

Gender Equality Issues and Women’s Empowerment Policies from 2000 to 2022: Bibliometric Analysis

Abstract

This research is focused on reviewing the literature on the issue of gender equality and women’s empowerment policies to reveal relationships, publication trends, hot topics or themes that have always been the object of research, especially on the issue of gender equality and women’s empowerment. In this study, the data used for analysis were obtained from the Scopus database of 877 documents. Then, the data was analyzed using VOSviewer. VOSviewer is used for creating, visualizing, and exploring bibliometric maps of science. The results showed a significant increase in publications number on gender equality issues. However, these results do not necessarily become the primary indicator of the occurrence of gender parity. On the contrary, the results of this study can be used as a reference to understand gender mainstreaming better, as well as to know the benefits of gender equality and women’s empowerment, namely to create prosperity and peace for the entire community.

Keywords: Bibliometric analysis, Gender equality, Gender mainstreaming, Women’s empowerment, Policy.

1. Introduction

Gender equality has probably been one of the most important conversations we have had as a society over the last century (Montecinos & Anguita, 2015; Latimer et al., 2019; Popa & Bucur, 2014). As long as humans involve themselves in social, cultural, educational and belief rules, the issue of gender equality will always be debated. Why is that? Because each individual carries out many different duties and responsibilities. So, it is not wrong to assume that gender equality is a contested notion (Verloo & Lombardo, 2007). Gender equality is synonymous with social balance. The balance in question is that roles, rights, and responsibilities must be equal between men and women (Widanti & Putra, 2021).

Literally, gender is not the same as sex terms. Sex is the trait of male and female identity biology-based, while gender refers to men’s and women’s socially and culturally determined identities (Compère et al., 2018; Hodgetts & Hausmann, 2021; Jenkins, Boulet, Lavoie, Raheison-Semjen, & Singh, 2022). Gender relates to a society’s duties, responsibilities, access, and opportunities for men and women, boys and girls. In the context of gender, “equity” and “equality” terms are frequently used interchangeably. Gender equity is the process of treating women and men fairly and justly (i.e., the collection of behaviors, attitudes, and assumptions that give opportunities and generate expectations about persons) to achieve gender equality (Brugere, 2014:87). Thus, gender equality is fundamental to strive for, because equality between women and men is a fundamental value of the country’s development and is vital to its economic and social growth (European Institute for Gender Equality, 2013). In other words, gender equality is a yardstick for measuring the progress of social civilization and an important goal for humankind to achieve sustainable development.

Despite the explanation above, the question is, has the gender equality policy applied well? Of course, it might be yes, or it might be no. However, we cannot ignore the data that stated some countries had applied gender equality policy very well, for instance, Iceland, Finland, Norway, New Zealand, and Sweden, where Iceland is the most gender-equal country in the world for the 12th time (World Economic Forum, 2021). On the contrary, there are still many people in various countries who experience gender inequality in the fields of education, participation in politics, decision-making, health, employment and so on (Amanda Gelgel & Dwita Apriani, 2019), as shown in Table 1 related to the difference of skills cluster between men and women as follows.

Table 1. Share of Men and Women by Skills Cluster

No.	Skill Cluster	Men	Women
1	Technology, Disruptive	71	29
2	Business	61	39

3	All	61	39
4	Technology	60	40
5	Specialized Industry	59	41
6	Soft	58	42

Source: World Economic Forum (2020).

As a result, from Table 1 above, the gender equality issue mostly refers to women's empowerment. It is caused by the gender gaps felt by women, who tend to be discriminated against. So, it is as if women have limitations in aspects of expertise, intelligence, and talent so that women are continuously marginalized, but men are not limited at all. Unfortunately, women are often considered weak, while men are a superpower (see Dewi et al., 2022). As a result of these stark differences, the issue of gender equality is always related to women. In fact, countries with the lowest records in terms of women's inclusion, justice, and security frequently have the worst records of maternal and infant mortality (Klugman, Li, Barker, Parsons, & Dale, 2019). Similarly, Zhang, Huang, Chao, Yang, & Chen (2021) stated that the importance of women in the global governance of climate change is self-evident.

Let's examine the role of women profoundly and critically. The role of women is very crucial, for example, in the household and child affairs (see Hamidi, Vaughan, & Bohren, 2021), environment (see Fiantis et al., 2022; Sibarani, Simanjuntak, & Fachry, 2020; Sinthumule, 2022), health (see Porth, Wagner, Moyer, Mutua, & Boulton, 2021; Sibarani, Simanjuntak, & Sibarani, 2021), education and technology (see Marinova, Bitri, & Ibro, 2021), organizations (see Smirles et al., 2020), economics (Balayar & Mazur, 2021; Chuanchuan & Jingwen, 2021) and various other responsibilities, women never missed and always contributed. Thus, the role of women in national development cannot be underestimated. Even, in fact, in almost all aspects of human activity, women have contributed to it (Goldin, 2006). The wheel of development of any country lies on the shoulders of how productive and creative the female populations are (John, Dialoke, U, & Edwin, 2019). Likewise, women play critical roles as effective advocates for peace, community leaders, and champions of civil and human rights (USAID, 2020). Therefore, it should be highlighted that these synergies and the centrality of addressing gender inequality and women's empowerment as part of the sustainable development agenda.

In addition, the issue of gender equality and women's empowerment policies is interesting to study in social research and library research. Many studies on gender equality and women's empowerment policies have been published (see Table 1). In addition, the issue of gender equality is widely studied by various disciplines such as social science, arts and humanities, business and management, economics, law, health and so on. Based on the explanation above, this research is more focused on analyzing the literature database from 2000 to 2022 and using a bibliometric analysis approach with the VOSviewer tool (Donthu, Kumar, Mukherjee, Pandey, & Lim, 2021). The researcher wants to examine the publication trend, the hot theme of the gender issue, influence authors and kinds of issues on gender equality and women's empowerment policies. To achieve the objectives of this research, the researcher formulates several research questions as follows:

1. What are the publication's trends and its relationship with gender equality issues and women's empowerment policies?
2. What are the most themes analysed in gender equality issue and women's empowerment policies?
3. What are the most influential documents in gender equality issues and women's empowerment policies?
4. What is the most influential country in the publication of gender equality issues and women's empowerment policies?

2. Methods and Data Analysis

2.1. Method

The first step in conducting a bibliometric literature analysis is to determine the scope of the research study. It is essential because it is closely related to the content and amount of data to be analyzed (Rojas-Lamorenna, Del Barrio-García, & Alcántara-Pilar, 2022); (Waltman & Van Eck, 2012). So, the data used to analyze "gender equality" is taken from the Scopus database. Scopus is a source-neutral abstract and citation database that independent subject matter experts curated. As a result,

Scopus provides the most comprehensive overview of global research output in science, technology, health, social science, and the arts and humanities (Elsevier, 2020). Similarly, Falagas, Pitsouni, Malietzis, & Pappas (2008), Scopus covers a more comprehensive journal range and offers the capability for citation analysis. That is why researchers prefer to collect data in Scopus because it is much more complete and reliable (see De Granda-Orive, Alonso-Arroyo, & Roig-Vázquez, 2011; Martín-Martín, Orduna-Malea, Thelwall, & Delgado López-Cózar, 2018; Meho, 2019; Norris & Oppenheim, 2007; Thelwall, 2018).

There are 877 documents consisting of various types of documents used in this analysis. Data collection from Scopus was carried out on May 11, 2022, with the following keywords: ALL (“gender equality” AND “women’s policy”) AND (LIMIT-TO (PUBYEAR, 2022) OR LIMIT-TO (PUBYEAR, 2021) OR LIMIT TO (PUBYEAR, 2020) OR LIMIT-TO (PUBYEAR, 2019) OR LIMIT TO (PUBYEAR, 2018) OR LIMIT-TO (PUBYEAR, 2017) OR LIMIT-TO (PUBYEAR, 2016) OR LIMIT-TO (PUBYEAR, 2015) OR LIMIT-TO (PUBYEAR, 2014) OR LIMIT-TO (PUBYEAR, 2013) OR LIMIT-TO (PUBYEAR, 2012) OR LIMIT-TO (PUBYEAR, 2011) OR LIMIT-TO (PUBYEAR, 2010) OR LIMIT-TO (PUBYEAR, 2009) OR LIMIT-TO (PUBYEAR, 2008) OR LIMIT-TO (PUBYEAR, 2007) OR LIMIT-TO (PUBYEAR, 2006) OR LIMIT-TO (PUBYEAR, 2005) OR LIMIT-TO (PUBYEAR, 2004) OR LIMIT-TO (PUBYEAR, 2003) OR LIMIT-TO (PUBYEAR, 2002) OR LIMIT-TO (PUBYEAR, 2001) OR LIMIT-TO (PUBYEAR, 2000)). The results of the data search contained 877 documents divided into several research subject areas and document types, namely Article: 560, Book Chapter: 120, Book: 114, Review: 61, Conference: Paper 15, Editorial: 5 and Note: 2. The types of data used in this study are presented in Figure 1 below.

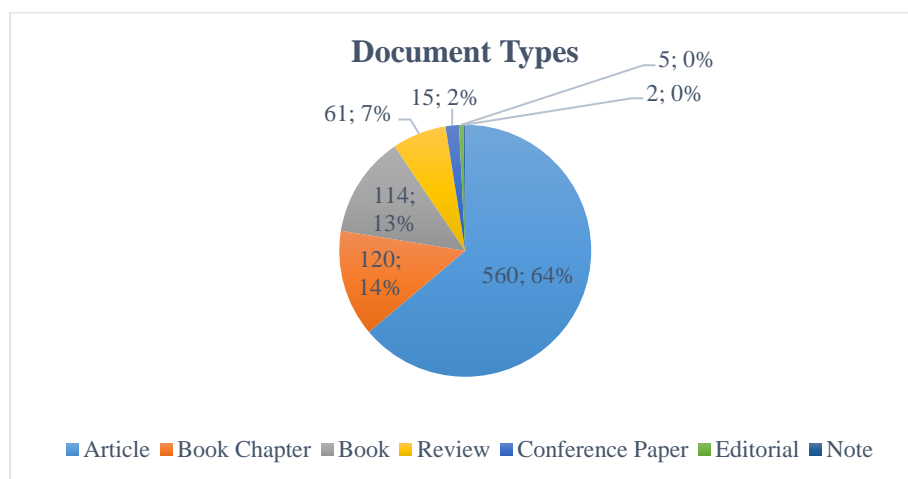


Figure 1. All Documents Analysis on Gender Equality Issue and Women’s Empowerment Policies

2.2 Data Analysis

The number of databases, as many as 877 documents, was then converted to “csv” and analyzed using VOSviewer version 1.6.18 (van Eck & Waltman, 2022). VOSviewer is a software tool for creating maps based on network data and for visualizing and exploring these maps (van Eck & Waltman, 2010); (van Eck & Waltman, 2016). VOSviewer is applied not only for data visualization but also to determine several types of analysis, such as the relationship between co-authorship and organization, co-occurrence relationship with the author, citation relationship with the author’s country and so on (Eck & Waltman, 2016; Hassan et al., 2022). In addition, Tableau Public version 2021.4, intelligence software, is also used for data visualization. So, these two bibliometric literature analysis tools are used to obtain detailed data while presenting data with an attractive appearance.

3. Results and Discussion

The results of the analysis in this study will be described below in accordance with the formulation of the problem presented in the previous section. Furthermore, these results are interpreted based on facts or findings in the literature analysis of the gender equality and women’s policy database.

3.1 Publications Trend of gender equality issue and women’s empowerment policies

In this section, the results of the analysis are more focused on disclosing the number of documents, citations and sources of publications each year related to gender equality and women’s empowerment policies. Then, the analysis results are interpreted based on the database obtained from the VOSviewer analysis tool as shown below.

a. The Annual Publication

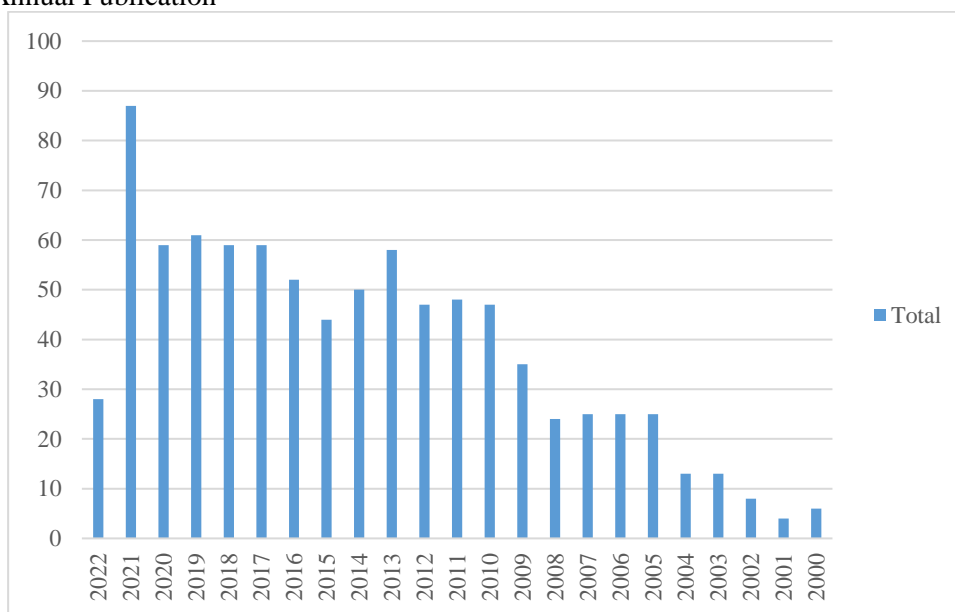


Figure 2. Annual Publication of Gender Equality Issue and Women’s Empowerment Policies

From the results of the analysis above, as shown in Figure 2, it is clear evidence that the issue of gender inequality or women’s empowerment has increased rapidly, especially in the field of research publications. Of course, these results prove that the issue of gender equality is increasingly being revealed. There is no doubt that the phenomenon of gender inequality or equality that occurs in society, government and in various other communities is getting higher both in the field of work (see International Labour Organization, 2020:67), organization (see Ghellab & Vaughan-Whitehead, 2021:16), education (see Yao & You, 2018), politics; women are still underrepresented in politics (Gonzalez-Eiras & Sanz, 2021), health and so on. The current report from UN Women stated that women living with children were more likely to lose their jobs than men living with children (UN Women, 2021b). If analyzed from the data above, from 2000 to 2022, the publication of gender equality issues and women’s empowerment policies experienced ups and downs. For example, in 2000-2001, the number of publications was only 10, but 11 years later (2002-2013), there was a very significant increase to reach 58. Furthermore, 2014-2016 experienced a slight decrease at 50, and 2017-2020 was stable at 60. At its peak in 2021, it will experience a sharp increase until it reaches 90.

b. The Citation based-Source Analysis

Table 2. The Top 20 Source of Gender equality issues and women’s empowerment policies

No	Sources	Documents	Citation	Total Link Strength
1	Social Politics	28	1397	160
2	NORA - Nordic Journal of Feminist and Gender Research	20	212	41
3	Politics and Gender	19	277	61
4	International Feminist Journal of Politics	13	410	72
5	Gender, Work and Organization	12	91	24
6	European Journal of Women’s Studies	10	300	48
7	Women’s Studies International Forum	10	101	29

8	Mainstreaming Politics: Gendering Practices and Feminist Theory	9	60	22
9	Australian Journal of Political Science	8	142	32
10	Critical Social Policy	8	142	10
11	Journal of Women, Politics and Policy	8	82	29
12	Policy and Politics	7	103	38
13	European Journal of Politics and Gender	6	173	15
14	Social Policy and Administration	6	119	23
15	Violence Against Women	6	44	10
16	Asian Journal of Women's Studies	5	437	16
17	Policy and Society	5	92	42
18	Policy Studies	5	48	9
19	Sex Roles	5	18	3
20	Journal of International Women's Studies	5	7	2

Source: Research results by researchers, 2022.

Table 2 above shows the number of publications per year as the main indicator in selecting the top 20 sources on the issue of gender equality issues and women's empowerment policies. Social Politics, one of the sources with the highest publications on gender equality and Political Policies, is 28 documents and 1397 citations per year. Furthermore, NORA - Nordic Journal of Feminist and Gender Research with 20 documents and 212 citations. They are followed by Politics and Gender, with 19 documents totalling 277 citations. Then, the International Feminist Journal of Politics with 13 documents. There are two journals that have the same number of documents, namely, 10 documents each. However, the European Journal of Women's Studies has a higher citation count of 300 than the Women's Studies International Forum, which only has 101 citations. Furthermore, Mainstreaming Politics: Gendering Practices and Feminist Theory has 9 documents and 60 citations and so on. The most interesting is the Asian Journal of Women's Studies which only has 5 publications but has the highest number of citations, 437, after Social Politics.

c. The Average Publication Per Year

The average number of publications per year owned by each journal is in Table 1 above, which can then be observed in Figure 4 below.

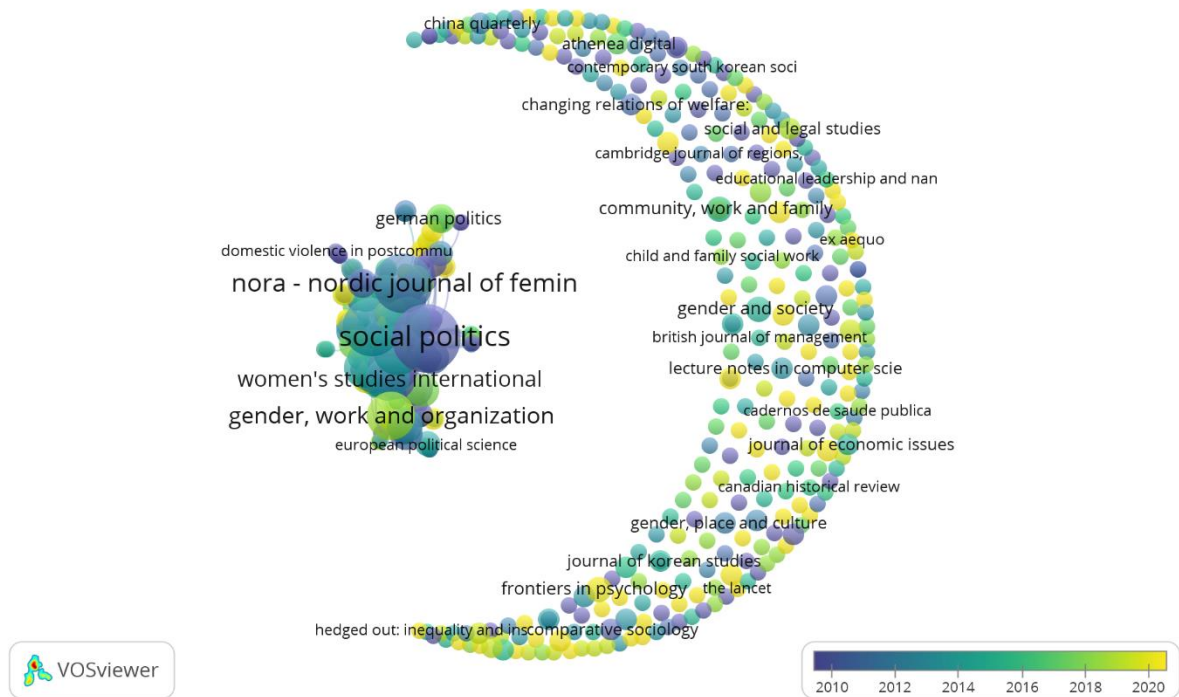


Figure 3. Overlay Visualization of Gender Equality Issues and Women’s Empowerment Policies Publication and Its Connection with Other Sources.

Figure 3 above shows that most publications on gender equality issues and women’s empowerment policies were published by Social Politics in 2010, while Mainstreaming Politics: Gendering Practices and Feminist Theory, Policy and Politics and NORA - Nordic Journal of Feminist and Gender Research 2012. Meanwhile, Politics and gender, International Feminist Journal of Politics, European Journal of Women’s Studies, Women’s Studies International Forum in 2014. Then, the Journal of Women, Politics and Policy in 2016 and Gender, Work and Organization in 2018. Last, the European Journal of Politics and Gender and Public Administration in 2020. Apart from the productivity of each journal in publishing the issue of gender equality and women’s policy, the most exciting thing is that Gender, Work and Organization is one of the sources of gender equality issues still vulnerable today. For example, International Labour Organization (2020) reported that 327 million wage earners are paid at or below the applicable hourly minimum wage. In addition, in Pakistan, women face economic and social vulnerability and need cash transfer programs to reduce poverty and inequality and increase women’s empowerment (Sarfraz, Kamran, Khan, Khalique, & Andlib, 2022). Likewise, Moughalian & Täuber (2020) said that when organizations are more concerned with their reputation than with changing existing inequality regimes, gender equality initiatives create an illusion of institutional commitment to diversity and inclusion that masks persistent abuses of power.

3.2 The most themes analysed in gender equality issues and women’s empowerment policies

The emergence of keywords, as in Figure 4 below, are the result of an analysis of a database of 877 documents in VOSviewer (See Fig. 1). As a result, it was revealed that there are many diverse topics or themes related to issues, especially gender equality and women’s empowerment policies as shown below.

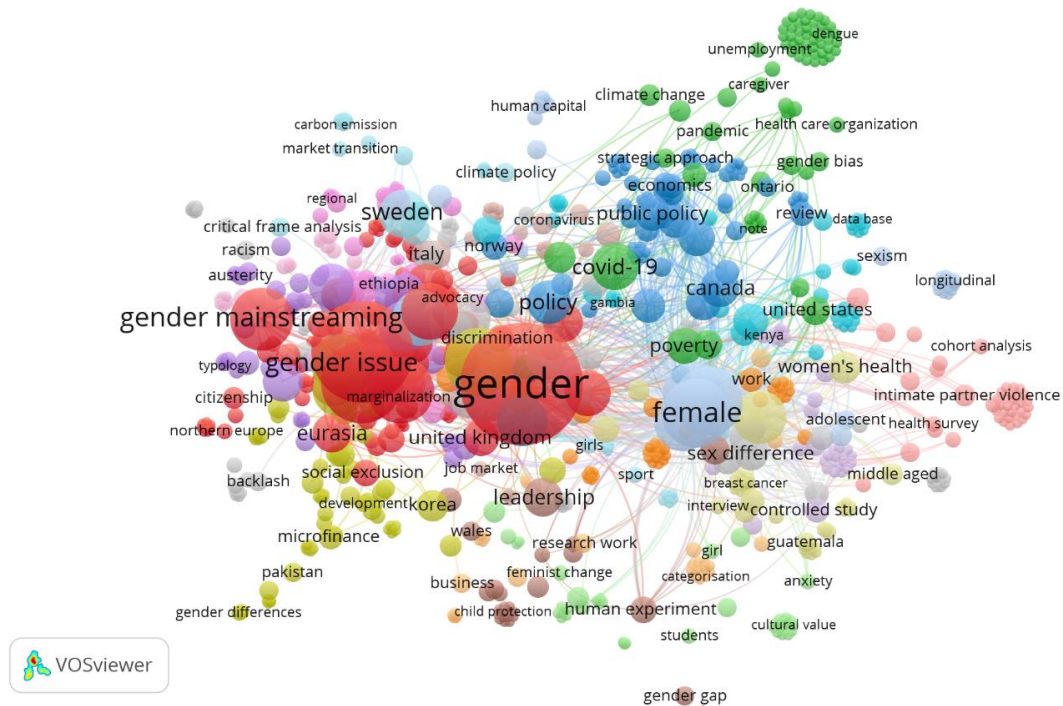


Figure 4. Network Visualization of Co-occurrences based on All Keywords Analysis on Gender Equality Issues and Women's Empowerment Policies

From Fig. 4 above, it can be seen that the hot topics that still dominate in the issue of gender equality studies are 'gender', 'gender equality', 'women status', 'female', 'human', 'women', 'feminism', 'gender mainstreaming', 'article', 'gender issue', 'male', 'gender relations', 'intersectionality', 'humans', 'European Union', 'gender role', 'employment', 'social policy', 'Sweden', 'policy making', 'covid-19', 'domestic violence', 'gender disparity', 'Europe', 'policy', 'equality', 'adult', 'women's right', 'labor market', 'politics', 'South Korea', 'Canada', 'Eurasia', 'leadership', 'political participation', 'policy analysis', 'violence against women', 'Spain', 'education', 'poverty', 'violence', 'United Kingdom', 'discourse', 'mainstreaming', 'health care policy', 'government', 'women employment', 'public policy', 'democracy', 'neoliberalism', 'gender inequality', 'representation', 'sex difference', 'gender identity', 'Finland', 'human rights', 'equity' and so on. All of these keywords are hot themes that have always been the object of research, especially in gender equality studies and women's empowerment since the object is vulnerable to the issue of gender inequality (Kurniawan, 2014; Berghoff et al., 2021; Maas, 2020; Yoosefi Lebni et al., 2021; Zabaniotou, 2021). Also this is evidenced by the nodes that circle the keyword. The larger the circle of nodes, the greater the influence, both in terms of the number of research documents and the strength of the links between research issues or topics. Interestingly, several countries appear in the co-occurrence analysis on gender equality, such as Sweden, Canada, the EU, the UK, Europe, Eurasia, Asia, Korea, Spain, and Finland. These are countries that care about issues of gender equality and women's empowerment both nationally and internationally (World Economic Forum, 2021).

3.3 The Most Influential Documents in Gender equality issues and women's empowerment policies

As a result, many studies on the issue of gender equality and women's empowerment policies have been carried out before. Evidently, from the results of a database analysis of 877 documents from 2000 to 2022, several names of researchers with influential documents have emerged, as shown in Table 3 and Figure 5 below.

Table 3. The Top 50 Document of Gender Equality and Women's Policy

No.	Document	Citations	Links
1	True, J. (2001)	461	44
2	Walby, S. (2005c)	428	25
3	May, V. M. (2015)	252	5

4	Squires, J. (2005)	231	41
5	Stratigaki, M. (2004)	215	28
6	Coffe, H. (2010)	204	2
7	Hegewisch, A. (2011)	201	2
8	Verloo, M. (2007)	163	4
9	Waylen, G. (2007)	159	3
10	Johnson, H. (2008)	159	0
11	Rees, T. (2005)	158	19
12	Hassim, S. (2006)	154	1
13	Herlmer, M. (2016)	151	1
14	Lucarelli, S. (2006)	146	1
15	Mazur, A. G. (2010)	144	5
16	Lang, S. (2010b)	136	5
17	Featherstone, B. (2009)	136	0
18	Kantola, J. (2012)	127	1
19	Paxton, P. M. M. (2007)	127	22
20	Fuwa, M. (2007)	125	2
21	Cooke, L. P. (2006a)	123	1
22	Outshoorn, J. (2007)	122	10
23	Eaton, A.A. (2012)	122	0
24	Zippel, K.S. (2006)	114	2
25	Woodward, A. (2003)	106	21
26	Sung, S. (2003)	100	4
27	Morgan, K.J. (2013)	97	2
28	Christiansen, T. (2004)	92	3
29	Mauleon, E. (2006)	88	1
30	Hankivsky, O. (2005)	86	26
31	Beveridge, F. (2000)	83	18
32	Bordons, M. (2003)	83	1
33	Duina, F. (2013)	81	0
34	Perrons, D. (2006)	80	1
35	Lombardo, E. (2008)	78	19
36	Annesley, C. (2010)	77	4
37	Barker, D. (2004)	77	1
38	Van Barneveld, K. (2020)	77	0
39	Sirianni, C. (2000)	75	2
40	Weldon, S.L. (2011)	74	2
41	Elias, J. (2013)	73	2
42	Sharp, R. (2002)	72	11
43	Krook, M.L. (2009)	71	4
44	White, K. (2003)	71	1
45	Bacchi, C. (2003)	68	23
46	Htun, M. (2018)	68	4
47	Reeve, D. (2005)	68	0
48	Weber, O. (2014)	67	0
49	Stoet, Q. (2016)	66	0
50	Smith, H. (2015)	65	1

Source: Research results by researchers, 2022.

Through VOSviewer as an analytical tool in the database, as many as 877 documents found 724 items. Items may, for example, be publications, researchers, or terms (see van Eck & Waltman, 2022), but only 347 items are linked. As a result, there are 50 most influential documents based on the number of citations and links. From these results, it can be concluded that the number of citations in each document varies. In the first position is a document by True & Mintrom (2001) entitled “Transnational

networks and policy diffusion: The case of gender mainstreaming”, with 461 citations and 44 links. Second, Walby, S. (2005)’s “Gender mainstreaming” document has 428 citations and 25 links. Third, a document by Squires, J. (2005) has 231 citations and 41 links. Fourth, the document from Stratigaki, M. (2004) has 2015 citations and 28 links. Fifth, Rees, T. (2005)’s document has 158 citations and 19 links. Furthermore, Paxton, P. M. M. (2007)’s document has 127 citations and 22 links. Furthermore, there is Woodward, A. (2003)’s a document, which has 106 citations and 21 links. Also, the Hankivsky, O. (2005) document has 86 citations, and 26 links, Lombardo, E. (2008) has 78 citations and 19 links, and lastly, Bacchi, C. (2003) document has 68 citations and 23 links and so on as seen in the table above.

Apart from the explanation above, documents with the most citations only have a few extensive links. It is because of the object of interest. That is, the research topic does not influence other researchers or organizations. For example, the May, V. M. (2015) document has 252 citations but only 5 links. This number shows that there is a low connection between researchers. On the other hand, compared with the Rees, T. (2005) document, which only has 158 citations but 19 links, this document has a high connection between researchers and other organizations. Furthermore, the connection can be seen in Figure 4 below.

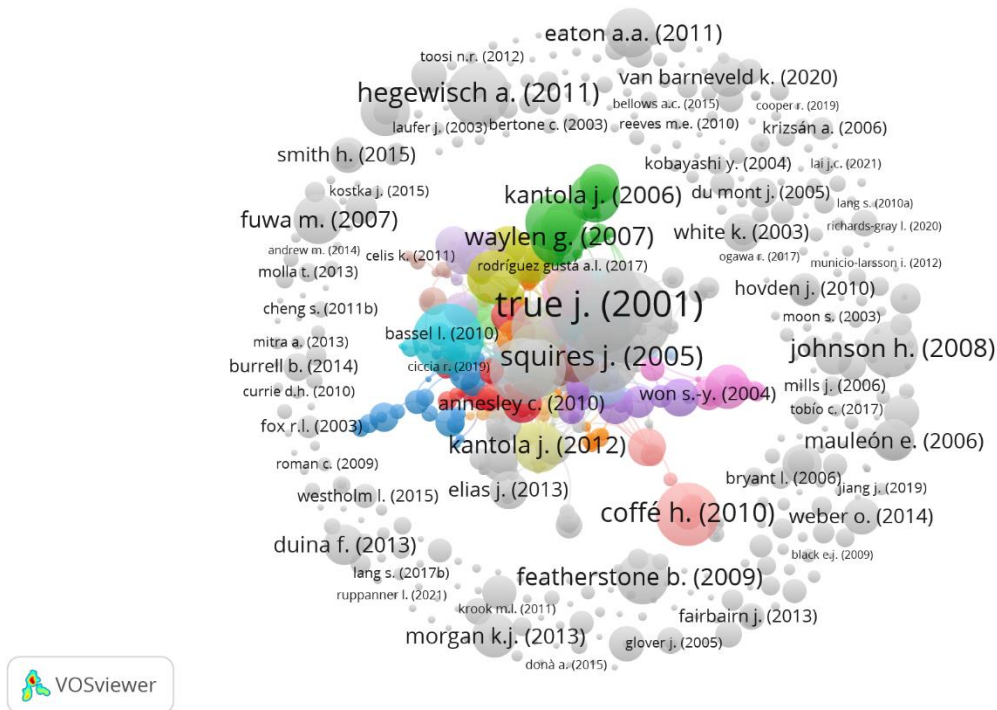


Figure 5. The most influential document mapping based on citation analysis

From figure 5 above, there are circles or also called nodes, that are red, green, yellow, blue, and purple, which are items that may refer to researchers, publications or organizations that are connected to each other on the research topic being studied. On the other hand, nodes that are grey in colour and circular in shape indicate a position that is not connected.

3.4 The Most Influential Country in the Publication of Gender Equality Issues and Women’s Empowerment Policies

In this section, the analysis results focus on the countries that have contributed the most to the publication of gender equality issues and women’s empowerment policies, particularly from 2000 to 2022. Further explanation regarding the results of the analysis can be seen in Figure 6 and Figure 7 below.

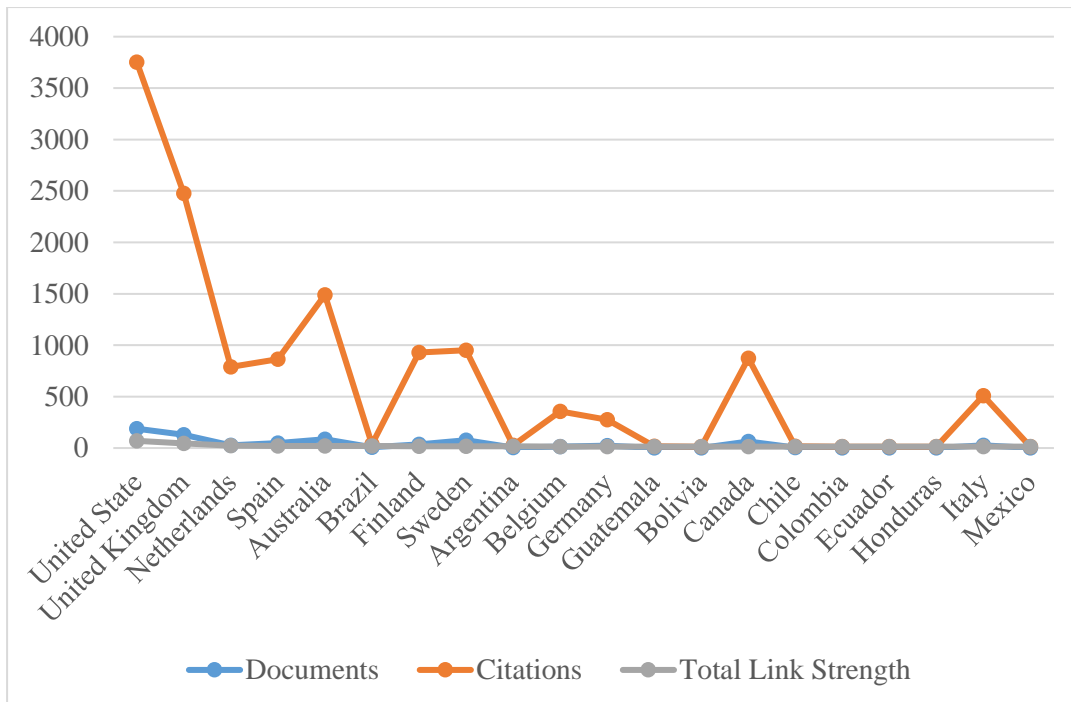


Figure 6. The top 20 Countries in the Publication of Gender Equality and Women’s Empowerment Policies.

It can be seen in Figure 6 above that several countries are very dominant in the publication of gender equality issues and women’s empowerment policies. It can be seen from the acquisition of the highest number of citations. First, the United States has 3751 citations and 188 documents, followed by the United Kingdom with 2477 citations and 130 documents. In the third position is Australia which has 1489 citations and 85 documents. Furthermore, Sweden has 950 citations and 77 documents. Fifth, Finland obtained 930 citations and 35 documents. Then, the two countries have almost the same number of citations, namely, Canada’s 872 citations and Spain’s 864 citations. While in the eighth position, there is the Netherlands which is higher than Italy. Lastly, Belgium has 355 citations, while Germany has 276 citations.

In connection with the above results, the fact is that the increase in the number of research or publications on the issue of equality does not necessarily mean that the country has implemented or has a high gender equality system. On the contrary, the issue of gender inequality is still happening because achieving a level of balance requires hard work and the cooperation of all elements (see World Economic Forum, 2021; International Labour Organization, 2020); UN Women, 2021a). In addition, the countries that have the highest number of citations also have a relationship with each other, as shown in Figure 6 below.

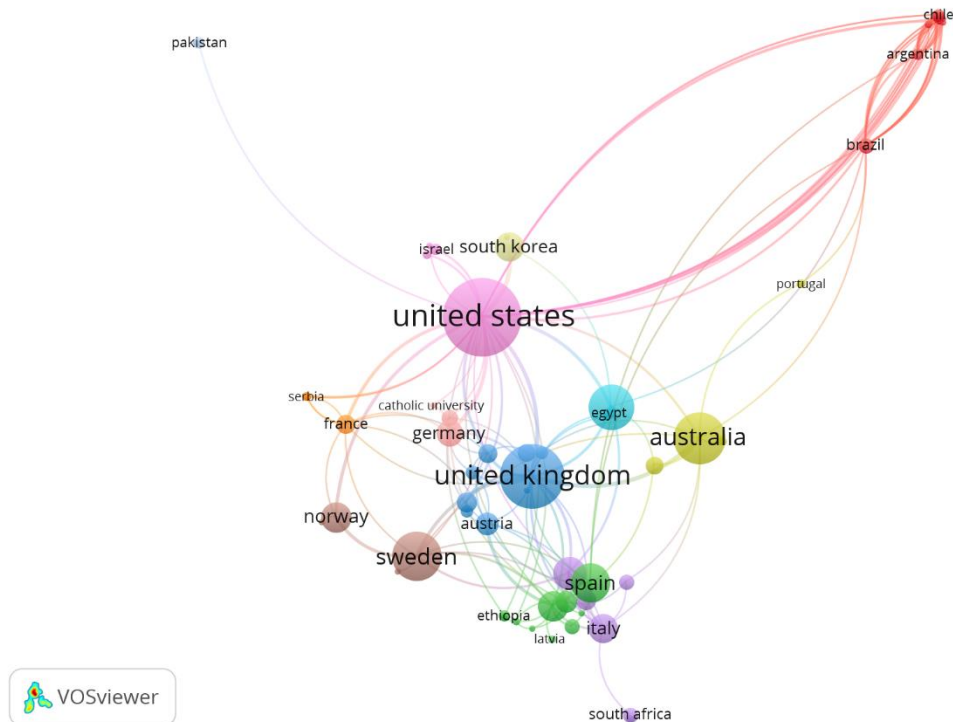


Figure 7. The Most Influential Country Mapping related to Gender Equality and Women's Empowerment Policies Publication Based on Co-Authorship Analysis.

As seen in Figure 7, a network visualisation shows connections to one another. For example, the United States is connected to Israel, South Korea, Serbia and others. Usually, the larger the node or country circle, the country is most dominant in terms of both the number of documents and the number of citations (see Figure 5). Likewise, other countries such as the United Kingdom, Australia, Sweden, Spain, Germany, Italy and several others have connections. Besides that, the analysis results on the database are as many as 877 documents; 70 items are connected and divided into 12 clusters, as described below.

Cluster 1 consists of 14 items. They are Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru, Uruguay, and Venezuela. **Cluster 2** consists of 11 items: Antwerp University, Belgium, Ethiopia, Hungary, Kenya, Latvia, Mozambique, Netherlands, Qing European, Spain, and Uganda. Furthermore, **cluster 3** consists of 9 items: Austria, Hong Kong, India, Ireland, Slovenia, Switzerland, Turkey, United Kingdom, University of Kent. Then, **cluster 4** consists of 6 items, namely Association, Australia, Malaysia, New Zealand, Papua New Guinea, and Portugal and **cluster 5** consists of 6 items, namely Denmark, Finland, Greece, Italy, South Africa, and Zimbabwe. Meanwhile, **cluster 6** consists of 4 items, namely Catholic University, George Washington University, Germany, and Japan and **cluster 7** consists of 4 items, namely Canada, Egypt, Jordan, and Qatar. Then, **cluster 8** consists of 4 items, namely France, Romania, Saudi Arabia, and Serbia and **cluster 9** consists of 4 items, namely China, Israel, Kuwait, United States. **Cluster 10** consists of 4 items: Norway, Stockholm University, Oslo, and the University of Oslo. **Cluster 11** consists of 2 items, namely Lithuania and Pakistan. The last, **cluster 12**, consists of 2 items: the Philippines and South Korea.

4. Conclusion

Even though the number of publications and research on the issue of gender equality and women's empowerment has increased, it does not necessarily guarantee that gender parity will occur. On the other hand, these results can indicate a significant gender gap. Therefore, based on the results of this study, the researchers emphasized that gender issues and women's empowerment policies are still a big job in every country and continue to be fought for because gender equality and women's empowerment are the main things in the sustainability and development of a nation. This result also supports the vision of USAID (2020:1), which is to create a world that is prosperous and peaceful for all parties, both

women and men alike, to have opportunities and rights in all aspects of life, such as education, political, economic, social, cultural rights and so on. Moreover, it is proven that women's political empowerment is positively related to subsequent economic growth (Dahlum, Knutsen, & Mechkova, 2022; Escamilla-Solano, Paule-Vianez, & Blanco-González, 2022). In other words, the higher the gender equality index, the more prosperous the social life is (see European Institute for Gender Equality, 2013).

Therefore, from the results of this analysis, the researchers conclude that particular policies or regulations are needed to enforce gender equality or briefly, gender mainstreaming or gender-sensitive budgets must be applied to all levels of social, cultural, educational, economic, political life and so on (see Bacchi & Eveline, 2003; Lombardo & Meier, 2008; Sharp & Broomhill, 2002; Squires, 2005; Walby, 2005). Of course, to achieve this level of balance, it is not only the government's duties that are expected to issue policies through laws and regulations, but all sectors such as the community, teaching staff, experts/practitioners, academics, including office holders in private companies must unite to create gender parity and women's empowerment. Because once again, improving female empowerment is a critical human right and development aim that requires closer attention (Rettig, Fick, & Hijmans, 2020).

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Tirka Widanti <tirka.widanti@unr.ac.id>

[PPA] Editor Decision

Aleksandras Patapas <patapas@mruni.eu>
To: Ni Putu Tirka Widanti <tirka.widanti@unr.ac.id>

Sun, Apr 9, 2023 at 4:47 PM

Ni Putu Tirka Widanti:

We have reached a decision regarding your submission to Public Policy and Administration, "Gender Equality Issues and Women's Empowerment Policies from 2000 to 2022: Bibliometric Analysis".

Our decision at this stage is:

Please find the reviews attached. Please make the corrections to the article accordingly. Upload the corrected version to the OJS (not as a new submission!).

The maximum length of the acceptable article can be 12 pages in Times New Roman with 1.5 spaces between the lines. Please shorten your article accordingly.

An article should include author's name and surname, workplace and its' address at the beginning of the article using our journal standard:

Rafał Nagaj

Faculty of Economics and Management, University of Szczecin

64 Mickiewicza, Szczecin 71-101, Poland

Brigita Žuromskaitė

Faculty of Politics and Management, Mykolas Romeris University

[Valakupių st. 5, LT-10101 Vilnius, Lithuania](#)

Please provide info about the author at the end of the article using our journal standard:

Rafał. Prof., Adjunct in Department of Macroeconomics Institute of Economics at the

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Brigita Žuromskaitė, Assoc. Prof., Institute of Management at Faculty of Politics and Management

Mykolas Romeris University in Vilnius, Lithuania.

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Please use Chicago style for references, this is the new requirement: (Rostkowski 2016, 6-7)

Please upload updated article to the OJS (not as a new submission).

The numbered conclusions are the strict requirement of the format.

If you would have any questions please do not hesitate to ask me.

Best regards,

Executive Editor

Reviewer A:
Recommendation: Accept Submission

General recommendation

to be accepted as it is

Type of article

empirical study

Is the article appropriate to the subject matter of the journal?

appropriate

Article evaluation
The front matter of the article (summary, introduction):
1. Presentation of the issues and selected objectives

Adequate

2. Evaluation of existing literature on the issue

Adequate

3. Selected methodology for the analysis of the issue

Appropriate

4. Is the issue current?

Yes

5. Is the issue relevant?

Yes

Comments:

No comments

2. The contents of the article:
1. Is the title appropriate to the contents?

Yes

2. Should the text be abridged or parts of it edited out?

No

3. Are included graphs and tables necessary, appropriate and informative?

Yes

4. Are all references necessary and are they precise?

Yes

5. Are the keywords and the summary informative?

Yes

6. Is the author's literary style satisfactory?

Yes

Comments:

No comments

3. The concluding text:1. How do the conclusions reflect the title and objectives of the article, the presented facts and findings?

Adequate

2. References and bibliography

Adequate

Comments:

No comments

4. Presentation of research findings:1. Depth of analysis

Adequate

2. Appropriate use of selected methodology

Adequate

3. Are the main arguments sound?

Yes

4. Are the conclusions and recommendations clear and concise?

Yes

Comments:

No comments

In your opinion, what are the main strengths and weaknesses of this article?

No comments

Other comments:

No comments

Reviewer B:

Recommendation: Revisions Required

General recommendation

to be accepted after applying indicated changes

Type of article

overview

Is the article appropriate to the subject matter of the journal?

appropriate

Article evaluation
The front matter of the article (summary, introduction):
1. Presentation of the issues and selected objectives

Adequate

2. Evaluation of existing literature on the issue

Questionable

3. Selected methodology for the analysis of the issue

Appropriate

4. Is the issue current?

Yes

5. Is the issue relevant?

Yes

Comments:

The title "Gender Equality Issues and Women's Empowerment Policies from 2000 to 2022: Bibliometric Analysis" is interesting and the paper is informative. However, a bibliometric analysis needs a thorough review of the literature for the specified time, 2000-2022 in this case.

It should also cover the factors associated to the topic, "women's empowerment policies" in this case. For example, how digital identity and anti-sexual harassment awareness campaign can help to empower women in any society? Volunteering sustainability: An advancement in corporate social responsibility conceptualization with be worth reading to understand the program of anti-sexual harassment awareness campaign.

As mentioned by the authors, "there are 877 documents consisting of various types of documents used in this analysis", the sentence is required to be structured appropriately, and types of documents are required to be categorized.

The authors are suggested to include more relevant references from public policy and administration.

The size of the paper may be considered according to the journal's policy.

Language editing will benefit the paper.

2. The contents of the article:
1. Is the title appropriate to the contents?

Yes

2. Should the text be abridged or parts of it edited out?

Yes

3. Are included graphs and tables necessary, appropriate and informative?

Yes

4. Are all references necessary and are they precise?

Questionable

5. Are the keywords and the summary informative?

Yes

6. Is the author's literary style satisfactory?

Yes

Comments:

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3. The concluding text:1. How do the conclusions reflect the title and objectives of the article, the presented facts and findings?

Adequate

2. References and bibliography

Questionable

Comments:

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Language editing will benefit the paper.

4. Presentation of research findings:1. Depth of analysis

Adequate

2. Appropriate use of selected methodology

Adequate

3. Are the main arguments sound?

Questionable

4. Are the conclusions and recommendations clear and concise?

Yes

Comments:

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The authors are suggested to include more relevant references from public policy and administration.

The size of the paper may be considered according to the journal's policy.

Language editing will benefit the paper.

In your opinion, what are the main strengths and weaknesses of this article?

Main strength is the current issue, main weakness is incomplete literature review and referencing.

Other comments:

No

Public policy and administration/Viešoji politika ir administravimas <https://www3.mruni.eu/ojs/public-policy-and-administration>

Gender Equality Issues and Women's Empowerment Policies from 2000 to 2022: Bibliometric Analysis

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Abstract. *This research is focused on reviewing the literature on the issue of gender equality and women's empowerment policies to reveal relationships, publication trends, hot topics or themes that have always been the object of research, especially on the issue of gender equality and women's empowerment. In this study, the data used for analysis were obtained from the Scopus database of 877 documents. Then, the data was analyzed using VOSviewer. VOSviewer is used for creating, visualizing, and exploring bibliometric maps of science. The results showed a significant increase in publications number on gender equality issues. However, these results do not necessarily become the primary indicator of the occurrence of gender parity. On the contrary, the results of this study can be used as a reference to understand gender mainstreaming better, as well as to know the benefits of gender equality and women's empowerment, namely to create prosperity and peace for the entire community.*

Keywords: *Bibliometric analysis, Gender equality, Gender mainstreaming, Women's empowerment, Policy.*

Introduction

Gender equality has probably been one of the most important conversations we have had as a society over the last century (Montecinos and Anguita 2015; Latimer et al. 2019). As long as humans involve themselves in social, cultural, educational and belief rules, the issue of gender equality will always be debated. Why is that? Because each individual carries out many different duties and responsibilities. So, it is not wrong to assume that gender equality is a contested notion (Verloo and Lombardo 2007). Gender equality is synonymous with social balance. The balance in question is that roles, rights, and responsibilities must be equal between men and women (Widanti and Putra 2021).

Literally, gender is not the same as sex terms. Sex is the trait of male and female identity biology-based, while gender refers to men's and women's socially and culturally determined identities (Compère et al. 2018; Hodgetts and Hausmann 2021). Gender relates to a society's duties, responsibilities, access, and opportunities for men and women, boys and girls. In the context of gender, "equity" and "equality" terms are frequently used interchangeably. Gender equity is the process of treating women and men fairly and justly (i.e., the collection of behaviors, attitudes, and assumptions that give opportunities and generate expectations about persons) to achieve gender equality (Brugere 2014, p.87). Thus, gender equality is fundamental to strive for, because equality between women and men is a fundamental value of the country's development and is vital to its economic and social growth (European Institute for Gender Equality 2013). In other words, gender equality is a yardstick for measuring the progress of social civilization and an important goal for humankind to achieve sustainable development.

Despite the explanation above, the question is, has the gender equality policy applied well? Of course, it might be yes, or it might be no. However, we cannot ignore the data that stated some countries

had applied gender equality policy very well, for instance, Iceland, Finland, Norway, New Zealand, and Sweden, where Iceland is the most gender-equal country in the world for the 12th time (World Economic Forum 2021). On the contrary, there are still many people in various countries who experience gender inequality in the fields of education, participation in politics, decision-making, health, employment and so on (Gelgel and Apriani 2019), as shown in Table 1 related to the difference of skills cluster between men and women as follows.

Table 1. Share of Men and Women by Skills Cluster

No.	Skill Cluster	Men	Women
1	Technology, Disruptive	71	29
2	Business	61	39
3	All	61	39
4	Technology	60	40
5	Specialized Industry	59	41
6	Soft	58	42

Source: World Economic Forum (2020).

As a result, from Table 1 above, the gender equality issue mostly refers to women's empowerment. It is caused by the gender gaps felt by women, who tend to be discriminated against. So, it is as if women have limitations in aspects of expertise, intelligence, and talent so that women are continuously marginalized, but men are not limited at all. Unfortunately, women are often considered weak, while men are a superpower (see Dewi et al., 2022). As a result of these stark differences, the issue of gender equality is always related to women. In fact, countries with the lowest records in terms of women's inclusion, justice, and security frequently have the worst records of maternal and infant mortality (Klugman et al. 2019). Similarly, Zhang et al. (2021) stated that the importance of women in the global governance of climate change is self-evident.

Let's examine the role of women profoundly and critically. The role of women is very crucial, for example, in the household and child affairs (Hamidi et al., 2021), environment (see Fiantis et al. 2022) health (Porth et al. 2021), education and technology (see Marinova et al., 2021), organizations (see Smirles et al. 2020), economics (see Chuanchuan and Jingwen 2021) and various other responsibilities, women never missed and always contributed. Thus, the role of women in national development cannot be underestimated. Even, in fact, in almost all aspects of human activity, women have contributed to it (Goldin 2006). The wheel of development of any country lies on the shoulders of how productive and creative the female populations are (John et al. 2019). Likewise, women play critical roles as effective advocates for peace, community leaders, and champions of civil and human rights (USAID 2020). Therefore, it should be highlighted that these synergies and the centrality of addressing gender inequality and women's empowerment as part of the sustainable development agenda.

In addition, the issue of gender equality and women's empowerment policies is interesting to study in social research and library research. Many studies on gender equality and women's empowerment policies have been published (see Table 1). In addition, the issue of gender equality is

widely studied by various disciplines such as social science, arts and humanities, business and management, economics, law, health and so on. Based on the explanation above, this research is more focused on analyzing the literature database from 2000 to 2022 and using a bibliometric analysis approach with the VOSviewer tool (Donthu et al. 2021). The researcher wants to examine the publication trend, the hot theme of the gender issue, influence authors and kinds of issues on gender equality and women's empowerment policies. To achieve the objectives of this research, the researcher formulates several research questions as follows:

1. What are the publication's trends and its relationship with gender equality issues and women's empowerment policies?
2. What are the most themes analysed in gender equality issue and women's empowerment policies?
3. What are the most influential documents in gender equality issues and women's empowerment policies?
4. What is the most influential country in the publication of gender equality issues and women's empowerment policies?

Methods and Data Analysis

Method

The first step in conducting a bibliometric literature analysis is to determine the scope of the research study. It is essential because it is closely related to the content and amount of data to be analyzed (Waltman and Van Eck 2012). So, the data used to analyze "gender equality" is taken from the Scopus database. Scopus is a source-neutral abstract and citation database that independent subject matter experts curated. As a result, Scopus provides the most comprehensive overview of global research output in science, technology, health, social science, and the arts and humanities (Elsevier 2020).

There are 877 documents consisting of various types of documents used in this analysis. Data collection from Scopus was carried out on May 11, 2022, with the following keywords ("gender equality" AND "women's policy"). The results of the data search contained 877 documents divided into several research subject areas and document types, namely Article: 560, Book Chapter: 120, Book: 114, Review: 61, Conference: Paper 15, Editorial: 5 and Note: 2. The types of data used in this study are presented in Figure 1 below.

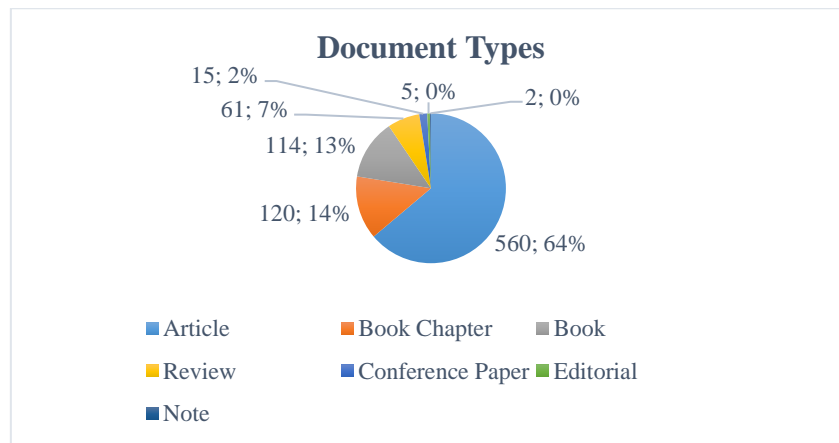


Figure 1. All Documents Analysis on Gender Equality Issue and Women's Empowerment Policies

Source: Author.

Data Analysis

The number of databases, as many as 877 documents, was then converted to “csv” and analyzed using VOSviewer version 1.6.18 (van Eck and Waltman 2022). VOSviewer is a software tool for creating maps based on network data and for visualizing and exploring these maps (Eck and Waltman 2016). VOSviewer is applied not only for data visualization but also to determine several types of analysis, such as the relationship between co-authorship and organization, co-occurrence relationship with the author, citation relationship with the author's country and so on (Hassan et al. 2022). In addition, Tableau Public version 2021.4, intelligence software, is also used for data visualization. So, these two bibliometric literature analysis tools are used to obtain detailed data while presenting data with an attractive appearance.

Results and Discussion

Publications Trend of Gender Equality Issue and Women's Empowerment Policies

In this section, the results of the analysis are more focused on disclosing the number of documents, citations and sources of publications each year related to gender equality and women's empowerment policies. Then, the analysis results are interpreted based on the database obtained from the VOSviewer analysis tool as shown below.

- a. The Annual Publication

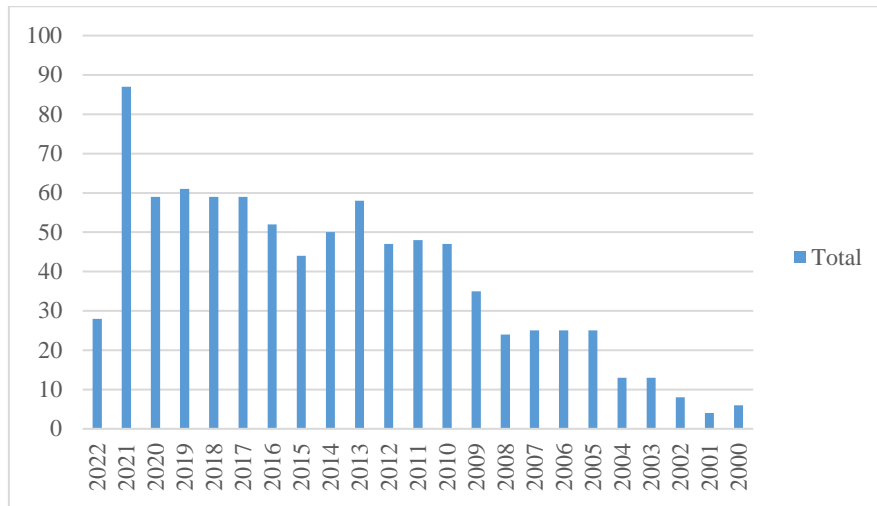


Figure 2. Annual Publication of Gender Equality Issue and Women's Empowerment Policies
Source: Author

From the results of the analysis above, as shown in Figure 2, it is clear evidence that the issue of gender inequality or women's empowerment has increased rapidly, especially in the field of research publications. Of course, these results prove that the issue of gender equality is increasingly being revealed. There is no doubt that the phenomenon of gender inequality or equality that occurs in society, government and in various other communities is getting higher both in the field of work (see International Labour Organization 2020, p. 67), organization (see Ghellab and Vaughan-Whitehead 2021, p.16), education (see also Yao and You 2018), politics; women are still underrepresented in politics (Gonzalez-Eiras and Sanz 2021), health and so on. The current report from UN Women stated that women living with children were more likely to lose their jobs than men living with children (UN Women 2021). If analyzed from the data above, from 2000 to 2022, the publication of gender equality issues and women's empowerment policies experienced ups and downs. For example, in 2000-2001, the number of publications was only 10, but 11 years later (2002-2013), there was a very significant increase to reach 58. Furthermore, 2014-2016 experienced a slight decrease at 50, and 2017-2020 was stable at 60. At its peak in 2021, it will experience a sharp increase until it reaches 90.

b. The Citation based-Source Analysis

Table 2. The Top 5 Source of Gender equality issues and women's empowerment policies

NO	SOURCES	DOCUMENTS	CITATION	TOTAL LINK STRENGTH
1	Social Politics	28	1397	160
2	NORA - Nordic Journal of Feminist and Gender Research	20	212	41
3	Politics and Gender	19	277	61
4	International Feminist Journal of Politics	13	410	72
5	Gender, Work and Organization	12	91	24

Source: Research results by researchers, 2022.

Table 2 above shows the number of publications per year as the main indicator in selecting the top 20 sources on the issue of gender equality issues and women’s empowerment policies. Social Politics, one of the sources with the highest publications on gender equality and Political Policies, is 28 documents and 1397 citations per year. Furthermore, NORA - Nordic Journal of Feminist and Gender Research with 20 documents and 212 citations. They are followed by Politics and Gender, with 19 documents total link 277 citations. Then, the International Feminist Journal of Politics with 13 documents. The last, Gender, Work and Organization with 12 documents.

c. The Average Publication Per Year

The average number of publications per year owned by each journal is in Table 1 above, which can then be observed in Figure 4 below.

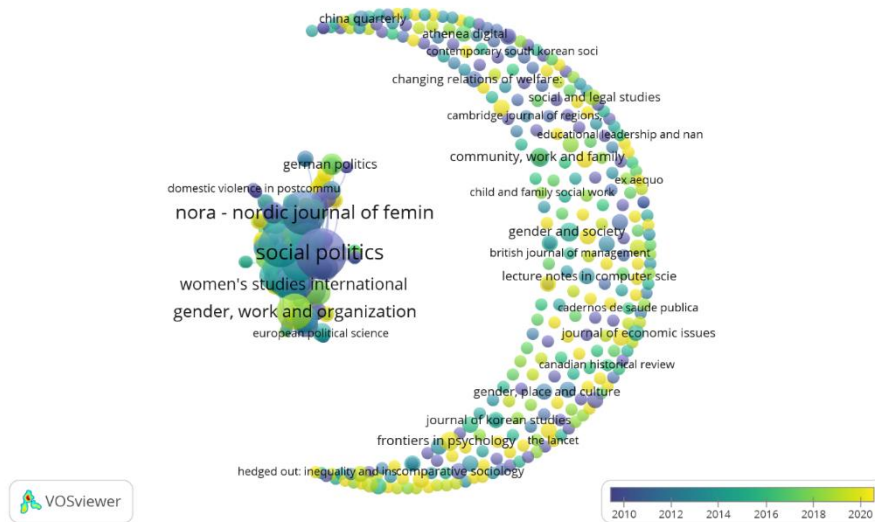


Figure 3. Overlay Visualization of Gender Equality Issues and Women’s Empowerment Policies Publication and Its Connection with Other Sources
Source: Author.

Figure 3 above shows that most publications on gender equality issues and women’s empowerment policies were published by Social Politics in 2010, while Mainstreaming Politics: Gendering Practices and Feminist Theory, Policy and Politics and NORA - Nordic Journal of Feminist and Gender Research 2012. Meanwhile, Politics and gender, International Feminist Journal of Politics, European Journal of Women’s Studies, Women’s Studies International Forum in 2014. Then, the Journal of Women, Politics and Policy in 2016 and Gender, Work and Organization in 2018. Last, the European Journal of Politics and Gender and Public Administration in 2020. Apart from the productivity of each journal in publishing the issue of gender equality and women’s policy, the most exciting thing is that Gender, Work and Organization is one of the sources of gender equality issues still vulnerable today. For example, International Labour Organization (2020) reported that 327 million wage earners are paid at or below the applicable hourly minimum wage. In addition, in Pakistan, women face economic and social vulnerability and need cash transfer programs to reduce poverty and inequality and increase

women's empowerment (Sarfraz et al. 2022). Likewise, Moughalian and Täuber (2020) said that when organizations are more concerned with their reputation than with changing existing inequality regimes, gender equality initiatives create an illusion of institutional commitment to diversity and inclusion that masks persistent abuses of power.

The Most Themes Analyses in Gender Equality Issues and Women's Empowerment Policies

The emergence of keywords, as in Figure 4 below, are the result of an analysis of a database of 877 documents in VOSviewer (See Fig. 1). As a result, it was revealed that there are many diverse topics or themes related to issues, especially gender equality and women's empowerment policies as shown below.

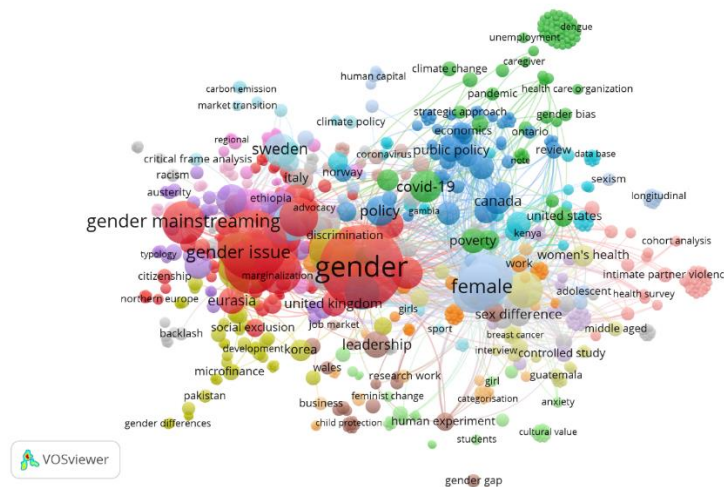


Figure 4. Network Visualization of Co-occurrences based on All Keywords Analysis on Gender Equality Issues and Women's Empowerment Policies
Source: Author.

From Fig. 4 above, it can be seen that the hot topics that still dominate in the issue of gender equality studies are 'gender', 'gender equality', 'women status', 'female', 'human', 'women', 'feminism', 'gender mainstreaming', 'article', 'gender issue', 'male', 'gender relations', 'intersectionality', 'humans', 'European Union', 'gender role', 'employment', 'social policy', 'Sweden', 'policy making', 'covid-19', 'domestic violence', 'gender disparity', 'Europe', 'policy', 'equality', 'adult', 'women's right', and so on. All of these keywords are hot themes that have always been the object of research, especially in gender equality studies and women's empowerment since the object is vulnerable to the issue of gender inequality (Zabaniotou 2021) and also it was proved by the nodes that circle the keyword. The larger the circle of nodes, the greater the influence, both in terms of the number of research documents and the strength of the links between research issues or topics. Interestingly, several countries appear in the co-occurrence analysis on gender equality, such as Sweden, Canada, the EU, the UK, Europe, Eurasia, Asia, Korea, Spain, and Finland. These are countries that care about issues of gender equality and women's empowerment both nationally and internationally (World Economic Forum 2021).

The Most Influential Documents in Gender equality issues and Women’s Empowerment Policies

As a result, many studies on the issue of gender equality and women’s empowerment policies have been carried out before. Evidently, from the results of a database analysis of 877 documents from 2000 to 2022, several names of researchers with influential documents have emerged, as shown in Table 3 and Figure 5 below.

Table 3. *The Top 10 Document of Gender Equality and Women’s Policy*

NO.	DOCUMENT	CITATIONS	LINKS
1	True, J. (2001)	461	44
2	Walby, S. (2005c)	428	25
3	May, V. M. (2015)	252	5
4	Squires, J. (2005)	231	41
5	Stratigaki, M. (2004)	215	28
6	Coffe, H. (2010)	204	2
7	Hegewisch, A. (2011)	201	2
8	Verloo, M. (2007)	163	4
9	Waylen, G. (2007)	159	3
10	Johnson, H. (2008)	159	0

Source: Research results by researchers, 2022.

As a result, there are 50 most influential documents based on the number of citations and links. In the first position is a document by True, J. (2001) entitled “Transnational networks and policy diffusion: The case of gender mainstreaming”, with 461 citations and 44 links. Second, Walby, S. (2005)’s “Gender mainstreaming” document has 428 citations and 25 links. Third, a document by May, V. M. (2015) has 252 citations and then Squires, J. (2005) has 231 citations and 41 links. Fourth, the document from Stratigaki, M. (2004) has 2015 citations and 28 links. Fifth, Coffe, H. (2010)’s document has 204 citations. Furthermore, Hegewisch, A. (2011)’s document has 201 citations. Besides that, there is Verloo, M. (2007)’s a document, which has 163 citations and 4 links. Also, the Waylen, G. (2007)’s document has 159 citations, and the last, Johnson, H. (2008)’s document has 159 citations (see table 3 above).

The Most Influential Country in The Publication of Gender Equality Issues and Women’s Empowerment Policies

In this section, the analysis results focus on the countries that have contributed the most to the publication of gender equality issues and women’s empowerment policies, particularly from 2000 to 2022. Further explanation regarding the results of the analysis can be seen in Figure 6 and Figure 7 below.

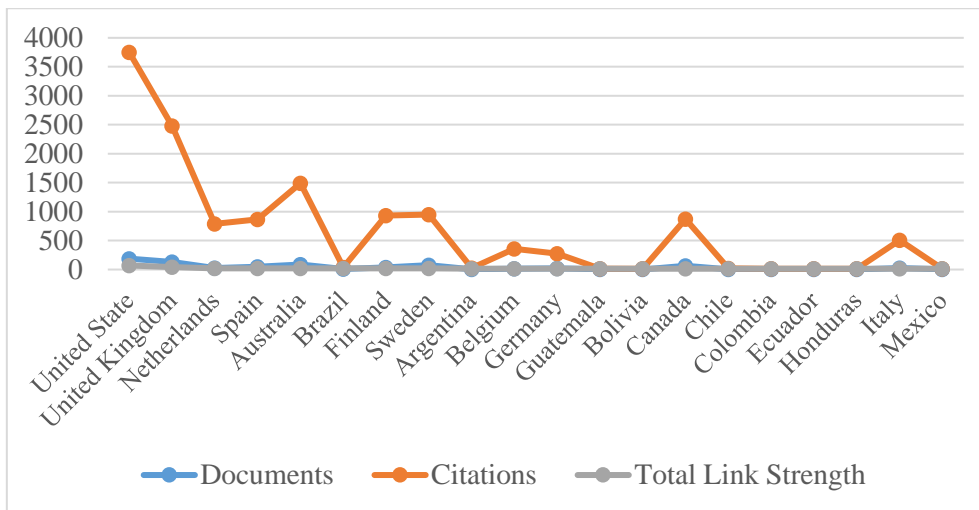


Figure 6. The top 20 Countries in the Publication of Gender Equality and Women's Empowerment Policies

Source: Author.

It can be seen in Figure 6 above that several countries are very dominant in the publication of gender equality issues and women's empowerment policies. It can be seen from the acquisition of the highest number of citations. First, the United States has 3751 citations and 188 documents, followed by the United Kingdom with 2477 citations and 130 documents. In the third position is Australia which has 1489 citations and 85 documents. Furthermore, Sweden has 950 citations and 77 documents. Fifth, Finland obtained 930 citations and 35 documents. Then, the two countries have almost the same number of citations, namely, Canada's 872 citations and Spain's 864 citations. While in the eighth position, there is the Netherlands which is higher than Italy. Lastly, Belgium has 355 citations, while Germany has 276 citations. In connection with the above results, the fact is that the increase in the number of research or publications on the issue of equality does not necessarily mean that the country has implemented or has a high gender equality system. On the contrary, the issue of gender inequality is still happening because achieving a level of balance requires hard work and the cooperation of all elements (see World Economic Forum 2021; International Labour Organization 2020).

Conclusion

Even though the number of publications and research on the issue of gender equality and women's empowerment has increased, it does not necessarily guarantee that gender parity will occur. On the other hand, these results can indicate a significant gender gap. Therefore, based on the results of this study, the researchers emphasized that gender issues and women's empowerment policies are still a big job in every country and continue to be fought for because gender equality and women's empowerment are the main things in the sustainability and development of a nation. This result also supports the vision of USAID (2020), which is to create a world that is prosperous and peaceful for all parties, both women and men alike, to have opportunities and rights in all aspects of life, such as education, political,

economic, social, cultural rights and so on. Moreover, it is proven that women's political empowerment is positively related to subsequent economic growth (see Dahlum et al., 2022). In other words, the higher the gender equality index, the more prosperous the social life is (see European Institute for Gender Equality 2013). Therefore, from the results of this analysis, the researchers conclude that particular policies or regulations are needed to enforce gender equality or briefly, gender mainstreaming or gender-sensitive budgets must be applied to all levels of social, cultural, educational, economic, political life and so on (Bacchi and Eveline 2010). Of course, to achieve this level of balance, it is not only the government's duties that are expected to issue policies through laws and regulations, but all sectors such as the community, teaching staff, experts/practitioners, academics, including office holders in private companies must unite to create gender parity and women's empowerment. Because once again, improving female empowerment is a critical human right and development aim that requires closer attention (Rettig et al., 2020).

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Gender Equality Issues and Women's Empowerment Policies from 2000 to 2022: A Bibliometric Analysis

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Abstract. *This research is focused on reviewing the literature on the issue of gender equality and women's empowerment policies to reveal relationships, publication trends, hot topics or themes that have always been the object of research – especially on the issue of gender equality and women's empowerment. In this study, the data used for analysis consisted of 877 documents obtained from the Scopus database. Then, the data was analyzed using VOSviewer. VOSviewer is used for creating, visualizing, and exploring bibliometric maps of science. The results showed a significant increase in the number of publications on gender equality issues over time. However, these results do not necessarily become a primary indicator of the occurrence of gender parity. On the contrary, the results of this study can be used as a reference to understand gender mainstreaming better, as well as to outline the benefits of gender equality and women's empowerment – namely, creating prosperity and peace for the entire community.*

Keywords: *bibliometric analysis, gender equality, gender mainstreaming, women's empowerment, policy.*

Reikšminiai žodžiai: *bibliometrinė analizė, lyčių lygybė, lyčių aspekto integravimas, moterų įgalinimas, politika.*

Introduction

Gender equality has perhaps been one of the most important conversations we have had as a society over the last century (Montecinos and Anguita 2015; Latimer et al. 2019). As long as humans involve themselves in rules of a social, cultural, educational and belief-based nature, the issue of gender equality will always be debated. This is because each individual carries out many different duties and responsibilities. Therefore, it is not wrong to assume that gender equality is a contested notion (Verloo and Lombardo 2007). Gender equality is synonymous with social balance, a balance which determines that roles, rights, and responsibilities must be equal between men and women (Widanti and Putra 2021).

In a literal sense, gender is not the same as sex. Sex is a biology-based trait of male and female identity, while gender refers to men's and women's socially and culturally determined identities (Compère et al. 2018; Hodgetts and Hausmann 2021). Gender relates to a society's duties, responsibilities, access, and opportunities for men and women, boys and girls. In the context of gender, the terms *equity* and *equality* are frequently used interchangeably. Gender equity is the process of treating women and men fairly and justly (i.e., the collection of behaviors, attitudes, and assumptions that give opportunities and generate expectations about people) in order to achieve gender equality (Brugere 2014, 87). Thus, it is fundamental to strive for gender equality, because equality between women and men is a fundamental value of any country's development and is vital to its economic and social growth (European Institute for Gender Equality 2013). In other words, gender equality is a yardstick for measuring the progress of social civilization and an important goal that must be met in order for humankind to achieve sustainable development.

Despite the explanation above, the question of whether gender equality policy has been applied well may be asked. We cannot ignore data that suggests that some countries have applied gender equality policy very well – for instance, Iceland, the most gender-equal country in the world for the 12th time, Finland, Norway, New Zealand, and Sweden (World Economic Forum 2021). On the contrary, there are still many people in various countries who experience gender inequality in the fields of education, participation in politics, decision-making, health, employment and so on (Gelgel and Apriani 2019). Table 1 outlines the differences in the representation of men and women in different skills clusters.

Table 1. Share of men and women by skills cluster

No.	Skill Cluster	Men	Women
1	Technology, Disruptive	71	29
2	Business	61	39
3	All	61	39
4	Technology	60	40
5	Specialized Industry	59	41
6	Soft	58	42

Source: World Economic Forum (2020).

Table 1 points out the fact that the gender equality issue mostly refers to women’s empowerment. This is caused by the gender gaps felt by women, who tend to be discriminated against. Therefore, it is as if women are limited regarding aspects of their expertise, intelligence, and talent, and women are continuously marginalized while men are not limited at all. Unfortunately, women are often considered weak, while being a man is perceived as a superpower (see Dewi et al. 2022). As a result of these stark differences, the issue of gender equality is always related to women. In fact, countries with the lowest levels of women’s inclusion, justice, and security frequently have the worst records relating to maternal and infant mortality (Klugman et al. 2019). Similarly, Zhang et al. (2021) stated that the importance of women in the global governance of climate change is self-evident.

Examining the role of women profoundly and critically, it is clear that their role is crucial, for example, in: the household and child affairs (Hamidi et al. 2021); the environment (see Fiantis et al. 2022); health (Porth et al. 2021); education and technology (see Marinova et al. 2021); organizations (see Smirles et al. 2020); economics (see Chuanchuan and Jingwen 2021); and in various other responsibilities to which women have always contributed. Thus, the role of women in national development cannot be underestimated, and women have contributed to almost all aspects of human activity (Goldin 2006). Development in any country lies on the shoulders of how productive and creative the female population is (John et al. 2019). Likewise, women play critical roles as effective advocates for peace, community leaders, and champions of civil and human rights (USAID 2020). Therefore, it should be highlighted that these synergies and the centrality of addressing gender inequality and women’s empowerment are part of the sustainable development agenda.

In addition, the issue of gender equality and women's empowerment policies is interesting to study, both socially and bibliographically. Many studies on gender equality and women's empowerment policies have been published (see Figure 1). In addition, the issue of gender equality is widely studied by various disciplines such as social science, arts and humanities, business and management, economics, law, health and so on. Based on the explanation above, this research is focused on analyzing literature from 2000 to 2022 and using a bibliometric analysis approach with the VOSviewer tool (Donthu et al. 2021). The author wants to examine publication trends, the theme of the gender issue, and the influence of different authors and issues on gender equality and women's empowerment policies. To achieve the objectives of this research, the researcher formulated several research questions as follows:

1. What are the publication's trends and its relationship with gender equality issues and women's empowerment policies?
2. Which themes are most often analyzed in gender equality issues and women's empowerment policies?
3. What are the most influential documents in gender equality issues and women's empowerment policies?
4. What is the most influential country in the publication of gender equality issues and women's empowerment policies?

Methods and Data Analysis

Method

The first step in conducting a bibliometric literature analysis is to determine the scope of the research study. This is essential because it is closely related to the content and amount of data to be analyzed (Waltman and van Eck 2012). The data used to analyze gender equality was taken from the Scopus database – a source-neutral abstract and citation database curated by independent subject matter experts. As a result, Scopus provides the most comprehensive overview of global research output in science, technology, health, social science, and the arts and humanities (Elsevier 2020).

There are 877 documents used in this analysis, consisting of various types. Data collection from Scopus was carried out on May 11, 2022, with the following keywords: gender equality; and women's policy. The data search produced 877 documents that were divided into several research subject areas and document types as follows: article – 560; book chapter – 120; book – 114; review – 61; conference paper – 15; editorial – 5; and note – 2. The types of data used in this study are presented in Figure 1.

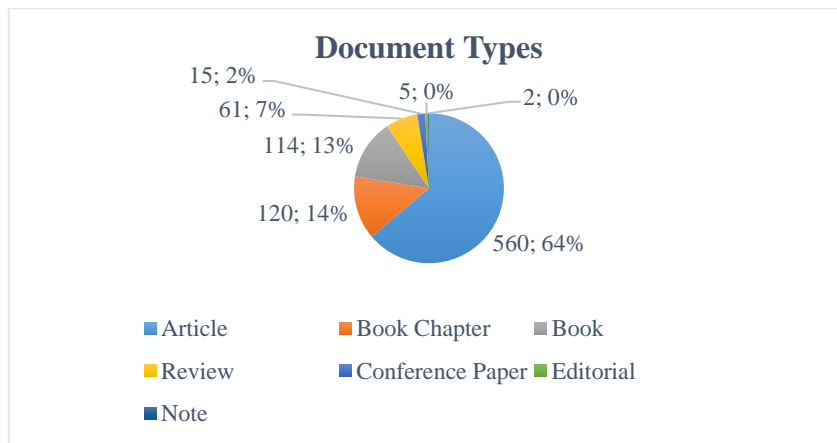


Figure 1. Analysis of all documents on gender equality issues and women's empowerment policies
Source: Author.

Data Analysis

The database containing 877 documents was then converted to .csv format and analyzed using VOSviewer version 1.6.18 (van Eck and Waltman 2015). VOSviewer is a software tool for creating maps based on network data and for visualizing and exploring these maps (van Eck and Waltman 2011). VOSviewer is applied not only for data visualization but also to determine several types of analysis, such as the relationship between co-authorship and organization, the co-occurrence relationship with the author, the citation relationship with the author's country, and so on (Hassan et al. 2022). In addition, Tableau Public version 2021.4, an intelligence software, was also used for data visualization. Together, these two bibliometric literature analysis tools were used to obtain detailed analysis while presenting the data with an attractive appearance.

Results and Discussion

Trends in Publications on the Gender Equality Issue and Women's Empowerment Policies

In this section, the results of the analysis are focused on disclosing the number of documents, citations and sources of publications related to gender equality and women's empowerment policies on a yearly basis. Then, the results of this analysis are interpreted based on the database obtained from the VOSviewer analysis tool, as shown below.

- a. The annual number of publications.

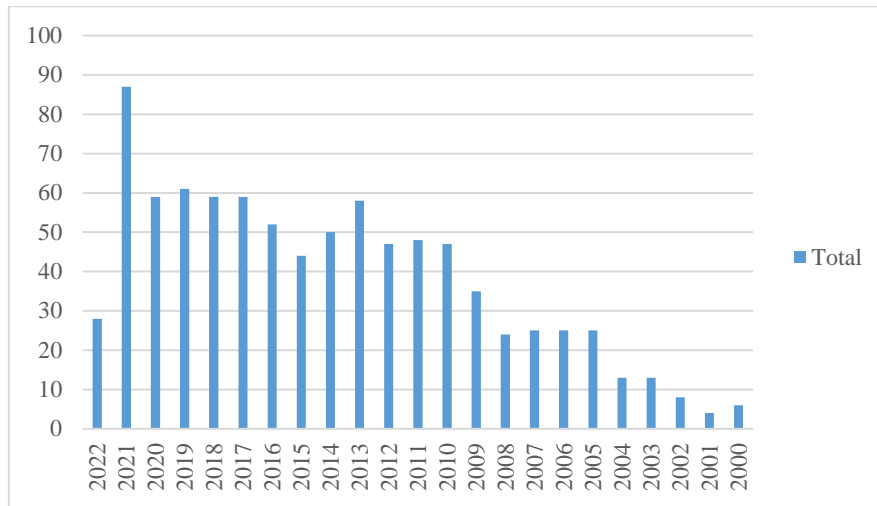


Figure 2. Annual number of publications on gender equality issues and women's empowerment policies
Source: Author

Figure 2 is clear evidence that interest in the issue of gender inequality or women's empowerment has increased rapidly, especially in the field of research publications. Of course, these results prove that the issue of gender equality is increasingly being elucidated. There is no doubt that the phenomenon of gender inequality that occurs in society, government and in various other communities is receiving greater attention in the fields of work (see International Labour Organization 2020, 67), organizations (see Ghellab and Vaughan-Whitehead 2021, 16), education (see also Yao and You 2018), and politics. Despite this, women are still underrepresented in politics (Gonzalez-Eiras and Sanz 2021), health and other fields. The most recent report from UN Women stated that women living with children were more likely to lose their jobs than men living with children (UN Women 2021). Based on the data above, from 2000 to 2022 the number of publications on gender equality issues and women's empowerment policies experienced ups and downs. For example, in 2000–2001, the number of publications was only 10; however, 11 years later (2012–2013), this number had grown significantly to 58. Furthermore, 2014–2016 experienced a slight decrease in this number to 50, while 2017–2020 was stable at 60. From its peak in 2021, this number looks as if it will continue to increase until it surpasses 90.

b. Citation-based source analysis

Table 2. The top 5 sources of gender equality issues and women's empowerment policies

NO	SOURCES	DOCUMENTS	CITATION	TOTAL LINK STRENGTH
1	<i>Social Politics</i>	28	1,397	160
2	<i>NORA – Nordic Journal of Feminist and Gender Research</i>	20	212	41
3	<i>Politics and Gender</i>	19	277	61
4	<i>International Feminist Journal of Politics</i>	13	410	72
5	<i>Gender, Work and Organization</i>	12	91	24

Source: Research results by researchers, 2022.

Table 2 shows the number of publications per year as the main indicator in selecting the top 20 sources on the issue of gender equality issues and women’s empowerment policies. *Social Politics*, one of the sources with the highest number of publications on gender equality and political policies, produced 28 documents and 1,397 citations per year. This was followed by: *NORA – the Nordic Journal of Feminist and Gender Research*, with 20 documents and 212 citations; *Politics and Gender*, with 19 documents and 277 citations; the *International Feminist Journal of Politics*, with 13 documents; and *Gender, Work and Organization*, with 12 documents.

c. Average number of publications per year

The average number of publications published per year by each journal is provided in Table 2, and is visualized in Figure 3 below.

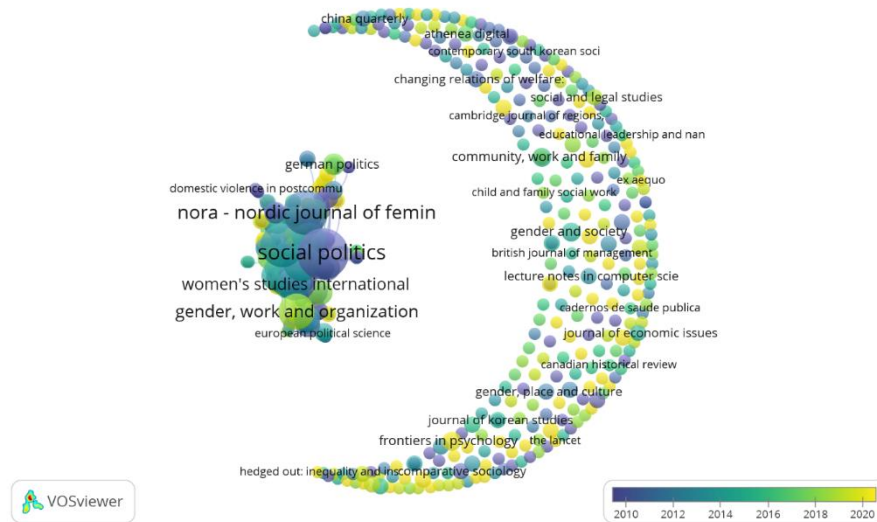


Figure 3. A visualization of publications on gender equality issues and women’s empowerment policies and their connection with other sources
 Source: Author.

Figure 3 shows that most publications on gender equality issues and women’s empowerment policies were published by *Social Politics* in 2010. In 2012, *Mainstreaming Politics: Gendering Practices and Feminist Theory, Policy and Politics* and *NORA – Nordic Journal of Feminist and Gender Research* led the way. *Politics and Gender*, *International Feminist Journal of Politics*, *European Journal of Women’s Studies*, and the *Women’s Studies International Forum* were the most prolific publishers in 2014, while the *Journal of Women, Politics and Policy* led in 2016. Finally, *Gender, Work and Organization* published the most papers in 2018, and the *European Journal of Politics and Gender* and *Public Administration* in 2020. Apart from the productivity of each journal in publishing on the issue of gender equality and women’s policy, the most exciting aspect of this analysis is that *Gender, Work and Organization* is such a prominent source, as these are gender equality issues to which women remain vulnerable today. For example, the International Labour Organization (2020) reported that 327 million wage earners were paid at or below the applicable hourly minimum wage in 2020. In addition,

in Pakistan, women face economic and social vulnerability and need cash transfer programs to reduce poverty and inequality and increase their empowerment (Sarfraz et al. 2022). Likewise, Moughalian and Täuber (2020) observed that when organizations are more concerned with their reputation than with changing existing inequality regimes, gender equality initiatives create the illusion of an institutional commitment to diversity and inclusion that masks persistent abuses of power.

The Most Frequently Analyzed Themes in Gender Equality Issues and Women’s Empowerment Policies

The emergence of the keywords in Figure 4 are the result of the analysis of a database of 877 documents in VOSviewer (see Figure 1). As a result, it was revealed that there are many diverse topics or themes related to these issues, especially gender equality and women’s empowerment policies.

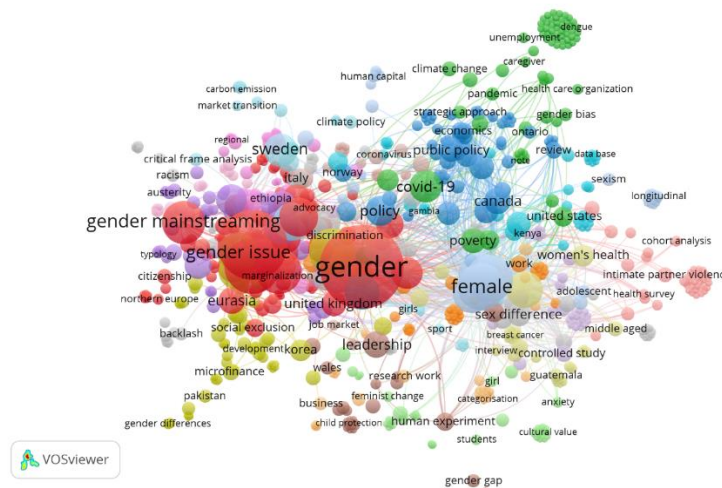


Figure 4. Network visualization of co-occurrences based on an all keywords analysis of gender equality issues and women’s empowerment policies

Source: Author.

From Figure 4, it can be observed that the topics that still dominate the issue of gender equality studies are: gender, gender equality, women status, female, human, women, feminism, gender mainstreaming, article, gender issue, male, gender relations, intersectionality, humans, European Union, gender role, employment, social policy, Sweden, policy making, COVID-19, domestic violence, gender disparity, Europe, policy, equality, adult, women’s right, and so on. All of these keywords are themes that have always been the object of research of this kind, especially in gender equality studies and women’s empowerment as the research object is vulnerable to the issue of gender inequality (Zabaniotou 2021). This is doubly reinforced by the nodes that circle the keyword in Figure 4. The larger the circle of nodes, the greater the influence – both in terms of the number of research documents and the strength of the links between research issues or topics. Interestingly, several countries and regions appear in the co-occurrence analysis on gender equality, such as Sweden, Canada, the EU, the UK, Europe, Eurasia, Asia, Korea, Spain, and Finland. These are countries and regions that care about

issues of gender equality and women’s empowerment, both nationally and internationally (World Economic Forum 2021).

The Most Influential Papers on Gender Equality Issues and Women’s Empowerment Policies

As a result, many studies on issues of gender equality and women’s empowerment policies have previously been carried out. Evidently, from the results of a database analysis of 877 documents from 2000 to 2022, the names of several researchers repeatedly producing influential documents have emerged, as shown in Table 3 and Figure 5.

Table 3. The top 10 authors in gender equality and women’s policy

NO.	DOCUMENT	CITATIONS	LINKS
1	True, J. (2001)	461	44
2	Walby, S. (2005c)	428	25
3	May, V. M. (2015)	252	5
4	Squires, J. (2005)	231	41
5	Stratigaki, M. (2004)	215	28
6	Coffe, H. (2010)	204	2
7	Hegewisch, A. (2011)	201	2
8	Verloo, M. (2007)	163	4
9	Waylen, G. (2007)	159	3
10	Johnson, H. (2008)	159	0

Source: Research results by researchers, 2022.

The 50 most influential documents were ranked based on their number of citations and links, the top 10 of which are displayed in Table 3. First position was occupied by a document by J. True (2001), entitled “Transnational Networks and Policy Diffusion: The Case of Gender Mainstreaming”, with 461 citations and 44 links. Second was S. Walby (2005), with “Gender Mainstreaming” – 428 citations and 25 links. Third, V. M. May (2015), with 252 citations and 5 links, and then J. Squires (2005), with 231 citations and 41 links. Fourth was M. Stratigaki (2004), with 215 citations and 28 links. Fifth was H. Coffe (2010), with 204 citations and 2 links. A. Hegewisch (2011) had 201 citations and 2 links; M. Verloo (2007) 163 citations and 4 links; and G. Waylen (2007) 159 citations and 3 links. Finally, the work of H. Johnson (2008) was in 10th place, with 159 citations and no links.

The Most Influential Country in The Publication of Gender Equality Issues and Women’s Empowerment Policies

In this section, the analysis focuses on the countries that have contributed the most to the publication of gender equality issues and women’s empowerment policies – particularly from 2000 to 2022. Further explanations regarding the results of the analysis can be seen in Figure 6 and Figure 7.

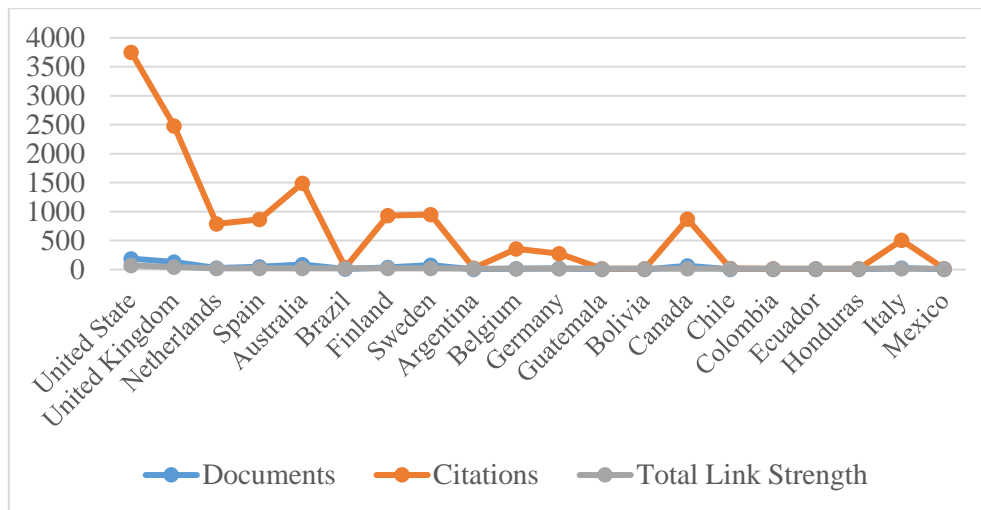


Figure 6. The top 20 countries in the publication of gender equality and women's empowerment policies

Source: Author.

It can be seen in Figure 6 that several countries are very dominant in the publication of gender equality issues and women's empowerment policies. This can be observed from the number of citations. First, the United States has 3,751 citations and 188 documents, followed by the United Kingdom with 2,477 citations and 130 documents. In third position is Australia, which has 1,489 citations and 85 documents, followed by Sweden, with 950 citations and 77 documents. Fifth is Finland, with 930 citations and 35 documents. Then, the following two countries have almost the same number of citations: Canada with 872, and Spain with 864. In eighth position is the Netherlands, which is then closely followed by Italy. In last place are Belgium and Germany, with 355 and 276 citations, respectively. In connection with the above results, the fact is that the increase in the number of research publications on the issue of equality does not necessarily mean that the respective country has implemented their recommendations, or that it has a high level of gender equality. On the contrary, the issue of gender inequality is still relevant because achieving a level of balance requires hard work and the cooperation of all elements (see World Economic Forum 2021; International Labor Organization 2020).

Conclusion

Even though the number of publications and research on the issue of gender equality and women's empowerment has increased, this does not necessarily guarantee that gender parity will occur. On the other hand, these results can indicate a significant gender gap. Therefore, based on the results of this study, the researcher emphasizes that gender issues and women's empowerment policies still represent a significant challenge in every country. They must continue to be fought for because gender equality and women's empowerment are the main driving forces in the sustainability and development of a nation. This result also supports the vision of USAID (2020), which is to create a world that is

prosperous and peaceful for all parties – both women and men alike – and in which opportunities and rights are afforded in all aspects of life, including the education, political, economic, social, and cultural spheres. Moreover, it has been proven that women’s political empowerment is positively related to subsequent economic growth (see Dahlum et al. 2022). In other words, the higher the gender equality index, the more prosperous society is (see European Institute for Gender Equality 2013). Therefore, it can be concluded from the results of this analysis that specific policies or regulations are needed to enforce gender equality, and that gender mainstreaming and gender-sensitive budgets must be applied to all levels of social, cultural, educational, economic, and political life (Bacchi and Eveline 2010). Of course, achieving this level of balance is not the sole duty of the government by issuing policies through laws and regulations. Instead, all sectors of the community, including teaching staff, experts/practitioners, academics, and office holders in private companies must unite to create gender parity and women’s empowerment. This is because improving female empowerment is a critical human right, and is a development aim that requires closer attention (Rettig et al. 2020).

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Ni Putu Tirka Widanti

Lyčių lygybės klausimai ir moterų įgalinimo politika 2000–2022 m.: bibliometrinė analizė

Anotacija. Šis tyrimas yra orientuotas į literatūros lyčių lygybės ir moterų įgalinimo politikos klausimais analizę. Tyrimu siekiama atskleisti santykius, publikacijų tendencijas, aktualias temas ar tas temas, kurios visada buvo lyčių lygybės ir moterų įgalinimo tyrimų objektas. Šio tyrimo metu analizei panaudoti duomenys buvo gauti iš 877 straipsnių ir dokumentų, publikuotų „Scopus“ duomenų bazėje. Tada duomenys buvo analizuojami naudojant „VOSviewer įrankį“. „VOSviewer“ naudojama kuriant, vizualizuojant ir tyrinėjant mokslo bibliometrinius žemėlapius. Rezultatai parodė, kad reikšmingai išaugo publikacijų lyčių lygybės klausimais skaičius. Tačiau šie rezultatai nebūtinai tampa pagrindiniu lyčių pariteto atsiradimo rodikliu. Priešingai, šio tyrimo rezultatai gali būti naudojami kaip nuoroda siekiant geriau suprasti lyčių aspekto integravimą, taip pat sužinoti lyčių lygybės ir moterų įgalinimo naudą, t. y. sukurti gerovę ir stabilumą visai bendruomenei.

Ni Putu Tirka Widanti yra Ngurah Rai universiteto rektorė ir Ngurah Rai universiteto Viešojo administravimo magistrantūros studijų programos dėstytoja, taip pat Indijos Gurugram Haryan Amty universiteto lyčių studijų ir kultūros dėstytoja. Be dėstymo, autorė taip pat aktyviai dirba Kul Kul fondo (juridinis asmuo Bali Green School, natūralia aplinka paremta mokykla) prezidentės pareigose.

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GENDER EQUALITY ISSUES AND WOMEN'S EMPOWERMENT POLICIES FROM 2000 TO 2022: A BIBLIOMETRIC ANALYSIS

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Abstract. *This research is focused on reviewing the literature on the issue of gender equality and women's empowerment policies to reveal relationships, publication trends, hot topics or themes that have always been the object of research – especially on the issue of gender equality and women's empowerment. In this study, the data used for analysis was consisted of 877 documents obtained from the Scopus database. Then, the data was analyzed using VOSviewer. VOSviewer is used for creating, visualizing, and exploring bibliometric maps of science. The results showed a significant increase in the number of publications on gender equality issues over time. However, these results do not necessarily become a primary indicator of the occurrence of gender parity. On the contrary, the results of this study can be used as a reference to understand gender mainstreaming better, as well as to outline the benefits of gender equality and women's empowerment – namely, creating prosperity and peace for the entire community.*

Keywords: *bibliometric analysis, gender equality, gender mainstreaming, women's empowerment, policy.*

Reikšminiai žodžiai: *bibliometrinė analizė, lyčių lygybė, lyčių aspekto integravimas, moterų įgalinimas, politika.*

Introduction

Gender equality has perhaps been one of the most important conversations we have had as a society over the last century (Montecinos and Anguita 2015; Latimer et al. 2019). As long as humans involve themselves in rules of a social, cultural, educational and belief-based nature, the issue of gender equality will always be debated. This is because

each individual carries out many different duties and responsibilities. Therefore, it is not wrong to assume that gender equality is a contested notion (Verloo and Lombardo 2007). Gender equality is synonymous with social balance, a balance which determines that roles, rights, and responsibilities must be equal between men and women (Widanti and Putra 2021).

In a literal sense, gender is not the same as sex. Sex is a biology-based trait of male and female identity, while gender refers to men's and women's socially and culturally determined identities (Compère et al. 2018; Hodgetts and Hausmann 2021). Gender relates to a society's duties, responsibilities, access, and opportunities for men and women, boys and girls. In the context of gender, the terms *equity* and *equality* are frequently used interchangeably. Gender equity is the process of treating women and men fairly and justly (i.e., the collection of behaviors, attitudes, and assumptions that give opportunities and generate expectations about people) in order to achieve gender equality (Brugere 2014, 87). Thus, it is fundamental to strive for gender equality, because equality between women and men is a fundamental value of any country's development and is vital to its economic and social growth (European Institute for Gender Equality 2013). In other words, gender equality is a yardstick for measuring the progress of social civilization and an important goal that must be met in order for humankind to achieve sustainable development.

Despite the explanation above, the question of whether gender equality policy has been applied well may be asked. We cannot ignore data that suggests that some countries have applied gender equality policy very well – for instance, Iceland, the most gender-equal country in the world for the 12th time, Finland, Norway, New Zealand, and Sweden (World Economic Forum 2021). On the contrary, there are still many people in various countries who experience gender inequality in the fields of education, participation in politics, decision-making, health, employment and so on (Gelgel and Apriani 2019). Table 1 outlines the differences in the representation of men and women in different skills clusters.

Table 1. Share of men and women by skills cluster

No.	Skill Cluster	Men	Women
1	Technology, Disruptive	71	29
2	Business	61	39
3	All	61	39
4	Technology	60	40
5	Specialized Industry	59	41
6	Soft	58	42

Source: World Economic Forum (2020).

Table 1 outlines points out the fact that the gender equality issue mostly refers to women's empowerment. This is caused by the gender gaps felt by women, who tend to be discriminated against. Therefore, it is as if women are limited regarding aspects of their

expertise, intelligence, and talent, and women are continuously marginalized while men are not limited at all. Unfortunately, women are often considered weak, while being a man is perceived as a superpower (see Dewi et al. 2022). As a result of these stark differences, the issue of gender equality is always related to women. In fact, countries with the lowest levels of women's inclusion, justice, and security frequently have the worst records relating to maternal and infant mortality (Klugman et al. 2019). Similarly, Zhang et al. (2021) stated that the importance of women in the global governance of climate change is self-evident.

Examining the role of women profoundly and critically, it is clear that their role is crucial, for example, in: the household and child affairs (Hamidi et al. 2021); the environment (see Fiantis et al. 2022); health (Porth et al. 2021); education and technology (see Marinova et al. 2021); organizations (see Smirles et al. 2020); economics (see Chuan-chuan and Jingwen 2021); and in various other responsibilities to which women have always contributed. Thus, the role of women in national development cannot be underestimated, and women have contributed to almost all aspects of human activity (Goldin 2006). Development in any country lies on the shoulders of how productive and creative the female population is (John et al. 2019). Likewise, women play critical roles as effective advocates for peace, community leaders, and champions of civil and human rights (USAID 2020). Therefore, it should be highlighted that these synergies and the centrality of addressing gender inequality and women's empowerment are part of the sustainable development agenda.

In addition, the issue of gender equality and women's empowerment policies is interesting to study, both socially and bibliographically. Many studies on gender equality and women's empowerment policies have been published (see Figure 1). In addition, the issue of gender equality is widely studied by various disciplines such as social science, arts and humanities, business and management, economics, law, health and so on. Based on the explanation above, this research is focused on analyzing literature from 2000 to 2022 and using a bibliometric analysis approach with the VOSviewer tool (Donthu et al. 2021). The author wants to examine publication trends, the theme of the gender issue, and the influence of different authors and issues on gender equality and women's empowerment policies. To achieve the objectives of this research, the researcher formulated several research questions as follows:

1. What are the publication's trends and its relationship with gender equality issues and women's empowerment policies?
2. Which themes are most often analyzed in gender equality issues and women's empowerment policies?
3. What are the most influential documents in gender equality issues and women's empowerment policies?
4. What is the most influential country in the publication of gender equality issues and women's empowerment policies?

Methods and Data Analysis

Method

The first step in conducting a bibliometric literature analysis is to determine the scope of the research study. This is essential because it is closely related to the content and amount of data to be analyzed (Waltman and van Eck 2012). The data used to analyze gender equality was taken from the Scopus database – a source-neutral abstract and citation database curated by independent subject matter experts. As a result, Scopus provides the most comprehensive overview of global research output in science, technology, health, social science, and the arts and humanities (Elsevier 2020).

There are 877 documents used in this analysis, consisting of various types. Data collection from Scopus was carried out on May 11, 2022, with the following keywords: gender equality; and women's policy. The data search produced 877 documents that were divided into several research subject areas and document types as follows: article – 560; book chapter – 120; book – 114; review – 61; conference paper – 15; editorial – 5; and note – 2. The types of data used in this study are presented in Figure 1.

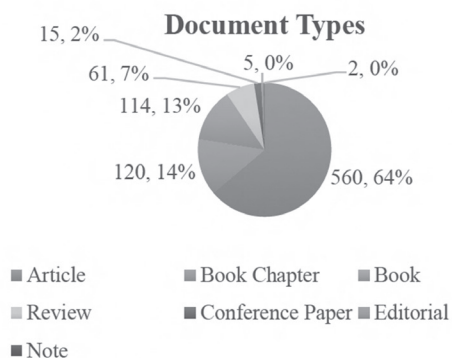


Figure 1. Analysis of all documents on gender equality issues and women's empowerment policies

Source: Author

Data Analysis

The database containing 877 documents was then converted to .csv format and analyzed using VOSviewer version 1.6.18 (van Eck and Waltman 2015). VOSviewer is a software tool for creating maps based on network data and for visualizing and exploring these maps (van Eck and Waltman 2011). VOSviewer is applied not only for data visualization but also to determine several types of analysis, such as the relationship between co-authorship and organization, the co-occurrence relationship with the author, the cita-

tion relationship with the author's country, and so on (Hassan et al. 2022). In addition, Tableau Public version 2021.4, an intelligence software, was also used for data visualization. Together, these two bibliometric literature analysis tools were used to obtain detailed analysis while presenting the data with an attractive appearance.

Results and Discussion

Trends in Publications on the Gender Equality Issue and Women's Empowerment Policies

In this section, the results of the analysis are focused on disclosing the number of documents, citations and sources of publications related to gender equality and women's empowerment policies on a yearly basis. Then, the results of this analysis are interpreted based on the database obtained from the VOSviewer analysis tool, as shown below.

- a. The annual number of publications.

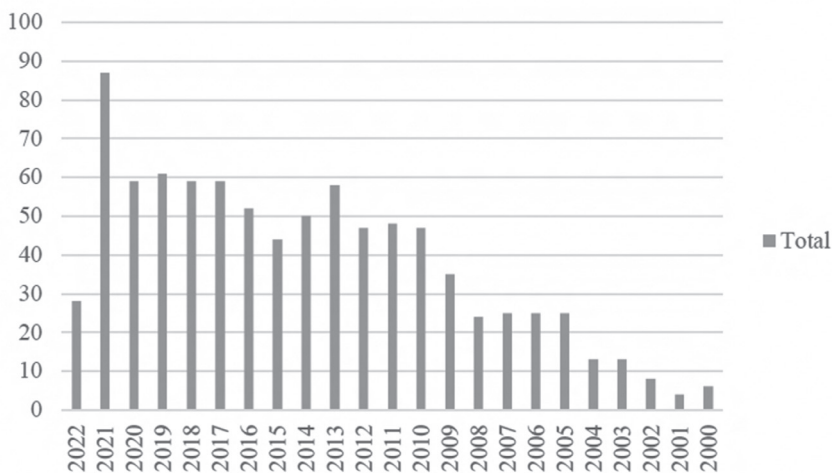


Figure 2. Annual number of publications on gender equality issues and women's empowerment policies

Source: Author

Figure 2 is clear evidence that interest in the issue of gender inequality or women's empowerment has increased rapidly, especially in the field of research publications. Of course, these results prove that the issue of gender equality is increasingly being elucidated. There is no doubt that the phenomenon of gender inequality that occurs in society, government and in various other communities is receiving greater attention in the fields of work (see International Labour Organization 2020, 67), organizations (see

Ghellab and Vaughan-Whitehead 2021, 16), education (see also Yao and You 2018), and politics. Despite this, women are still underrepresented in politics (Gonzalez-Eiras and Sanz 2021), health and other fields. The most recent report from UN Women stated that women living with children were more likely to lose their jobs than men living with children (UN Women 2021). Based on the data above, from 2000 to 2022 the number of publications on gender equality issues and women's empowerment policies experienced ups and downs. For example, in 2000–2001, the number of publications was only 10; however, 11 years later (2012–2013), this number had grown significantly to 58. Furthermore, 2014–2016 experienced a slight decrease in this number to 50, while 2017–2020 was stable at 60. From its peak in 2021, this number looks as if it will continue to increase until it surpasses 90.

b. Citation-based source analysis

Table 2. *The top 5 sources of gender equality issues and women's empowerment policies*

NO	SOURCES	DOCUMENTS	CITATION	TOTAL LINK STRENGTH
1	<i>Social Politics</i>	28	1,397	160
2	<i>NORA – Nordic Journal of Feminist and Gender Research</i>	20	212	41
3	<i>Politics and Gender</i>	19	277	61
4	<i>International Feminist Journal of Politics</i>	13	410	72
5	<i>Gender, Work and Organization</i>	12	91	24

Source: *Research results by researchers, 2022.*

Table 2 shows the number of publications per year as the main indicator in selecting the top 20 sources on the issue of gender equality issues and women's empowerment policies. *Social Politics*, one of the sources with the highest number of publications on gender equality and political policies, produced 28 documents and 1,397 citations per year. This was followed by: *NORA – the Nordic Journal of Feminist and Gender Research*, with 20 documents and 212 citations; *Politics and Gender*, with 19 documents and 277 citations; the *International Feminist Journal of Politics*, with 13 documents; and *Gender, Work and Organization*, with 12 documents.

c. Average number of publications per year

The average number of publications published per year published by each journal is provided in Table 2, and is visualized in Figure 3 below.

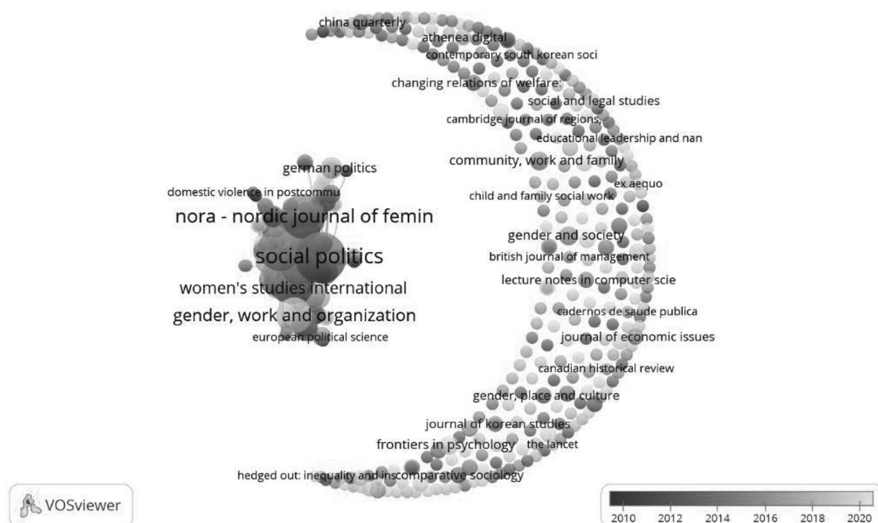


Figure 3. A visualization of publications on gender equality issues and women's empowerment policies and their connection with other sources

Source: Author

Figure 3 shows that most publications on gender equality issues and women's empowerment policies were published by *Social Politics* in 2010. In 2012, *Mainstreaming Politics: Gendering Practices and Feminist Theory, Policy and Politics* and *NORA – Nordic Journal of Feminist and Gender Research* led the way. *Politics and Gender*, *International Feminist Journal of Politics*, *European Journal of Women's Studies*, and the *Women's Studies International Forum* were the most prolific publishers in 2014, while the *Journal of Women, Politics and Policy* led in 2016. Finally, *Gender, Work and Organization* published the most papers in 2018, and the *European Journal of Politics and Gender* and *Public Administration* in 2020. Apart from the productivity of each journal in publishing on the issue of gender equality and women's policy, the most exciting aspect of this analysis is that *Gender, Work and Organization* is such a prominent source, as these are gender equality issues to which women remain vulnerable today. For example, the International Labour Organization (2020) reported that 327 million wage earners were paid at or below the applicable hourly minimum wage in 2020. In addition, in Pakistan, women face economic and social vulnerability and need cash transfer programs to reduce poverty and inequality and increase their empowerment (Sarfraz et al. 2022). Likewise, Moughalian and Täuber (2020) observed that when organizations are more concerned with their reputation than with changing existing inequality regimes, gender equality initiatives create the illusion of an institutional commitment to diversity and inclusion that masks persistent abuses of power.

The Most Frequently Analyzed Themes in Gender Equality Issues and Women’s Empowerment Policies

The emergence of the keywords in Figure 4 are the result of the analysis of a database of 877 documents in VOSviewer (see Figure 1). As a result, it was revealed that there are many diverse topics or themes related to these issues, especially gender equality and women’s empowerment policies.

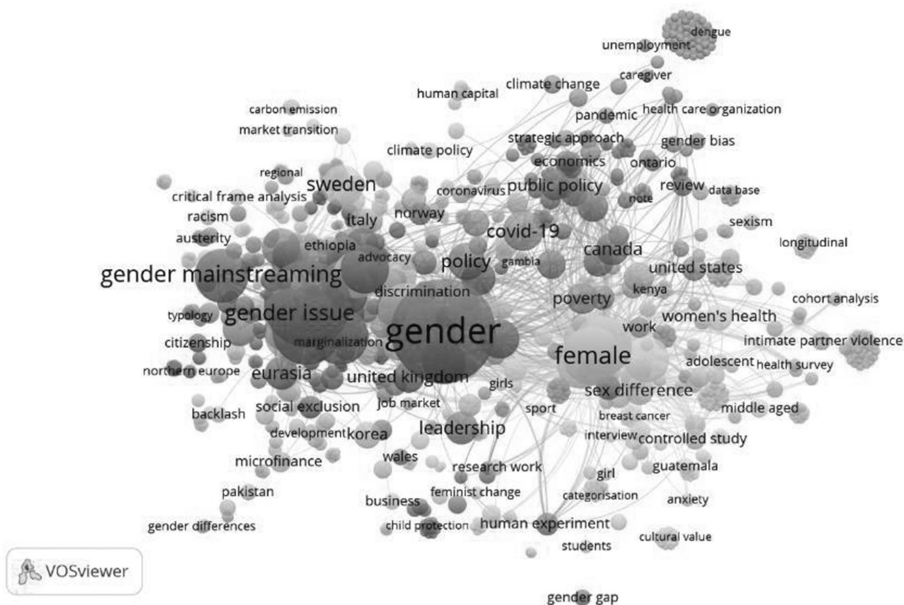


Figure 4. Network visualization of co-occurrences based on an all keywords analysis of gender equality issues and women’s empowerment policies

Source: Author

From Figure 4, it can be observed that the topics that still dominate the issue of gender equality studies are: gender, gender equality, women status, female, human, women, feminism, gender mainstreaming, article, gender issue, male, gender relations, intersectionality, humans, European Union, gender role, employment, social policy, Sweden, policy making, COVID-19, domestic violence, gender disparity, Europe, policy, equality, adult, women’s right, and so on. All of these keywords are themes that have always been the object of research of this kind, especially in gender equality studies and women’s empowerment as the research object is vulnerable to the issue of gender inequality (Zabaniotou 2021). This is doubly reinforced by the nodes that circle the keyword in Figure 4.

The larger the circle of nodes, the greater the influence – both in terms of the number of research documents and the strength of the links between research issues or topics. Interestingly, several countries and regions appear in the co-occurrence analysis on gender equality, such as Sweden, Canada, the EU, the UK, Europe, Eurasia, Asia, Korea, Spain, and Finland. These are countries and regions that care about issues of gender equality and women's empowerment, both nationally and internationally (World Economic Forum 2021).

The Most Influential Papers on Gender Equality Issues and Women's Empowerment Policies

As a result, many studies on issues of gender equality and women's empowerment policies have previously been carried out. Evidently, from the results of a database analysis of 877 documents from 2000 to 2022, the names of several researchers repeatedly producing influential documents have emerged, as shown in Table 3 and Figure 5.

Table 3. *The top 10 authors in gender equality and women's policy*

NO.	DOCUMENT	CITATIONS	LINKS
1	True, J. (2001)	461	44
2	Walby, S. (2005c)	428	25
3	May, V. M. (2015)	252	5
4	Squires, J. (2005)	231	41
5	Stratigaki, M. (2004)	215	28
6	Coffe, H. (2010)	204	2
7	Hegewisch, A. (2011)	201	2
8	Verloo, M. (2007)	163	4
9	Waylen, G. (2007)	159	3
10	Johnson, H. (2008)	159	0

Source: *Research results by researchers, 2022.*

The 50 most influential documents were ranked based on their number of citations and links, the top 10 of which are displayed in Table 3. First position was occupied by a document by J. True (2001), entitled “Transnational Networks and Policy Diffusion: The Case of Gender Mainstreaming”, with 461 citations and 44 links. Second was S. Walby (2005), with “Gender Mainstreaming” – 428 citations and 25 links. Third, V. M. May (2015), with 252 citations and 5 links, and then J. Squires (2005), with 231 citations and 41 links. Fourth was M. Stratigaki (2004), with 215 citations and 28 links. Fifth was H. Coffe (2010), with 204 citations and 2 links. A. Hegewisch (2011) had 201 citations and 2 links; M. Verloo (2007) 163 citations and 4 links; and G. Waylen (2007) 159 citations and 3 links. Finally, the work of H. Johnson (2008) was in 10th place, with 159 citations and no links.

The Most Influential Country in The Publication of Gender Equality Issues and Women's Empowerment Policies

In this section, the analysis focuses on the countries that have contributed the most to the publication of gender equality issues and women's empowerment policies – particularly from 2000 to 2022.

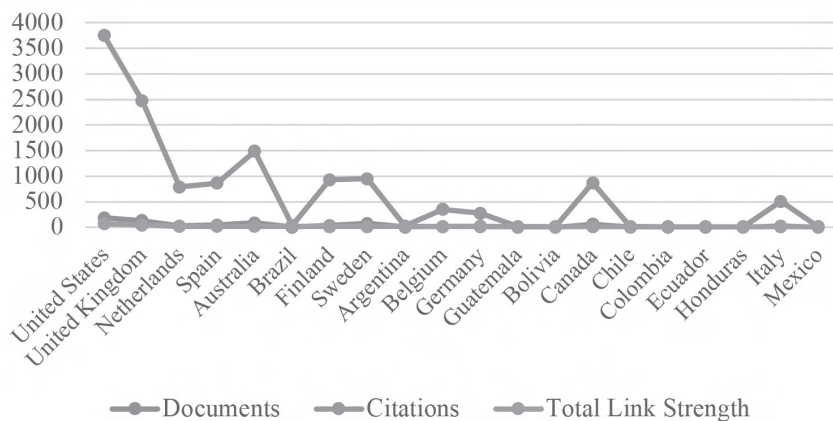


Figure 5. *The top 20 countries in the publication of gender equality and women's empowerment policies*

Source: Author

It can be seen in Figure 5 that several countries are very dominant in the publication of gender equality issues and women's empowerment policies. This can be observed from the number of citations. First, the United States has 3,751 citations and 188 documents, followed by the United Kingdom with 2,477 citations and 130 documents. In third position is Australia, which has 1,489 citations and 85 documents, followed by Sweden, with 950 citations and 77 documents. Fifth is Finland, with 930 citations and 35 documents. Then, the following two countries have almost the same number of citations: Canada with 872, and Spain with 864. In eighth position is the Netherlands, which is then closely followed by Italy. In last place are Belgium and Germany, with 355 and 276 citations, respectively. In connection with the above results, the fact is that the increase in the number of research publications on the issue of equality does not necessarily mean that the respective country has implemented their recommendations, or that it has a high level of gender equality. On the contrary, the issue of gender inequality is still relevant because achieving a level of balance requires hard work and the cooperation of all elements (see World Economic Forum 2021; International Labor Organization 2020).

Conclusion

1. Even though the number of publications and research on the issue of gender equality and women's empowerment has increased, this does not necessarily guarantee that gender parity will occur. On the other hand, these results can indicate a significant gender gap. Therefore, based on the results of this study, the researcher emphasizes that gender issues and women's empowerment policies still represent a significant challenge in every country. They must continue to be fought for because gender equality and women's empowerment are the main driving forces in the sustainability and development of a nation. This result also supports the vision of USAID (2020), which is to create a world that is prosperous and peaceful for all parties – both women and men alike – and in which opportunities and rights are afforded in all aspects of life, including the education, political, economic, social, and cultural spheres. Moreover, it has been proven that women's political empowerment is positively related to subsequent economic growth (see Dahlum et al. 2022). In other words, the higher the gender equality index, the more prosperous society is (see European Institute for Gender Equality 2013). Therefore, it can be concluded from the results of this analysis that specific policies or regulations are needed to enforce gender equality, and that gender mainstreaming and gender-sensitive budgets must be applied to all levels of social, cultural, educational, economic, and political life (Bacchi and Eveline 2010). Of course, achieving this level of balance is not the sole duty of the government by issuing policies through laws and regulations. Instead, all sectors of the community, including teaching staff, experts/practitioners, academics, and office holders in private companies must unite to create gender parity and women's empowerment. This is because improving female empowerment is a critical human right, and is a development aim that requires closer attention (Rettig et al. 2020).

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LYČIŲ LYGYBĖS KLAUSIMAI IR MOTERŲ ĮGALINIMO POLITIKA 2000–2022 M.: BIBLIOMETRINĖ ANALIZĖ

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Ni Putu Tirka Widanti yra Ngurah Rai universiteto rektorė ir Ngurah Rai universiteto Viešojo administravimo magistrantūros studijų programos dėstytoja, taip pat Indijos Gurugram Haryan Amty universiteto lyčių studijų ir kultūros dėstytoja. Be dėstyto, autorė taip pat aktyviai dirba Kul Kul fondo (juridinis asmuo Bali Green School, natūralia aplinka paremta mokykla) prezidentės pareigose.

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