by the examination of the American Behavioral Scientist, which identified active research areas, main contributors, and emerging tendencies over decades (Pascual-Nebreda et al., 2019). Figure 5 shows the 20 primary sources that have disseminated 499 documents
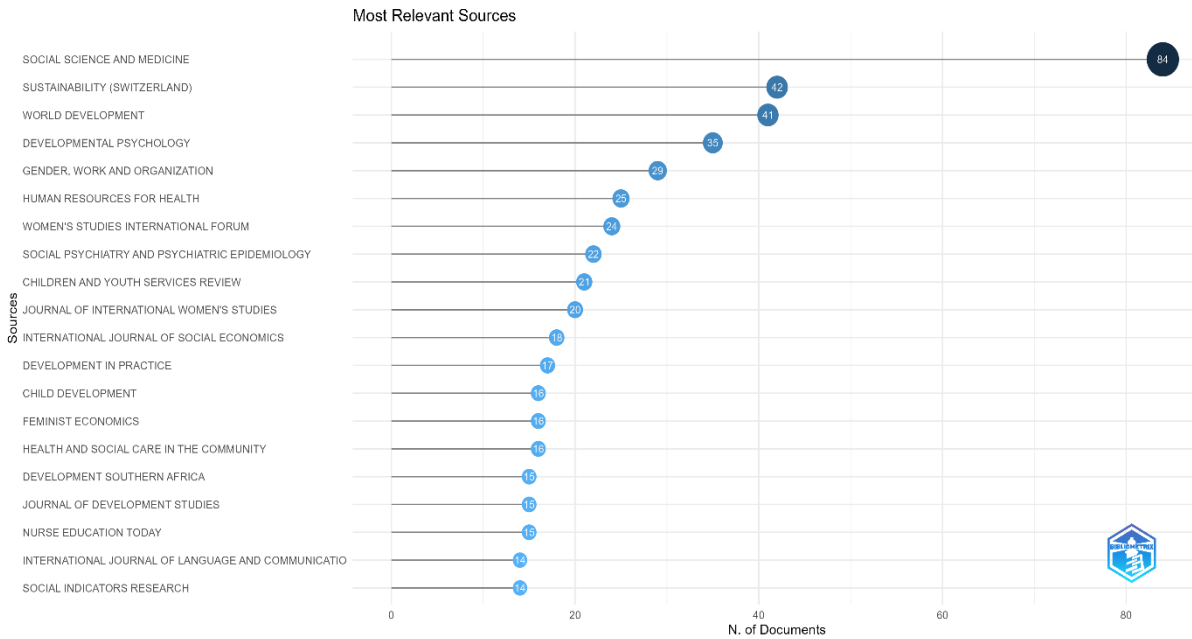
Figure 5. Journals with the highest number of documents in the field of study.

In a general context, of the 20 most productive journals, the figure shows Social Science and Medicine leading with 84 articles, followed by Sustainability (Switzerland) with 42 and World Development with 41, reflecting their broad influence in social, sustainability, and global development research. Developmental Psychology contributed 35 articles, and Gender, Work, and Organization provided 29, focusing on psychological development and workplace gender dynamics. Other notable sources include Human Resources for Health (25), Women's Studies International Forum (24), and Social Psychiatry and Psychiatric Epidemiology (22). Publications like International Journal of Social Economics (18) and Child Development, Feminist Economics, and Health and Social Care in the Community (16 each) also contributed significantly to research across various fields.

Country scientific production

Three variables that control the research relationship are shown to have an association rule in the analysis., with a maximum of 10 variables per category, this assessment presents the intersection of author, country and keyword (Figure 6).
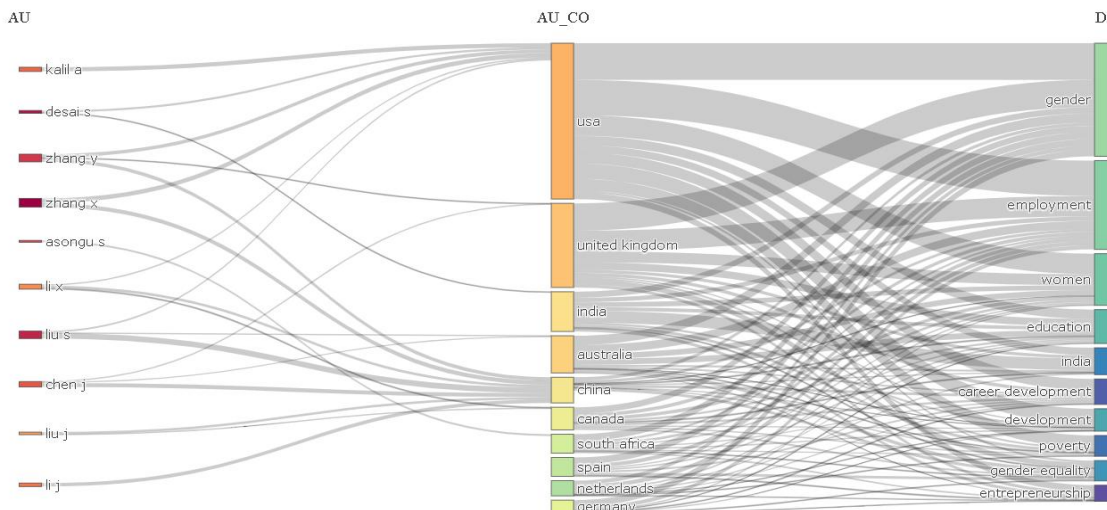
The USA is the largest contributor with a total of 660 papers, demonstrating its significant role in research across all keywords. Its primary focus is on gender 152, employment 152, and career development 47 publications respectively authors (Kalil A, Zhang Y, Zhang X, Li x, Desai. S, Liu s and Asongu S are the major contributor. The UK ranks second with 359 papers, showing strong contributions in gender, employment, and gender equality, with notable research also on women and education. India ranks third with 184 papers and contributes extensively to research on India as a keyword, followed by a notable number of papers on women, education, poverty, and entrepreneurship. Australia contributed 159 papers, with a strong focus on education, gender equality, and employment. Its research shows balance across different areas but lags behind the USA and UK. China contributed 58 papers, focusing largely on career development and gender equality, with minimal contributions in other areas. Canada contributed 97 papers, showing a balanced focus on gender, employment, and career development. It has a smaller output compared to the USA and UK. Spain contributed 81 papers, with significant research on gender, education, and poverty. South Africa also contributed 81 papers, with a balanced focus on gender, employment, and poverty. The Netherlands contributed 65 papers, with a stronger focus on gender, employment, and career development. Germany contributed 56 papers, showing its primary research in gender and employment, with little contribution to education or development.

Main subject areas of the scientific field

Figure 7 shows the main thematic areas according to the classification of the Scopus (2889 documents) a first sign of this distribution is that work is being done on female employment and development in different and diverse areas of science. Social Sciences contributed the largest share of research articles, accounting for 46% of the total, reflecting its broad impact across various fields. In second place, Business, Management, and Accounting made up 11%, indicating a strong focus on business and organizational studies.
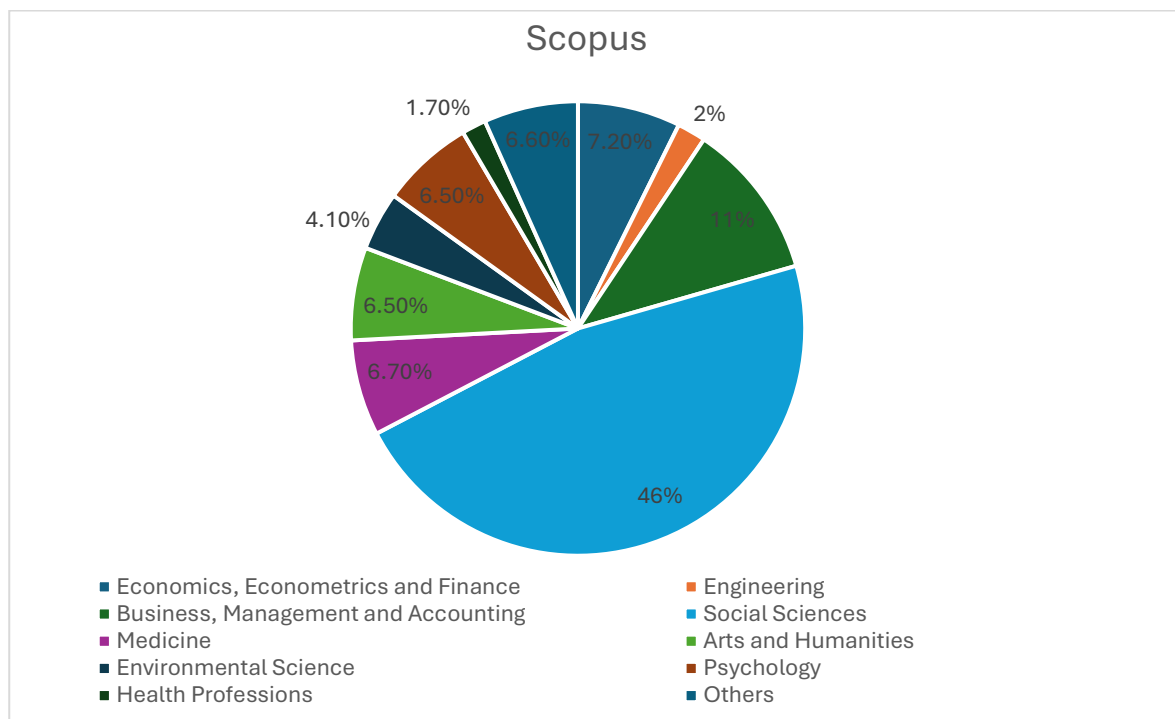

Figure 7. Main subject areas of the scientific field in scopus. Documents- 2889.

Economics, Econometrics, and Finance followed closely with 7.20%, highlighting significant research in economic systems and financial analysis. Medicine contributed 6.70%, emphasizing the importance of healthcare research. Both Arts and Humanities and Psychology each accounted for 6.50%, reflecting interest in cultural studies and human behavior. Engineering constituted approximately 2% of the research efforts, demonstrating significant technological breakthroughs; however, environmental science accounted for 4.10%, emphasizing sustainability and various environmental concerns. Although other multidisciplinary studies contributed 6.60%, health care professionals provided the least at 1.70% (suggesting an emphasis on healthcare practice and education). This disparity raises questions about priorities in research funding, because the focus appears to lean heavily towards certain fields.

Co-occurrence author keywords network

A highly effective technique for illustrating the evolution and organization of study areas is author co-occurrence network analysis. This method involves constructing networks with nodes that denote authors or keywords and links among them that indicate co-occurrence in various journals (Duvvuru et al., 2012; Su & Lee, 2010). These networks can highlight significant intellectual turning points, unveil new research domains and illustrate trends in keyword arrangement (Chen, 2004; Duvvuru et al., 2012). However, discovering patterns and identifying gaps in the literature become more manageable due to the method's capacity to visualize extensive volumes of data in a single image (Godwin, 2016). The authors of this study utilized VOSviewer software to generate a bibliometric map based on keywords. As indicated in Figure 8, the research revealed a co-occurrence network. Notably, 695 of the 11,149 terms found in the database co-occurred at least ten times. Five clusters were formed from these, containing a total connection strength of 424,858.
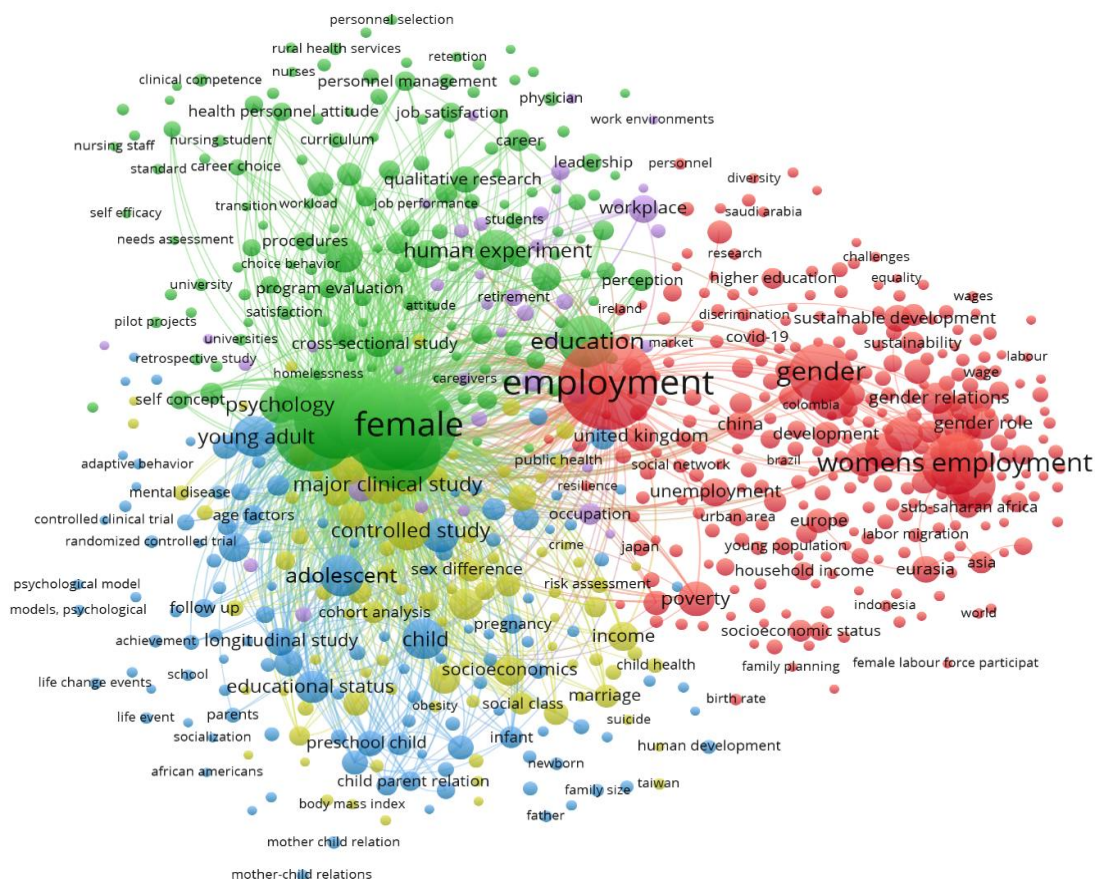
Cluster 1, marked in red, consists of 286 nodes and has a network strength of 89,068. This cluster focuses on gender issues and socioeconomic development, addressing topics like women's empowerment, labor markets, poverty reduction, and gender inequality. Key studies include research on gender inequality by authors Ahmed Lahsen A. (2024), Wignaraja G. (2024), and Nyussupova G. (2023), as well as studies on labor market dynamics by Yin Z.H. (2023) and Verme P. (2021). Additionally, Raniga T. (2021) and Sijbesma C. (2009) have explored poverty alleviation, while Asaleye A.J. (2023) and Ahmed A.U. (2022) have focused on women's empowerment. This cluster provides extensive research on the challenges of development and gender disparities in society.

Cluster 2, shown in green, focuses on healthcare and career growth. It includes 152 parts and has a network strength of 170,177. The main topics in this cluster are workforce training, nursing education, and healthcare policies in the health services field. Aggar C. (2018) and Waddell J. (2015) study nursing education, while Zhang C. (2024) and Hoyos-Hernández P.A. (2023) focus on healthcare policies. Fereydooni A. (2024) looks at professional development, and Hoff K.A. (2024) and Beisly A.H. (2021) concentrate on workforce changes and keeping employees.

Cluster 3, shown in blue, deals with mental and educational concerns. This group, with 121 parts and 77,817 connections, covers topics like child behavior, mental growth, and school achievement, mainly in children and teens. Nguyen L. (2024) looks at child growth, while Daly M. (2013) and Lopes C.S. (2010) focus on mental stress. There's also a lot of work on career growth and college education, including studies by Yan D. (2024) and Hailu M.F. (2024).

Cluster 4, marked in yellow and containing 93 nodes and 68,921 co-occurrences, centers on public health and health inequalities. It includes research on mental well-being by Kang D. (2022) and Huynh T.B. (2022), as well as studies on health disparities by Murray E.T. (2019) and Zhang Y. (2022). This cluster examines topics such as public well-being, mental health, and working conditions.

Finally, Cluster 5, which has a co-occurrence strength of 18,875 and includes 43 nodes, is purple and focuses on workplace and occupational health. It includes studies on workplace segregation by Burchell B. (2021) and job stress by Probst T.M. (2017), and it looks at issues such as occupational hazards, job stress, and employee well-being. All things considered, these clusters show a wide range of study, with a preponderance of attention paid to healthcare, occupational well-being, and socioeconomic concerns.

Keyword prevalence

Key factors that have influenced the growth of the chosen subject of study are highlighted in this analysis (Figure 9). With a focus on phrases which appear in a minimum ten research, nodes indicate the year having the greatest number of instances of each topic. With several facets of these subjects being investigated, the data shows notable scientific advancements in the research of women's job prospects and growth. The following section addresses research question 6 (RQ6): What are the future research directions related to women's employment and development?

Literature review of author keywords clusters

This section identifies the research gaps highlighted by the authors of the most recent scientific papers that are closely aligned with the most frequently occurring keywords in each identified cluster. The review focuses on the most representative papers from each cluster (1 to 5 publications), drawing on a total of 52 papers for this analysis. As the articles are arranged and categorized, this method allows

for a thorough analysis of the actual material in each theme area (Donthu et al., 2021). It is predicated on the idea that related concepts are indicated by frequently recurring keywords in documents (Zupic & Čater, 2015). Essentially, this type of analysis provides conceptual clarity about the constructs and the networks that connect them within the field of study (Mukherjee et al., 2022).
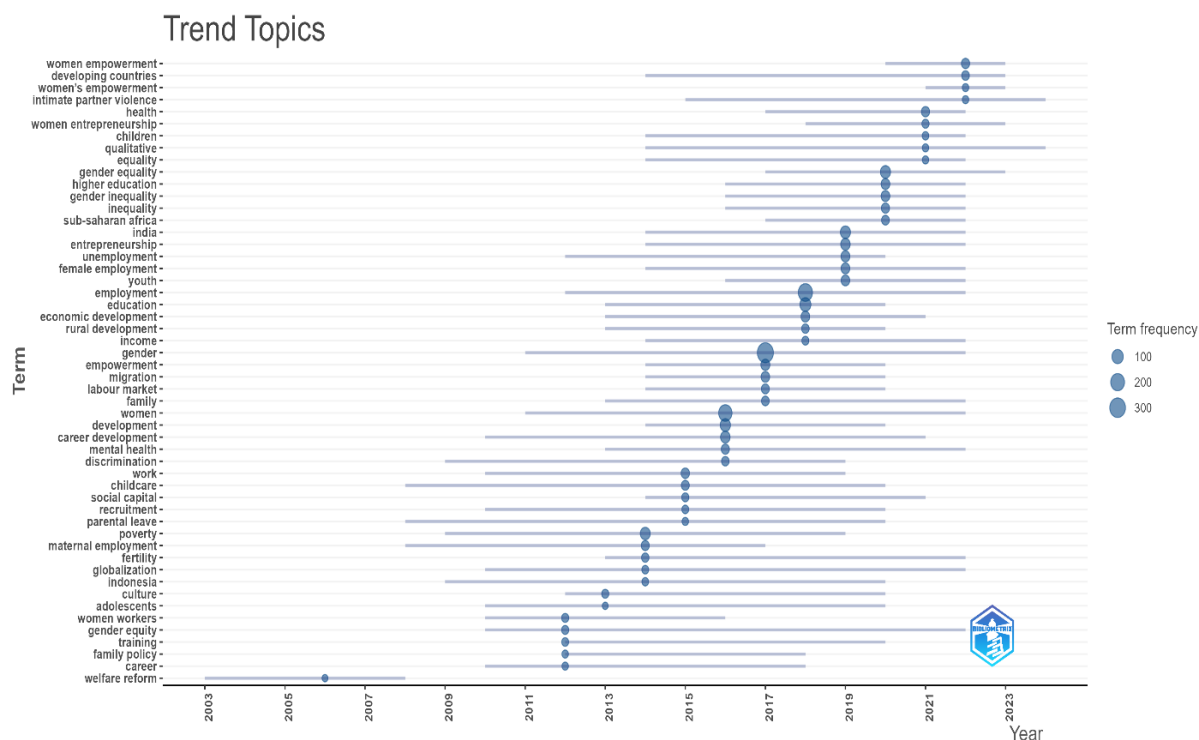
Using these 52 papers as a foundation for content analysis, we suggest future research directions related to the women employment and developement through the application of the TCCM framework (Jebarajakirthy et al., 2021; Paul & Rosado-Serrano, 2019).

Based on the temporal analysis of keyword frequency data, several key directions for future research emerge. The increasing focus on gender equality and inequality, particularly from 2020 to 2023, suggests that future studies could explore these issues in various social and economic contexts, especially in light of the post-pandemic world. Women's employment, empowerment, and entrepreneurship are also gaining prominence, reflecting a shift toward understanding economic development through gender inclusion. Further exploration of policies, economic conditions, and education systems in developing countries could illuminate their impact on career advancement for women and family dynamics.

Health, particularly mental health, and its intersection with employment is another critical area for future research. The growing use of terms like "health" and "maternal employment" highlights the importance of understanding how mental health impacts working women, especially those who also have caregiving responsibilities. Similarly, the ongoing significance of education and career growth, as shown by ideas like "education" and "higher education," suggests that future research should focus on how education can boost career opportunities and reduce inequality, particularly in areas traditionally dominated by men.

More studies are needed on economic and rural development, particularly policies aimed at helping women and reducing regional inequalities. Future research could explore how these policies impact job opportunities and business ownership in rural or less developed areas. Additionally, studies should

consider how factors like gender, race, and social class together influence employment and social advancement, as shown by terms like "migration," "inequality," "income," and "poverty," which highlight the concept of intersectionality.

Finally, societal issues such as intimate partner assault and social wealth have received increased attention, implying that future study should look at how social networks and legal frameworks might better handle assault against women. Making use of these results in empowerment programs may help to foster social justice and safer surroundings. All things considered, these patterns show how gender, employment, and social advancement research goals are changing and provide insightful information on where to go in the future.

Discussion

Based on the search criteria, this study incorporated data from the Scopus database, though discrepancies such as format inconsistencies, missing information, and duplicates in the articles required extensive cleaning. To ensure the accuracy and reliability of the findings related to women's employment and development, rigorous data-cleaning techniques, used by various authors, were adopted.

This paper utilizes bibliometric techniques to examine research on women's employment and development, revealing trends, intellectual structures, and key research areas over the past 30 years. The study highlights the contributions of 162 countries, with notable productivity from the United States, United Kingdom, Germany, Australia, Canada, and India. Together, these countries produced 1,849 publications, with the U.S. leading due to its significant focus on women's employment research. A total of 7,571 authors participated in these studies, with prominent figures such as Kalil a, Desai s, Asongu s, Chen j, Li j, Li x, and Zhang x contributing key insights. The majority of research falls within the social sciences domain, with journals such as Social Science and Medicine, Sustainability, World Development, Developmental Psychology, and Gender, Work and Organization frequently publishing articles on women's employment and development. These journals stand out for their multidisciplinary approach, addressing topics like public health, gender equality, mental health, and socio-economic development. Their publications have shaped discussions on how gender and health intersect with employment, mental well-being, and global development policies.

The co-occurrence of keywords provided insights into five key research clusters: socioeconomic development and gender issues (red cluster), healthcare and professional development (green cluster), psychological and educational studies (blue cluster), health disparities and public health (yellow cluster), and workplace and occupational health (purple cluster). Keyword frequency analysis further revealed that research on these topics has grown significantly, particularly in gender studies, career development, and women's empowerment, with terms such as "gender equity," "women workers," and "female employment" appearing frequently in recent studies.

The review of author keywords enabled an analysis of research gaps and potential directions for future study. The information emphasizes the necessity of international interdisciplinary approaches that investigate the ways in which social, political, and economic variables influence women's career advancement and employment opportunities. More research is needed in underrepresented areas, such as Southeast Asia and Sub-Saharan Africa. Future research can also concentrate on how policy

interventions—like workplace health programs and family policies—affect women's engagement in the labor market over the long run.

In summary, our bibliometric study of 2,889 Scopus-indexed publications shows that research productivity has been steadily rising throughout the three decades prior to this one, with a particularly strong growth in the past five years (2018–2024). A solid intellectual foundation on women's employment and development has been established thanks to the cooperation of 7,571 authors from 1,204 journals and 162 countries. The conceptual framework of this developing field was mapped with the aid of a study of 7,016 keywords.

Limitations of the study and future research

Although this study provides insightful information about women's employment and advancement, it should be highlighted that it has a number of drawbacks. First, although the study uses data from the Scopus database, it may not include pertinent publications from other sources, which could lead to gaps in the analysis. Furthermore, the use of keyword co-occurrence to detect research gaps may miss subtle or developing themes that are undervalued in previously published studies but have gained traction in practice, even with the application of the SPar-4-SLR methodology and rigorous bibliometric approaches.

The intrinsic bias of bibliometric techniques, which give preference to highly cited publications, is another drawback. This may undervalue more recent or transdisciplinary fields of study while biasing the analysis toward established themes. Furthermore, bibliometric visualization tools offer a general overview of research trends, but they might not go deep enough to completely reflect the intricate relationships that exist between gender, employment, and growth in particular sociocultural situations.

Lastly, qualitative investigation, which could provide greater understanding regarding the daily life of women in working life, particularly in underrepresented locations, is not included in the study, which primarily focuses on quantitative data. Due to this constraint, mixed-method techniques should be used in future study to offer a more comprehensive understanding of the topic.

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