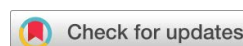


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Analysis of Factors Affecting Quality Employment for Women: A Bibliometric Approach

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ABSTRACT

Today, the quality of women's employment is an urgent topic that attracts the attention of researchers and politicians in connection with the need to ensure equal opportunities in the labor market. The present study applied bibliometric analysis to examine the factors affecting quality employment for women based on the past literature over the past two decades, from 2000 to 2024. The study uses the Scopus database to identify the most cited journals, authors, countries, and keywords related to women's employment. Different Booleans were applied with logical OR and AND operators to extract the data. PRISMA model was used with inclusion or exclusion criteria, and 238 papers were finalized based on the satisfactory requirement for the analysis. To analyze the data, bibliometric tools such as VOSviewer and R Studio were applied to generate a visualization of network diagrams, cluster analysis, and citation patterns regarding most cited journals, authors, countries, and keywords in the past literature on factors affecting the quality of employment for women. The analysis revealed vital trends, including the most cited sources, leading authors, and countries actively publishing works on this topic. The main thematic areas were highlighted, such as gender equality, mental health, employment conditions, and labor discrimination. Visualization using network diagrams made it possible to identify the relationships between authors, countries, and critical keywords, reflecting global scientific trends. This study provided a comprehensive science map to show a framework for future researchers and policymakers to understand the international trends and the factors affecting women's employment quality.

KEYWORDS: Bibliometric Analysis, Gender Economy, Gender Equality, Employment, Quality Employment, Women, Workplace Discrimination

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Анализ факторов, влияющих на качественную занятость женщин: библиометрический подход

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АННОТАЦИЯ

Вопрос качества занятости женщин сегодня является актуальной темой, привлекающей внимание исследователей и политиков в связи с необходимостью обеспечения равных возможностей на рынке труда. Настоящее исследование использует библиометрический анализ для изучения факторов, влияющих на качество женской занятости, на основе научных публикаций за последние два десятилетия с 2000 по 2024 гг. В статье использовалась база данных Scopus для определения наиболее цитируемых журналов, авторов, стран и ключевых слов, связанных с занятостью женщин. Для извлечения данных применялись различные логические операторы OR и AND. Модель PRISMA использовалась с критериями включения и исключения, в результате чего для анализа было отобрано 238 статей. Для анализа данных применялись библиометрические инструменты, такие как VOSviewer и R Studio, с целью визуализации сетевых диаграмм, кластерного анализа и моделей цитирования, связанных с наиболее цитируемыми журналами, авторами, странами и ключевыми словами в литературе по факторам, влияющим на качество женской занятости. Результаты анализа показали ключевые тенденции, включая наиболее цитируемые источники, ведущих авторов и страны, которые активно публикуют работы по этой теме. Были выделены основные тематические направления, такие как гендерное равенство, психическое здоровье, условия занятости и трудовая дискриминация. Визуализация с помощью сетевых диаграмм позволила выявить взаимосвязи между авторами, странами и основными ключевыми словами, отражая глобальные научные тренды. Данное исследование представило научную карту, служащую основой для будущих исследований и дающую политикам понимание международных тенденций и факторов, влияющих на качество женской занятости.

КЛЮЧЕВЫЕ СЛОВА: библиометрический анализ, гендерная экономика, гендерное равенство, занятость, качественная занятость, женщины, дискриминация на рабочем месте

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INTRODUCTION

The key drivers of quality employment of women have attracted researchers and policymakers to investigate the role of critical success in enhancing women's well-being, gender equality, and economic empowerment. Unfortunately, despite substantial efforts of women in organizations, disparities have been observed in the quality of employment of men and women in different ways, including inequalities in wage rate, career advancement, and security of jobs. Quality employment includes promotion opportunities, career progression, job security, remuneration equity, and workplace safety, which have been seen as unstable globally, particularly in developing countries (International Labour Organization, 2020a).

Recent researchers identified various hurdles that can limit women from doing a quality job at a quality workplace. These hurdles include unfair societal and family responsibilities, discrimination in the workplace, gender stereotypes, and insufficient maternity support. These include gender stereotypes, discrimination, inadequate maternity support, and an unequal distribution of domestic responsibilities (Carvalho, 2021; Women U. N., 2015). Along the same lines, unsupportive organizational practices and cultural norms give less value to women's work and limit their access to training and education (Kabeer, 2016; Blau & Kahn, 2017).

There is a need to conduct a bibliometric analysis of the existing research on the factors affecting women's quality of employment, particularly organizational, socio-economic, and institutional factors. So, the aim of the present study is to fill the gap by providing the answers to the following questions through bibliometric analysis to identify factors affecting women's quality employment as a road map where future researchers can conduct more studies and policymakers take initiative initiatives on enhancing women's quality employment:

RQ1: How many numbers of articles are produced annually on the quality of employment for women?

RQ2. Who are the key authors in the field of quality employment for women and its related factors?

RQ3. Which countries produced most papers on quality employment for women and its related factors?

RQ4. What are the most repeated keywords in the field of quality employment for women, and how do they relate to each other, the contributing countries, and the authors?

RQ5: What are the patterns and developments in the field of quality employment and the factors related to setting future directions?

The present study is structured into five sections. Section 2 provides background information on previous studies in the form of a literature review. Section 3 provides a summary of the data and techniques used in this investigation. Part 4 shows the results of the bibliometric analysis. Section 5 presents the primary discussion and conclusions at the end.

LITERATURE REVIEW

Economic Conditions and Quality Employment for Women

Economic factors play a vital role in the quality of employment of women. They influence the promotion, job security, and job accessibility of women. Better economic conditions can give more job opportunities to women, while weak economic conditions restrict them from joining vulnerable positions and the sub-standard nature of work at the workplace. In developing countries, women mostly do informal jobs without job security and full-fledged employment benefits (Gammage et al., 2020). Substantial disparities exist in the employment of men and women, where women are the less-paid employees over the same kind of work as men, and it is happening globally in many organizations.

In-expensive childcare, safe transportation, well-established infrastructure, and easy access and availability of the internet play a substantial role in quality employment for women. However, insufficient infrastructure can hinder women from accessing various job positions or business opportunities (Carvalho, 2021). Wage equality is an essential factor that has multiple influences on the different dimensions of quality employment of women. The gender pay gap is also a hurdle in women's career success and lifetime earnings (Blau & Kahn, 2017). Although law exists to support wage equality in the actual practices of the organizations, there are still wage disparities because of the lack of pay structure transparency, female-dominated industries, and occupational segregation (Goldin, 2021). Recent research provided many suggestions to reduce wage disparities for men and women through transparent pay structures and pay equity policies and their implementations.

Job Security and Quality Employment for Women

Job security plays a significant role in shaping women's employment quality, as the prevalence of

part-time positions often leads to instability and limits access to benefits typically associated with full-time roles. More frequently than men, women navigate employment landscapes marked by uncertain hours, which reduces their financial stability and restricts access to crucial benefits, including health coverage and retirement plans (Kalleberg, 2018). The COVID-19 pandemic accentuated these challenges, with widespread job losses disproportionately affecting women employed in sectors such as retail and hospitality. This reality calls for re-evaluating job policies to offer enhanced protection and security to workers in vulnerable positions, advocating for approaches that minimize gender disparities in employment and fortify job stability for women (Alon et al., 2020).

In parallel, economic empowerment is a foundational element in enhancing women's employment quality. It embodies the ability to make autonomous financial decisions, achieve financial independence, and access vital financial resources. Economic empowerment extends beyond income, encompassing the freedom to actively participate in economic activities and make choices that shape personal and professional development. When women gain economic autonomy, it paves the way for improved career trajectories and increased engagement in entrepreneurial ventures. Entrepreneurship opportunities, access to credit, and financial literacy programs are essential to foster this empowerment. These efforts allow women to build capital, explore business potential, and strengthen their financial acumen, ultimately contributing to more secure and quality employment experiences.

Critical Determinants of Quality Employment for Women

Women's employment quality is shaped by a complex interplay of factors, with work-life balance, government support, and health standing as core determinants. Many women face the challenge of balancing work and family responsibilities, often compounded by societal expectations, limited family support, and inflexible working conditions (Shockley et al., 2017). Without supportive policies, balancing caregiving responsibilities with professional aspirations can lead to lower job satisfaction and increased burnout. However, flexible working hours, parental leave policies, and accessible childcare could significantly alleviate these challenges, enabling women to effectively manage their roles at home and in the workplace (Murgia & Poggio, 2019).

Government legislation also plays a critical role in defining the standards of quality employ-

ment for women. Laws promoting workplace safety, wage equality, and job security are fundamental, yet the effectiveness of these policies varies significantly across countries. In many lower-income regions, the implementation of these protections is inconsistent, leaving women vulnerable to unsafe work environments, wage disparities, and limited job security. Robust and enforceable legislation that includes benefits such as health insurance, maternity leave, and protection from gender discrimination creates an environment where women can participate in the workforce with greater confidence and security (True, 2019; International Labour Organization, 2020b).

Lastly, mental and physical health significantly influences the quality of women's employment. Poor working conditions, high-stress roles, and limited access to healthcare negatively impact job satisfaction and productivity. Access to mental healthcare resources and establishing safe and supportive workplaces are essential to ensure women can work effectively and maintain their overall well-being (Smith & Hamblin, 2020). When integrated, these factors highlight a comprehensive approach to fostering quality employment for women, emphasizing the need for policy support, work-life balance initiatives, and health-focused resources to create equitable and empowering work environments.

Social Factors Shaping Quality Employment for Women

The quality of women's employment is shaped by a blend of organizational support, opportunities for continuous learning, and prevailing social norms. Within the workplace, supportive environments that offer training, access to resources, and mentorship programs are critical in fostering women's career progression. Conversely, barriers such as harassment, discriminatory practices, and male-dominated industry structures can stymie this growth, limiting women's access to professional advancement and economic empowerment. A supportive workplace culture—where training and mentorship are prioritized—promotes an environment conducive to quality employment for women and fosters a sense of inclusion and equity (Fagan & Rubery, 2018; Chliova et al., 2020).

Career advancement opportunities also play an essential role in defining quality employment for women. Many women encounter a “glass ceiling” that restricts their ascent to top-level positions, perpetuated by organizational biases and structural barriers. By providing equal opportunities for advancement, skills development, and mentorship, organizations can dismantle these limitations and

empower women to reach their full professional potential, reinforcing job quality and personal fulfillment (Ryan & Haslam, 2005; Ely et al., 2011).

Continuous learning is another crucial factor, especially in a rapidly changing technological landscape. To remain competitive, women need access to training that enhances technical and leadership skills, enabling them to adapt to evolving job requirements and secure economic independence. Effective learning initiatives focusing on skill enhancement are essential for promoting women's career growth and sustaining quality employment (McKinsey & Company, 2021; Boushey, 2020).

Lastly, social and cultural norms exert a strong influence on women's employment quality, particularly in societies where gender roles and stereotypes are rigidly enforced. Cultural expectations often limit the types of professions women are encouraged to pursue, narrowing their career options and creating additional barriers to quality employment. Public awareness campaigns and educational programs can be instrumental in dismantling these barriers, promoting equal opportunities, and shifting societal attitudes toward more inclusive employment practices (Ridgeway, 2011; Women U. N., 2015).

The literature reveals that quality employment for women is shaped by economic, organizational, legislative, health-related, and social factors. Economic conditions play a critical role in defining job accessibility and security, with evidence suggesting that weak economic structures limit women's opportunities, often relegating them to informal, insecure jobs without standard employment benefits. Women face unique challenges in balancing caregiving and career responsibilities, compounded by rigid work environments and societal expectations. Flexible policies, such as parental leave and affordable childcare, are essential to support this balance. Lastly, social and cultural expectations shape employment quality by restricting women's career choices and contributing to occupational segregation. The literature thus underscores the need for a multifaceted approach to improving women's quality of employment. Strategies must address economic, legislative, and organizational challenges while promoting health, work-life balance, and societal inclusivity.

MATERIALS AND METHODS

Scientometrics examines the resources, conclusions, and organizational design that go into producing new information and techniques. As a result, bibliometrics, a branch of scientometrics, applies scientific methodologies to studying scientific literature and the functioning of a particular scientific

subject (Asif et al., 2024). The science of science was founded in the middle of the 20th century. As a result, its application in evaluating scientific research has increased (Garfield, 1988). Additionally, bibliometric analysis makes it easier to assess data in various scientific domains (Bhattacharya, 2018). It provides enlightening details about the connections between innovation and research. In this way, the scope of bibliometrics has expanded to include the manifestation of scientific advancement and the availability of several databases for scholars to use.

Finding representative and thorough samples requires careful keyword selection (Liu et al., 2020). Initially, we gathered terms associated with women's high-caliber jobs. After double-checking the phrases, we searched using the "All fields" option in the search bar. The following keywords were used to search the Scopus database on September 12, 2024 (*'Quality Employment' or 'Empowering Job Opportunities' or 'High-Standard Employment' or 'Premium Work Opportunities' or 'Top-Tier Jobs' or 'Exceptional Employment' or 'Superior Work Environments' or 'Valuable Job Positions' or 'Optimal Employment Opportunities' or 'Excellent Career Prospects' or 'Robust Employment Options'*) and (*'Women' or 'Woman' or 'Female' or 'Females' or 'Ladies' or 'Girls' or 'Girl'*). The database had 319 results in total. A maximum search timeframe of 2000–2024 was established. Additionally, the search method was restricted to journal articles exclusively. A comprehensive examination took into account only journal articles. Moreover, papers written in languages other than English were eliminated. Ultimately, 238 papers satisfied the study's inclusion requirements. The inclusion and exclusion criteria for the final articles are shown in Figure 1.

Many software packages are available for visualization, including VOSviewer, Bibexcel, CiteSpace, BiblioMaps, CitNetExplorer, SciMAT, and Sci2 Tool (Cobo et al., 2011; Moral-Muñoz et al., 2020). Biblioshiny is used in this study to perform descriptive analysis (Aria & Cuccurullo, 2017). However, VOSviewer is used to co-occupy with keyword analysis and paramount theme identification (Eck & Waltman, 2009).

In conclusion, the methodology utilizes scientometric and bibliometric approaches to analyze the literature on quality employment for women systematically. Combining keyword analysis, descriptive evaluation through Biblioshiny, and thematic identification with VOSviewer, this study aims to identify core research themes and explore the connections that shape understanding in this domain.

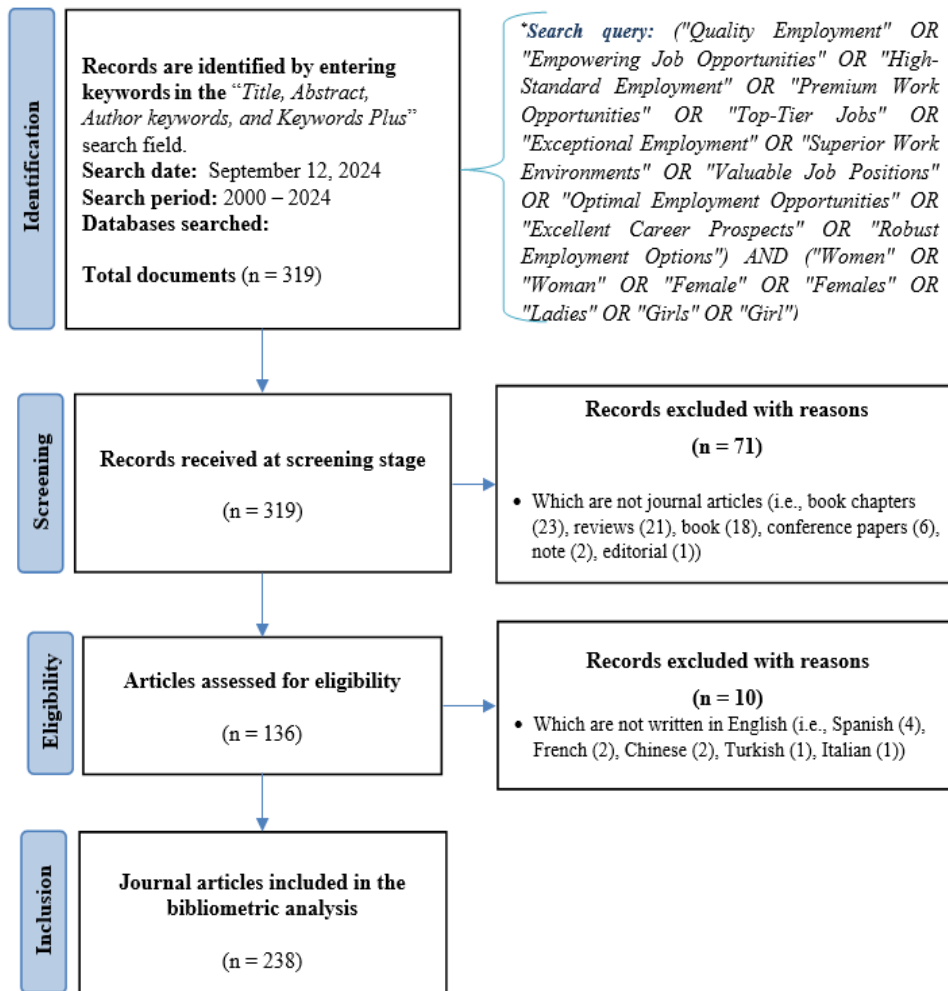


Figure 1. PRISMA flowchart

RESULTS

Response to RQ1

The annual scientific research on women's employment quality demonstrates a significant upward trend. From 2000 to 2004, no articles were published on this topic, indicating either limited interest or awareness in this field. The first article appeared in 2003, followed by a gradual increase in publications, with notable peaks in 2008 (10 articles) and 2011 (7 articles). This growth continued, albeit

with minor fluctuations, reaching another peak of 10 articles in 2019 and 2021. The most remarkable increase began in 2022, when articles surged dramatically, with 37 publications that year alone. This upward trajectory persisted, with 50 articles published in 2023 and 44 in 2024. Such a surge likely reflects the growing global focus on gender equality, socio-economic shifts, and a broader recognition of women's role in the workforce. Overall, the data indicates that women's employment quality has become an increasingly important area of academic study in recent years (see Figure 2).

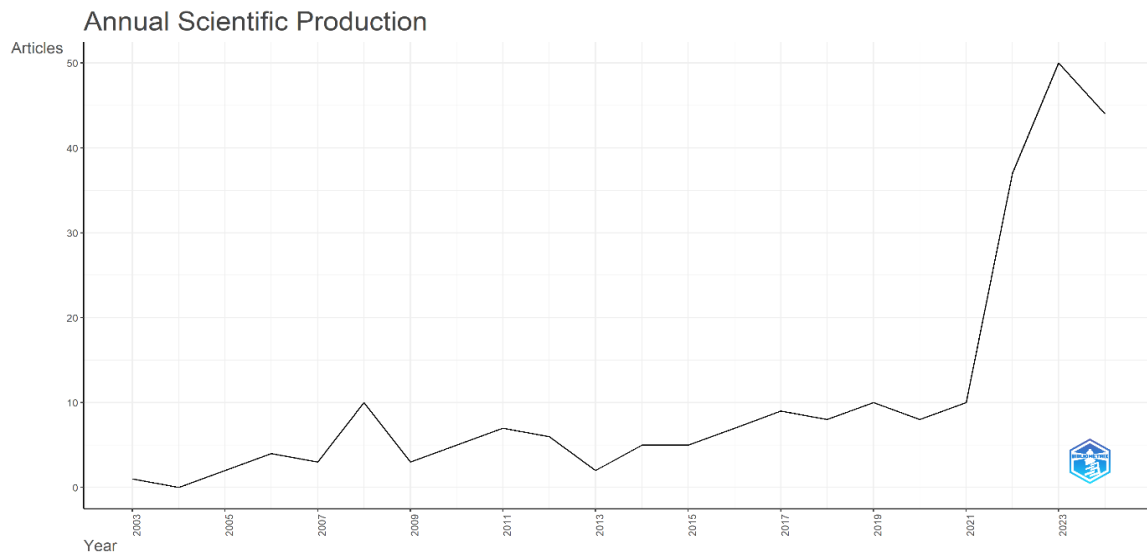


Figure 2. Annual scientific production

The graph illustrates the annual scientific production on women’s employment quality from 2003 to 2024. Notably, there is minimal activity in the early years, with only sporadic publications until 2019. Starting in 2022, there is a sharp rise in publications. This significant increase highlights a recent surge in academic interest and research on women’s employment quality, likely driven by global shifts in socio-economic priorities and an enhanced focus on gender equality.

Response to RQ2

The key individuals contributing significantly to research on quality employment for women are highlighted by their publication counts. Bodin

T is the most prolific author with 14 publications, indicating a prominent role in advancing knowledge in this area. Close behind, Matilla-Santander N and Muntaner C have contributed nine publications each, making them significant contributors to the discourse. Gunn V follows with 8 publications, while Baek SU, Krause JS, Won Ju, and Yoon JH each have seven publications, showcasing their substantial contributions. Ahonen EQ and Julia M complete the list with six publications each. Collectively, these researchers represent key thought leaders who have been instrumental in shaping the understanding of quality employment for women and serve as valuable references for ongoing and future research (see Figure 3).

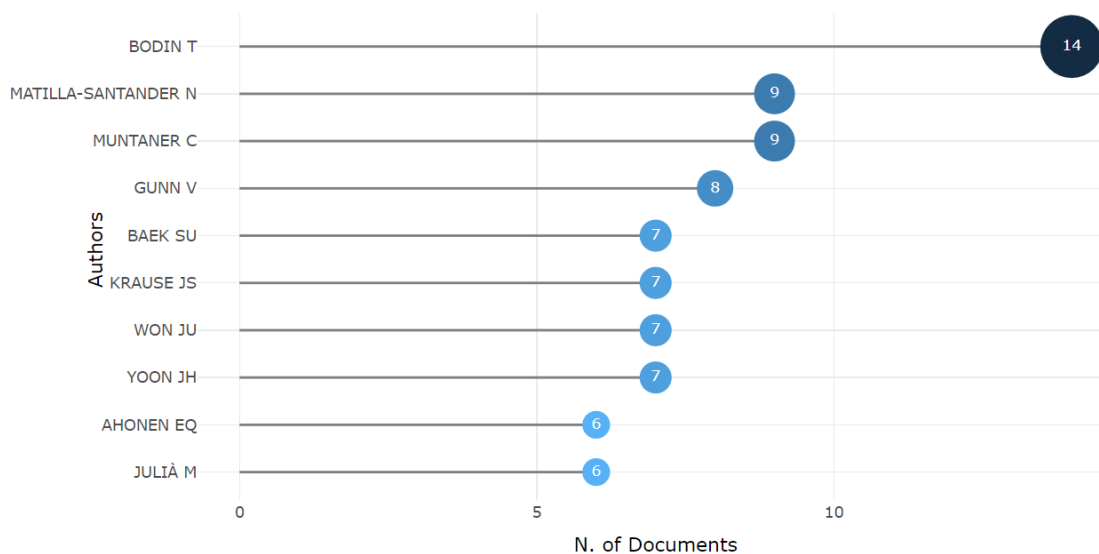


Figure 3. Most prolific authors

The chart reveals a concentrated group of scholars who have consistently contributed to the research on quality employment for women. This distribution suggests that these individuals are primary contributors and thought leaders whose work forms a foundational part of the academic discourse on this topic. Their research is likely central to ongoing developments and further studies in understanding quality employment for women.

Response to RQ3

A significant portion of these articles is single country publications (SCP), with 39 published independently and six as multiple country collaborations (MCP), reflecting the country's broad leadership in the field. Australia and China are tied for second place with 26 articles each, making up 11% of the total publications. Australia's higher proportion of multi-country publications (19.2%) compared to China (3.8%) indicates that Australia is more engaged in international collaboration. Canada contributed 13 articles (5.5%), with a notable 30.8% being multi-country collaborations, showing international solid cooperation. Similarly, Germany and Sweden, with 11 articles (4.7%), have high MCP percentages, 36.4% and 54.5%, respectively, highlighting their active participation in global research networks. Other significant contributors include the United Kingdom (12 articles, 5.1%), Korea (8 articles, 3.4%), Belgium, and Israel (each with six arti-

cles, 2.5%). Belgium and Sweden exhibit high percentages of multi-country collaborations, reflecting their strong emphasis on international partnerships. The data obtained are presented in Table 1.

Table 1. Most productive countries

Country	Articles	Articles %	SCP	MCP	MCP %
USA	45	19.1	39	6	13.3
Australia	26	11	21	5	19.2
China	26	11	25	1	3.8
Canada	13	5.5	9	4	30.8
United Kingdom	12	5.1	12	0	0
Germany	11	4.7	7	4	36.4
Sweden	11	4.7	5	6	54.5
Korea	8	3.4	8	0	0
Belgium	6	2.5	3	3	50
Israel	6	2.5	6	0	0

Note: compiled by author

The distribution of research contributions by country in the field of quality employment for women demonstrates significant geographic disparities, with certain nations leading in productivity and collaboration. The USA is the most prolific contributor, followed by Australia and China, each with notable publication outputs (see Figure 4).

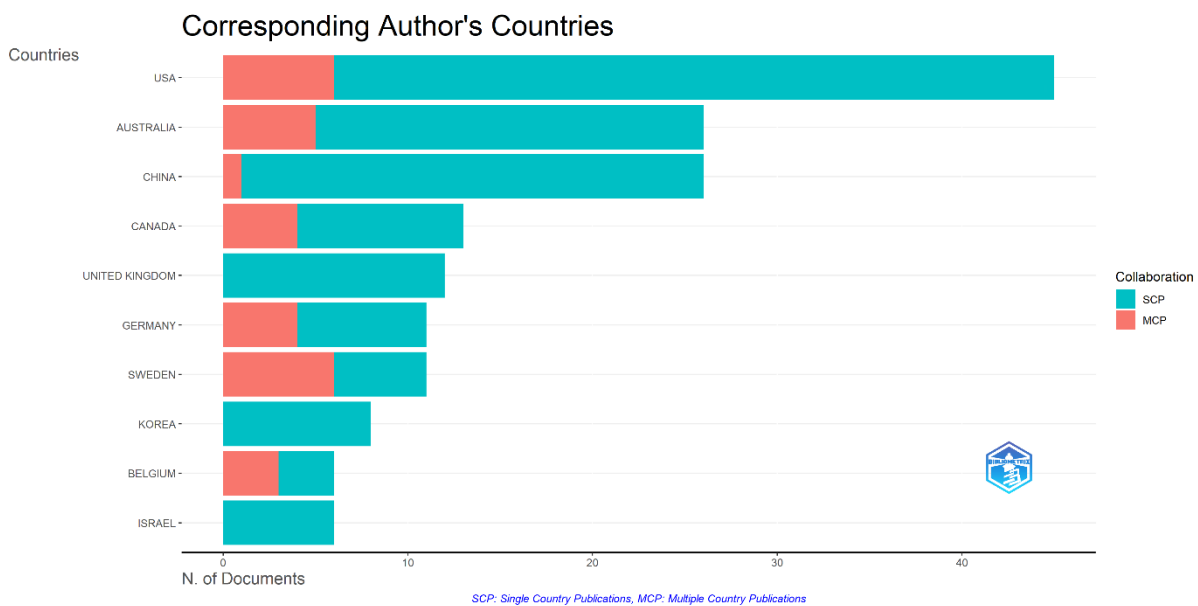


Figure 4. Most productive countries

The chart further highlights the extent of international collaboration (multi-country publications, MCP) compared to single-country publications (SCP) for each country. Countries like Australia, Canada, and Sweden show higher MCP percentages, strongly emphasizing global research partnerships. This pattern suggests that international col-

laboration is a key factor in advancing research on quality employment for women.

The map illustrates the geographic distribution of research output on quality employment for women, highlighting the countries with the highest number of affiliated authors (see Figure 5).

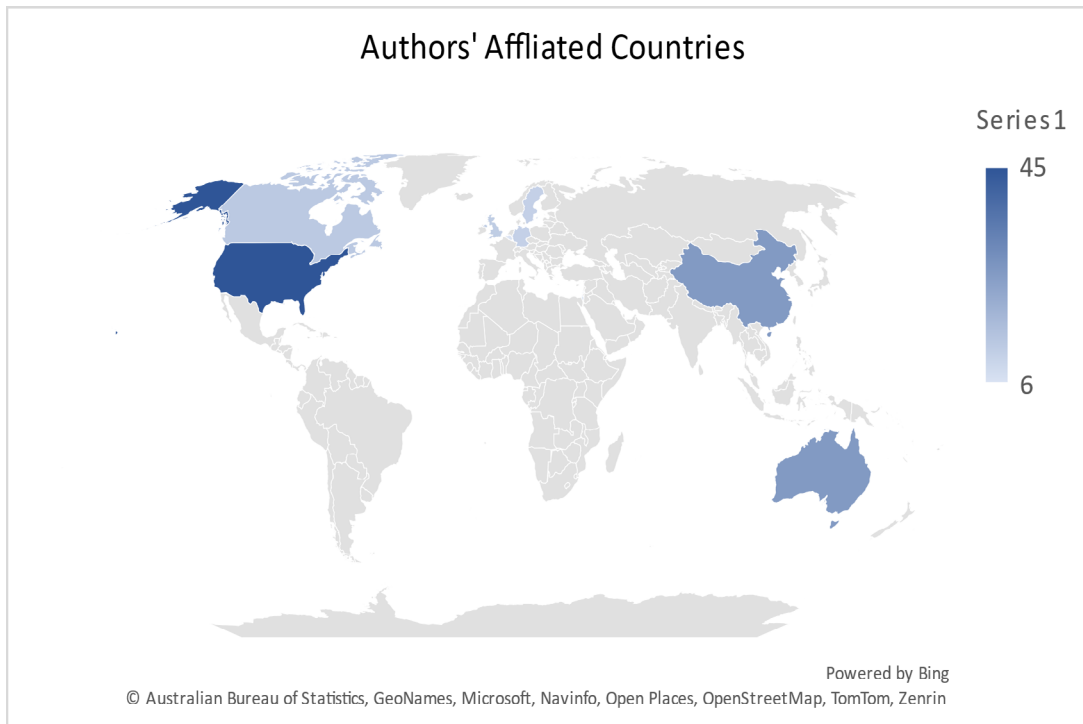


Figure 5. Authors' Affiliated Countries

Darker shades indicate higher publication counts, with the USA, Australia, and China emerging as leading contributors. This visual emphasizes the concentration of research efforts within a few key regions, primarily North America, Oceania, and Asia. The map also reveals a relative lack of contributions from other parts of the world, underscoring regional disparities in academic engagement.

Response to RQ4

The plot of the three fields illustrates the interconnected elements of authors, nations, and keywords, with grey links showing their relationships. This relationship begins with the author's home country, connects to the author, and concludes with the keywords associated with their research. The size of each rectangle represents the number of pa-

pers linked to each element. The author's country appears on the left side of the plot, while frequently appearing keywords include "mental health", "depression", "epidemiology", "employment", "disability", "gender", "education", "rehabilitation", "precarious employment", "inequality" and "vocational rehabilitation" highlighting the central themes in the field (see Figure 6).

The three fields plot displays the connections among authors' countries (left), individual authors (center), and frequently occurring keywords (right) in research related to quality employment for women. Prominent keywords such as "mental health", "depression", "epidemiology" and "employment" highlight key focus areas, while countries like the USA, Sweden, and Canada emerge as primary contributors, linked to leading authors and central topics in this field.

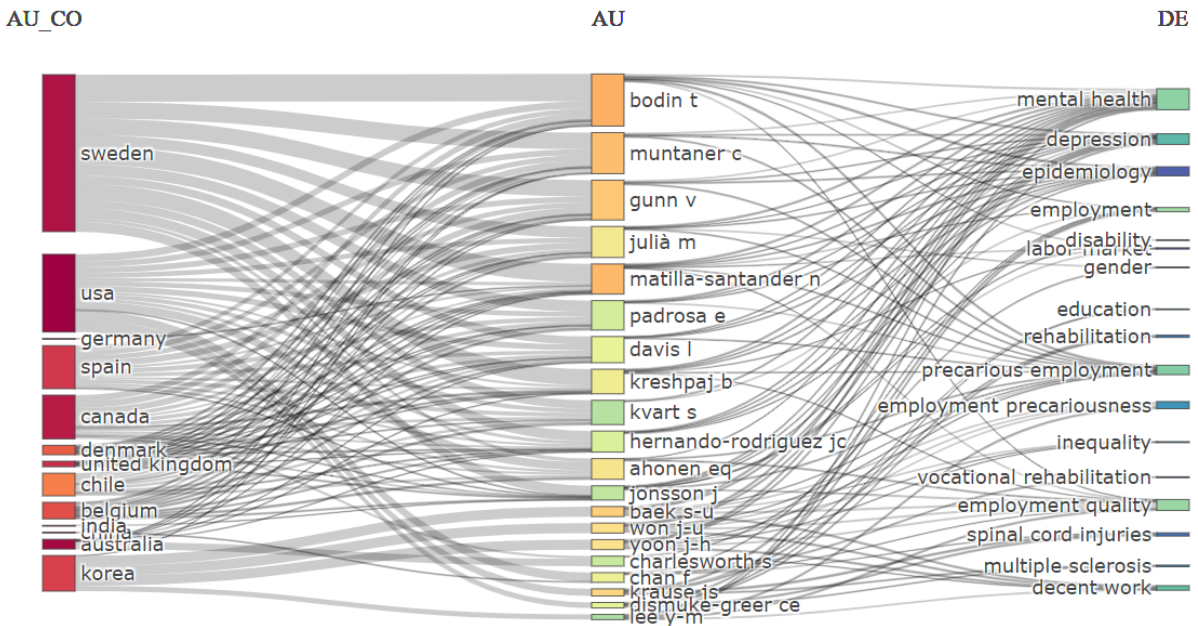


Figure 6. Relationships among countries, authors, and keywords

Response to RQ5

Using a threshold of 10 occurrences, the co-occurrence analysis of keywords revealed that 51 out of 1,686 total keywords met the criteria. These 51 keywords represent the core themes and concepts

within the research on quality employment for women. These keywords were divided into three clusters, which may reflect this domain’s different thematic areas or research directions (Figure 7).

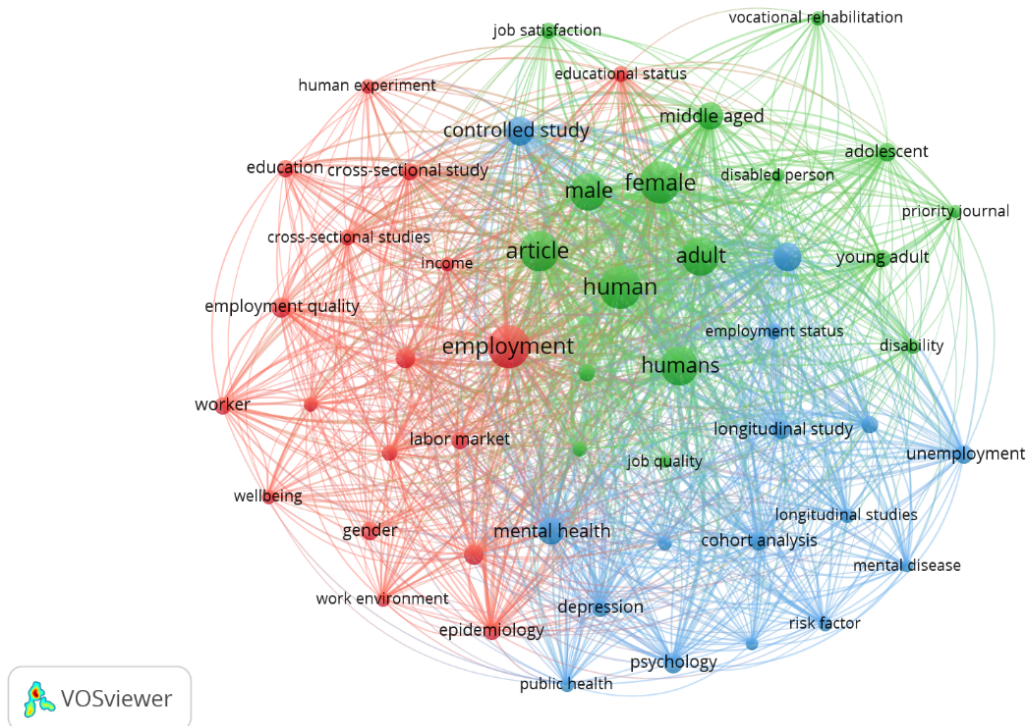


Figure 7. Network visualization of co-occurrence of keyword analysis

This network visualization illustrates the co-occurrence of keywords in research on quality employment for women. The keywords are grouped into clusters, with each color representing a thematic grouping. The size of each node indicates the frequency of the keyword, with larger nodes such as “employment,” “mental health,” and “human” highlighting key research areas. The dense intercon-

nections between nodes reveal a strong association among employment quality, health issues, and demographic factors, suggesting a multidisciplinary approach in this field.

Table 2 underscores the critical relationship between employment conditions and the overall well-being of workers, particularly women.

Table 2. Well-being and working conditions and quality of employment

Rank	Keywords	Occurrences	Links	Total link strength
1	Employment	98	50	945
2	Employment quality	23	45	233
3	Precarious employment	21	46	263
4	Questionnaire	21	50	309
5	Gender	19	35	89
6	Cross-sectional study	17	46	262
7	Epidemiology	17	49	291
8	Labor market	17	41	116
9	Worker	16	40	215
10	Education	15	40	142
11	Cross-sectional studies	14	44	206
12	Surveys and questionnaires	14	48	232
13	Educational status	13	48	192
14	Human experiment	12	42	135
15	Working conditions	12	39	109
16	Income	11	43	158
17	Wellbeing	11	41	135
18	Work environment	11	45	151

Note: compiled by author

Keywords like vocational rehabilitation, disability, and occupational health suggest that the focus is on job quality’s impact on vulnerable populations - disabled people, particularly those who may encounter difficulties in obtaining high-quality employment. The diversity of demographics highlights the need for a study that considers the various effects of workplace conditions on various groups. This research should focus on how these elements enhance or diminish job satisfaction and well-being.

This issue also highlights the significance of occupational health and job happiness as critical determinants of the caliber of employment. Table 3 illustrates the relationship between general health, job satisfaction, and the quality of employment, especially when considering various demographic

categories, including males, women, adolescents, young adults, middle-aged workers, and those with disabilities.

Keywords like depression, mental disease, and unemployment point to the detrimental effects that job insecurity and unemployment can have on mental health, while terms such as longitudinal study and cohort analysis suggest that these relationships are examined over time to identify long-term trends and patterns. Including risk factors and public health highlights the importance of employment as a significant determinant of mental health and well-being at both individual and societal levels, especially among different demographic groups, including the aged and those facing prolonged unemployment.

Table 3. Job quality, satisfaction, and health outcomes

Rank	Keywords	Occurrences	Links	Total link strength
1	Human	97	50	1141
2	Female	88	50	1076
3	Article	82	50	1000
4	Humans	77	50	961
5	Adult	76	50	972
6	Male	73	50	953
7	Middle aged	37	49	522
8	Adolescent	19	44	243
9	Young adult	16	45	215
10	Workplace	15	45	202
11	Job satisfaction	13	41	137
12	Disability	12	39	128
13	Occupational health	12	45	153
14	Vocational rehabilitation	11	30	93
15	Disabled person	10	41	123
16	Job quality	10	35	60
17	Priority journal	10	37	128

Note: compiled by author

Table 4 delves into how employment status - as depression, anxiety, and overall psychological well-being. whether one is employed, unemployed, or under-employed - affects mental health outcomes such

Table 4. The psychological/mental health and quality of employment

Rank	Keywords	Occurrences	Links	Total link strength
1	Major clinical study	45	50	614
2	Controlled study	41	50	529
3	Mental health	37	49	555
4	Psychology	21	48	298
5	Longitudinal study	20	49	329
6	Cohort analysis	19	45	270
7	Unemployment	19	42	262
8	Depression	17	47	282
9	Aged	15	43	233
10	Employment status	14	46	206
11	Job market	12	44	198
12	Public health	12	46	176
13	Risk factor	12	45	202
14	Longitudinal studies	11	43	191
15	Mental disease	10	41	160
16	Sex difference	10	43	155

Note: compiled by author

This theme also emphasizes the role of sex differences and the diverse psychological responses that men and women might exhibit about employment and unemployment. The job market and employment status significantly influence mental health, with unemployed or precariously employed individuals being at a higher risk for conditions such as depression. In particular, longitudinal and controlled studies in the field allow researchers to observe the enduring effects of employment changes over time, shedding light on the need for public health interventions to mitigate the mental health risks associated with unemployment. This study will likely investigate how targeted employment policies and support systems can reduce the psychological toll of unemployment and improve overall mental well-being across different population groups.

DISCUSSION

The findings of this study shed light on the intricate connections between employment quality,

mental health, and overall well-being, emphasizing the varied effects of employment status across different demographic groups and the nuanced role of gender. The analysis underscores that high-quality employment - characterized by secure job positions, favorable working conditions, and fair wages - significantly influences economic stability and psychological resilience. Those in unstable employment, as well as those facing unemployment, are notably more susceptible to elevated stress, depression, and anxiety levels. This vulnerability is especially pronounced among marginalized groups, including women, young adults, and individuals with disabilities, for whom job quality often directly impacts mental health outcomes. These insights align with existing research, suggesting that poor job quality can lead to enduring adverse effects on mental health, underscoring the need for supportive employment policies and interventions tailored to these at-risk groups (see Figure 8).

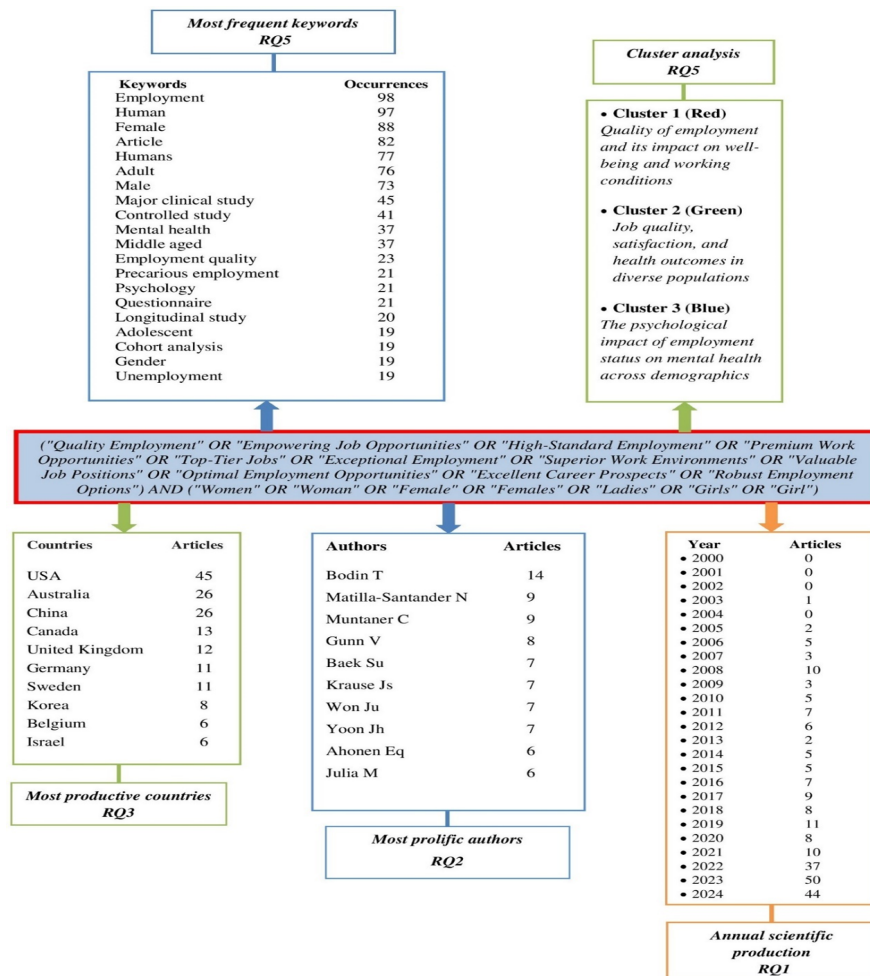


Figure 8. Science mapping

Moreover, the study emphasizes the importance of mental health as a critical factor affected by employment conditions. Longitudinal studies and cohort analysis provide robust evidence that the mental health impact of employment is not limited to short-term effects but can extend over long periods. Long-term unemployment appears to be a significant risk factor for mental health conditions like anxiety and depression, notably affecting some populations more than others. The results show that older workers and women may be more susceptible to the psychological effects of unfavorable working conditions, underscoring the need for more gender-sensitive employment regulations that take into account the particular difficulties that these groups experience.

This study emphasizes the wider societal ramifications of subpar employment quality and the direct psychological effects of working conditions. According to the research, mental health problems associated with the workplace, especially anxiety and depression, may have a significant impact on public health systems and the economy because they increase the need for social welfare, lower productivity, and increase healthcare expenditures. Because of this, politicians need to understand how crucial it is to include high-quality employment in their more extensive public health plans. Reducing employment gaps will be essential to enhancing the economic and health outcomes of people and society, particularly concerning gender inequality, workplace discrimination, and the difficulties encountered by marginalised workers.

CONCLUSIONS

Theoretical implications

The present study reinforces and expands on existing theories of job strain and employment-related stress, such as Karasek's Job Demand-Control Model, by demonstrating how employment quality - beyond just job demand and control - impacts workers' psychological well-being. The study suggests that factors like job security, wage equality, and working conditions must be considered as part of a broader framework when evaluating the effects of employment on mental health.

Additionally, this research contributes to feminist labor theory by highlighting the unique challenges faced by women in securing quality employment and experiencing the associated mental health impacts. The findings underline the importance of integrating gender-sensitive approaches into employment theories, recognizing that women often face additional stressors due to wage inequality,

caregiving responsibilities, and workplace discrimination. This extends the theoretical understanding of how structural inequalities within the labor market contribute to different mental health outcomes across genders.

Furthermore, the study supports public health theories that emphasize the role of social determinants of health, particularly employment, as a critical factor in mental health outcomes. The research aligns with ecological models of health, which argue that broader societal conditions, such as employment status and workplace conditions, are essential contributors to individual well-being. By linking employment quality directly to public health, this study bridges the gap between labor market dynamics and health theories, calling for more interdisciplinary approaches to understanding how employment conditions affect mental and physical health.

Practical implications

The findings of this study carry several important practical implications for policymakers, employers, and public health professionals. First, the study underscores the importance of workplace policies that address fundamental aspects of job quality, such as wage equality, job security, and favorable working conditions. For policymakers, this means implementing and enforcing regulations that reduce the gender pay gap and establish clear standards for job security. Employers are encouraged to introduce flexible work arrangements, such as remote work options and adaptable schedules.

AUTHOR CONTRIBUTION

Conceptualization and theory: RL; research design: RL; data collection: RL; analysis and interpretation: RL; writing draft: RL; supervision: RL; correction of article: RL; proofread and final approval of article: RL. The author has read and agreed to the published version of the manuscript.

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