

Gender Equality, Power and Leadership: A Bibliographic Study

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Abstract

This research presents a thorough bibliometric examination of academic scholarship exploring the nexus between gender equality, power dynamics, and leadership published during the 2000-2023 period. Through systematic analysis of publication frequencies, citation networks, authorship collaborations, institutional contributions, and geographical representation, we map the intellectual evolution of gender equality research. Our findings reveal a pronounced growth trajectory in research output, with a notable acceleration following 2018, culminating in 2,494 articles across 812 scholarly outlets. The field demonstrates substantial international collaboration, with 40.06% of publications featuring cross-border authorship. The contributor landscape includes specialized gender researchers and scholars from complementary disciplines, highlighting the field's interdisciplinary character. The analysis identifies the World Health Organization as the most influential institutional contributor, while The Lancet and American Psychologist publications demonstrate exceptional citation impact. While the United States maintains prominence in research productivity, significant contributions from Global South nations indicate expanding geographical engagement with gender equality scholarship. This bibliometric mapping offers valuable insights into the structural development of gender equality research, identifying established knowledge clusters and emerging research frontiers. Furthermore, it highlights opportunities for enhanced collaboration across disciplinary and geographical boundaries, suggesting pathways for the field's continued development and impact.

Keywords: Gender equality, power, leadership, bibliometric analysis

Introduction:

Gender equality within leadership spheres continues to present formidable challenges across organizational, institutional, and political frameworks globally. Gender equality in leadership positions remains one of the most persistent challenges in contemporary organizations, institutions, and political systems worldwide. Despite years of advocacy, policy reform, and organizational initiatives, significant disparities remain in the distribution of leadership opportunities and power across gender lines (Eagly & Carli, 2018). The slow pace of progress toward gender parity in leadership has prompted extensive scholarly examination across multiple disciplines, including management, psychology, sociology, political science, and gender studies. The academic discourse surrounding gender, power, and leadership has evolved substantially in recent decades, transforming from relatively isolated inquiries in feminist scholarship to a robust, interdisciplinary field that engages researchers from diverse methodological traditions and theoretical perspectives. This evolution reflects the growing recognition that gender

disparities in leadership represent complex sociocultural phenomena that require multifaceted analytical approaches (Benschop & Verloo, 2016). As Heilman (2012) argues, understanding the persistence of gender disparities in leadership requires attention to explicit discrimination and implicit biases, structural barriers, and internalized constraints at the individual, organizational, and societal levels. The increasing prominence of gender equality in global development agendas, particularly through the United Nations Millennium Development Goals and 3 subsequent Sustainable Development Goals, has further catalysed scholarly interest in examining the gender dimensions of leadership and power (Esquivel & Sweetman, 2016)

Additionally, the #MeToo movement and heightened public discourse around gender discrimination have stimulated renewed attention to how power dynamics influence leadership opportunities and experiences across genders (Choo et al., 2019). Despite this proliferating scholarly corpus, a significant methodological gap exists in the literature—no comprehensive bibliometric investigation has systematically documented the intellectual, institutional, and geographical evolution of this field. As Zupic and Čater (2015) emphasize, bibliometric methodologies provide invaluable analytical frameworks for mapping the "intellectual structure" of academic domains, revealing patterns of knowledge production and dissemination that traditional literature reviews might overlook or underemphasize. Previous bibliometric investigations have examined adjacent scholarly territories, including women's entrepreneurship research (Henry et al., 2016), gender dimensions in management literature (Koseoglu et al., 2019), and feminist organizational scholarship (Bell et al., 2019). However, the specific intellectual intersection of gender dynamics, power relations, and leadership paradigms remains unexplored through systematic bibliometric lens. This research lacuna appears particularly consequential given the field's interdisciplinary complexity and accelerated developmental trajectory in recent years. Through quantitative examination of publication frequencies, citation networks, and collaborative structures, bibliometric analyses yield profound insights into knowledge domain evolution, identifying influential contributions and illuminating how institutional and geographical factors shape scholarly discourse development (Aria & Cuccurullo, 2017). Such methodical analysis not only documents historical developmental patterns but also identifies emerging research frontiers and potential collaborative opportunities that might otherwise remain obscured. The present research addresses this analytical gap through comprehensive bibliometric examination of scholarship investigating gender, power, and leadership published between 2000 and 2023. This temporal frame encompasses several transformative societal and political developments, including global financial market disruptions, the emergence and dominance of social media platforms, increasing representation of women in political leadership across numerous national contexts, and growing scholarly attention to intersectional frameworks in gender equality research (Collins & Bilge, 2020). By systematically mapping publication trajectories, citation patterns, authorship networks, institutional contributions, and geographical distribution of research output, this investigation seeks to elucidate how scholarly understanding of gender dimensions in leadership and power structures has evolved throughout the early twenty-first century. This analysis offers crucial insights for researchers, policymakers, and practitioners seeking to advance gender equality within organizational and societal leadership structures.

Objective

1. To analyze the publication trends and citation patterns.
2. To identify the most influential authors and their contributions.
3. To examine the leading institutions and their research impact.

4. To examine the leading Countries and their collaboration network.

Methodology

This study employed a comprehensive bibliometric approach to analyze scholarly literature on gender equality, power, and leadership published between 2000 and 2023. We selected a bibliometric methodology because it effectively quantifies publication patterns, assesses citation impact, maps collaboration networks, and tracks thematic evolution in academic fields, providing a historical perspective and highlighting emerging trends.

Data Collection and Selection Criteria: We systematically constructed the dataset by conducting strategic keyword searches across multiple scholarly databases, including the Web of Science, Scopus, and specialized gender studies indices. The search strategy incorporated controlled vocabulary terms and natural language phrases, covering the conceptual intersection of gender equality, leadership dynamics, and power structures. We included documents addressing gender disparities in leadership contexts and the power distribution across. The final dataset comprised only peer-reviewed research articles published in scientific journals, totaling 2,494 documents from 812 different sources.

Bibliometric Indicators and Analysis Framework: The analytical framework incorporates multiple bibliometric dimensions to provide a comprehensive mapping of the research landscape:

- **Productivity metrics:** To track the field's growth trajectory and publication patterns, we calculated annual publication output, document type distribution, and source diversity.
- **Citation analysis:** Citation counts, averages, and velocity were analyzed to identify high-impact contributions and assess knowledge diffusion patterns. To measure temporal relevance and scholarly influence, we calculated the average document age, which is 4.25 years, and the average citations per document, which is 28.4.
- **Authorship analysis:** We examined contributor demographics, co-authorship networks, and publication concentration to understand collaboration patterns and to identify influential researchers. The dataset included 10,839 contributing authors with an average of 5.05 co-authors per study.
- **Institutional analysis:** Organizational contributions assess affiliate productivity, measure citation impact, and analyze inter-institutional collaboration networks.
- **Geographic distribution:** Country-level contribution patterns and international collaboration networks were analyzed, with particular attention paid to North-South research partnerships and regional specialization.
- **Journal impact and co-citation networks:** This study examined the publication sources to assess their citation influence, thematic specialization, and interconnectedness within the literature through journal impact and co-citation networks.

Visualization and Network Analysis: VOS viewer software (version 1.6.18) generates visual network representations of bibliometric relationships. This creates three primary network visualizations.:

- **Institutional collaboration network:** Mapping co-authorship connections between research organizations, with nodes representing institutions and edges indicating co-authored publications.
- **Country collaboration network:** Depicting international research partnerships through co-authorship patterns, with edge thickness proportional to collaboration intensity.
- **Journal co-citation network:** Illustrating citation relationships between journals, where connections represent co-citation frequency in reference lists.

The network analysis parameters were calibrated to highlight significant connections while maintaining

visualization clarity. We used fractional counting for multi-authored works and clustering algorithms to identify coherent collaboration communities.

Descriptive: The bibliometric analysis of gender equality, power, and leadership from 2000 to 2023 highlights the rapidly growing research field. Table 1 shows that over 2,494 research articles were published across 812 sources, with an annual growth rate of 30.86%, reflecting increasing global interest. The research remains highly relevant, with an average document age of 4.25 years and 28.4 citations per paper, indicating a strong academic impact. Collaboration is a key feature of this research, with 10,839 contributing authors and an average of 5.05 co-authors per study. International co-authorships comprise 40.06% of the research, showing that gender equality is a global issue that requires collective effort. Journals are the dominant publication platform, reinforcing the credibility of this work. This study underscores the increasing recognition of gender disparities in leadership and the need for inclusive policies. Despite progress, challenges remain, emphasizing the importance of continued research, policy development, and institutional support in advancing gender equality in leadership roles worldwide.

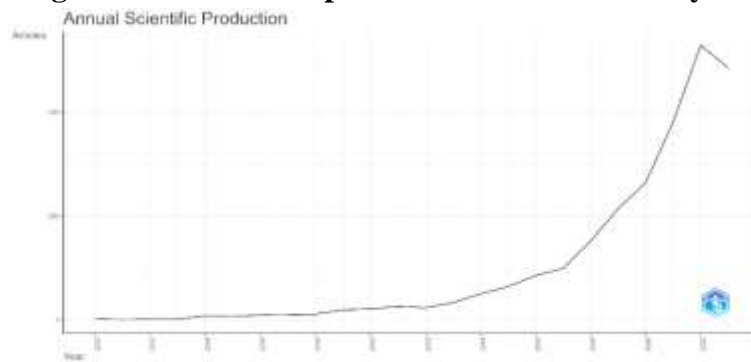
Table: Descriptive analysis of documents

Description	Results
MAIN INFORMATION ABOUT DATA	
Timespan	2000:2023
Sources (Journals, Books)	812
Documents	2494
Annual Growth Rate %	30.86
Document Average Age	4.25
Average citations per doc	28.4
References	79969
DOCUMENT CONTENTS	
Keywords Plus (ID)	1
Author's Keywords (DE)	1
AUTHORS	
Authors	10839
Authors of single-authored docs	293
AUTHORS COLLABORATION	
Single-authored docs	309
Co-Authors per Doc	5.05
International co-authorships %	40.06
DOCUMENT TYPES	
article	2494

Publication Trends Analysis: The "Annual Scientific Production" graph illustrates the number of scientific articles published yearly from 2000 to 2023. In the initial years, from 2000 to 2012, the publication rate remained quite low, with only a gradual increase, indicating limited research output or fewer publications in recognized journals. However, from 2013 onward, there was a noticeable upward trend, reflecting steady growth in scientific activity. This growth became particularly sharp from 2018 to 2022, during

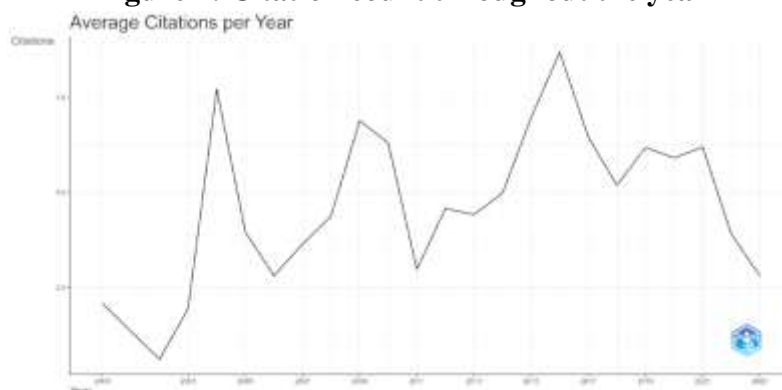
which the number of publications surged dramatically, peaking at over 500 articles by 2022. Heightened research efforts stemming from 6 global events, such as the COVID-19 pandemic, and increased support from institutions and governments have driven this rapid increase. In 2023, the graph shows a slight decline in articles, possibly due to publication delays or natural stabilization after the surge in previous years. The graph highlights a significant rise in scientific productivity over the past two decades, particularly in recent years this publication pattern analysis demonstrates remarkable expansion in scholarly engagement with gender equality and leadership over the examined period, with particularly transformative growth occurring during the past five years. The twenty-threefold increase in annual publication frequency from 2000 to 2022 underscores the field's transition from specialized inquiry to mainstream academic discourse.

Figure 1: Cumulative publication count over the year



Citation Metrics from 2000 to 2023: The citation metrics depicted in the graph demonstrate notable fluctuations in scholarly impact over an 18-year timeframe (2005-2023), revealing two significant peaks around 2009 and 2015-2016, where citation rates approached or surpassed 7.5 per annum. Following an initial period of modest scholarly recognition, the research experienced substantial growth in academic influence before entering a period of sustained high impact between 2017-2021, maintaining citation rates between 6-7 annually. This established prominence in the scholarly discourse has recently shown signs of diminishing engagement, with citation rates declining to approximately 2.5 by 2023, potentially indicating either the decreasing relevance of the original research contributions or a natural aging of the scholarly work's influence within its disciplinary conversation. These patterns reflect the typical lifecycle of academic impact where groundbreaking contributions initially gain momentum, achieve peak recognition, and eventually give way to newer research directions.

Figure 2: Citation count throughout the year



Top 10 Cited Authors: The top 10 most cited authors in gender equality, power, and leadership research highlight key contributors shaping the field. Dave Griggs, Måns Nilsson, and Martin Visbeck each have 1,367 citations for a single influential paper. Piya Hanvoravongchai, with two papers and 1,308 citations, also demonstrated a significant impact. Rachel Jewkes (nine papers, 1,126 citations) and Barbara Stilwell (three papers, 1,111 citations) consistently contributed to high-impact research. Avni Amin (5 papers, 1,108 citations) and Sarah Hawkes (11 papers, 900 citations) strongly engage in gender and leadership studies. Janet Shibley Hyde's single paper (876 citations) highlights a pivotal study, whereas Kent Buse, with the most publications (16 papers, 872 citations), maintains steady contributions despite a lower average citation count. Overall, this ranking reflects both single high-impact studies and ongoing scholarly contributions, reinforcing the growing, interdisciplinary nature of gender equality research.

Table 2: List of Ten Promising Authors

Rank	Author	Document	Citations	Average Citations
1	Griggs, Dave	1	1367	1367.00
2	Nilsson, Måns	1	1367	1367.00
3	Visbeck, Martin	1	1367	1367.00
4	Hanvoravongchai, Piya	2	1308	654.00
5	Jewkes, Rachel	9	1126	125.11
6	Stilwell, Barbara	3	1111	370.33
7	Amin, Avni	5	1108	221.60
8	Hawkes, Sarah	11	900	81.82
9	Hyde, Janet Shibley	1	876	876.00
10	Buse, Kent	16	872	54.50

Network Map 1: Potential authors Network



Institutional Analysis and Collaboration Patterns:

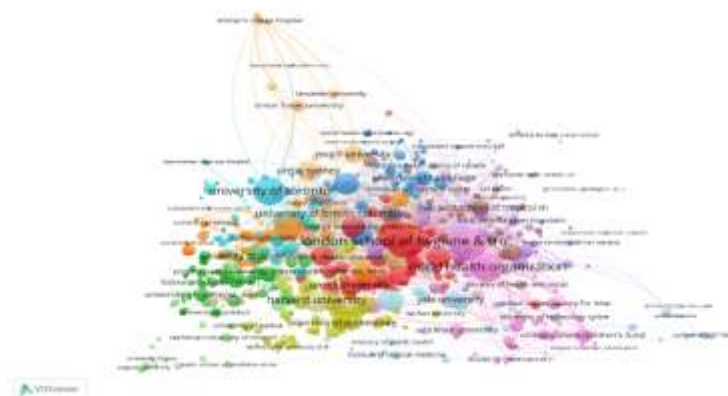
The combined data from Table 4 and the VOSviewer collaboration network map provide a comprehensive overview of the global landscape of scientific research contributions and institutional collaboration. Analysis of institutional productivity and impact metrics reveals distinctive patterns across leading research organizations in gender equality and leadership scholarship. The World Health Organization (WHO) has led to total publications (65) and total citations (4546), underscoring its central role in global health research. However, regarding citation impact, the University of Warwick stands out, achieving an exceptional average of 180 citations per publication from only 13 documents. This highlights the

significant influence of its relatively small body of work. Harvard and Monash universities maintain strong citation averages (8520 and 8782, respectively), while Johns Hopkins and UCL prioritized volume with 75 and 71 publications, respectively. The London School of Hygiene and Tropical Medicine produced the most documents (87) but with a lower citation impact (3168). The VOSviewer collaboration network visualizes these dynamics with larger nodes, such as WHO, Harvard, Toronto, and Oxford, indicating productivity and extensive collaboration. Color-coded clusters reveal regional and thematic research communities, with the WHO anchoring a prominent global health cluster, while peripheral institutions contribute through specialized research niches._

Table 3: List of Top 10 Organization

Rank	Organization	Documents	Citations	Average Citations
1	World Health Organization	65	4546	69.94
2	Harvard University	44	3749	85.20
3	University College London	71	3662	51.58
4	Johns Hopkins University	75	3596	47.95
5	Monash University	33	2898	87.82
6	London School of Hygiene & Tropical Medicine	87	2756	31.68
7	University of Oxford	46	2558	55.61
8	Stanford University	34	2538	74.65
9	University of Cape Town	31	2515	81.13
10	University of Warwick	13	2340	180.00

Network Map 2: Organizations Network

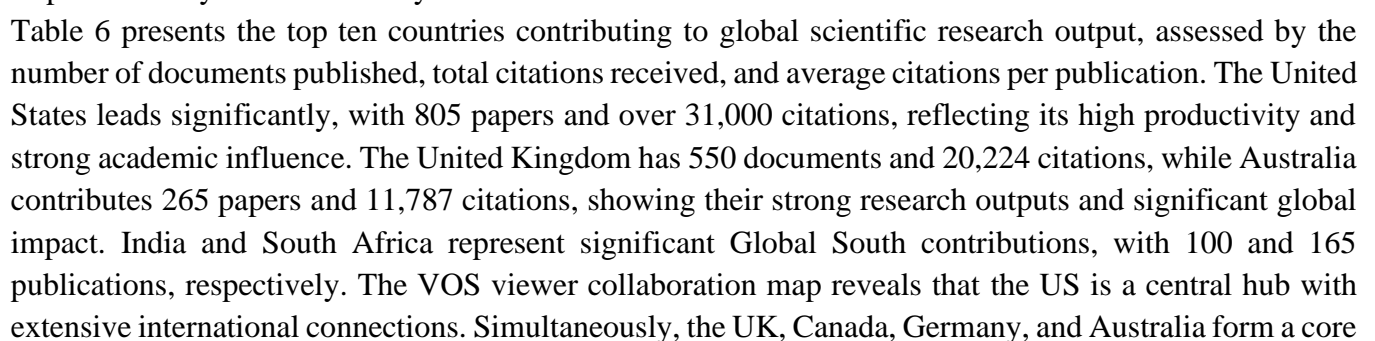


Top 10 Journals and the Journal Co-Citation Network Visualization

Bibliometric analysis revealed distinct publication patterns across academic journals, illustrating a notable trade-off between impact and productivity. Journals like American Psychologist, Nature, and PNAS demonstrate exceptional citation impact (537, 152.45, and 143.44 citations per article, respectively) despite lower publication volumes. Simultaneously, platforms such as Frontiers in Psychology and PLoS One prioritize broader dissemination with higher article counts (171 and 119) but lower citation averages. Co-citation network visualization positions these high-volume journals as central nodes in the interdisciplinary landscape, functioning as knowledge bridges across fields. The network exhibits distinct

Table4: List of Top Ten Journal

Network Map 3: Prominent Journal Network



network of research-intensive nations. This visualization demonstrates how research excellence depends on national productivity and international collaboration.

Clusters of countries (distinguished by colors) reveal regional and thematic collaborations. For instance:

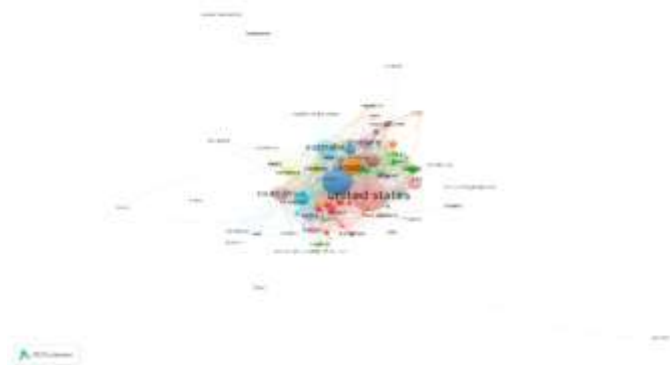
- The blue and green clusters include Western nations, such as Germany, Canada, and Australia, often partnering on public health, clinical research, or policy-oriented studies.
- The red cluster, centered around the United States, connects to countries from multiple continents, including India, South Africa, and various European nations, highlighting broad and diverse research ties.
- Countries such as Papua New Guinea, Greece, and Taiwan appear on the periphery, suggesting more specialized or limited engagement in the broader network.

Overall, the table and visual map collectively demonstrate the global nature of academic research, in which countries contribute individually and benefit from robust international collaboration. They underscore how national productivity, strong global partnerships, and cross-border knowledge exchange drive research excellence.

Table 5: List of Top Ten Country

Rank	Country	Document	Citations	Average Citations
1	United States	805	31529	39.17
2	United Kingdom	550	20224	36.77
3	Australia	265	11787	44.48
4	Canada	260	9267	35.64
5	Switzerland	146	8977	61.49
6	Sweden	149	6498	43.61
7	Germany	122	6469	53.02
8	Netherlands	135	6435	47.67
9	South Africa	165	6318	38.29
10	India	100	3422	34.22

Network Map 5: Countries Network



Key Findings

- Research on gender equality, power, and leadership has grown rapidly, with over 2,494 articles published from 2000 to 2023 and a 30.86% annual growth rate, especially after 2018.

- The field is highly collaborative and international: 10,839 authors contributed, with 40% of the papers featuring international co-authorship, highlighting the global nature of gender equality research¹.
- The World Health Organization leads research output and citations, while universities such as Harvard, Monash, and Warwick have a high impact and strong international partnerships¹.
- Lancet is the most prolific journal, but American Psychologists and Nature have the highest average citations per article, indicating a significant influence per publication¹.
- The United States dominates in both output and citations, followed by the UK and Australia; Switzerland and Germany, though publishing less, have high average citation rates, reflecting impactful research¹.
- Research is published mainly in journals, reinforcing credibility and scholarly impact¹.
- Despite progress, persistent challenges remain, such as gender disparities in leadership and institutional barriers, underscoring the need for ongoing research, policy innovation, and collaboration worldwide.

Conclusion

This bibliometric analysis confirmed the remarkable growth and scholarly significance of research on gender equality, power, and leadership. The field has expanded quantitatively (publication rates have accelerated post-2018) and qualitatively (enhanced methodologies and interdisciplinary integration). Key findings include robust international collaboration, dynamic interplay between specialized and mainstream research, and persistent asymmetries in research production, mirroring global inequalities. Although limitations exist (privileging published literature, citation lag, and English-language bias), this study offers valuable insights for researchers and policymakers to address gender disparities through evidence-informed approaches. Future research should focus on qualitative analyses, methodological innovations, and policy impacts.

Limitations

This bibliometric study has key limitations: (1) reliance on a single database (dimensions), (2) exclusive focus on UGC-CARE List II journals, (3) citation metrics reflecting visibility rather than inherent quality, with newer publications disadvantaged; (4) institutional affiliations mask researcher mobility and complex collaborative relationships; (5) the 2000-2023 timeframe excludes foundational pre-2000 works; and (6) bibliometric analysis maps research patterns but cannot assess qualitative content or methodological rigor. Despite these constraints, the analysis provides valuable insights into research evolution and collaboration patterns in gender leadership studies. Future research should incorporate additional data sources and integrate qualitative methodologies.

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