

A BIBLIOMETRIC ANALYSIS OF WOMEN'S EMPLOYMENT

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ABSTRACT

A BIBLIOMETRIC ANALYSIS OF WOMEN'S EMPLOYMENT

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This thesis aims to analyze how contributions have been made to the literature on women's employment with a quantitative bibliometric approach. Main articles, authors, institutes, countries, journals, and most cited authors' genders of women's employment literature were determined, and how they differed in the context of developed and developing countries was discussed. As far as we know, this kind of quantitative literature review on women's employment has not been done before, and the literature differences between developed and developing countries have not been examined in this way. While the number of publications written for developed and developing countries is constantly increasing, the publications of developed countries are always more than those of developing countries. While the journals in which articles including developed countries are published are mostly sociology journals, the journals of the articles including developing countries are journals with the theme of economy and development. As a country, the USA is the country where the most publications are produced for both, while developing countries such as South Africa, in particular, stand out in the developing countries list. In terms of institutes, while there are institutes of developing countries in developing countries institute list, universal institutions such as the World Bank also publish very effectively. 75% of the most cited authors are women in developed countries, while this rate is 50% in developing countries.

Keywords: women, employment, bibliometric analysis, developed countries, developing countries

ÖZ

KADIN İSTİHDAMININ BİBLİYOMETRİK ANALİZİ

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Bu tezin amacı kadın istihdamı hakkında literatüre bu zamana kadar nasıl katkılar yapıldığını kantitatif bibliyometrik yaklaşım ile analiz edebilmektir. Kadın istihdamı literatürünün başlıca makaleleri, yazarları, enstitüleri, ülkeleri, dergileri, en çok alıntı yapılmış yazarların cinsiyetleri belirlenmiş, gelişmiş ve gelişmekte olan ülkeler bağlamında nasıl farklılaştıkları ele alınmıştır. Bildiğimiz kadarıyla daha önce kadın istihdamında bu tarz bir kantitatif literatür taraması yapılmamış ve gelişmiş ve gelişmekte olan ülkelerin literatür farklılıklarına bu şekilde bakılmamıştır. Gelişmiş ve gelişmekte olan ülkeler için yazılan yayınların sayısı sürekli artarken gelişmiş ülkelerin yayınları gelişmekte olan ülkelerin yayınlarından her zaman daha fazladır. Gelişmiş ülkeler için yayınlanan makalelerin yayınlandıkları dergiler çoğunlukla sosyoloji dergileri iken, gelişmekte olan ülkelerin dergileri ise ekonomi ve kalkınma temalı dergilerdir. Ülke olarak USA iki taraf için de en çok yayının üretildiği ülke olurken, gelişmekte olan ülkelerde özellikle Güney Afrika gibi gelişmekte olan ülkeler de oldukça dikkat çekmektedir. Enstitü anlamında da gelişmekte olan ülkelerde gelişmekte olan ülkelerin enstitüleri de varken, Dünya Bankası gibi evrensel kurumlar da oldukça etkin yayın çıkarmaktadırlar. Gelişmiş ülkelerde en çok atıfta bulunulan yazarların %75'i kadinken, gelişmekte olan ülkeler için bu oran %50'dir.

Anahtar kelimeler: kadın, istihdam, bibliyometrik analiz, gelişmiş ülkeler, gelişmekte olan ülkeler

To My Family

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CHAPTER 1

INTRODUCTION

The Industrial Revolution in the 19th century caused a sharp change in women's relations with work. Before industrialization, women's main areas were unpaid agricultural workers in agriculture, unpaid workers in family work, or domestic production. With the Industrial Revolution, factories changed the structure of cities and caused migration to the city. Women began to receive a salary for their labor, and a working environment was created outside the home. During the war, women's employment consistently increased because there were not enough workers in the market. After all, men were in the army. Even though some women returned home after the wars ended, with the return of men, women's employment was not like in the periods before the war (Hobsbawm, 1987; Joiner & Welner, 2011). After the 1950s, the service sector started to become more and more widespread. After the 1970s, the spread of a flexible production system contributed positively to women's employment (Blau & Ehrenberg, 2000; Eraydin, 1999).

Even though there have been some improvements in women's participation in employment over time, there are many problems that they continue to experience in the market. Women are still the ones paired with domestic work in many societies. While it is the responsibility of women to take care of children and the elderly at home and to do housework, the work of providing a livelihood in the house is considered to be the responsibility of men. Therefore, women in employment are caught between work and housework. While women's free time is still insufficient to catch up with men's, the time allocated to housework is the most for women (Sayer, 2005). Women who become mothers are the group that is considered less competent and job-related and is not preferred in the recruitment process and promotion. Because they are mothers, they are punished in different ways in employment. The

inequality experienced by women in wages is another critical problem in employment. There is a wage difference between male and female employees with equal education and experience, which could be explained by discrimination (Blau & Kahn, 2000; Goldin, 2014). In other words, they experience difficulties in many places, from recruitment to promotion at work and the wage process.

In this study, an answer is sought to the question of the differences in the literature on women's employment between developed and developing countries. We tried to look at the questions of whether there are significant differences or what the commonality is from a more general perspective. This literature, which is separated according to the development levels of the countries, has been analyzed with a quantitative literature review method called bibliometric analysis. Using the bibliometric analysis method, thousands of articles could be scanned over a long period, and analyses could be made under author, journal, country, language, and institute titles. In these titles, developed and developing countries were compared, and where they differed was examined through the citations of the articles, their relevance, and interactions with each other.

For the bibliometric analysis, keywords to cover women's employment were determined, and articles were extracted from the web of science database. The articles were gathered separately for developed and developing countries, and a comparative analysis was made. As far as we know, there is no quantitative literature survey on women's employment. Also, there is no study that compares the differences in literature in developing and developed countries.

Since the 1960s, the number of publications for developed and developing countries has been increasing. Publications for developed countries have always been higher than for developing countries. While sociology journals are dominant in developed countries, gender studies journals are prevalent in developing countries. In addition, it is seen that development-themed journals in developing countries are prominently

included in the list. When the journals are examined as clusters, it is seen that the gender-themed cluster is common for both. In developing countries, the economy-themed cluster draws attention. According to the number of publications, USA institutes occupy half of the list in developed countries. While the World Bank comes first in developing countries, the institutes of developing constitute the continuation of the list. In particular, South African institutes occupy 25% of the list, followed by Ghana, Malaysia, and Mexico institutes. When we look at this list as a country, the USA is the dominant and common country in the developed and developing country lists. Considering the citations of the authors for the developed and developing countries, it is seen that the citations of the authors of the developed countries are much higher. In addition, while more than half of the authors in developed countries are women, this rate is half in developing countries. In the most cited articles, the percentage of female authors is higher for developed and developing countries. Sociology journals are dominant in the most cited articles for developed countries (60%), while economics journals are dominant in developing countries (55%).

The thesis has five chapters. In the following chapter, a historical evaluation of women's employment has been discussed, and the importance of women's employment and the problems encountered are mentioned. In the third chapter, we explain the details of the bibliometric study, and the methodology and findings are explained in the fourth chapter. The last chapter concludes the thesis.

CHAPTER 2

WOMEN'S EMPLOYMENT

During the Great Depression of 1929, which greatly affected the world economy, women's employment decreased in the industrial sector. The service and manufacturing sectors had the highest number of female workers. However, women were the first to give up on the decreasing job opportunities due to the tremendous economic crisis. It was even supported by political sanctions. The government also supported a campaign to ban married women from working in the United States. In England, only single women were employed. In the service sector, where the effects of the Great Depression were less felt, occupations such as office work and teaching paid better wages. These occupations were generally dominated by young and single women (McElvaine, 2004). The increase in the presence of women in paid jobs has also affected their status in education over time. The number of women with high school education has gradually increased, representing 33 percent of university students (Bingham, 2011; McElvaine, 2004).

While countries were preparing for World War II, women's employment declined for a short time as they shifted most of their resources to war production. However, later, due to the scarcity of this resource shift, employment increased much faster in other sectors. The reason for this increase is the decrease in family income due to men going to war and the lack of sufficient workers in the market. With the development of technology, the fact that household appliances facilitate women's work at home has also facilitated their participation in employment. The increase in female employment in many sectors draws attention. Again, while most women worked in production, especially in textile factories, some did professions such as nursing and teaching in the service sector. Even though there was a decline in female

employment after the war, employment remained high in many sectors compared to 1940. The trade and service sector has also had the highest share of female employment (Joiner & Welner, 2011).

Towards the end of the 20th century, female employment increased. The rate was much higher in the USA than in the United Kingdom and France. When comparing married women and single women, the highest increase was among married women in the USA and the United Kingdom. In 1998, the employment participation of married women in the United Kingdom exceeded that of single women. In the USA, although the rate of increase of married women is high, the employment participation of single women has consistently remained higher than that of married women. In the 1990s, female employment continued to increase, but the rate of increase slowed down compared to previous periods (Costa, 2000).

In this century, women became much more involved in office work than men. This resulted from the need for professions such as accounting. The fact that these professions can be done with small training without requiring a high school or university graduate has facilitated employment here. By the end of the 20th century, clerical jobs were the jobs in which women were mainly employed.

The increase in the service sector enabled women to graduate from professions such as nursing and teaching, where men were not very common, in the 1950s. Having children while these women were participating in employment prevented them from employment, and they could only return when they reached a certain age (Blau & Ehrenberg, 2000). The return of production to flexible production after the 1970s has removed the clarity of working hours. This has created the opportunity to work part-time for women who cannot give up their responsibilities at home. Thus, they could both exist in the market and continue their work at home. Especially married women make up a large percentage of part-time workers. From 1950 to 1998, the rate of married women working part-time increased gradually (Eraydın, 1999).

In all this industrialization process, some regions do not show parallelism to the increase in women's participation in employment. In the Middle East and North African countries, women's participation in employment in non-agricultural sectors is still meager, and there has not been a significant increase. The contribution of the patriarchal social structure to this result is enormous (Gülay, 2012).

Women make up about half of the world's population. However, the participation of women in economic and social life is not equal to that of men. Throughout history, women have not benefited from economic development the same way as men and lagged behind them. Even if they are not at the same level in every country, giving birth to children, taking care of them, and doing housework are seen as the primary duties of women, and men are given a role that brings bread to the house. This is related to gender roles and society's roles regarding how men and women should behave and their responsibilities (Tilly & Scott, 1978).

According to the ILO, the labor force is the sum of working and unemployed people. The unemployed category represents the group actively looking for and ready to work. Employment is “any activity to produce goods or provide services for share or profit”. This definition covers all working-age people under two categories: paid employment or self-employment. According to the OECD, the working-age population is a population that is likely to work, which corresponds to everyone between the ages of 15 and 64. Employment shows the development levels of countries, and employment in developing countries cannot keep up with the labor force. Women's participation in employment does not only contribute to women's personal economic and social situation. It also helps to improve the economies and living standards of all societies. Because the development of women together with men means a more qualified labor force, and this leads to global economic development (Elborgh, 2013)

Women's participation in employment over time varies from region to region. This difference is related to the level of development of the countries. The active involvement of women in social and economic life and on an equal basis with men is one of the conditions for a country to be considered developed. While female employment is high in developed countries, this rate is seriously low in developing or underdeveloped countries.

The increase in the quality and duration of education and economic developments play an essential role in increasing women's participation in the labor force. We see that women also catch up with men in education and their scores are much better, surpassing men in some places. With the development of technology, women's ability to buy alternative conveniences in the market for housework and the increase in the production and use of birth control pills over time are developments that contribute to the advancements in women's employment over time (Greenwood & Seshadri & Yorukoglu, 2002; Elborgh, 2013; Bailey & Hershbein & Miller, 2012). However, women still spend much more time on housework and care work at home than men.

Although women's paid working hours have increased, they still have not caught up with men's paid working hours. Married men also have more paid working hours than married women. On the other hand, the time devoted to housework is still more for women than for men. Although men's time on housework has increased over time, it is not as much as women's. Women still have less free time than men. Marriage and children steal more from women's leisure time than men's (Sayer, 2005). While women are still heavily burdened with housework, their responsibilities have increased, and their leisure time and quality have decreased as their participation in the labor force have increased (Mattingly & Sayer, 2006). In summary, from 1965 to 1998, men and women's paid and unpaid working hours approached each other. However, while women still devote more time to unpaid work than men, they spend less on paid work. The reason for the decrease in women's time in unpaid jobs is the

advancement of technology rather than the equality of men and women. Developments such as the invention and spread of white goods that facilitate washing and cooking, packaged ready-to-eat foods, and the spread of the culture of eating out have reduced women's unpaid work in its natural course.

Even though women's labor force participation has increased over time, they continue to experience many difficulties. Women are still trying to cope with discrimination in business life. However, especially in low-income countries, women do not have social security while working unpaid housework. They continue contributing to the economy even though they have no payment or security (Elborgh, 2013).

Discrimination experienced by women can take different forms. Discrimination, which begins in recruitment, continues in wages and promotion after being hired. The rate of women being called for an interview during recruitment is lower than men. Women are much less likely to get the job among those invited for an interview. Discrimination experienced by women in recruitment continues after recruitment. Compared to their male counterparts with the same competency, women seem to be promoted much less. However, their salaries are also lower than men (Blau & Kahn, 2000). While women's labor force participation has increased significantly over time, it is seen that this rate of increase slowed down in the 1990s. The closing speed of the gender wage gap also decreased in these years and became a plateau. Women worked in professions with low salaries, such as nursing, kindergarten, primary school teachers, and librarians, previously described as "female jobs." However, this started to change in the 1970s, and women began to shift towards jobs called "male jobs." Some male-dominated professions have even become female-dominated with the widespread employment of women in these areas. This, of course, means a shift from low-paying jobs to high-paying jobs over time (Blau & Kahn, 2000). The increase in the use of computers in the sectors has shown a positive development in women's

employment and wages. Thus, the importance of physical strength decreased, giving women an advantage.

The wage difference between men and women is tried to be explained by reasons explained and residual. The explained part of this difference has gradually decreased as women have started to receive education as much as men, and their experience in the sector have increased. The residual part is the part resulting from discrimination, and since the explained part has decreased, the residual part remains proportionally large (Goldin, 2014). In the declining wage inequality, sector and occupation differences are the factors that contribute the most to the current inequality. While the increase in women's participation in education reduces wage inequality over time, the distribution by sector and occupation continues to reinforce this inequality (Blau & Kahn, 2017). The wage gap between men and women is smaller than before. However, it still exists as a problem that needs to be addressed.

When it comes to higher positions, the obstacles they experience in return for their efforts and the discriminatory attitudes they experience are examined under the concept of the glass ceiling (Lockwood, 2004). It has been shown that there is a wage gap between men and women, even when parameters such as education, experience, and seniority are removed. In many countries, the gap widens at the top of the wage distribution, indicating a glass ceiling. In other words, the wage gap between men and women among high-paid workers is much more significant, and it is more difficult for women to get promoted (Arulampalam & Booth & Bryan, 2007; Bishu & Alkadry, 2016). Obstacles in getting promotions lead to lower economic gains. This means opening the wage gap between men and women. The fact that women are in senior management is an essential factor in the distribution of wages.

CHAPTER 3

BIBLIOMETRIC ANALYSIS

In this chapter, we will summarize the quantitative literature review method that we will use for women's employment in developing and developed countries. When we start a scientific study, the most crucial step in researching a topic is to search for past studies and be able to synthesize them. The increasing number of publications over time can complicate the research. Therefore, some methods should be used to identify and examine essential studies in the field and their contributions to the literature. One of these methods is bibliometric analysis, which can provide a quality reading.

Bibliometric analysis was first defined by Pritchard in 1969, and the definition is as follows: “the application of mathematical and statistical methods to books and other means of communication” (Pritchard, 1969). This definition has been extended by Al and Tonta as the quantitative analysis of scientific publications such as articles, book reviews, proceeding papers, and book chapters using mathematical and statistical methods of the subject, author, country, journal, keywords, institution information (Al & Tonta, 2004). The existence of bibliometrics as a field started with the establishment of the Science Citation Index (SCI). Over time, advances in information and communication technologies have made it easier to access and use databases, which has increased the interest in bibliometric analysis (Jacobs, 2010). The desire to visually identify the relationship between publications is also one thing that encourages this method’s use (Zupic & Čater, 2015; Thelwall, 2008).

Bibliometric analysis is a preferred method to see the general trends in a subject, determine the changes in the literature over time, and make sense of the way concepts interact. While bibliometric analysis can determine the number of

publications in a field, citation analysis can conclude how an article affects subsequent studies (McBurney & Novak, 2002). This method can identify developments in the field by analyzing citations to studies, keywords, and relations between publications (Zupic & Čater, 2015). It is also widely preferred because it can map these developments (Boyack & Klavans & Börner, 2005).

When processing data with bibliometric analysis, the methods used are bibliographic coupling, citation, co-citation, co-authorship, and co-occurrence.

- A publication's reference to another publication may be to show respect for previous publications in the field, to convey detailed information about these publications, to evaluate the methods of obtaining results, to support their theories with previous studies, or to discuss and criticize theories in previous studies.

Citation analysis is based on the assumption that the contribution of a study to the literature is directly proportional to the number of citations it receives. In other words, the more citations a study receives, the more successful it is. Their performance is evaluated by a citation analysis of publications, authors, and journals (Üsdiken & Pasadeos, 1995). Citing a publication shows the quality and impact of that publication (Csako, 2007). Citation analysis serves purposes such as identifying the most cited sources, how long these sources have been used, and finding the most prominent authors in these sources (Al & Tonta, 2004).

- Co-citation analysis focuses on two studies cited together. The critical point in this analysis is that the more frequently two articles are cited at the same time by a third article, the more similar the two articles are. In other words, the main focus is citing two studies or authors (Zupic & Čater, 2015).
- Bibliographic coupling occurs when two different publications reference the same source. The more similar the reference lists of these two publications,

the stronger the bibliographic coupling between them (Zupic & Čater, 2015). The difference between bibliographic coupling and co-citation is which sources it looks at. Bibliographic coupling focuses on the relationship between two citing publications. Co-citation, on the other hand, examines the relationship between the two referenced publications.

Which analysis method will be chosen depends on the purpose of the study. It has been shown in some studies that bibliographic coupling gives better accuracy than co-citation analysis (Boyack & Klavans, 2010).

Garfield (1988) visualized bibliographic coupling and co-citation as follows (Figure 1). In the bibliographic coupling image, articles A and B refer to articles C, D, E, and F. In other words, articles C, D, E, and F are jointly cited in the bibliography of the two articles. This partnership also shows the bibliographic couple of articles A and B. In co-citation, on the other hand, there is the opposite situation. Articles A and B were cited by articles C, D, E, and F. In other words, articles A and B were cited together in the bibliography of articles C, D, E, and F. This makes articles A and B co-cited.

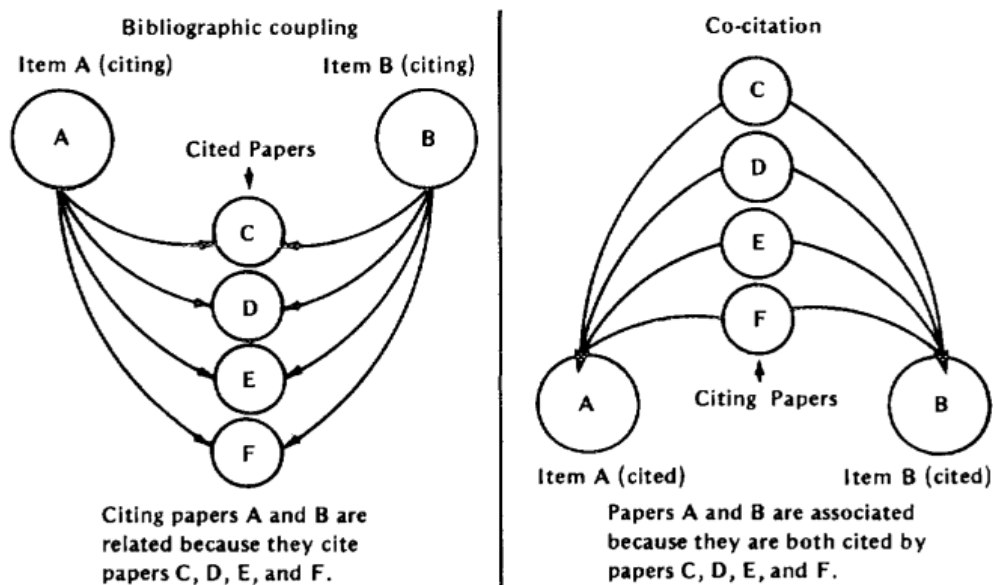


Figure 1: Bibliographic coupling and co-citation definition

- Co-authorship includes publications created by multiple authors. This shows the strength of cooperation in academia. When these authors' institutions and countries are included, it turns into an analysis where cooperation between countries and institutions can be seen.
- Co-occurrence is an analysis of the keywords of the publications. Since keywords give clues about the publications, this analysis provides an idea about the content of the publications in general. The ability to analyze frequently used keywords with this method enables inferences on which concepts are processed together (Zupic & Čater, 2015).

Hundreds or even thousands of publications can be scanned with the scientific mapping method. According to a classical literature review, specific patterns allow the extraction of patterns. It is a method with a more macro perspective.

The bibliometric analysis method can be used in the following areas:

- To convey the data necessary for decision-making to institutions such as universities and governments.
- To have a general idea about the literature on a particular subject.
- To examine the relations of journals with each other for journal editors (Niess, 2011).

The first step in the study is to collect data and determine the data platform. Web of Science was used in this study. This place is preferred because it contains many database indexes and allows data extraction that works in harmony with the VOSviewer program used for scientific mapping.

VOSviewer is a program that provides distinctive mapping even in massive data sets. It creates maps based on the frequency of using words, authors, publications, and

journals, and the relationships between them can be easily seen thanks to these maps.

CHAPTER 4

METHODOLOGY AND FINDINGS

4.1 Methodology and Data Collection

Bibliometric analysis is a quantitative method that determines the relationship between articles, journals, authors, organizations, countries, and keywords in a specific area. This method allows us to review the literature for an extended period and check the influential research in that area using tools that enable us to see this relationship visually. This mapping technique is based on various analyses such as co-citation, co-authorship, and co-word. This method is commonly used to evaluate the quality of publications concerning citations.

The methodology of this research is bibliometric analysis. Specific data has been extracted and analyzed in a tool for this analysis. Due to including various databases and facilitating extracting data, “The Web of Science” website has been used. First of all, determining the keywords was needed. Specifying the keywords is one of the most critical steps because this limits what kind of publications the research will be around. To have everything possible related to women's employment and not missing the vital sub-topic was one of the efforts in this research. Identifying the relevant keywords required lots of iterations and checking articles one by one.

Initially, keywords have been determined to cover the women's employment literature. Two separate datasets were created for developed countries and developing countries. Women and employment-related words were chosen as the standard for both groups. To cover the relevant articles about women, “female” and “gender” keywords have been added. In addition, "labor force", “unemployment”,

"labor market", "paid work", "unpaid work", "employed", "unemployed", "work", "job", "wage", "salary", "pay", "discrimination", "labor force participation", "unpaid labor", "gender gap", "income differences", "pay differences", "earning", "earnings", "earnings differences", "pay inequality", "income inequality", "earning inequality", "earnings inequality", "inequality", "childcare", "child care", "elderly care" keywords have been added for employment to not to miss any related articles about employment. Countries were added one by one for developed countries and developing countries. Developed and developing countries were determined according to the income limitations of the World Bank. High income is gathered as developed countries. Upper-middle income and lower-middle income countries were also gathered under developing countries. These keywords were searched in the titles, abstracts, and keywords of the articles. The final version of the keywords is as follows.

Table 1: Keywords for developed and developing countries

Developed countries	(women or female or gender) and (employment or "labor force" or unemployment or "labor market" or "paid work" or "unpaid work" or employed or unemployed or work or job or wage or salary or pay or discrimination or "labor force participation" or "unpaid labor" or "gender gap" or "income differences" or "pay differences" or "earning" or "earnings" or "earnings differences" or "pay inequality" or "income inequality" or "earning inequality" or "earnings inequality" or inequality or "childcare" or "child care" or "elderly care") and (Aruba or Andorra or "United Arab Emirates" or Antigua and Barbuda or Australia or Austria or Belgium or Bahrain or Bahamas or Bermuda or Barbados or "Brunei Darussalam" or Canada or Switzerland or "Channel Islands" or Chile or Curacao or "Cayman Islands" or Cyprus or "Czech Republic" or Germany or Denmark or Spain or Estonia or Finland or France or "Faeroe Islands" or "United Kingdom" or UK or Gibraltar or Greece or Greenland or Guam or "Hong Kong" or Croatia or Hungary or "Isle of Man" or Ireland or Iceland or Israel or Italy or Japan or "St. Kitts and Nevis" or "Saint Kitts and Nevis" or Korea or Kuwait or Liechtenstein or Lithuania or Luxembourg or Latvia or Macao or "Saint Martin" or Monaco or Malta or "Northern Mariana Islands" or "New Caledonia" or Netherlands or Norway or Nauru or "New Zealand" or Oman or Palau or Poland or "Puerto Rico" or Portugal
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Table 2 (continued): Keywords for developed and developing countries

	or “French Polynesia” or Qatar or “Saudi Arabia” or Singapore or “San Marino” or “Slovak Republic” or Slovenia or Sweden or “Sint Maarten” or Seychelles or Turks and “Caicos Islands” or Trinidad and Tobago or Uruguay or “United States” or USA or U.S. or “British Virgin Islands” or “Virgin Islands”)
Developing countries	(women or female or gender) and (employment or "labor force" or unemployment or "labor market" or "paid work" or "unpaid work" or employed or unemployed or work or job or wage or salary or pay or discrimination or “labor force participation” or “unpaid labor” or “gender gap” or “income differences” or “pay differences” or “earning” or “earnings” or “earnings differences” or “pay inequality” or “income inequality” or “earning inequality” or “earnings inequality” or inequality or “childcare” or “child care” or “elderly care”) and (Angola or Benin or Bangladesh or Belize or Bolivia or Bhutan or “Cote d'Ivoire” or Cameroon or Congo or Comoros or “Cabo Verde” or Djibouti or Algeria or Egypt or “Federated States of Micronesia” or Ghana or Honduras or Haiti or Indonesia or India or Iran or Kenya or “Kyrgyz Republic” or Cambodia or Kiribati or “Lao PDR” or “Sri Lanka” or Lesotho or Morocco or Myanmar or Mongolia or Mauritania or Nigeria or Nicaragua or Nepal or Pakistan or Philippines or “Papua New Guinea” or “West Bank” and Gaza or Senegal or “Solomon Islands” or “El Salvador” or “Sao Tome and Principe” or Eswatini or Tajikistan or “Timor-Leste” or Tunisia or Tanzania or Ukraine or Uzbekistan or Vietnam or Vanuatu or Samoa or Zambia or Zimbabwe or Albania or Argentina or Armenia or “American Samoa” or Azerbaijan or Bulgaria or Bosnia and Herzegovina or Belarus or Brazil or Botswana or China or Colombia or “Costa Rica” or Cuba or Dominica or “Dominican Republic” or Ecuador or Fiji or Gabon or Georgia or “Equatorial Guinea” or Grenada or Guatemala or Guyana or Iraq or Jamaica or Jordan or Kazakhstan or Lebanon or Libya or “St. Lucia” or “Saint Lucia” or Moldova or Maldives or Mexico or “Marshall Islands” or “North Macedonia” or Montenegro or Mauritius or Malaysia or Namibia or Panama or Peru or Paraguay or Romania or “Russian Federation” or Russia or Serbia or Suriname or Thailand or Turkmenistan or Tonga or Turkey or Tuvalu or “St. Vincent and the Grenadines” or “Saint Vincent and the Grenadines” or Kosovo or “South Africa”)

Another critical filter in this research is the web of science categories. Some of them have been selected, and some of them have been excluded. Categories included are Economics, Sociology, Women's Studies, Education Educational Research, Social Sciences Interdisciplinary, Management, Demography, Family Studies, Industrial Relations Labor, Social Work, Political Science, Business, Multidisciplinary Sciences, and Social Issues. However, selecting relevant categories about the research topic does not mean that the whole articles are the most related. Because an article could have more than one web of science categories, categories that include entirely irrelevant articles have been excluded. They are Health Policy Services, Psychology Clinical, Health Policy Services, and Medical Education Online.

Some research areas have also been selected for the filter: Business Economics, Sociology, Women's Studies, Social Sciences Other Topics, Education Educational Research, Demography, Family Studies, Social Work, Social Issues, Public Administration, and International Relations. All this filtering work has been done to get a cleaner dataset. At the end of all these processes, 29,442 articles were obtained for developed and 17,611 for developing countries.

Citation analysis enables the researchers to understand where the idea of that article comes from – the past and where this idea goes to – the present. That is why there are two types of analysis: backward and forward. Looking at the reference list at the end of the article you read is backward searching. It provides finding the resources that contribute to the author's study. That kind of search aims to learn the origin of the idea or theory and specify institutions, authors, or organizations in a given topic. Forward searching gives a chance to understand the new contribution to the main topic. In this search, there is a starter article, and you are looking into the articles that cited that starter article. By doing this, we can find the articles that include this specific article in their references. The purpose is to discover the newest developments in a given area and identify other new research methodologies.

The Web of Science database was used in this study. As such, the lack of all relevant articles in other databases is one of the limitations. Also, the data in this study were extracted with predetermined keywords. However, there may be articles that do not include these keywords and are still relevant to the subject. Alternatively, even if it includes these keywords, it may not be relevant. Since an extensive data set is scanned, it is impossible to detect and eliminate them one by one. This is another limitation of this study.

4.2 Findings

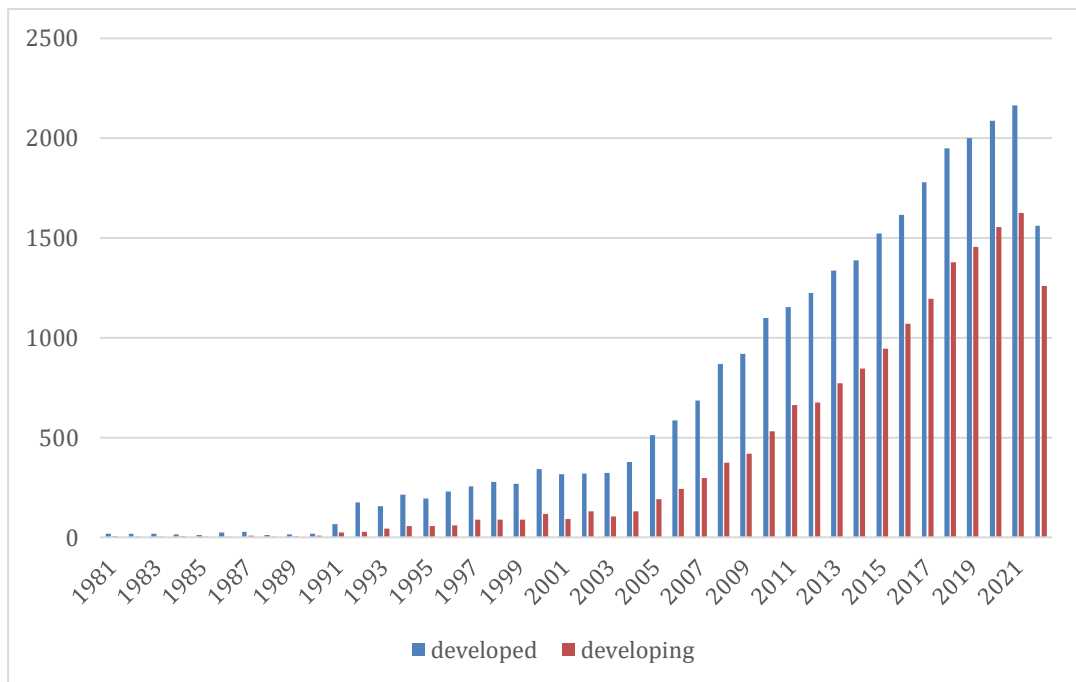


Figure 2: Number of Publications per Year for developed and developing countries

The changes over the years of the publications obtained from the WoS database with specific keywords from 1981 to the present are shown in figure 2. For developed countries, the number of publications reached 3-digit numbers at the beginning of the 90s and gradually increased over the years. In developing countries, it took the 2000s for the number of publications to reach three digits. There is also a pattern that has been increasing over the years. While the average number of publications for the last ten years is 1,706 for developed countries, it is 1,151 for developing countries. Although the publications for both sides are increasing, the publications for developed countries are always more than those for developing countries.

Table 2: Top 20 journals in women's employment for developed countries

Journal	Total Articles	Total Global Citations	TA/TGC	Impact Factor (2021)	Category
Sex Roles	444	10,841	24.42	4.154	Gender Studies
Gender Work and Organization	326	7,737	23.73	3.465	Gender Studies
Women's Studies International	278	3,495	12.57	1.497	Development & Sociology
Forum Demographic Research	244	4,969	20.36	2.046	Demography
Gender Place and Culture	237	3,035	12.81	2.032	Gender Studies
Journal Of Marriage and Family	230	9,598	41.73	3.896	Anthropology
European Sociological Review	227	5,905	26.01	2.960	Sociology and Political Science
Demography	216	10,498	48.60	3.984	Demography Economics & Sociology and Political Science
Work Employment and Society	209	5,295	25.33	5.116	Sociology and Political Science
Journal Of Family Issues	194	4,729	24.38	2.072	Social Sciences
Feminist Economics	192	3,437	17.90	1.800	Economics & Gender Studies
Gender & Society	191	6,828	35.75	3.657	Gender Studies & Sociology and Political Science
Social Science Research	191	4,524	23.69	2.322	Sociology and Political Science
Social Forces	188	8,371	44.53	3.575	Sociology and Political Science

Table 2 (continued): Top 20 journals in women's employment for developed countries

Social Indicators Research	185	2,873	15.53	2.614	Sociology and Political Science
Social Politics	179	4,056	22.66	1.808	Gender Studies
Applied Economics	176	1,712	9.73	1.835	Economics
International Journal of Manpower	163	1,807	11.09	1.75	Business and Management
Labour Economics	156	3,431	21.99	1.772	Economics
Community Work & Family	146	2,334	15.99	2.273	Sociology and Political Science & Development

Three thousand four hundred eleven various journals cover articles about women's employment in developed countries. The top 20 journals according to the number of articles they have, are sorted in Table 1. It includes the number of publications for each journal and the number of global citations for these publications. The top 20 journals contain 15 percent of women's employment research. Sex Roles; Gender Work and Organization; Women's Studies International Forum are the top 3 journals. Most of the journals on this list are from sociology and gender studies. Although we have ranked journals by the number of articles they contained, we have looked at another metric: the average citation rate for a journal. It is another metric for assessing the journal's contribution to the field. It is calculated by dividing the total citations of that article by the total publications. Another of the most common metrics for the journal is the journal impact factor or impact factor. The impact factor (IF) is the indicator of the average number of citations of the updated articles in that

journal. It is used to show the importance of the journal based on citations of its articles. It is calculated for that year by dividing the number of citations in that year for articles published in the previous two years by the total number of publications in these last two years.

Table 3: Top 20 journals in women's employment for developing countries

Journal	Total Articles	Total Global Citations	TA/TGC	Impact Factor (2021)	Category
World Development	326	9,621	29.51	5.278	Development & Economics
Agenda-Empowering Women for Gender Equity	211	622	2.95	na	Gender Studies
Gender Place and Culture	206	2,175	10.56	2.032	Gender Studies
Women's Studies International Forum	190	2,207	11.62	1.497	Development & Sociology
Feminist Economics	153	2,59	16.93	1.800	Economics & Gender Studies
Journal Of Development Studies	140	2,49	17.79	2.210	Development
Social Indicators Research	125	1,85	14.80	2.614	Sociology and Political Science
Asian Journal of Women's Studies	114	293	2.57	0.429	Gender Studies
International Journal of Educational Development	101	1,488	14.73	1.740	Development & Sociology and Political Science
Gender Technology & Development	98	755	7.70	1.966	Development & Gender Studies
International Journal of Social Economics	97	542	5.59	1.403	Economics

Table 3 (continued): Top 20 journals in women's employment for developing countries

Gender In Management	96	1,095	11.41	2.293	Gender Studies
Demographic Research	91	1,398	15.36	2.046	Demography
China Economic Review	89	1,717	19.29	4.227	Economics
Sage Open	87	376	4.32	1.356	Social Sciences
Gender & Society	86	2,584	30.05	3.657	Gender Studies & Sociology and Political Science
Journal Of Comparative Family Studies	84	875	10.42	0.297	Gender Studies & Sociology and Political Science
Indian Journal of Gender Studies	83	470	5.66	0.341	Gender Studies
Journal Of Development Economics	79	2,187	27.68	3.875	Development & Economics
International Social Work	78	531	6.81	1.349	Gender Studies & Sociology and Political Science

Three thousand ninety various journals cover articles about women's employment in developing countries. The top 20 journals, according to the number of articles they have, are sorted in Table 2. The top 20 journals contain 15 percent of women's employment research, like developed countries. World Development; Agenda-Empowering women for Gender Equity; Gender, Place and Culture are the top 3 journals.

There are some standard journals for developed and developing countries, such as Gender, Place and Culture, or Feminist Economics. Also, when we look at the categories of the journals of the developing countries, especially the development-themed journals stand out when compared to the developed countries. However, gender studies journals dominate.

Table 4: Top 20 institutions in women's employment for developed countries

Institution	Country	Total Articles	Total Local Citations	Total Global Citations
Stockholm Univ	Sweden	329	2,234	6,955
Univ Toronto	Canada	291	708	5,038
Univ Melbourne	Australia	279	550	4,453
IZA	Germany	228	1,154	5,943
Univ Michigan	USA	216	879	7,493
Univ Wisconsin	USA	214	1,317	7,185
Univ British Columbia	Canada	190	578	3,954
Penn State Univ	USA	186	765	5,442
Univ Queensland	Australia	185	512	3,065
Ohio State Univ	USA	184	1,033	5,855
Univ Oxford	England	184	480	3,656
Univ Illinois	USA	181	757	6,409
Univ Maryland	USA	175	1,456	7,809
Monash Univ	Australia	174	225	2,402
Univ N Carolina	USA	172	1,106	5,983
Univ Sydney	Australia	154	289	1,897
Tel Aviv Univ	Israel	152	705	3,490
Univ Utrecht	Netherlands	149	477	3,476
Arizona State Univ	USA	147	258	3,909
Univ Calif Los Angeles	USA	147	980	7,123

According to the filters of the research, 9621 different institutes appeared. In Table 3, the first 20 of these are listed according to the number of articles they contain. In addition to this metric, the table also includes the total number of global citations and the total number of local citations. The number of local citations is the number of citations in the articles I exported according to my filters. The global citation is the number of citations scanned through the entire web of science database. The differences in the number of citations in the articles cause the number of articles per institute and the number of global citations per institute to be unparallel. It is seen that the number of citations per article is relatively high in some institutes.

Among the top 20 institutes, the top 3 are Stockholm University in Sweden, the University of Toronto in Canada, and the University of Melbourne in Australia. Remarkably, USA schools are concentrated in these top 20 institutes. Only USA institutions make up 45 percent of the top 20, while the rest are Australia, Germany, England, Sweden, the Netherlands, Israel, and Canada.

Table 5: Top 20 institutions in women's employment for developing countries

Institution	Country	Total Articles	Total Local Citations	Total Global Citations
World Bank	USA	191	596	4,691
Univ KwaZulu Natal	South Africa	175	193	1,503
Univ Witwatersrand	South Africa	135	124	1,015
Univ Oxford	England	128	389	2,663
Univ Ghana	Ghana	116	66	1,024
Univ Cape Town	South Africa	112	143	1,251
Peking Univ	China	108	293	1,564
Univ Malaya	Malaysia	108	65	625
Monash Univ	Australia	104	160	1,226
Univ Johannesburg	South Africa	102	37	498
Univ Nacl Autonoma Mexico	Mexico	99	24	244
Australian Natl Univ	Australia	92	211	1,416

Table 5 (continued): Top 20 institutions in women's employment for developing countries

Univ Toronto	Canada	88	86	1,059
Univ Minnesota	USA	84	279	1,423
Univ Sains Malaysia	Malaysia	83	20	417
Univ Pretoria	South Africa	81	26	375
IZA	Germany	76	220	1,196
Chinese Univ Hong Kong	Hong Kong	74	220	905
Univ Michigan	USA	73	251	1,659
Univ Wisconsin	USA	72	212	1,935

Among the eight thousand nine hundred sixty-six institutions, the first top 20 of them are sorted according to the number of articles they publish for developing countries. World Bank, the University of KwaZulu-Natal in South Africa, and The University of the Witwatersrand in South Africa are the top 3 institutions. Here, unlike developed countries, half of the institutions are from developed countries, while the other half are from developing countries. South Africa constitutes 25 percent of the institutes in the top 20. Another remarkable thing is that the World Bank has the most publications.

Table 6: Top 20 countries in women employment for developed countries

Country	Articles	Percentage	TLC	TGC
USA	8,389	28.8	25,731	200,354
UK	3,784	13	8,697	68,703
Australia	2,187	7.5	4,726	32,366
Canada	2,051	7	4,036	33,721
Germany	1,757	6	5,245	25,127
Spain	1,750	6	1,514	13,948
Sweden	1,143	3.9	4,189	19,468
Italy	863	3	1,617	10,718
Netherlands	782	2.7	2,551	16,833
Israel	651	2.2	1,235	9,254
China	647	2.2	607	8,783
France	621	2.1	747	6,419
Norway	556	1.9	1,614	8,084
South Korea	534	1.8	447	4,671
New Zealand	480	1.6	654	6,845
Finland	464	1.6	730	5,990
Japan	430	1.5	682	3,657
Czech Republic	396	1.4	286	1,730
Ireland	358	1.2	478	3,897
Poland	346	1.2	292	1,729

Note: TLC: Total Local Citations, TGC: Total Global Citations

Table 5 shows the top 20 countries in women's employment for developed countries, sorted by the number of articles. We have already demonstrated that institutions with the most publications are from America. It does not surprise us that America comes here as well. American institutions provide 29 percent of the publications (8,389 articles). The UK is in second place (3,784 articles), followed by Australia (2187 articles), Canada (2051 articles), Germany (1757 articles), and Spain (1750 articles). Turkey ranks 31st with 154 publications.

Table 7: Top 20 countries in women employment for developing countries

Country	Articles	Percentage	TLC	TGC
USA	3,782	21.8	6,909	58,910
UK	1,571	9	2,527	21,725
China	1,544	8.9	2,424	16,920
India	1,361	7.8	1,516	10,627
South Africa	1,065	6.1	589	6,179
Turkey	968	5.6	782	6,695
Australia	777	4.5	852	8,155
Canada	644	3.7	998	8,443
Mexico	572	3.3	128	2,037
Malaysia	549	3.2	226	3,338
Brazil	515	3	77	1,319
Germany	444	2.6	576	5,040
Pakistan	393	2.3	222	2,168
Russia	383	2.2	111	1,113
Nigeria	355	2	143	1,529
Spain	316	1.8	140	2,080
Indonesia	275	1.6	48	848
Argentina	270	1.6	72	702
Ghana	252	1.5	131	1,897
Colombia	231	1.3	40	635

The top 20 countries for developing countries are listed in table 6. The USA still makes up a large percentage of publications, as in developed countries (22%). However, developing countries such as South Africa, India, and China are also at the top of the list, unlike developed countries. 70 percent of the top 20 countries are developing countries. Turkey is in the 6th place on this list with 968 articles.

Table 8: The top 20 authors in women's employment in developed countries

Author	Articles	TLC	TLC/t	TGC	TGC/t	Gender	Field
Blau FD	14	950	74.04	2,858	235.33	Female	Economics
Kahn LM	15	807	64.95	2,579	219.8	Male	Economics
Bianchi SM	14	552	37.97	2,371	159.45	Female	Sociology
England P	22	728	44.91	2,188	133.26	Female	Sociology
Craig L	35	519	63.76	1,7	258.86	Female	Sociology
Baxter J	44	485	32.08	1,671	120.19	Female	Sociology
Kalmijn M	23	296	18.54	1,404	85.17	Male	Sociology
Sayer LC	12	406	27.76	1,369	92.42	Female	Sociology
Andersson G	23	315	22.62	1,306	97.07	Male	Demohgraphy
Lichter DT	17	256	11.67	1,303	59.71	Male	Sociology
Rindfuss RR	11	454	25.88	1,205	66.43	Male	Sociology
Benschop Y	10	117	9.26	1,176	96.54	Female	Business Administration
Folbre N	16	315	16.02	1,148	62.53	Female	Economics
Lappegard T	24	370	40.33	1,088	115.27	Female	Sociology
Gornick JC	11	468	27.45	1,037	62.44	Female	Political Science
Evertsson M	23	514	42.35	991	85.52	Female	Sociology
Antecol H	10	183	10.49	984	57.46	Female	Economics
Misra J	11	334	28.11	963	71.8	Female	Sociology
Cooke LP	16	458	34.57	908	66.81	Female	Sociology
Kreyenfeld M	24	398	38.19	891	85.06	Female	Sociology

Note: TLC: Total Local Citations, TGC: Total Global Citations, TLC/t: Total Local Citations per Year, TGC/t: Total Global Citations per Year

The top 20 authors are presented in Table 7, which consists of the number of articles they published, total local citation and total global citation of these articles, and per year version. They ranked according to the total global citations that they have. Janeen Baxter is the one who has the most publications about women's employment with 44 articles and 1671 global citations. However, even if the author has the most

articles on the subject, the author does not have the most global citations. Francine D. Blau is an American economics professor who has the most cited articles about women's employment and has 14 articles with 2,858 global citations. In the top 20, four authors have more than 2000 total global citations, while eleven authors have 1000 to 2000 global citations for their articles.

Considering the gender of the authors in the list, 60% of the authors in the top ten are female and 40% are male. Of the entire list, 75% are female and 25% are male. The most cited author is a female economics professor, while the second is a male economics professor. Authors from sociology are quite dominant, making up 65% of the list. The economic authors that came after them, on the other hand, make up 20% of the list.

Table 9: The top 20 authors in women's employment for developing countries

Author	Articles	TLC	TLC/t	TGC	TGC/t	Gender	Field
Agarwal B	11	83	9.45	1,090	77.53	Female	Economics
Klasen S	21	180	22.6	853	88.5	Male	Economics
Dong XY	30	296	27.03	837	76.13	Female	Economics
Hannum E	11	199	13.36	745	43.33	Female	Sociology
Xie Y	10	144	12.61	727	60.07	Male	Sociology
Das Gupta M	6	25	1.56	707	39.64	Female	Sociology
Gerber TP	13	130	6.55	672	35.01	Male	Sociology
Schultz TP	7	26	1.14	531	23.43	Male	Economics
Morrell R	14	63	5.88	514	47.5	Male	Education
Rozelle S	16	69	6.7	480	45.1	Male	Economics
Cooke FL	17	103	10.46	479	48.9	Male	Economics
Quisumbing AR	10	69	4.83	470	33.08	Female	Economics
Zhang LX	16	66	6.27	458	40.84	Female	Economics
Wu XG	12	156	21.81	452	64.52	Male	Economics
Appleton S	6	66	4.18	383	21.29	Male	Economics
Yeoh BSA	10	36	2.69	364	29.24	Female	Social Sciences

Table 9 (continued): The top 20 authors in women's employment for developing countries

Jewkes R	6	45	4.46	363	36.13	Female	Public Health
Clark S	7	73	6.31	361	34.57	Female	Sociology
Asadullah MN	19	69	8.15	333	45.68	Male	Economics
Yount KM	14	51	5.89	324	36.17	Female	Sociology

Note: TLC: Total Local Citations, TGC: Total Global Citations, TLC/t: Total Local Citations per Year, TGC/t: Total Global Citations per Year

For developing countries, the top 20 authors according to their global citations are shown in table 8. Bina Agarwal is the author with the highest total global citation (1090) with 11 articles. Xiao-Yuan Dong is the author with the most publications with 30 articles, followed by Stephan Klasen with 21 articles. In the top 20, there is only one author with more than 1000 total global citations, while eight authors have between 500 and 1000 global citations for their articles.

Looking at gender in the author's list of developing countries, a different picture is seen compared to developed countries. In both the top twenty and the top ten, 50% of the authors are male and 50% are female. In the authors' departments, the economy is dominant. While the economy is in first place with 55%, sociology is in second place with 30%.

Table 10: The top 10 languages in women employment for developed countries

Language	Articles	Percent	TLCS	TGCS
English	27,443	94.2	63,690	476,572
Spanish	739	2.5	200	1,659
French	274	0.9	159	986
German	250	0.9	544	1,798
Czech	75	0.3	58	238
Portuguese	59	0.2	1	74
Croatian	55	0.2	40	167
Norwegian	34	0.1	28	117
Slovak	33	0.1	6	56
Russian	32	0.1	0	40

Table 9 shows the languages of the publications for developed countries. English is the most common language with 94 percent, followed by Spanish with 2.5 percent. French and German languages follow.

Table 11: The top 10 languages in women employment for developing countries

Language	Articles	Percent	TLCS	TGCS
English	15,732	90.6	18,106	160,395
Spanish	930	5.4	75	752
Portuguese	250	1.4	12	216
Russian	187	1.1	26	214
Turkish	86	0.5	13	103
French	71	0.4	29	258
Afrikaans	24	0.1	0	20
Chinese	12	0.1	0	1
German	11	0.1	0	46
Malay	10	0.1	1	12

English is also seen as the most common language in the list of languages of developing countries. English comes first with 91 percent, followed by Spanish with 5.4 percent and Portuguese with 1.4 percent. The remarkable thing in this list is that the languages of developing countries such as Russian, Turkish and South African have also entered the top 10 list.

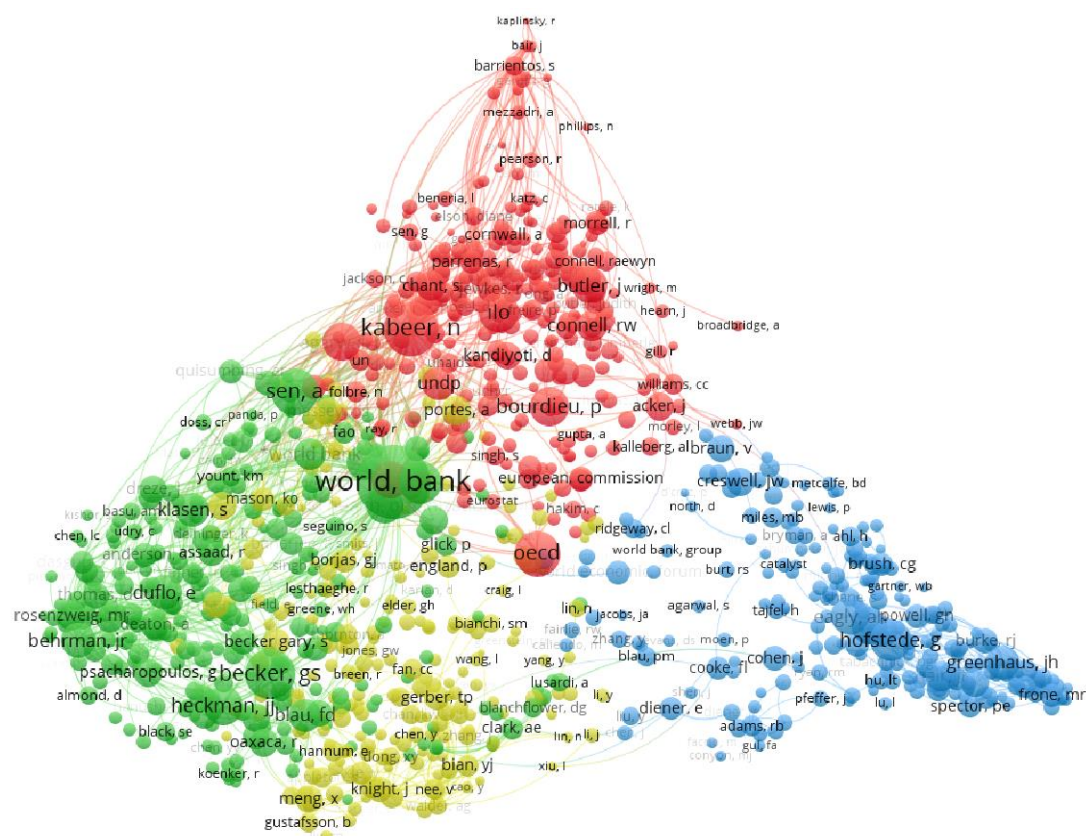


Figure 3: Co-citation similarity of authors for developing countries

Type of analysis: Co-citation, Unit of analysis: Cited authors, Minimum number of citations of an author: 20

In this type of analysis, the authors are clustered according to their co-citation by another author. The minimum citation received by an author was determined as 20, and as a result, 4 main clusters were formed. The size of the nodes is directly proportional to the number of citations they receive, and the closer they are to each other, the higher the relatedness. Although the World Bank is in the green cluster, it is at the center of the map and is associated with many authors, and has the highest number of citations at 4,691 citations. Gary Becker is another most cited author in the green cluster with 999 citations. Amartya Sen with 874, James J Heckman with 609, and Esther Duflo with 476 citations are the following authors. What these writers have in common is that they are economists. Another cluster is the red-colored one led by Naila Kabeer, a social economist, with 1,170 citations. In this

cluster, there are institutions such as OECD, ILO, and UNDP that attract attention with their excessive citations. Apart from these, Pierre Bourdieu and Bina Agarwal are other notable authors with 626 and 564 citations respectively. The most cited author in the blue cluster is Geert Hofstede with 678 citations. Alice Eagly with 579 citations, Albert Bandura with 508 citations, and Jeffrey Greenhaus with 470 citations follow Geert. In the yellow cluster, Alejandro Portes is the most cited author with 341 citations. Douglas Massey and John Caldwell are the other most cited authors of the cluster with 321 and 318 citations respectively.

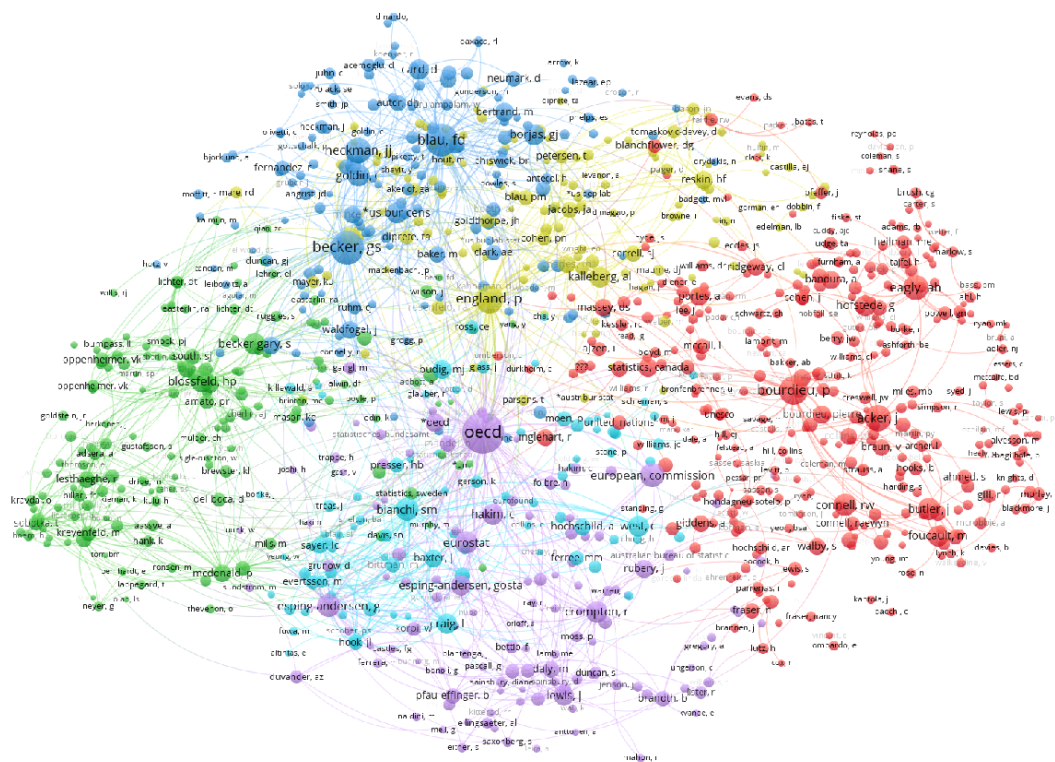


Figure 4: Co-citation similarity of authors for developed countries

Type of analysis: Co-citation, Unit of analysis: Cited authors, Minimum number of citations of an author: 20

The minimum citation received by an author was determined as 20, and as a result, 6 main clusters were formed. Although OECD is in the purple cluster, it is at the center of the map and is associated with many authors, and has the highest number of citations at 3,534 citations. The European Commission is another most cited author in this cluster with 1,199 citations. Gøsta Esping-Andersen with 1,100, Eurostat with 994, and Rosemary Crompton with 961 citations are the following authors. Another cluster is the blue-colored one led by Gary Becker, an economist, with 2,255 citations. Francine D. Blau is the second most cited author with 2,201 citations. James Heckman with 1,321 citations and Claudia Goldin with 1,013 citations follow Blau. In the red cluster, Pierre Bourdieu is the most cited author with 1,654 citations. Joan Acker and Alice Eagly are other notable authors with 1,440 and 1,278 citations respectively. The most cited author in the yellow cluster is Paula England with 1,600 citations. Arne L.

Kalleberg with 892 citations is the second one. In the green cluster, Hans-Peter Blossfeld is the most cited one with 1,084 citations. Gary Becker with 937 citations and Paula Mcdonald with 642 citations follow Blossfeld. Suzanne M. Bianchi with 1,086 citations and Lyn Craig with 814 citations are the most cited authors in the light blue cluster.

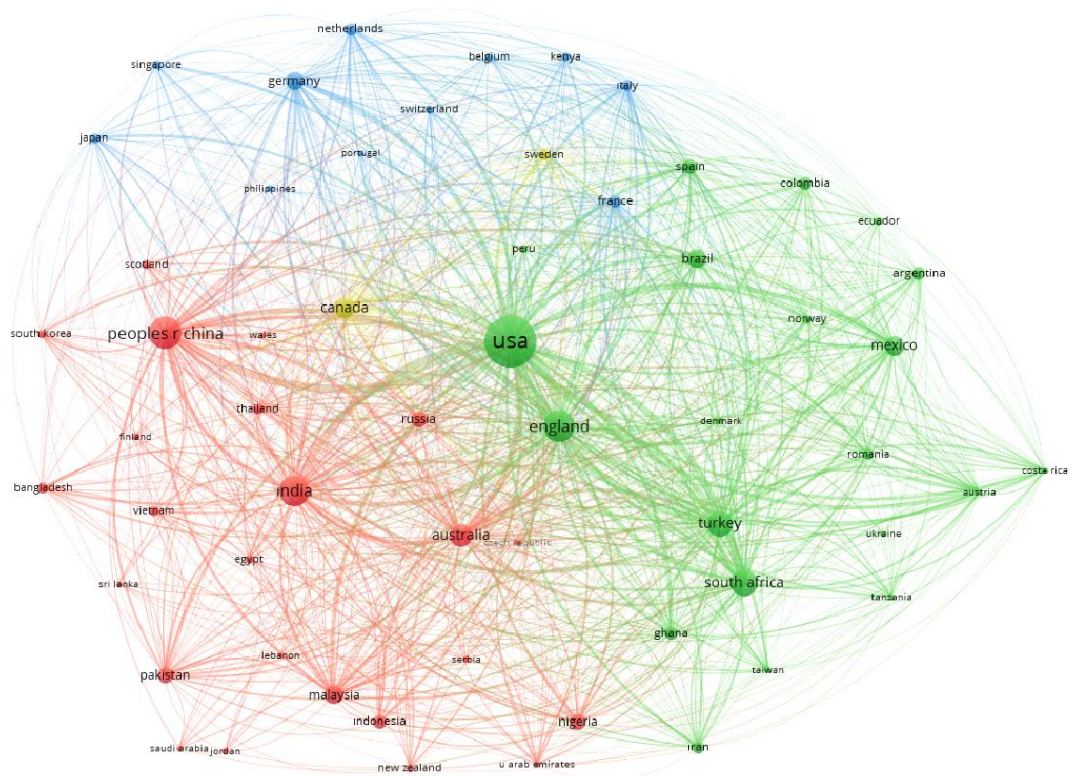


Figure 5: Bibliometric similarity of countries for developing countries

Type of analysis: Bibliographic Coupling, Unit of analysis: Countries, Minimum number of documents of a country: 50

Table 12: Total link strength and documents of countries for developing countries from VOSviewer

Cluster Green	Total Link Strength	Documents
USA	2,098,703	3,782
England	1,101,047	1,571
Turkey	726,856	968
South Africa	588,819	1,065
Mexico	324,569	572

Cluster Red	Total Link Strength	Documents
China	751,582	1,544
India	658,269	1,361
Australia	554,990	777
Malaysia	279,552	549

Cluster Blue	Total Link Strength	Documents
Germany	279,847	444
France	195,653	228
Netherlands	123,428	231

Another unit chosen for the bibliographic coupling method is countries, which is shown in figure 4 above. The minimum number of documents for a country was set to 50, and 58 out of 178 countries met this requirement. VOSviewer provides links, total link strength, and document information on these countries' maps. There are clearly 3 different clusters here. One of them (green) is the group that includes the USA, England, South Africa, Turkey, Mexico, and Brazil. The red cluster consists of countries such as China, India, Australia, and Malaysia, which are mainly Asian countries. The blue cluster is a cluster that mostly covers European countries that are Germany, Netherlands, France, etc. In addition to this, the USA is located in the center of the map and has the highest total link strength. It has 2,098,703 total link strengths, 3,782 documents, and 57 links. The table above (Table 12) lists the

countries with the highest total link strength in each cluster. Countries are listed according to total link strength and shown with document number information.

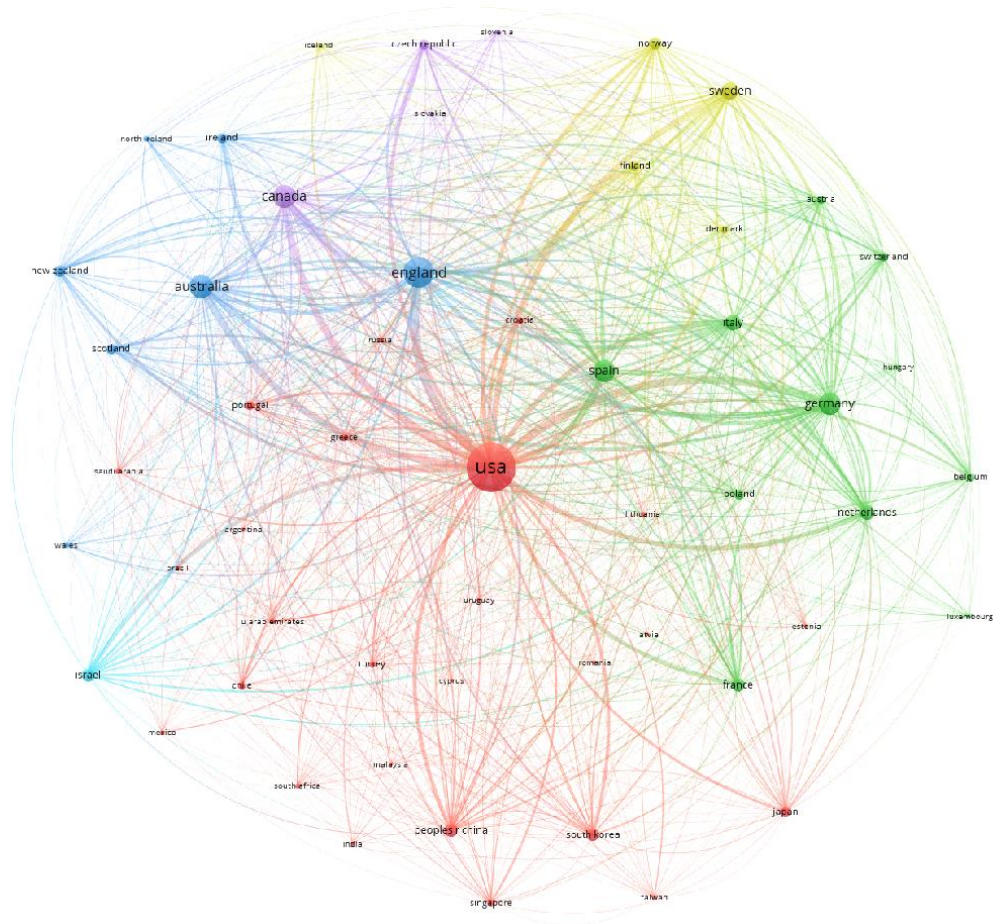


Figure 6: Bibliometric similarity of countries for developed countries

Type of analysis: Bibliographic Coupling, Unit of analysis: Countries, Minimum number of documents of a country: 50

Table 13: Total link strength and documents of countries for developed countries from VOSviewer

Cluster Red	Total Link Strength	Documents
USA	8,034,874	8,671
China	701,414	658
South Korea	494,853	556
Japan	332,721	440

Cluster Green	Total Link Strength	Documents
Germany	2,963,424	1,835
Spain	2,095,750	1,800
Netherlands	1,196,076	794
Italy	1,561,768	889

Cluster Blue	Total Link Strength	Documents
England	3,768,427	3,343
Australia	2,320,994	2,118
New Zealand	569,277	487
Scotland	389,231	370

The minimum number of documents for a country was set to 50, and 54 out of 151 countries met this requirement for the developed countries. In this map, 3 main clusters draw attention. The USA is again in the center of the map and is the country with the highest total link strength which is 8,034,874. Also, it has 8,671 documents and 53 links. Other countries in this cluster are Japan, South Korea, and China. The green cluster includes Germany, Spain, Netherlands, and Italy which are mainly European countries. England, Australia, New Zealand, and Scotland are parts of the blue cluster. What is striking about this cluster is that they are members of the Commonwealth of Nations.

The table above (Table 13) lists the countries with the highest total link strength in each cluster. Countries are listed according to total link strength and shown with document number information.

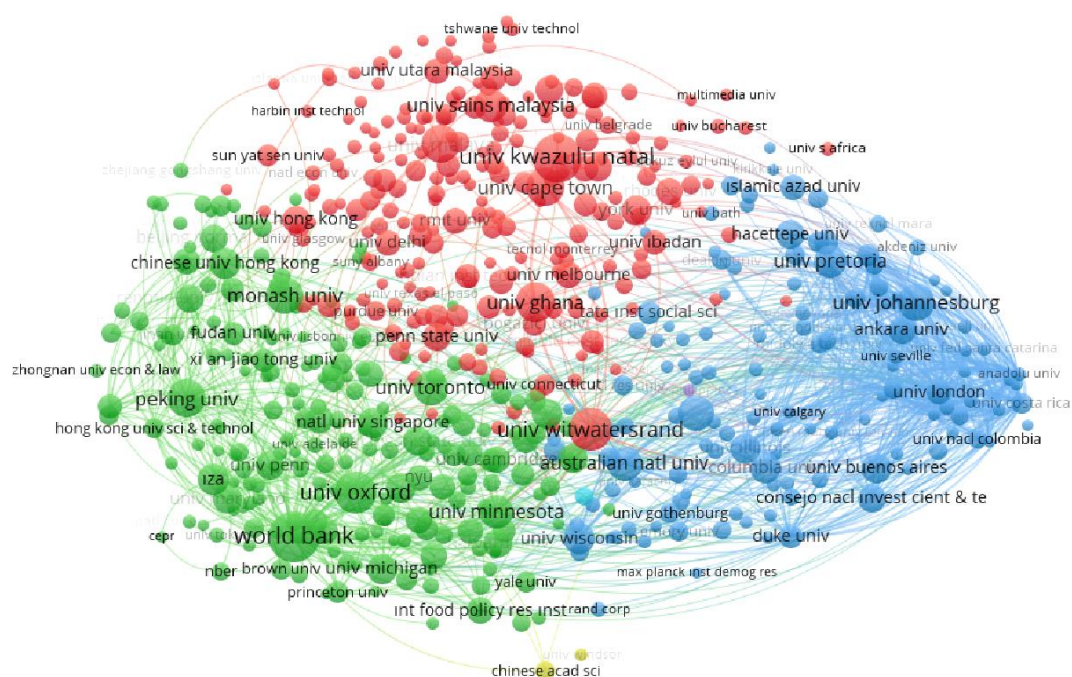


Figure 7: Bibliometric similarity of organizations for developing countries

Another unit analyzed with bibliographic coupling is institutions, which is shown in figure 8 above. The minimum required number of publications for institutions included in the map was set to 10. Of the eight thousand nine hundred sixty-six institutions, five hundred sixty-eight passed this threshold. As a result, three main classes were formed. The closer the institutions are to each other and the more they are in the same cluster, the more likely their publications refer to similar sources. The institution with the highest total link strength of the first class (shown in red on the map) is the University of Witwatersrand in South Africa, and its total link strength is 44,176, link 567, and the number of documents is 135. The second institution of this class is the University of Kwazulu-Natal in South Africa, with 36,599 total link strength, 563 links, and 175 documents. This cluster usually consists of institutes from

developing countries. The institution with the highest total link strength of the second class (shown in green on the map) is the World Bank, which has a total link strength of 93,433 and 191 documents. The second-ranked institute is University of Oxford, with a total link strength of 68,594 and 128 documents. The first university in the third class (shown in blue on the map) is the University of Johannesburg in South Africa, with a total link strength of 104,532 and 102 documents. The second university in this class is the Australian National University, with 92 documents and a total link strength of 54,665.

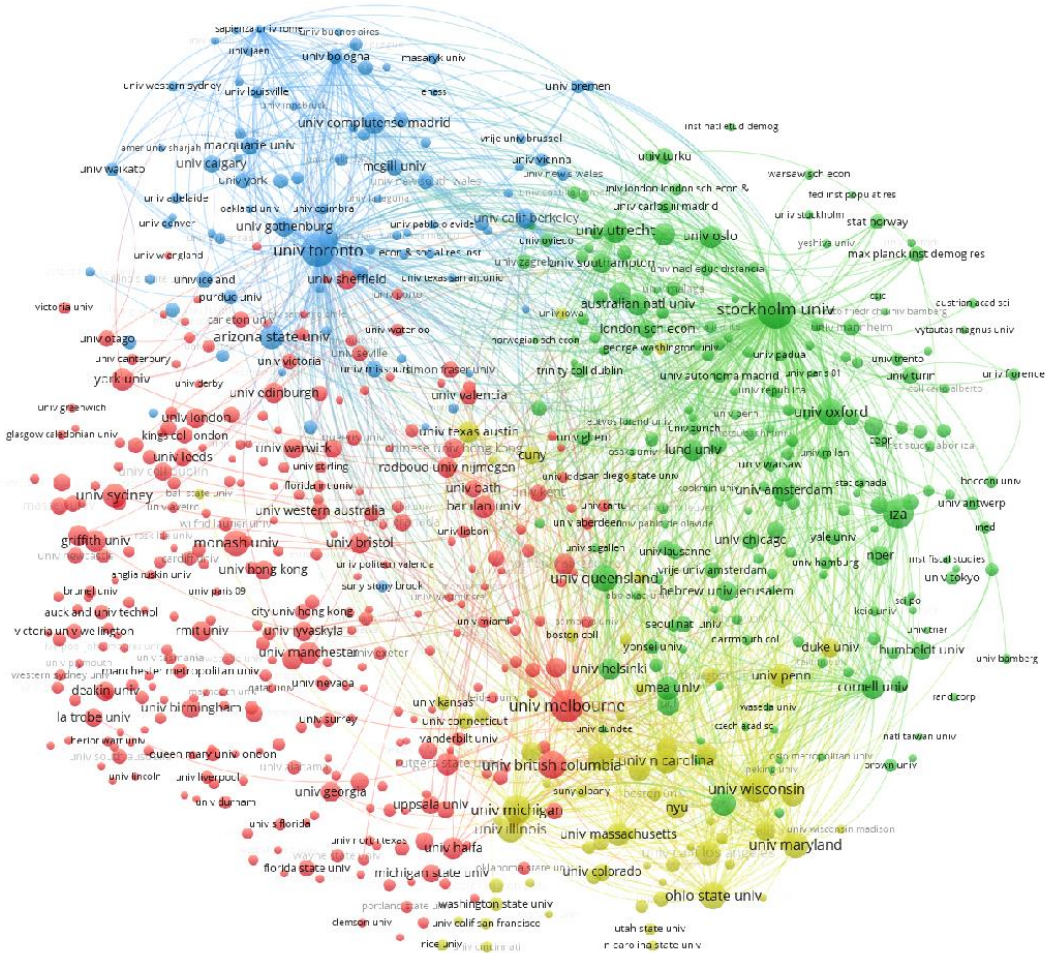


Figure 8: Bibliometric similarity of organizations for developed countries

Another unit analyzed with bibliographic coupling is institutions, which is shown in figure 9 above. The minimum required number of publications for institutions included in the map was set to 10. Of the nine thousand one hundred forty-two institutions, eight hundred sixteen passed this threshold. As a result, four main classes were formed. The institution with the highest total link strength of the first class (shown in red on the map) is the University of Melbourne in Australia, and its total link strength is 333,442, link 625, and the number of documents is 276. The second institution of this class is The University of British Columbia in Canada, with 191,204 total link strength, 625 links, and 189 documents. The institution with the highest total link strength of the second class (shown in green on the map) is Stockholm University in Sweden, which has a total link strength of 713,237 and 329 documents. The second-ranked institute is Cornell University in the USA, with a total link strength of 281,449 and 134 documents. The first university in the third class (shown in blue on the map) is the University of Toronto in Canada, with a total link strength of 475,288 and 286 documents. The second university in this class is the University of California, Berkeley in the USA, with 105 documents and a total link strength of 229,077. The University of Wisconsin-Madison in the USA has the highest total link strength in the fourth class (shown in yellow on the map) which is 315,047 and 201 documents. University of North Carolina at Chapel Hill in the USA is the second university with 299,789 total link strength and 164 documents.

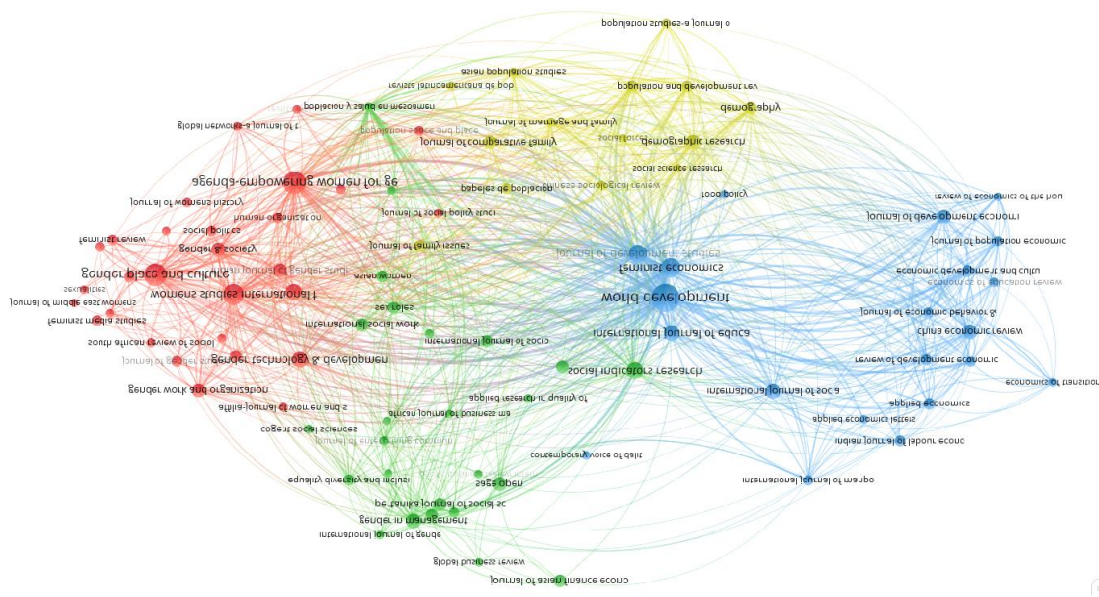


Figure 9: Bibliometric similarity of sources for developing countries

In bibliographic coupling made by selecting the source, the minimum number of publications a journal would have been set to 30, and 89 out of 3,090 journals were able to pass this threshold. As a result, four basic classes have been formed and shown in figure 10. The three journals in terms of total link strength in the blue cluster are World Development (Impact Factor: 5.278), Journal of Development Studies (IF: 2.210), and Feminist Economics (IF: 1.800). The total global citations are 9,621, 2,490 and 2,590 respectively. This cluster is generally economy-based. The other journals in the red cluster are Agenda-Empowering Women for Gender Equity with 622 total global citations, Women’s Studies International Forum (IF: 1.497) with 2,207 total global citations, Gender Place and Culture (IF: 2.032) with 2,175 total global citations. This cluster is generally gender-based. The green cluster consists of Social Indicators Research (IF: 2.614), Gender in Management (IF: 2.293) and Sex Roles (IF: 4.154). The total global citations are 1,850, 1,095 and 1,029 respectively. The journals of yellow cluster are Demography (IF: 3.984) with 2,724 total global citations, Demographic Research (IF: 2.046) with 1,398 total global citations and Population Research and Policy Review (IF: 2.051) with 790 total global citations. This cluster is generally family and demography-based.

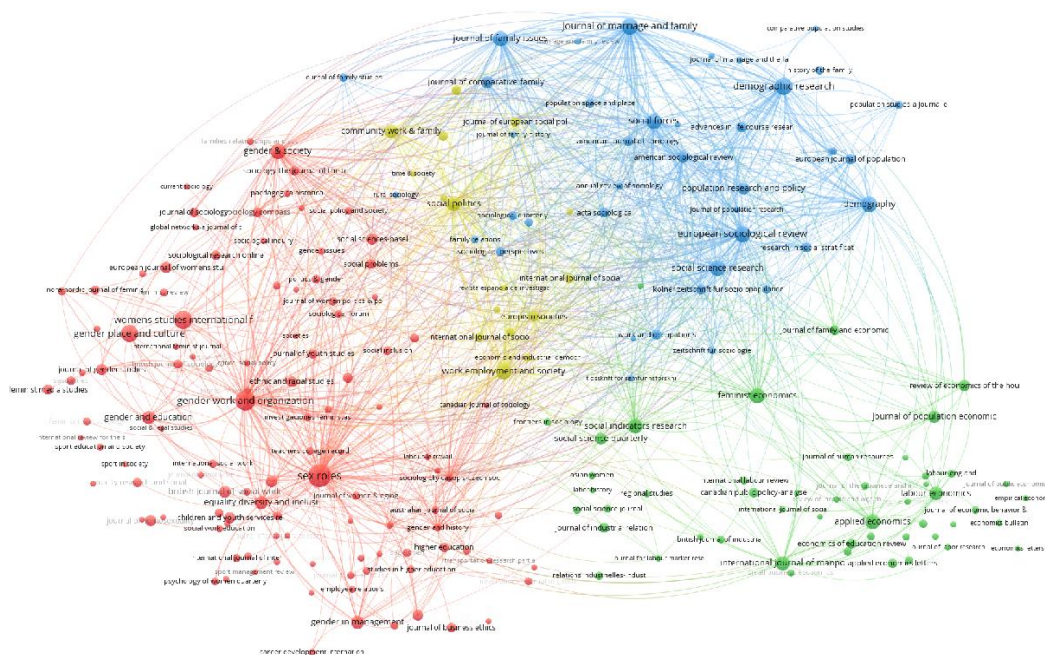


Figure 10: Bibliometric similarity of sources for developed countries

In bibliographic coupling made by selecting the source, the minimum number of publications a journal would have been set to 30, and 217 out of 3,423 journals were able to pass this threshold. As a result, four basic classes have been formed and shown in figure 11. The three journals in terms of total link strength in the blue cluster are the Journal of Marriage and Family (Impact Factor:3.896), European Sociological Review (IF:2.960), and Demographic Research (IF: 2.046). The total global citations are 9,598, 5,905, and 4,969 respectively. The other journals in the red cluster are Sex Roles (IF:4.154) with 10,841 total global citations; Gender, Work and Organization (IF: 3.465) with 7,737 total global citations; Gender and Society (IF: 3.657) with 6,828 total global citations. This cluster is generally gender-based. The green cluster consists of Feminist Economics (IF: 1.800), Social Indicators Research (IF: 2.614), and the International Journal of Manpower (IF: 1.750). The total global citations are 3,437, 2,873, and 1,807 respectively. The journals of the yellow cluster are Work, Employment and Society (IF: 5.116) with 5,295 total global citations; Social Politics (IF: 1.808) with 4,056 total global citations and Community, Work and Family (IF:

2.273) with 2,334 total global citations. This cluster is sociology and political science based.



Figure 11: Word Cloud for Women Employment in developing countries

As seen in the word cloud in figure 12 above, the most important keywords are “women, gender, work”. When examining the most prominent words, the keywords used to collect data should not be ignored in the first place. While choosing the articles, the keywords used to limit them were women, gender, employment, and work. Since the articles with these were included in the study, it is pretty predictable that these words are the most used in total. However, keywords such as “India, China, Mexico, Turkey, Africa” also give general clues about the top trending countries in this part of the literature.



Figure 12: Word Cloud for Women Employment in developed countries

As in developing countries, the most striking words are “women, gender, and work” because of the keyword selection. Among the countries, the USA, Spain, Canada, Japan, Australia, and Germany draw attention. However, “care”, “education” and “family” also seem to be other important topics. While “care”, “family”, “gap” and “market” are used more here compared to developing countries, education is the frequently used keyword in both clouds.

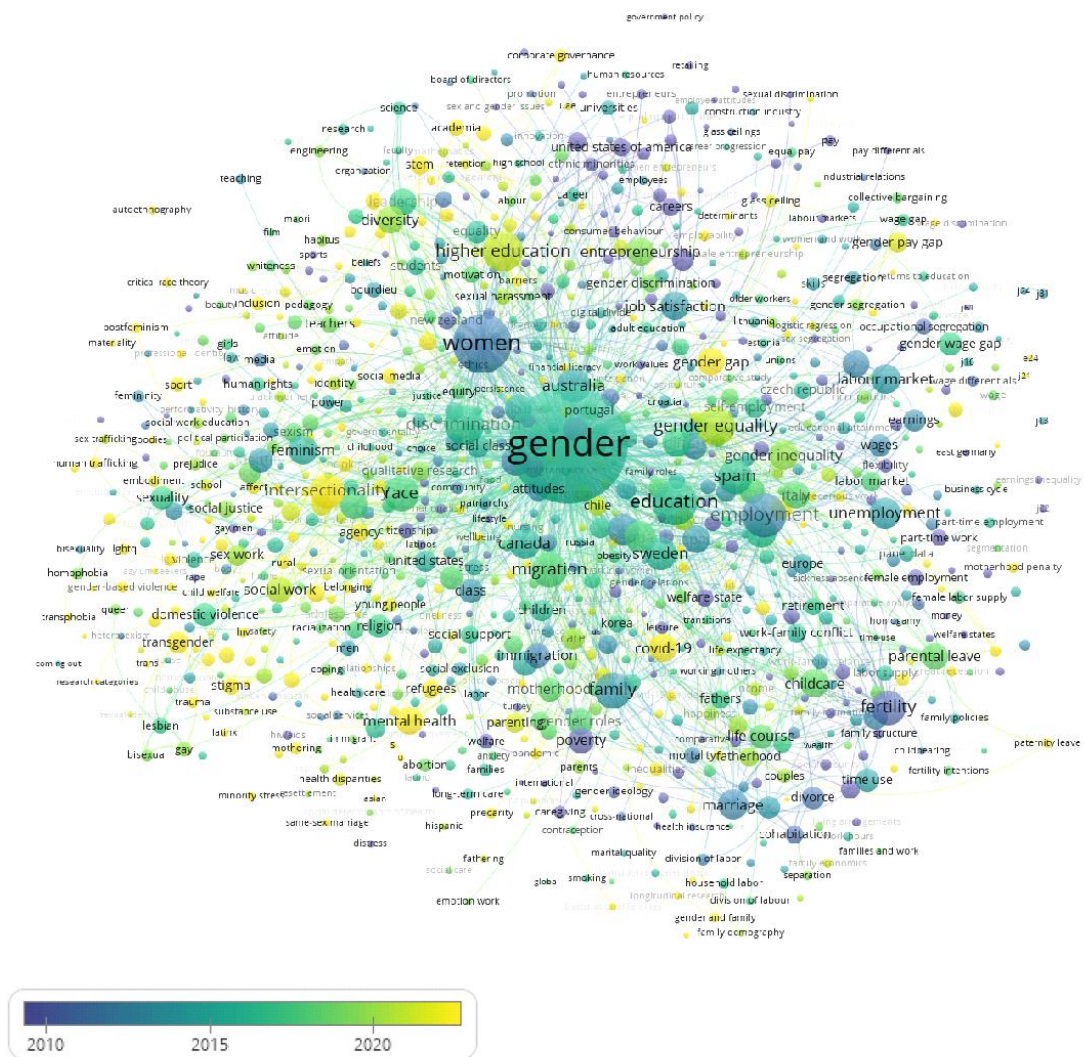


Figure 14: Keyword change with time for developed countries

Looking at the change of keywords over time for developed countries, it is seen that the dominant words fertility, marriage, family, and poverty have been replaced by some new words. These words are transgender, LGBT, mental health, covid 19, pandemic stigma, intersectionality, and social media.

Table 13: Top 20 most cited articles for developed countries

No	Article Name	Author(s)	Journal	Global Citations	Authors' Gender
1	Labor market institutions and the distribution of wages, 1973-1992: A semiparametric approach	DiNardo, J; Fortin, NM Lemieux, T	Econometrica	1268	male female male
2	Research on household labor: Modeling and measuring the social embeddedness of routine family work	Coltrane, S	Journal Of Marriage And Family	1006	male
3	The Gender Wage Gap: Extent, Trends, and Explanations	Blau, FD Kahn, LM	Journal Of Economic Literature	584	female male
4	When does gender trump money? Bargaining and time in household work	Bittman, M; England, P Folbre, N; Sayer, L	American Journal Of Sociology	680	male female female female male
5	Opting Out: Why Women Really Quit Careers and Head Home	Matheson, G	Book	579	female
6	Work and Family Research in the First Decade of the 21st Century	Stone, P	Journal Of Marriage And Family	545	female female
7	Skill-biased technological change and rising wage inequality: Some problems and puzzles	Bianchi, SM; Milkie, MA	Journal Of Labor Economics	537	male male
8	Gender differences in pay	Card, D DiNardo, JE Blau, FD Kahn, LM	Journal Of Economic Perspectives	506	female male
9	Are parents investing less in children? Trends in mothers' and fathers' time with children	Sayer, LC Bianchi, SM Robinson, JP	American Journal Of Sociology	515	female female male
10	Gender Ideology: Components, Predictors, and Consequences	Davis, Shannon N. Greenstein, Theodore N.	Annual Review Of Sociology	498	female male
11	The intersection of gender and race in the labor market	Browne, I Misra, J	Annual Review Of Sociology	495	female female
12	Culture: An Empirical Investigation of Beliefs, Work, and Fertility	Fernandez, Raquel Fogli, Alessandra	American Economic Journal-Macroeconomics	481	female female
13	Family structure and the reproduction of inequalities	McLanahan, Sara Percheski, Christine	Annual Review Of Sociology	476	female female
14	Self-employment in OECD countries	Blanchflower, DG	Labour Economics	474	male
15	Feminist attitudes and support for gender equality: Opinion change in women and men, 1974-1998	Bozendahl, CI Myers, DJ	Social Forces	472	female male
16	The division of household labor	Shelton, BA John, D	Annual Review Of Sociology	436	female female
17	Sex Segregation In The Workplace	Reskin, B	Annual Review Of Sociology	432	female
18	Women's employment and the gain to marriage: The specialization and trading model	Oppenheimer, VK	Annual Review Of Sociology	393	female
19	Measuring trends in leisure: The allocation of time over five decades	Aguiar, Mark Hurst, Erik	Quarterly Journal Of Economics	409	male male
20	Womens Rising Employment And The Future Of The Family In Industrial-Societies	Oppenheimer, VK	Population And Development Review	409	female

In the tables above, the 20 most cited articles related to the subject for developed countries are shown. We sorted out the gender of the writers their personal websites have been checked as well as the Worldwide Gender Name Dictionary by Julio Ruffo (http://www.wipo.int/edocs/pubdocs/en/wipo_pub_econstat_wp_33-tech1.zip). It is important to note that we didn't find any information on other genders on the websites, and obviously, the dictionary includes only two genders, males and females. It is important to mention that the genders assigned here are our classification we didn't ask each and every one of the authors their genders. Looking at the gender of the authors of these most cited articles, it is seen that the proportion of women is higher than men. The rate of female authors in developed countries is 62%. Of the three authors of the most cited article, two are male, and one is female. The author of the second most cited article is male. In the third, one of the authors is female, and one is male. Although women are more dominant in general, men seem to be more dominant in the top three. The journals in which these most cited articles were published are sociology and economics journals, mainly sociology. Two of the top three articles were published in economics journals. Fourteen of these articles were written with the collaboration of more than one author, and 50% of them have a female-male collaboration.

Table 14: Top 20 most cited articles for developing countries

No	Article Name	Author(s)	Journal	Global Citations	Authors' Gender
1	Missing women and the price of tea in China: The effect of sex-specific earnings on sex imbalance	Qian, N	Quarterly Journal Of Economics	286	female
2	Migrant Filipina domestic workers and the international division of reproductive labor	Rhacel Salazar Parrenas	Gender & Society	277	female
3	The Roots of Gender Inequality in Developing Countries	Jayachandran, Seema	Annual Review Of Economics	250	female
4	Gender and elder care in China - The influence of filial piety and structural constraints	Zhan, HI Montgomery, RV	Gender & Society	243	female female
5	Women's work and economic development	Mammen, K Paxson, C	Journal Of Economic Perspectives	240	female female
6	Empowering Women Through Social Entrepreneurship: Case Study of a Women's Cooperative in India	Datta, Punita Bhatt Galley, Robert	Entrepreneurship Theory And Practice	237	female male
7	Regional variation in earnings inequality in reform-era urban China	Xie, Y Hannum, E	American Journal Of Sociology	219	male female
8	Corporate social reporting and board representation: evidence from the Kenyan banking	Barako, Dulacha G. Brown, Alistair M.)	Journal Of Management & Governance	214	male male
9	What determines female autonomy? Evidence from Bangladesh	Anderson, Siwan Eswaran, Mukesh	Journal Of Development Economics	212	female male
10	Health and wages: Evidence on men and women in urban Brazil	Thomas, D Strauss, J	Journal Of Econometrics	209	male male
11	Israeli women entrepreneurs: An examination of factors affecting performance	Lerner, M Brush, C Hisrich, R	Journal Of Business Venturing	205	female female male
12	Women's position within the household as a determinant of maternal health care use in Nepal	Furuta, M Saiway, S	international Family Planning Perspectives	204	female female
13	Gender and forest conservation: The impact of women's participation in community forest governance	Agarwal, Bina	Ecological Economics	192	female
14	Entrepreneurs' gender and financial constraints: Evidence from international data	Talavera, Oleksandr Schaefer, Dorothea	Journal Of Comparative Economics	185	male male female
15	Winners and losers in Russia's economic transition	Brainard, E	American Economic Review	184	female
16	Do Labor Market Opportunities Affect Young Women's Work and Family Decisions? Experimental Evidence from India	Jensen, Robert	Quarterly Journal Of Economics	183	male
17	Promising Approaches to Address the Needs of Poor Female Farmers: Resources, Constraints, and Interventions	Quisumbing, Agnes R. Pandolfelli, Lauren	World Development	182	female female
18	Relative contributions of childcare, spousal support, and organizational support in reducing work-family conflict for men and women: The case of Turkey	Aycan, Z Eskin, M	Sex Roles	168	female male
19	Women in transition: Changes in gender wage differentials in Eastern Europe and the former Soviet Union	Brainard, E	Industrial And Labor Relations Review	166	female
20	Gender, work and migration: Deskillling Chinese immigrant women in Canada	Man, G	Womens Studies International Forum	159	female

In the tables above, the 20 most cited articles related to the subject for developing countries are shown. Looking at the gender of the authors of these most cited articles, it is seen that the proportion of women is higher than men as developed countries. The rate of female authors in developing countries is 67%. In addition to the higher percentage of women, all authors of the top five most cited articles are women. More than 50% of the articles on this list have been published in economics journals. The share of sociology journals remains quite low here. Author collaboration for developing countries is less than that for developed countries in the top 20 most cited articles. While there are twelve articles, the male-female collaboration is 50%.

Table 16: Top 20 most cited economy articles for developed countries

No	Article Title	Author Names	F/M
1	Autoregressive Conditional Heteroscedasticity With Estimates Of The Variance Of United-Kingdom Inflation	Engle, Rf	male
2	Bounds Testing Approaches To The Analysis Of Level Relationships	Pesaran, Mh; Shin, Yc; Smith, Rj	male male male
3	A Survey Of Corporate Governance	Shleifer, A; Vishny, Rw	male male
4	Corporate Ownership Around The World	La Porta, R; Lopez-De-Silanes, F; Shleifer, A	male male male
5	Update On The Environmental And Economic Costs Associated With Alien-Invasive Species in The United States	Pimentel, D; Zuniga, R; Morrison, D	male male male
6	Measuring Economic Policy Uncertainty	Baker, Scott R.; Bloom, Nicholas; Davis, Steven J.	male male male
7	Convergence	Barro, Rj; Sala-i-martin, X	male male
8	Higher Market Valuation Of Companies With A Small Board Of Directors	Yermack, D	male
9	Investor Protection And Corporate Governance	La Porta, R; Lopez-De-Silanes, F; Shleifer, A; Vishny, R	male male male male
10	The Price Of Innovation: New Estimates Of Drug Development Costs	Dimasi, Ja; Hansen, Rw; Grabowski, Hg	male male male

Table 16 (continued): Top 20 most cited economy articles for developed countries

No	Article Title	Author Names	F/M
11	The Separation Of Ownership And Control in East Asian Corporations	Claessens, S; Djankov, S; Lang, Lhp	male male male
12	Golden Eggs And Hyperbolic Discounting	Laibson, D	male
13	What Do We Know About Capital Structure - Some Evidence From international Data	Rajan, Rg; Zingales, L	male male
14	Growth in Cities	Glaeser, El; Kallal, Hd; Scheinkman, Ja; Shleifer, A	male male male male
15	Productivity Growth, Technical Progress, And Efficiency Change in industrialized Countries	Fare, R; Grosskopf, S; Norris, M; Zhang, Z	male female female male
16	The Estimation Of A Preference-Based Measure Of Health From The Sf-36	Brazier, J; Roberts, J; Deverill, M	male female
17	Estimating Long-Run Relationships From Dynamic Heterogeneous Panels	Pesaran, Mh; Smith, R	male male
18	Are Emily And Greg More Employable Than Lakisha And Jamal? A Field Experiment On Labor Market Discrimination	Bertrand, M; Mullainathan, S	female male
19	A Simple Estimator Of Cointegrating Vectors in Higher-Order integrated Systems	Stock, Jh; Watson, Mw	male male
20	No Contagion, Only Interdependence: Measuring Stock Market Comovements	Forbes, Kj; Rigobon, R	female male

Table 17: Top 20 most cited economy articles for developing countries

No	Article Title	Author Names	F/M
1	The impact of trade on intra-industry reallocations and aggregate industry productivity	Melitz, MJ	male
2	Law, finance, and economic growth in China	Allen, F; Qian, J; Qian, MJ	male male female
3	Misallocation And Manufacturing Tfp in China And India	Hsieh, Chang-Tai; Klenow, Peter J.	male male
4	The saving and investment nexus for China: evidence from cointegration tests	Narayan, PK	male
5	Political turnover and economic performance: the incentive role of personnel control in China	Li, HB; Zhou, LA	male male
6	Politically connected CEOs, corporate governance, and Post-IPO performance of China's newly partially privatized firms	Fan, Joseph P. H.; Wong, T. J.; Zhang, Tianyu	male male male
7	Is group affiliation profitable in emerging markets? An analysis of diversified Indian business groups	Khanna, T; Palepu, K	male male
8	The China Syndrome: Local Labor Market Effects of Import Competition in the United States	Autor, David H.; Dorn, David; Hanson, Gordon H.	male male male
9	Plants and productivity in international trade	Bernard, AB; Eaton, J; Jensen, JB; Kortum, S	male male male male
10	Capitals and capabilities: A framework for analyzing peasant viability, rural livelihoods and poverty	Bebbington, A	male
11	Do lenders favor politically connected firms? Rent provision in an emerging financial market	Khwaja, AI; Mian, A	male male
12	When will fossil fuel reserves be diminished?	Shafiee, Shahriar; Topal, Erkan	male male
13	The Fundamental Institutions of China's Reforms and Development	Xu, Chenggang	male
14	The Economic-Role Of Political-institutions - Market-Preserving Federalism And Economic-Development	Weingast, Br	male
15	Crossing the great divide: Coproduction, synergy, and development	Ostrom, E	female
16	Counting and multidimensional poverty measurement	Alkire, Sabina; Foster, James	female male
17	How taxing is corruption on international investors?	Wei, SJ	male
18	An econometric study of CO(2) emissions, energy consumption, income and foreign trade in Turkey	Halicioglu, Ferda	male
19	Is learning by exporting important? Micro-dynamic evidence from Colombia, Mexico, and Morocco	Clerides, SK; Lach, S; Tybout, JR	male male male
20	Total-factor energy efficiency of regions in China	Hu, Jin-Li; Wang, Shih-Chuan	male male

Table 18: Top 20 most cited sociology articles for developed countries

No	Article Title	Author Names	F/M
1	Social vulnerability to environmental hazards	Cutter, SL; Boruff, BJ; Shirley, WL	female male female
2	Super-diversity and its implications	Vertovec, Steven	male
3	Theories Of international Migration - A Review And Appraisal	Massey, Ds; Arango, J; Hugo, G; Kouaouci, A; Pellegrino, A; Taylor, Je	male male male male female male
4	A measure of subjective happiness: Preliminary reliability and construct validation	Lyubomirsky, S; Lepper, HS	female female
5	A Standard international Socioeconomic index Of Occupational-Status	Ganzeboom, Hbg; Degraaf, Pm; Treiman, Dj; Deleeuw, J	male male male
6	The Logic Of Connective Action Digital Media And The Personalization Of Contentious Politics	Bennett, W. Lance; Segerberg, Alexandra	male female
7	Precarious Work, Insecure Workers: Employment Relations in Transition	Kalleberg, Arne L.	male
8	Volunteering	Wilson, J	male
9	Patriarchal Terrorism And Common Couple Violence - 2 Forms Of Violence Against Women	Johnson, Mp	male
10	A space for place in sociology	Gieryn, TF	male
11	'The birth of bio-politics': Michel Foucault's lecture at the College de France on neo-liberal governmentality	Lemke, T	male
12	Intermarriage and homogamy: Causes, patterns, trends	Kalmijn, M	male
13	Us Socioeconomic And Racial-Differences in Health - Patterns And Explanations	Williams, Dr; Collins, C	male female
14	Social networks and status attainment	Lin, N	male
15	The Links Between Education And Health	Ross, Ce; Wu, Cl	female female
16	Research on household labor: Modeling and measuring the social embeddedness of routine family work	Coltrane, S	male
17	Maximizing shareholder value: a new ideology for corporate governance	Lazonick, W; O'Sullivan, M	male female
18	The Deinstitutionalization of American marriage	Cherlin, AJ	male
19	Cumulative advantage as a mechanism for inequality: A review of theoretical and empirical developments	DiPrete, Thomas A.; Eirich, Gregory M.	male male
20	Socioeconomic Disparities in Health Behaviors	Pampel, Fred C.; Krueger, Patrick M.; Denney, Justin T.	male male

Table 19: Top 20 most cited sociology articles for developing countries

No	Article Title	Author Names	F/M
1	A measure of subjective happiness: Preliminary reliability and construct validation	Lyubomirsky, S; Lepper, HS	female female
2	A theory of access	Ribot, JC; Peluso, NL	male female
3	On Kinship Structure, Female Autonomy, And Demographic Behavior in india	Dyson, T; Moore, M	male male
4	What's driving Mexico-US migration? A theoretical, empirical, and policy analysis	Massey, DS; Espinosa, KE	male female
5	Bringing strong ties back in: Indirect ties, network bridges, and job searches in China	Bian, YJ	male
6	Recombinant property in East European capitalism	Stark, D	male
7	Selective Discrimination Against Female-Children in Rural Punjab, India	Dasgupta, M	female
8	Local Governments As industrial Firms - An Organizational Analysis Of China Transitional Economy	Walder, Ag	male
9	Flourishing Across Europe: Application of a New Conceptual Framework for Defining Well-Being	Huppert, Felicia A.; So, Timothy T. C.	female male
10	Multilevel modeling for binary data	Guo, G; Zhao, HX	male male
11	Capitalism And Cheap Labour-Power in South Africa - From Segregation To Apartheid	Wolpe, H	male
12	Practices of assemblage and community forest management	Li, Tania Murray	female
13	Articulating indigenous identity in Indonesia: Resource politics and the tribal slot	Li, TM	female
14	Territorialization And State Power in Thailand	Vanderveest, P; Peluso, NI	male female
15	Repeaters' behavior at two distinct destinations	Kozak, M	male
16	Sex Bias in The Family Allocation Of Food And Health-Care in Rural Bangladesh	Chen, Lc; Huq, E; Dsouza, S	male male male
17	Residents' Support For Tourism An identity Perspective	Nunkoo, Robin; Gursoy, Dogan	male male
18	The rebirth of the liberal creed: Paths to neoliberalism in four countries	Fourcade-Gourinchas, M; Babb, SL	female female
19	Collective action, property rights, and decentralization in resource use in India and Nepal	Agrawal, A; Ostrom, E	male female
20	Customer-based brand equity for a destination	Konecnik, Maja; Gartner, William C.	female male

The tables above show the top 20 most cited articles from the web of science database by selecting the web of science category economics and sociology for developed and developing countries. There is a very intense male author dominance in economics articles. While male authors constitute 90% of the top 20 most cited articles in developed countries, this rate is 92% in developing countries. In the top 20 most cited articles in sociology, there is a situation in which males are the majority for developed and developing countries. But this majority is not as much as in economics articles. The proportion of male authors in developed countries is 72%, and 61% in developing countries. This difference between men and women may be due to productivity differences. Since women spend more time on domestic production than men, their production in academia may be less. This means that women cannot fully experience the positive effect of the increasing number of publications. Women writers may have narrower networks than men and, therefore, less collaboration. They may not find enough space on the platforms to show their work. Women who do not earn this recognition may be cited less often than men whose work does. In addition, while male authors can easily cite other male authors, they may not prefer to cite female authors as quickly.

CHAPTER 5

CONCLUSION

There has been a global gap between female and male labor force participation (47% and 72% respectively) by 25 percentage points, with some regions experiencing a 40-percentage point gap. (ILO, 2022) Women also work less formal jobs, and when they do, they earn less. We do see that the gender gaps have been enlightened after the COVID-19 pandemic as well. Increasing women's employment prospects could be good for economic growth and equality. Therefore, understanding the literature on women's employment becomes essential.

In this thesis, we aim to look at the world literature on women's employment using a quantitative bibliometric approach. We mainly ask the following research questions: i) What are the main papers, authors, and countries of research in the literature on women's employment ii) How do the literature and the main research keywords, authors and institutions, and country of origin and the gender of authors of the most cited articles differ in research done in developing and developed country settings. To answer these research questions, two separate datasets were created. The keywords chosen for these two datasets are the same for women and employment. However, they are divided into developed and developing countries in particular. As a result of the keywords selected in this way and filtering processes, 29,442 articles for developed countries and 17,611 articles for developing countries were obtained and different analyzes were made.

When we look at the number of publications in developed and developing countries, there has been an increase since the 1960s. In this increase, the developed countries can reach the number of 3 digits publications in the 1990s, while the developing

countries can reach it in the 2000s. Therefore, the number of publications in developed countries has always been higher than the number of publications in developing countries over the years.

When the journals are ranked for two separate data sets according to the number of articles they contain, it is seen that the top 3 journals differ. Sex Roles; Gender Work and Organization; Women's Studies International Forum constitutes the top three in developed countries; it is World Development; Agenda-Empowering women for Gender Equity; Gender, Place and Culture are in the top three in developing countries. These two data sets have in common that the articles in the top 20 cover 15 percent of the total publications. While sociology journals for developed countries constitute a large percentage of the first 20 journals, it is seen that gender studies journals dominate in developing countries. However, in developing countries, unlike developed countries, there are also journals on development-themed.

Looking at institutes according to the number of publications, Stockholm University in Sweden, the University of Toronto in Canada, and the University of Melbourne in Australia are in the top three for developed countries. Almost half of the first 20 institutes are USA institutes. The situation is very different in developing countries. The World Bank is in first place. The second and third institutes are also from South Africa, with 25% of the top 20 institutes in South Africa. Contrary to the top 20 of the developed countries, the developing institutes constitute half of the top 20 of developing countries such as Malaysia, Ghana, and Mexico.

When the publications are examined in terms of countries, the common point for developed and developing countries is the USA, with 29% for developed countries and 22% for developing countries. The point where they differ is the rest of the list in the top 20 list. Developed countries constitute developed countries. For developing countries most of the list consists of developing countries.

Considering the number of citations and publications by the authors, it is seen that the citation numbers of the authors in the developed countries are considerably higher than those in the developing countries. While 15 authors in developed countries received more than 1000 citations, only one author in developing countries could cross this limit. Francine D. Blau is the most cited author in developed countries. Lawrence M Kahn, Suzanne M. Bianchi, and Paula England are the other most cited authors. Bina Agarwal is the most cited in developing countries, followed by Stephan Klasen, Xiao-Yuan Dong, and Emily Hannum. In the most cited authors list for developed countries, while female authors are 60% in the top 10, this rate increases to 75% in the top 20. It is seen that these authors mostly come from a sociology background. In developing countries, it is seen that women and men are half in the top 10 and 20 most cited authors list. The departments are mostly economics.

When the authors are examined with the co-citation method, 4 clusters are seen in developing countries. Gary Becker, Amartya Sen, James J Heckman, and Esther Duflo are located in the cluster where the World Bank is at the center. Naila Kabeer shares another cluster with OECD, ILO, and UNDP. Geert Hofstede, Alice Eagly, Albert Bandura and Jeffrey Greenhaus form the third cluster. Alejandro Portes, Douglas Massey, and John Caldwell are in the fourth cluster. The OECD, The European Commission, Gøsta Esping-Andersen, Eurostat, and Rosemary Crompton form a cluster in developed countries. Gary Becker, Francine D. Blau, James Heckman, and Claudia Goldin are members of another cluster. There are authors on both sides, like Gary Becker and Alice Eagly. While the World Bank, OECD, ILO, and UNDP are dominant in developing countries, it is seen that OECD and European institutes are prevalent in developed countries.

Looking at the bibliometric similarity of the countries, it is seen that European countries are a cluster, and the Commonwealth of Nations is another cluster in developed countries. Developed countries constitute the majority of clusters.

However, there are also developing countries such as South Africa and India in clusters in developing countries.

When the journals are divided into clusters with bibliometric similarity, it is seen that the clusters are separated according to the subject in developing countries. While one cluster usually consists of economy journals, other clusters consist of gender, family, and demographics-themed journals. In developed countries, all clusters are not so clearly separated. One of the clusters seems to be more gender-themed and the other is more sociology and political science-themed. While the gender cluster is common for both countries, the economy-themed cluster is prominent for developing countries.

When we look at the changes in the keywords over the years, while there is not much change observed in the developing countries, it is seen that the words such as transgender, LGBT, mental health, covid 19, pandemic stigma, intersectionality, and social media have started to be used frequently in the developed countries in recent years.

More than half of the authors of the top 20 most cited articles for developed and developing countries are women. It seems that women themselves are the most interested in women's problems. This rate is 62% and 67%, respectively. While these articles were mostly published in sociology journals for developed countries, they were published in economics journals in developing countries.

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APPENDICES

APPENDIX A: TURKISH SUMMARY / TÜRKE ÖZET

19.yüzyılda Sanayi Devrimi kadınların iş ile olan ilişkilerinde keskin bir deęişikliğe sebep olmuştur. Endüstrileşmeden önce kadınların main alanları tarımda ücretsiz tarım işçisi, aile atölyelerinde ücretsiz işçi ya da ev içi üretimdi. Sanayi Devrimi ile fabrikalaşmalar kentlerin yapısını deęiştirmiş ve kente göçe sebep olmuştur. Kadınlar emeklerinin karşılığında ücret almaya başlamışlar ve evden dışarıda bir çalışma ortamları oluşmuştur. Savaş dönemlerinde de kadın istihdamı erkeklerin orduda olmasından dolayı piyasada yeterli işgücü olmadığından hep artmıştır. Savaşlar bittikten sonra erkeklerin tekrar geri dönmeleriyle kadınların bir kısmı da eve dönseler de kadın istihdamı savaştan önceki dönemler gibi olmamıştır. 1950'lerden sonra hizmet sektörü giderek daha yaygın hale gelmeye başlamıştır. 1970'lerden sonra ise esnek bir üretim sisteminin yaygınlaşması kadınların istihdamına olumlu katkı yapan gelişmelerdendir (Blau & Ehrenberg, 2000; Eraydın, 1999).

Zaman içinde kadınların istihdama katılımlarında bazı iyileşmeler olsa bile piyasada yaşamaya devam ettikleri birçok sorun vardır. Kadınlar hala birçok toplumda ev içi işlerle eşleştirilen kişidir. Evdeki çocuk ve yaşlı bakımı, ev işlerinin yapılması kadınların sorumluluğu iken evin geçimini sağlama işi de erkeğin sorumluluğu gibi düşünülmektedir. Bu yüzden istihdamda olan kadınlar iş ve ev işi ikilemi arasında kalmaktadır. Hala kadınların boş zamanları erkeklerin zamanına yetişememişken, ev işlerine ayrılan vakit de kadınlar için en fazladır. Anne olan kadınlar ise daha az yetkin ve işe bağlı olarak değerlendirilip işe alım sürecinde ve terfide tercih edilmeyen gruptur. Anne oldukları için istihdamda farklı şekillerde cezalandırılmaktadırlar. Kadınların ücretlerde de yaşadığı eşitsizlik istihdamdaki bir diğer önemli sorundur. Eşit eğitim ve tecrübeye sahip kadın ve erkek çalışanın arasında ücret farkı olabilmekte ve bu da ayrımcılık ile açıklanmaktadır (Blau & Kahn, 2000; Goldin, 2014).

Yani kadınlar kadın oldukları ve çocuk sahibi olma ihtimalleri olduğu için işe alım sürecinden, işte terfi, ücret sürecine kadar birçok yerde sıkıntılar yaşamaktadırlar.

Bu çalışma da gelişmiş ve gelişmekte olan ülkeler arasında kadın istihdamı literatüründe ne gibi farklılıklar vardır sorusuna cevap aranmaktadır. Belirgin farklılıklar var mıdır ya da ortaklıklar nelerdir sorularına daha genel bir perspektiften bakılmaya çalışılmıştır. Ülkelerin gelişmişlik seviyeleri özelinde ayrılan bu literatürler bibliyometrik metot ile analiz edilmiştir. Bu metot sayesinde binlerce makale uzun bir zaman aralığında taranabilmiş ve yazar, dergi, ülke, dil, enstitü başlıkları altında analizler yapılabilmektedir. Bu başlıklarda gelişmiş ülkeler ve gelişmekte olan ülkeler karşılaştırılmış ve nerelerde farklılaştıkları incelenmiştir. Makalelerin alıntılanmaları üzerinden birbirleri ile olan alakaları ve etkileşimleri anlatılmaya çalışılmıştır. Bu analiz için kadın istihdamını kapsayacak anahtar kelimeler belirlenmiş ve web of science veritabanından makaleler çekilmiştir. Çekilen makaleler gelişmiş ve gelişmekte olan ülkeler özelinde ayrı ayrı çekilmiş ve karşılaştırmalı analizi yapılmıştır.

1960'lardan bu yana gelişmiş ve gelişmekte olan ülkeler için yayın sayısı gittikçe artmaktadır. Gelişmiş ülkeler için de yayınlar her zaman gelişmekte olan ülkelere daha fazla olmuştur. İçerdikleri makale sayılarına göre sıralanmış dergiler listesinde gelişmiş ülkelerde sosyoloji dergileri baskın olurken gelişmekte olan ülkelere kadın çalışmaları dergileri baskındır. Ayrıca gelişmekte olan ülkelere kalkınma dergilerinin de belirgin bir şekilde listeye girdikleri görülür. Dergiler sınıf olarak incelendiğinde ise toplumsal cinsiyet temalı sınıfların iki taraf için de ortak olduğu görülür. Gelişmekte olan ülkelere ise ekonomi temalı sınıflar dikkat çeker. Yayın sayılarına göre enstitü sıralamasında gelişmiş ülkelere USA enstitüleri listenin yarısını kaplamaktadırlar. Gelişmekte olan ülkelere ise ilk sırada World Bank gelirken listenin devamında gelişmekte olan ülkelerin enstitüleri dikkat çekmektedir. Özellikle Güney Afrika enstitüleri listenin %25'ini kaplamaktadırlar. Bu listeye ülke olarak baktığımızda da USA gelişmiş ve gelişmekte olan ülke listelerinde baskın ve ortak olan ülkedir.

Gelişmiş ve gelişmekte olan ülkeler için yazarların atıf sayılarına bakıldığında gelişmiş ülke yazarlarının atıflarının çok daha fazla olduğu görülür. Ayrıca gelişmiş ülke yazarlarının yarısından fazlası kadın iken, gelişmekte olan ülkelere bu oran yarı yarıyadır. En çok atıf alan makalelerde ise gelişmiş ve gelişmekte olan ülkeler için kadın yazarların yüzdesi daha yüksektir. Gelişmiş ülkeler için en çok atıf alan makalelerde sosyoloji dergileri baskınken, gelişmekte olan ülkeler için ekonomi dergileri baskındır.

Kadın İstihdamı

Dünya ekonomisini çok büyük etkileyen 1929 Büyük Buhran döneminde kadın istihdamı sanayi sektöründe azalma yaşadı. Hizmet ve imalat sektörleri kadın işçilerin en fazla görüldüğü sektörler oldu. Fakat büyük bir ekonomik kriz olduğundan azalan iş imkanlarında ilk vazgeçilenler kadınlar oldu. Hatta siyasi yaptırımlar ile desteklendi. Amerika'da evli kadınların çalışmasını yasaklayan bir kampanya hükümet tarafından da desteklenmiştir. İngiltere'de ise sadece bekar kadınlar çalıştırılmışlardır. Büyük Buhran'ın etkilerinin daha az hissedildiği hizmet sektöründe ofis işleri, öğretmenlik gibi meslekler daha iyi ücretler ödeyen mesleklerdi. Bu meslekleri genellikle genç ve bekar kadınlar domine ediyorlardı. Kadınların ücretli işlerde var olmalarının artması zamanla eğitimdeki durumlarını da etkilemiştir. Lise eğitimi alan kadın sayısı gittikçe artmış ve üniversite öğrencilerinin de yüzde 33'lük payını temsil etmeye başlamışlardır (Bingham, 2011; McElvaine, 2004).

Ülkeler 2.Dünya Savaşı'na hazırlanırken kaynaklarının çoğunu savaş üretimine kaydırdıkları için kadın istihdamında kısa süreli de olsa düşüş yaşandı. Fakat daha sonra bu kaynak kaydırmasından yaşanan kıtlıktan dolayı istihdam diğer sektörlerde çok daha hızlı arttı. Bu artmanın sebebi savaşa giden erkeklerden dolayı aile içi gelirin düşmesi ve piyasada yeterli işçinin olmamasıdır. Teknolojinin gelişmesiyle ev aletlerinin kadınların evdeki işlerini kolaylaştırması da onların istihdama katılımlarını kolaylaştırmıştır. Birçok sektörde kadın istihdamındaki artış oldukça dikkat çekmektedir. Yine kadınların birçoğu üretimde özellikle tekstil fabrikalarında

çalışırlarken, bir kısmı da hizmet sektöründe hemşirelik, öğretmenlik gibi meslekleri yaptılar. Kadın istihdamında savaştan sonra yine bir düşüş yaşansa bile 1940'a göre istihdam birçok sektörde yüksek kalmıştır. Ticaret ve hizmet sektörü de kadın istihdamında en yüksek paya sahip sektör olmuştur (Joiner & Welner, 2011).

20. yüzyılın sonlarına doğru kadın istihdamı gittikçe arttı. USA de Birleşik Krallık ve Fransa'ya göre oran çok daha yüksekti. Evli kadınlar ile bekar kadınları karşılaştırıldığında USA ve Birleşik Krallıkta en fazla artış evli kadınlar arasında yaşanmıştır. 1998'te Birleşik Krallıkta evli kadınların istihdama katılımı bekar kadınların katılımını geçmiştir. USA de ise evli kadınların artış hızları yüksek olsa da bekar kadınların istihdama katılımları her zaman evli kadınlardan daha yüksek kalmıştır. 1990'larda is kadın istihdamı yine artmaya devam etmiştir fakat artış hızı önceki dönemlere göre yavaşlamıştır (Costa, 2000).

Kadınlar bu yüzyılda kendilerine büro işlerinde erkeklere göre çok daha fazla yer bulmuşlardır. Bu da muhasebe gibi mesleklere doğan ihtiyaçtan kaynaklanmıştır. Bu mesleklerin lise ya da üniversite mezunu olma şartı aranmadan bazı küçük eğitimler ile de yapılabiliyor olması buradaki istihdamı kolaylaştırmıştır. 20. yüzyılın sonlarına gelindiğinde büro işleri kadınların en fazla istihdam edildiği işler olmuştur.

Hizmet sektöründeki artış 1950'lerde kadınların, erkeklerin fazla bulunmadıkları hemşirelik, öğretmenlik gibi mesleklerden mezun olmalarını sağladı. Bu kadınlar istihdama katılırken çocuk sahibi olmaları onları istihdamdan uzaklaştırdı ve ancak çocuklar belli bir yaşa geldiklerinde tekrar geri dönebildiler (Blau & Ehrenberg, 2000). 1970'lerden sonra üretimin esnek üretime dönmesi çalışma saatlerinin netliğini ortadan kaldırmıştır. Bu da evdeki işlerinin sorumluluğundan da vazgeçemeyen kadınlar için part-time çalışma imkanını doğurmuştur. Böylece hem piyasada var olabilmişler hem de evdeki işlerine devam edebilmişlerdir. Özellikle evli kadınlar part time çalışan işçilerin büyük bir yüzdesini oluşturmaktadır. 1950'den 1998'e kadar evli kadınların part time işlerdeki çalışma oranları gittikçe artmıştır (Eraydın, 1999).

Tüm bu sanayileşme sürecinde kadınların istihdama katılımlarının artmasına paralellik göstermeyen bölgeler vardır. Ortadoğu ve Kuzey Afrika ülkelerinde halen kadınların tarım dışı sektörlerde istihdama katılımları oldukça düşüktür ve önemli bir artış yaşanmamıştır. Bu sonuca ataerkil toplum yapısının katkısı çok büyüktür (Gülay, 2012).

Kadınlar dünya nüfusunun yaklaşık yarısını oluştururlar. Fakat kadınların ekonomik ve sosyal hayata katılımları erkeklerinki ile eşit oranda değildir. Tarih boyunca kadınlar ekonomik kalkınmadan erkekler ile aynı şekilde yararlanamamış ve onların arkasında kalmıştır. Her ülkede aynı seviyede olmasa bile çocuk doğurmak, onun bakımıyla ilgilenmek, ev işlerini yapmak kadınların asıl görevleri olarak görülmüş ve erkeğe de eve ekmek getiren bir rol verilmiştir. Bu toplumsal cinsiyet rolleri ile ilişkilidir ve toplumun kadın ve erkeğin nasıl davranması, sorumluluklarının nasıl olması gerektiği üzerine dikte ettiği rollerdir (Tilly & Scott, 1978).

ILO'ya göre işgücü çalışan ve işsiz insanların toplamı demektir. Buradaki işsiz kategorisi aktif olarak iş arayan ve çalışmaya hazır grubu temsil eder. İstihdam ise *“ücret veya kar karşılığında mal üretmek veya hizmet sağlamak için herhangi bir faaliyet”* tir. Bu tanım tüm çalışma yaşındaki insanları ya ücretli istihdam ya da serbest meslek şeklinde iki kategori altında kapsar. OECD'ye göre çalışabilecek yaştaki nüfus ise çalışma ihtimali bulunan ve bu da 15 ve 64 yaş aralığındaki herkese denk gelen bir nüfustur. İstihdam ülkelerin gelişmişlik seviyelerini gösterir ve gelişmekte olan ülkelerde istihdam işgücüne yetişmemektedir. Kadınların istihdama katılımları sadece kadınların kişisel ekonomik ve sosyal durumlarına katkıda bulunmaz. Aynı zamanda tüm toplumların ekonomilerinin ve yaşam standartlarının iyileşmesine yardımcı olur. Çünkü kadınların da erkeklerle birlikte kalkınması daha vasıflı işgücü demektir ve bu da global bir ekonomik kalkınmaya sebep olur (Elborgh, 2013).

Kadınların zaman içindeki istihdama katılımları bölgeden bölgeye farklılık göstermektedir. Bu farklılık ülkelerin gelişmişlik düzeyleriyle bağlantılıdır. Kadınların sosyal ve ekonomik hayata aktif ve erkeklerle eşit şekilde katılması bir ülkenin gelişmiş olarak değerlendirilme şartlarından biridir. Gelişmiş ülkelerde kadın istihdamı yüksek iken, gelişmekte olan ya da az gelişmiş ülkelerde bu oran ciddi anlamda düşüktür.

Kadınların ücretli çalışma saatleri artmasına rağmen halen erkeklerin ücretli çalışma saatlerine yetişmiş değildir. Evli erkeklerin de evli kadınlara göre ücretli çalışma saatleri daha fazladır. Diğer yandan ev işlerine ayrılan vakit kadınlar için hala erkeklerden daha fazladır. Zaman içinde erkeklerin ev işlerine ayırdıkları vakit artmış olsa bile kadınların ayırdıkları vakit kadar değildir. Kadınların hala erkeklere göre daha az boş vakti olmaktadır. Evlilik ve çocuk kadınların boş vakitlerinden erkeklere göre daha fazla çalmaktadır (Sayer, 2005). Kadınların hala ev işlerinde ciddi yükleri devam ederken işgücüne katılımlarının artmasıyla sorumlulukları artmış, boş zaman ve kalitesi de azalmıştır (Mattingly & Sayer, 2006). Özetle 1965'ten 1998'e kadın ve erkeklerin ücretli ve ücretsiz çalışma saatleri birbirine yaklaşmıştır. Bununla birlikte kadınlar halen erkeklere göre daha fazla ücretsiz işe vakit ayırırken, ücretli işe ayırdıkları vakit daha azdır. Kadınların ücretsiz işlerdeki vakitlerinin azalmasının sebebi de kadın erkek eşitliğinin sağlanmasından ziyade teknolojinin ilerlemesidir. Yıkama, pişirme kolaylığı veren beyaz eşyaların icadı ve yaygınlaşması, paketli hazır gıdalar, dışarıda yemek yeme kültürünün yaygınlaşması gibi gelişmeler kadınların ücretsiz işlerini doğal akışında azaltmıştır (Sayer, 2005).

Kadınların işgücüne katılımları zaman içinde artmış olsa bile hala birçok sıkıntı yaşamaya devam etmektedirler. Kadınlar hala iş hayatında ayrımcılık ile baş etmeye çalışmaktadırlar. Bununla birlikte özellikle düşük gelirli ülkelerde kadınlar karşılıksız bir şekilde ev işlerinde çalışırken hiçbir sosyal güvenceleri yoktur. Hiçbir ödeme ve güvenceleri yokken aslında ekonomiye katkı sunmaya devam etmektedirler (Elborgh, 2013).

Kadınların yaşadıkları ayrımcılık farklı şekillerde olabilmektedir. İşe alımda başlayan ayrımcılık, işe alındıktan sonra ücrette ve terfide devam etmektedir. İşe alım sırasında kadınların mülakata çağırılma oranları erkeklerinkinden düşüktür. Mülakata çağrılanlar arasında ise kadınların işi alma ihtimalleri çok daha düşüktür. Kadınların işe alımda yaşadıkları ayrımcılık işe alımdan sonra da devam etmektedir. Aynı yetkinliğe sahip erkek meslektaşları ile kıyaslandıklarında kadınların çok daha az terfi edildiği görülmektedir. Bununla birlikte aldıkları maaşlar da erkeklerden daha düşüktür (Blau & Kahn, 2000). Kadınların işgücüne katılımları zaman içinde belirgin bir şekilde artarken 1990'lara gelindiğinde bu artış hızının yavaşladığı görülür. Ücret eşitsizliğinin de yine bu yıllarda kapanma hızı düşmüş, plato halini almıştır. Kadınlar önceden “kadın işi” diye nitelendirilen hemşirelik, anaokul, ilkokul öğretmeni, kütüphaneci gibi maaşları da düşük olan mesleklerde çalışıyorlardı. Fakat bu 1970’lerde değişmeye başlıyor ve kadınlar “erkek işi” diye nitelendirilen mesleklere doğru kaymaya başlıyorlar. Hatta bazı erkek egemen meslekler kadınların buralarda yaygın bir şekilde çalışmaya başlamasıyla kadın dominant bir hale bile gelmiştir. Bu da tabii zamanla düşük maaşlı işlerden yüksek maaşlı işlere doğru geçiş anlamına gelmektedir. Sektörlerde bilgisayar kullanımının artması kadınların istihdamında ve ücretlerinde olumlu yönde bir gelişme göstermiştir. Böylelikle fiziksel gücün önemi azalmış ve bu da kadınlara avantaj sağlamıştır. (Blau & Kahn, 2000).

Kadınlar ile erkekler arasındaki ücret farkı açıklanabilen ve kalan sebeplerle açıklanmaya çalışılmaktadır. Bu farkın açıklanabilen kısmı kadınların eğitimde erkekler kadar eğitim almaya başlamaları ve sektörde tecrübelerinin artmasıyla gittikçe azalmıştır. Kalan kısmı ise ayrımcılıktan kaynaklanan kısımdır ve açıklanabilen kısmı azaldığı için oransal olarak kalan kısım büyük kalmaya devam etmektedir (Goldin, 2014). Kadın ve erkek arasındaki ücret eşitsizliği eskiye nazaran daha azdır. Fakat halen üzerinde durulması gereken bir sorun olarak varlığını sürdürmektedir. Gittikçe azalan ücret eşitsizliğinde, sektör ve meslek farklılıkları şu anki eşitsizlikte en çok payı olan faktörlerdir. Kadınların eğitime katılımlarının artması ücret eşitsizliğini

zaman içinde azaltırken, sektör ve mesleklere dağılımlar bu eşitsizliği pekiştirmeye devam etmektedir (Blau & Kahn, 2017).

Kadınların daha yüksek pozisyonlar söz konusu olduğunda harcadıkları çabalar karşılığında yaşadıkları engeller, tecrübe ettikleri ayrımcı tutumlar cam tavan kavramı altında incelenmektedir (Lockwood, 2004). Eğitim, tecrübe, kıdem gibi farkları oluşturabilecek parametreler çıkarıldığında bile kadın ve erkek arasında bir ücret farkı olduğu gösterilmiştir. Birçok ülkede ücret dağılımının üst taraflarında fark gittikçe açılır ve bu da cam tavanı işaret eder. Bir diğer deyişle, yüksek maaş alan çalışanlar arasında kadınlar ile erkeklerin arasındaki ücret farkı çok daha fazladır ve kadınların terfi almaları daha zordur (Arulampalam & Booth & Bryan, 2007). Terfi almadaki engeller daha düşük ekonomik kazançlara sebep olur. Bu da kadın ve erkek arasındaki ücret eşitsizliğinin açılması demektir. Kadınların üst yönetimlerde olmaları, erişebilmeleri ücret dağılımında önemli bir faktördür (Bishu & Alkadry, 2016).

Bibliyometrik Analiz

Bu bölümde, gelişmekte olan ve gelişmiş ülkelerde kadın istihdamı için kullanacağımız nicel literatür tarama yöntemini özetleyeceğiz. Bir konu hakkında araştırma yapmanın en önemli adımı geçmiş çalışmaları araştırmak ve onları sentezleyebilmektir. Zaman içinde artan yayın sayıları bu araştırmayı zorlaştırabilmektedir. Bu yüzden alandaki önemli çalışmaları ve literatüre katkılarını belirleyebilmek ve irdeleyebilmek için bazı yöntemler kullanılmalıdır. Bu yöntemlerden birisi kaliteli bir okuma yapılmasını sağlayabilen bibliyometrik analizdir.

Bibliyometrik analiz ilk olarak 1969 yılında Pritchard tarafından tanımlanmıştır ve tanım şu şekildedir: “matematiksel ve istatistiksel yöntemlerin kitaplara ve diğer iletişim araçlarına uygulanması” (Pritchard, 1969). Al ve Tonta tarafından bu tanım makale, kitap incelemesi, kitap bölümleri gibi bilimsel yayınların konu, yazar, ülke,

dergi, anahtar kelime, kurum bilgilerinin matematiksel ve istatistiksel yöntemler aracılığı ile nicel bir şekilde analizlerinin yapılması olarak genişletilmiştir (Al & Tonta, 2004). Bibliyometrinin bir alan olarak var olmaya başlaması Science Citation Index (SCI) in kurulması ile başlamıştır. Bilgi ve iletişim teknolojilerinin zaman içinde yaşadığı ilerlemeler veri tabanlarına erişmeyi ve kullanmayı daha kolay hale getirmiş ve bu da bibliyometrik analize olan ilgiyi gittikçe artırmıştır (Jacobs, 2010). Yayınlar arasındaki ilişkiyi görsel olarak belirleme isteği de bu yöntemin kullanımını teşvik eden şeylerden biridir (Zupic & Čater, 2015; Thelwall, 2008).

Bibliyometrik analiz bir konudaki genel eğilimleri görebilmek, alandaki zaman içindeki değişimleri belirleyebilmek ve kavramların birbirleri etkileyiş şekillerini anlamlandırabilmek için tercih edilen bir yöntemdir. Bibliyometrik analiz bir alandaki yayınların sayısını belirleyebilirken, atıf analizi ile de bir makalenin sonraki çalışmaları nasıl etkilediğine dair sonuçlar çıkarabilir (McBurney & Novak, 2002). Bu yöntem çalışmalara yapılan atıfları, anahtar kelimeleri, yayınların birbirleriyle olan ilişkilerini analiz etmeyi sağlayarak alandaki gelişmeleri belirleyebilir (Zupic & Čater, 2015). Aynı zamanda bu gelişmeleri haritalandırabildiği için de yaygın olarak tercih edilmektedir (Boyack & Klavans & Börner, 2005).

Verilerin bibliyometrik analiz ile işlenirken kullanılan yöntemler bibliyografik eşleştirme, alıntı, ortak alıntı, ortak yazarlık ve birlikte gerçekleşmedir.

Bibliyografik eşleştirme, iki farklı yayın aynı kaynağı referans olarak gösterdiğinde oluşur. Bu iki yayının referans listeleri ne kadar benzerse aralarındaki bibliyografik eşleştirme o derece güçlüdür (Zupic & Čater, 2015). Bibliyografik eşleştirmenin ortak atıftan farkı hangi kaynaklara baktığıdır. Bibliyografik eşleştirme atıfta bulunan iki yayının arasındaki ilişkiye odaklanır. Ortak atıf ise atıfta bulunan iki yayın arasındaki ilişkiyi inceler.

Bilimsel haritalama yöntemi ile yüzlerce hatta binlerce yayın taranabilir. Klasik bir literatür taramasına göre belli başlı kalıplar, örüntüler çıkarılmasına olanak verir. Daha makro bakış açısına sahip bir yöntemdir.

Çalışmada yapılması gereken ilk adım verilerin çekileceği veri platformunu belirlemektir. Bu çalışmada Web of Science kullanılmıştır. Bunun tercih edilmesindeki sebep içerisinde birçok veri tabanı indeksini barındırması ve bilimsel haritalama için kullanılan VOSviewer programı ile uyumlu çalışan verilerin çekilebilmesine izin verdiği içindir.

VOSviewer çok büyük veri setlerinde bile belirgin bir harita çıkarılmasını sağlayan bir programdır. Kelimelerin, yazarların, yayınların, dergilerin birlikte kullanılma sıklıkları üzerinden haritalar oluşturur ve bu haritalar sayesinde aralarındaki ilişkiler kolaylıkla görülebilir.

Bulgular

Gelişmiş ülkeler için 90'lı yılların başında yayın sayısı 3 haneli rakamlara çıkmış ve yıllar içinde yayınlar giderek artmıştır. Gelişen ülkelerde ise yayın sayısının 3 hanelilere gelmesi 2000'li yılları bulmuştur. Burada da yıllar içinde giderek artan bir şablon vardır. Son 10 yılın ortalama yayın sayısı gelişmiş ülkeler için 1,706 iken gelişen ülkeler için ise 1,151'dir. İki taraf için de yayınlar gittikçe artıyor olsalar da gelişmiş ülkeler için olan yayınlar her daim gelişen ülkeler için olan yayınlardan daha fazladır.

Üç bin dört yüz on bir farklı dergide gelişmiş ülkelerde kadın istihdamı ile ilgili makaleler yer almaktadır. İlk 20 dergi, kadın istihdamı araştırmalarının yüzde 15'ini içeriyor. Sex Roles; Gender Work and Organization; Women's Studies International Forum en iyi 3 dergidir. Bu listedeki dergilerin çoğu sosyoloji ve toplumsal cinsiyet çalışmalarındandır. Derginin alana katkısını değerlendirmek için bir derginin ortalama atıf oranı bir ölçüttür. O makalenin toplam atıf sayısının toplam yayın sayısına

bölünmesi ile hesaplanır. Dergi için en yaygın ölçütlerden bir diğeri, dergi etki faktörüdür. Etki faktörü (IF), o dergide güncellenen makalelerin ortalama atıf sayısının göstergesidir. Makalelerine yapılan atıflara dayanarak derginin önemini göstermek için kullanılır. Önceki iki yılda yayınlanan makalelerin o yıldaki atıf sayısının bu son iki yıldaki toplam yayın sayısına bölünmesi ile o yıl için hesaplanır. Üç bin doksan farklı dergi, gelişmekte olan ülkelerde kadın istihdamı hakkında makaleler içermektedir. İlk 20 dergi, tıpkı gelişmiş ülkeler gibi kadın istihdamı araştırmalarının yüzde 15'ini içermektedir. World Development; Agenda-Empowering women for Gender Equity; Gender, Place and Culture ilk 3 dergidir. Gender, Place and Culture veya Feminist Economics gibi gelişmiş ve gelişmekte olan ülkeler için bazı ortak dergiler vardır. Ayrıca gelişmekte olan ülkelerin dergi kategorilerine bakıldığında özellikle kalkınma temalı dergiler gelişmiş ülkelere göre öne çıkmaktadır. Bununla birlikte, toplumsal cinsiyet çalışmaları dergileri baskındır.

Gelişmiş ülkeler için en iyi 20 enstitü arasında ilk 3, İsveç'te Stockholm Üniversitesi, Kanada'da Toronto Üniversitesi ve Avustralya'da Melbourne Üniversitesi oldu. Dikkat çekici bir şekilde, ABD okulları bu ilk 20 enstitüde yoğunlaşmıştır. İlk 20'nin yüzde 45'ini yalnızca ABD kurumları oluştururken, geri kalanı Avustralya, Almanya, İngiltere, İsveç, Hollanda, İsrail ve Kanada'dır. Dünya Bankası, Güney Afrika'daki KwaZulu-Natal Üniversitesi ve Güney Afrika'daki Witwatersrand Üniversitesi gelişmekte olan ülkeler için yayınladıkları makale sayısı açısından ilk 3'e giren enstitülerdir. Burada gelişmiş ülkelere farklı olarak kurumların yarısı gelişmiş ülkelere, diğer yarısı ise gelişmekte olan ülkelere aittir. İlk 20'deki enstitülerin yüzde 25'ini Güney Afrika oluşturmaktadır. Bir diğer dikkat çekici husus da en çok yayının Dünya Bankası'ndan çıkıyor olmasıdır.

Gelişmiş ülkeler için yayınların yüzde 29'unu (8.389 makale) Amerikan kurumları sağlamaktadır. İkinci sırada İngiltere (3.784 makale), ardından Avustralya (2.187 makale), Kanada (2051 makale), Almanya (1757 makale) ve İspanya (1750 makale) gelmektedir. Türkiye 154 yayınlı 31. sırada yer almaktadır. Gelişmekte olan ülkeler

için ABD, gelişmiş ülkelerde olduğu gibi (%22) hala yayınların büyük bir yüzdesini oluşturmaktadır. Ancak Güney Afrika, Hindistan ve Çin gibi gelişmekte olan ülkeler de gelişmiş ülkelere farklı olarak listenin başında yer almaktadır. İlk 20'deki ülkelerin yüzde 70'i gelişmekte olan ülkelerdir. Türkiye ise 968 makale ile bu listede 6. sırada yer almaktadır.

Gelişmiş ülkeler için Janeen Baxter, 44 makale ve 1671 global atıf ile kadın istihdamı konusunda en çok yayına sahip olan kişidir. Bununla birlikte, yazar konuyla ilgili en fazla makaleye sahip olsa bile, en fazla küresel alıntıya sahip değildir. Francine D. Blau, kadın istihdamı hakkında en çok atıf alan makalelere ve 2.858 küresel atıf ile 14 makaleye sahip Amerikalı bir ekonomi profesörüdür. İlk 20'de, dört yazar toplam 2000'den fazla küresel alıntıya sahipken, on bir yazarın makaleleri için 1000 ila 2000 arası küresel atıfa sahiptir. Listedeki yazarların cinsiyetlerine bakıldığında ilk onda yer alan yazarların %60'ı kadın, %40'ı erkektir. İlk yirmi listesinin %75'i kadın, %25'i erkektir. En çok atıf alan yazar kadın ekonomi profesörü, ikincisi ise erkek ekonomi profesörüdür. Listenin %65'ini oluşturan sosyoloji yazarları oldukça baskındır. Onlardan sonra gelen ekonomi yazarları ise listenin %20'sini oluşturmaktadır. Gelişmekte olan ülkeler için Bina Agarwal, 11 makale ile en yüksek toplam küresel atıf (1,090) sahibi yazardır. Xiao-Yuan Dong 30 makale ile en çok yayın yapan yazar olurken, onu 21 makale ile Stephan Klasen takip etmektedir. İlk 20'de, toplam 1,000'den fazla küresel atıf alan yalnızca bir yazar varken, sekiz yazar makaleleri için 500 ila 1,000 arasında küresel atıf almaktadır. Yazarın gelişmekte olan ülkeler listesinde cinsiyete bakıldığında, gelişmiş ülkelere göre farklı bir tablo görülmektedir. Hem ilk yirmide hem de ilk onda yazarların %50'si erkek ve %50'si kadındır. Yazarların bölümlerinde ekonomi hakimdir. Ekonomi %55 ile ilk sırada yer alırken, sosyoloji %30 ile ikinci sırada yer almaktadır.

Sonuç

Çalışmada kadın istihdamı literatürünün gelişmiş ve gelişmekte olan ülkeler özelinde nasıl farklılaştığı bibliyometrik analiz ile anlaşılmaya çalışılmıştır. Bunun için de iki ayrı veri seti oluşturulmuştur. Bu iki veri seti için seçilen anahtar kelimeler kadın ve istihdam için aynıdır. Fakat ülkeler özelinde gelişmiş ve gelişmekte olan ülkeler olarak ayrılmışlardır. Bu şekilde seçilen anahtar kelimeler ve filtreleme işlemleri sonucunda gelişmiş ülkeler için 29,442 makale, gelişmekte olan ülkeler için 17,611 makale elde edilip farklı analizler yapılmıştır.

Gelişmiş ve gelişmekte olan ülkelerin yayın sayılarına baktığımızda 1960'lerden bu yana hep bir artış görülmektedir. Bu artışta gelişmiş ülkeler 3 haneli yayın sayısına 1900'larda ulaşırken gelişmekte olan ülkeler 2000'lerde ulaşabilmektedirler. Bu yüzden de gelişmiş ülkelerdeki yayın sayısı yıllar içinde hep gelişmekte olan ülkelerdeki yayın sayısından daha fazla olmuştur.

İçerdikleri makale sayısına göre dergiler iki ayrı veri seti için sıralandığında ilk 3teki dergilerin farklılaştığı görülür. Gelişmiş ülkelerde Sex Roles; Gender Work and Organization; Womens Studies International Forum ilk 3'ü oluştururken gelişmekte olan ülkelerde ise World Development; Agenda-Empowering women for Gender Equity; Gender, Place and Culture dergileri ilk üçte yer almaktadır. Bu iki veri setinin ortaklaştığı şey ise ilk 20'deki makalelerin toplam yayınların yüzde 15 ini kapsıyor oluşlarıdır.

Yayın sayılarına göre enstitülere bakıldığında gelişmiş ülkeler için ilk üçte Stockholm Üniversitesi, İsveç, Toronto Üniversitesi, Kanada ve Melbourne Üniversitesi, Avustralya vardır. İlk 20 enstitünün neredeyse yarısını USA enstitüleri oluşturuyor. Gelişmekte olan ülkelerde ise durum çok daha farklı. İlk sırada World Bank yer almaktadır. 2. ve 3. sıradaki enstitülerde Güney Afrika'dan olmakla birlikte Güney

Afrika ilk 20'deki enstitülerin %25'ine sahiptir. Yarısını da gelişmiş ülkelerin ilk 20'deki enstitülerin aksine geliştirmekte olan enstitüler oluşturmaktadır.

Yayınlar ülkelere özelinde bakıldığında gelişmiş ve geliştirmekte olan ülkeler için ortak olan şey USA %29 ile gelişmiş ülkeler için %22 ile geliştirmekte olan ülkeler için en fazla yayının çıktığı ülkedir. Farklılaştıkları nokta ilk 20 listesinde listenin geri kalan ülkeleridir. Gelişmiş ülkelerde gelişmiş ülkeler oluşturmaktadır. Geliştirmekte olan ülkeler için ise listenin çoğu geliştirmekte olan ülkelere oluşturmaktadır.

Yazarlara aldıkları atıf sayısı ve yayın sayısı açısından bakıldığında gelişmiş ülkelerdeki yazarların atıf sayılarının geliştirmekte olan ülkelere göre oldukça fazla olduğu görülür. Gelişmiş ülkelerde 15 yazar 1000'den fazla atıf alırken geliştirmekte olan ülkelere sadece 1 yazar bu sınırı geçebilmiştir. Gelişmiş ülkelere Francine D. Blau en çok atıf alan yazardır. Lawrence M Kahn, Suzanne M. Bianchi ve Paula England diğer en çok atıf alan yazarlardır. Gelişmiş ülkelere ise Bina Agarwal en çok atıf alandır. Sonrasında da Stephan Klasen, Xiao-Yuan Dong ve Emily Hannum gelmektedir. Gelişmiş ülkeler için en çok atıf alan yazarlar listesinde ilk 10'da kadın yazarlar %60 iken, ilk 20'de bu oran daha da artmakta ve %75'e çıkmaktadır. Bu yazarların çoğunlukla sosyoloji alt yapısından geldikleri görülmektedir. Geliştirmekte olan ülkelere ise ilk 10 ve 20 en çok atıf alan yazarlar listesinde kadın ve erkeklerin yarı yarıya oldukları görülür. Bölümleri ise çoğunlukla ekonomi ağırlıklıdır.

Geliştirmekte olan ve gelişmiş ülkeler için hangi dillerde yayınlar yapıldığına bakıldığında en büyük yüzdenin iki grup için de İngilizce olduğu görülmektedir. İki grubu birbirinden ayıran şey geliştirmekte olan ülkelere için üretilen yayınların dillerinde geliştirmekte olan ülkelere kendi dilleri de bulunmaktadır.

Yazarlara ortak atıf metodu ile bakıldığında geliştirmekte olan ülkelere 4 sınıf görülmektedir. Dünya Bankası'nın merkezde olduğu sınıfta Gary Becker, Amartya Sen, James J Heckman ve Esther Duflo bulunmaktadır. Naila Kabeer OECD, ILO and

UNDP ile başka bir sınıfı paylaşmaktadır. Geert Hofstede, Alice Eagly, Albert Bandura and Jeffrey Greenhaus üçüncü sınıfı oluşturmaktadırlar. Dördüncü sınıfta ise Alejandro Portes, Douglas Massey ve John Caldwell vardır. Gelişmiş ülkelerde ise OECD, The European Commission, Gøsta Esping-Andersen, Eurostat and Rosemary Crompton bir sınıfı oluşturmaktadırlar. Gary Becker, Francine D. Blau, James Heckman and Claudia Goldin ise diğer bir sınıfın üyeleridir. İki tarafta da Gary Becker ve Alice Eagly gibi ortak yazarlar vardır. Gelişmekte olan ülkeler için özellikle World Bank, OECD, ILO, UNDP baskınken, gelişmiş ülkelerde OECD ve Avrupa enstitülerin baskın olduğu görülür.

Ülkelerin bibliyometrik benzerliklerine bakıldığında gelişmiş ülkeler için Avrupa ülkelerinin kendi içinde bir sınıf, Milletler Topluluklarının da kendi içlerinde başka bir sınıf oldukları görülür. Sınıfların çoğunluğunu da gelişmiş ülkeler oluşturur. Fakat gelişmekte olan ülkelerde, Güney Afrika ve Hindistan gibi gelişmekte olan ülkeler de mevcuttur.

Dergiler bibliyometrik benzerliklerine göre ayrıldığında gelişmekte olan ülkelerde sınıfların net bir şekilde konuya göre ayrıldıkları görülür. Bir sınıf genellikle ekonomi dergilerinden oluşurken, diğer sınıflar toplumsal cinsiyet, aile ve demografi temalı dergilerden oluşmaktadırlar. Gelişmiş ülkelerde ise sınıflar bu kadar net bir şekilde ayrılmazlar. Sadece bir sınıfın daha çok toplumsal cinsiyet temalı olduğu görülmektedir.

Anahtar kelimelerin yıllar içinde değişimlerine bakıldığında da gelişmekte olan ülkelerde pek bir değişiklik gözlemlenmezken gelişmiş ülkelerde son yıllarda transseksüel, lgbt, akıl sağlığı, covid 19, kesişimsellik ve sosyal medya gibi kelimelerin sık kullanılmaya başlandığı görülmektedir.

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