



**Ondokuz Mayıs Üniversitesi Kadın ve Aile Araştırmaları Dergisi,**  
Ondokuz Mayıs University Journal of Women's and Family Studies

e-ISSN: 2791-6871, OKAD December 2022, 2 (2): 229-248



# **Woman and Trade Union: A Bibliometric Analysis**

Kadınlar ve Sendika: Bibliyometrik Bir Çalışma

**Aslı KAVURMACI<sup>1</sup>**

<sup>1</sup>Bandırma Onyeddi Eylül Üniversitesi İktisadi ve İdari Bilimler Fakültesi  
Çalışma Ekonomisi ve Endüstri İlişkileri Bölümü, Balıkesir  
•akavurmaci@bandirma.edu.tr • ORCID > 0000-0002-4790-2269

## **Makale Bilgisi / Article Information**

**Makale Türü / Article Types:** Araştırma Makalesi / Research Article

**Geliş Tarihi / Received:** 05 Ekim / October 2022

**Kabul Tarihi / Accepted:** 02 Aralık / December 2022

**Yıl / Year:** 2022 | **Cilt – Volume:** 2 | **Sayı – Issue:** 2 | **Sayfa / Pages:** 229-248

**Atf/Cite as:** Kavurmacı, A. "Woman and Trade Union: A Bibliometric Analysis" *Ondokuz Mayıs University Journal of Women's and Family Studies* 2(2), December 2022: 229-248.

## WOMAN AND TRADE UNION: A BIBLIOMETRIC ANALYSIS

### ABSTRACT

Women's workplace or labour market-related problems such as inequality, low unionization rate, wage differentials, unemployment, discrimination, and many others have been a hot topics studied by scholars for many years. In many countries, it has been seen that unions and non-governmental organizations pay more attention to the employment or workplace-oriented problems of female employees, whose number has been increasing in the workforce recently. However, there are still issues that need to be resolved. Thus, this paper aims at understanding the studies analysing the relations between women and unionism and leading the way for future research. With the application of the VOSviewer, the study examined unionism studies focusing on women workers. For this purpose, 186 articles published between 1981 and 2021 were gathered from the WOS database and analysed using the bibliometric analysis method with VOSviewer Software. The results of the analysis show that the number of articles on the subject decreased from 11 in 2018 to 9 in 2019 but remarkably increased to 22 in 2020, mostly focused on gender issues. Additionally, it was found that England had the highest number of publications, while "Women's History Review" was the journal that published the most articles. Finally, the bibliometric analysis performed in this paper to show the main focus of the literature over the last forty years is expected to reveal research gaps and new research opportunities in women's labour studies.

**Keywords:** *Trade Union, Women, Bibliometric Analysis, Web of Science, VOSviewer.*



## KADINLAR VE SENDİKA: BİBLİYOMETRİK BİR ÇALIŞMA

### ÖZ:

Kadınların işyeri ya da işgücü piyasasında karşılaştığı eşitsizlik, düşük sendikalaşma oranları, ücret farklılıkları, işsizlik, ayrımcılık ve diğer pek çok sorun uzun yıllardır araştırmacıların dikkatini çeken çalışma konuları arasındadır. Son yıllarda birçok ülkede sendika ve sivil toplum kuruluşlarının işgücünde sayıları giderek artan kadınların, istihdam veya işyeri kaynaklı sorunlarına daha fazla ilgi gösterdiği görülmektedir. Ancak hala çözüm bekleyen birçok sorun bulunmaktadır. Bu doğrultuda, bu çalışma kadın ve sendikacılık kavramları arasındaki ilişki analiz edilerek ortaya konulan bilimsel çalışmaları anlamayı ve ileride yapılacak araştırmalara yol göstermeyi amaçlamaktadır. Çalışmada VOSviewer programı

kullanılarak sendika ve kadın çalışanları merkezine alan makaleler incelenmiştir. Bu amaçla Web of Science veri tabanından derlenen 1981-2021 yılları arasında yayınlanmış 186 makale, VOSviewer programı kullanılarak bibliyometrik inceleme yöntemiyle analiz edilmiştir. Analiz sonucunda konuyla ilgili 2018 yılında 11 olan makale sayısının 2019 yılında 9'a düştüğü ancak 2020 yılında dikkat çekici bir şekilde 22'ye yükseldiği ve bu makalelerin çoğunlukla toplumsal cinsiyet konularına odaklandığı görülmektedir. Ayrıca en fazla yayına sahip ülkenin İngiltere olduğu, Women's History Review dergisinin ise en çok makale yayınlayan dergi olduğu tespit edilmiştir. Son olarak, geçtiğimiz kırk yılda literatürün ana odak noktasını göstermek için gerçekleştirilen bu bibliyometrik analizin, kadın emeği çalışmaları alanındaki araştırma boşluklarını ve yeni araştırma fırsatlarını ortaya çıkarması beklenmektedir.

**Anahtar Kelimeler:** *Sendika, Kadınlar, Bibliyometrik Analiz, Web of Science, VOSviewer.*



## INTRODUCTION

In the last four decades, studies have shed light on some important progress for women workers, or more precisely, gender issues in labour. Many studies have addressed women's labour market problems, such as low labour force participation, unemployment, inequality, informal employment, discrimination, low unionization rate, and so on. Additionally, it is known that the level of women's participation in union activities, including membership, is also low in many countries due to the reasons related to union structure, traditions, social roles and responsibilities, and other policies. Therefore, unions have developed various strategies to unionize female workers in many countries considering these issues. Unfortunately, significant changes have not been made in some countries yet (Tokol, 2019). Today, more women are participating in the labour market and contributing to countries' economies in various forms than before. However, there are also several women's issues that unions have yet to address.

This study focused on whether unionism studies can deal with women's issues in different workplaces or even countries and the extent to which studies in this area can benefit the organisation of women workers or gender-related labour problems. In this regard, it is aimed to draw attention to certain topics through this study. Firstly, how the research subject has been handled in the last forty years. Secondly, identifying the most prominent research problems and the most influential authors within the literature. Finally, remarking on the authors and countries that have contributed the most literature over the years. These concerns were the main purposes of this study. To find answers to these questions, 186 articles from the

Web of Science database were included in the study. The analysis was conducted by utilizing the VOSviewer software. For this purpose, important indicators were highlighted through keywords, citations, authorship and country analysis.

## LITERATURE REVIEW

Many studies in interdisciplinary fields such as industrial relations, sociology, history, management, economics, and even geography have been conducted throughout the 1980s, 1990s, and 2000s due to women's labour-related issues. During 1980s, the studies have been carried out mainly focusing on organising efforts of women workers. In one example, a paper called "Trade Union Reactions to Women Workers and Their Concerns" was written by Baker and Robeson and published in the *Canadian Journal of Sociology* in 1981. The authors aimed to analyse the reasons behind the historical and contemporary reactions of trade unions to women workers. They pointed out that unions have been focused on the interests of male workers rather than women's because of the blue-collar men's domination over the unions historically (Baker & Robeson, 1981). Booth (1986) studied determinants of the individual decision to unionize for men and women in Britain and found some explanations for the low female trade union density. Holmila (1986) examined how the trade union movement might influence people's ways of life throughout a project in collaboration with the Central Organization of the Finnish Trade Unions. Project conducted over the discussions about the issues such as the different segments of the working class or as the organization of the trade union with the participants. The author stated that results shed light on women's traditional place within the hierarchy of the working class and the trade union movement. There is also another unionism related research centred on women that was identified in Web of Science is from 1991 and the article was published in the *International Labour Review* with the title "Strategies for Strengthening Women's Participation in Trade-Union Leadership" by Anne Trebilcock. Trebilcock (1991) emphasized in her research that some structural and organizational changes could encourage women to be a part of union managements or take the leadership roles such as workers' education, women's conferences and strengthened women's committees, reserved seats on executive bodies, guarantees of proportional representation and other changes in election rules. The research carried out in the 2000s aimed to draw attention to the difficulties faced by women workers, such as informal employment, women's structures in trade unions or low union participation. Gallin (2001) conducted a study on workers in informal employment -particularly women workers- to determine some of the issues that need to be pointed out to improve the organization of the workers. Healy and Kirton (2000) argued the bureaucratic and gendered nature of union government through women's experiences. Their research was conducted by qualitative and documentary data. They also pointed transformational strategies that challenge the dominant oligarchy through

women's experiences. On the other hand, Wills (2001) underlined the importance of community unionism in representing the interest of small groups such as women, immigrants, and other minorities over an example of ISTC and BWTUC in her paper. Kirton and Forbes-Mewett & Snell worked on women's union participation and its effects on the organization's structure. While Kirton (2006) suggested a trade union career as an alternative or parallel career for women, Forbes-Mewett & Snell (2006) pointed out that women were making modest changes in the overall structure of the organization by participating in the decision-making process, influencing men's behaviour, and having their ideas heard. Furthermore, some of the research on the women's union movement have been studied in recent years mainly focused on gender equality. Erikson (2021) was looking for answer in terms of what function the institutional framework has in the gender equality bargaining in her article. In addition, the author pointed out that gender equality measures tend to be restricted by increased employer coordination and a strong industry norm. Messing et al. (2021) analysed gender in the context of workplace health and safety by focusing on several ergonomic studies and discussed the implications and difficulties of observing gender in ergonomic studies. It has also been stated that these ergonomic studies evaluated through the research were undertaken by ergonomists in collaboration with trade union women's committees and health and safety committees.

It is been also observed that the literature has been enriched with research conducted in different countries in the last two decades. Ratnam and Jain (2002) examined women in unions in India. They analysed the reasons for the low female membership and participation in Indian unions and stated gender issues that can be taken up in collective bargaining. While Parker and Foley (2010) conducted surveys and semi-structured interviews to explore the women's structures and equality within UK and Canadian unions, Blaschke (2011) analysed the influence of internal factors on the degree of women's participation in Austrian and German trade unions. In their research, Mrozowicki and Trawińska (2013) discussed the evolution of women's involvement in Polish trade unions. This research was carried out by expert interviews with trade union leaders and interviews with company-level women unionists in private manufacturing and in the public sector. The structural, cultural, and biographical obstacles Polish women workers faced in the trade union movement were also indicated at the end of the study. Ledwith and Munakamwe (2015) discussed the central issue of gender pay gaps and their relationship with collective bargaining and gender agendas in Brazil and South Africa. In their research, they concluded that gender leadership gaps and gender pay gaps are related. In another research, unionism in the cleaning industry was analysed in the light of increasing multinational cleaning companies, outsourcing and the immigrant workforce with a focus on Dutch trade unions by Knotter. Meanwhile, the author focused on the cleaners' strikes in the Netherlands and also clarified that

the starting point for this research was the Justice for Janitors campaign (Knotter, 2017). In addition, Rogalewski (2018) analysed migrant female workers' strike in a small care company in Switzerland in 2014. The author argued the crucial role of the Unia, the largest Swiss trade union, in terms of organising these workers and their leading role during the collective action. In the study, it was also highlighted that a well-maintained union strategy might benefit workers in terms of advancing their rights. On the other hand, Saka (2019) researched women workers who actively joined the slowdown strike and factory occupation in Turkey, which reached the outcome of the collective agreement after six months after their collective action. This research was carried out with semi-structured interviews with women workers who participated in the strike. The author also indicated, in line with narratives of working women, that limiting sexist practices at work should be at the core of the labour struggle and fight against the sex-based division of labour. Hlatshwayo (2021) gave another example of a case study in the South African context, which shed light on the precarious workers' education and its impact on workers' working conditions, focusing on black women, migrants from other African countries and other precarious workers.

## METHODOLOGY

The data used in the study were obtained from the Web of Science database. The investigation consisted of an initial search through the Web of Science using the keywords "women and trade union" in the topics applied. A total of 277 documents were obtained. A total of 277 documents were obtained. In addition, search results were subjected to some screening criteria before reaching the final version. Therefore, except for 2022, filtering was applied to the years between 1981 and 2021. The documents also retrieved were filtered by Document Type Article and by the English language. After the screening process for irrelevant publications within the retrieved documents, the query for the search yielded a total of 186 results from different research disciplines. VOSviewer generated the mapping and the visualisation of the searched topics. After that, the qualitative analyses of the results of the maps were presented using this software.

The VOSviewer were used for analysis and the map visualisation of the searched topics. VOSviewer is one of the common software tools used for constructing and visualizing bibliometric networks such as journals, researchers, or individual publications. So, citation, bibliographic coupling, co-citation, or co-authorship relationships can also be used to form bibliometric networks. In addition, using this software, the map of co-concurrence networks can be created and visualised through important terms detected from publications (Van Eck & Waltman, 2020). This study intends to carry out a bibliometric analysis within the scope of the Web of Science. Hjerpe (1978) defines bibliometric as "the assembly and interpretation

of quantitative measures in general of documents or document collections”. On the other hand, Ball and Tunger (2006) state that the interest in bibliometrics emerged in the eighties but faded until the late nineties. They also added that, nowadays, bibliometrics is experiencing a revival as an instrument of science management, and the application of bibliometric analysis has become a hot topic with the help of large volumes and easily processible digital bibliometric data recently. Bellis (2009) highlighted that the term “bibliometric” was used to describe a statistical analysis of documents, and the definition was given as “application of mathematics and statistical methods to books and other media of communication” regardless of disciplinary bounds by Alan Pritchard in the late 1960s. As Zupic and Čater (2015) stated, bibliometric analysis using science mapping gives a different light on the literature. Any studies can be analysed using this method if they have related to others within the field of the research study. Compared to a structured but deep traditional literature review, bibliometric studies can review more studies with science mapping, which can also focus on the literature in the light of the graphical description. With the VOSviewer text mining program, in addition to bibliometric analysis of journals, analysis of certain subject areas and the word density in studies, analysis of student performances, theses, and websites can also be performed. (Artsın, 2020).

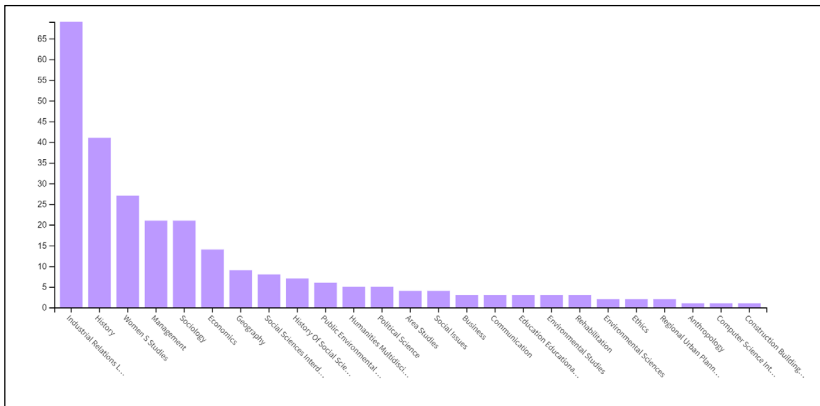
In this study, a bibliometric analysis of trade union studies was presented. Among these studies, women-oriented studies are selected and underlined. As highlighted before, this study is motivated by recent changes in the workforce composition of women. Through the analysis, union-oriented studies about women workers were put forward. In fact, their numbers are increasing within the workforce, but they are still not effectively represented, or their problems are not pronounced in some countries. However, it is believed that because of the changing roles of women within labour, they have recently become an important target group for trade unions. Besides, women workers have benefited from higher wages and better working conditions because of the union movement in many countries, as shown by the research results. Ultimately, this analysis aims to provide a different view for future studies and determine new ideas and directions for both topics. In addition, it is also believed that more women-related trade unions or unionism studies lead to greater attention to issues of particular concern to women workers.

## DATA ANALYSIS AND RESULTS

This study is based on a bibliometric analysis of unionism studies centred on women workers within the different disciplines. So as a first step of the study, “women and trade union” related keywords were searched in the topics, and results showed that the publications appeared in different categories. Since they were the only articles that met the inclusion criteria for the search, 186 publications were

found. The research results also provide a guideline for the main research area of these publications conducted over the last 40 years (see Figure 1). It is seen that contributions were made from different fields, especially Industrial Relations Labour, History and Women’s Studies. Industry Relation Labour is the top area with 69 articles, and 37.097% of the articles were published related to topics. It is also noted that History contributed 41 (22.043%) publications, while Women’s Studies contributed 27 (14.516%), Management and Sociology both contributed 21 (11.290%) of them.

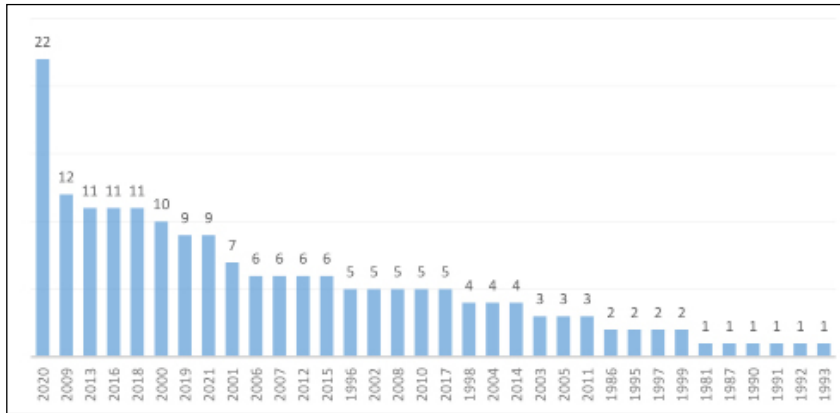
**Figure 1.** Publications by Subject Area



Source: WOS, 2022.

The average of publications in Web of Science between 1981 and 2021 is shown in Figure 2. The number of publications has grown substantially ever since. The year with the greatest number of publications was 2020, with a total of 22, which is 11.828% of 186. It is seen that the years with the highest number of publications after 2020 are 2009 (12 publications, 6.452%), 2013 (11 publications, 5.914%), 2016 (11 publications, 5.914%), 2018 (11 publications, 5.914%), and 2000 (10 publications, 5.376%), respectively. The analysis leads us to conclude that the publication figures change increasingly yearly. This also shows the topic’s dynamic nature and growing issues within the domain. At this point, it is found out that the subject is also examined in disciplines like Political Science, Communication, Public Environmental Occupational Health, Ethics, Educational Research, Business, Area Studies, and many others, as shown in Figure 1.



**Figure 2.** Publications by Year

Source: WOS, 2022.

## Citation and Author Analysis

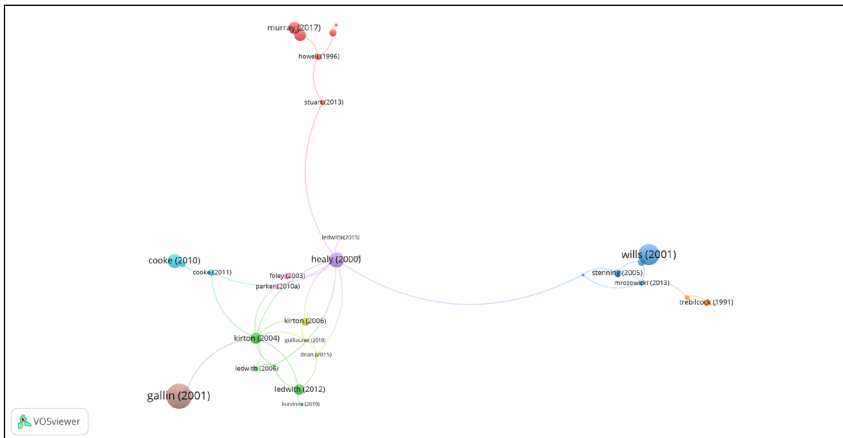
The analysis of citation and authors are important to get to know the impactful researchers and the intellectual structure of the research field. For that purpose, highly cited documents, sources, and authors were examined. The five most cited papers and citations for both searches' details are shown in Table 1. In addition, a citation visualisation of the authors is also shown in Figure 3. Citation details were exported from Web of Science to Microsoft Excel, where analysis was carried out. The citation report for the search shows that "Income inequality, the psychosocial environment, and health: comparisons of wealthy nations" written by Lynch and others was the most cited article in the list. In the research, researchers aimed to uncover health disparities between some countries by analysing variables such as income inequality, life expectancy, and low birth weight. One of the important results of the studies is that there are better child health profiles in countries where women are represented more politically and within the union (Lynch et al., 2001). On the other hand, Gallin's (2001) aim was to identify some of the issues that needed to be underlined to improve the organisation of employees, especially women workers, in informal employment. As Healy and Kirton (2000) examined women's experiences and perceptions within union structures, Wills (2001) pointed out the importance of community unionism by setting examples over ISTC and BWTUC cases. Likewise, Abell et al. (2000) conducted research on the fertility of female workers working in greenhouses and being exposed to pesticides. The female workers who are the subject of the research are union members, and important results have been revealed regarding both the risks faced by the workers in the workplace and occupational health and safety.

**Table 1.** Top 5 Cited Articles in Web of Science

| Title   | Source Title   | Authors  | Publication Years | Total Citations |
|---|--|--|-------------------|-----------------|
| Income inequality, the psychosocial environment, and health: comparisons of wealthy nations | LANCET   | Lynch, J; Smith, GD; Hillemeier, M; Shaw, M; Raghunathan, T; Kaplan, G | 2001              | 280             |
| Propositions on trade unions and informal employment in times of globalisation              | ANTIPODE   | Gallin, D  | 2001              | 187             |
| Community unionism and trade union renewal in the UK: moving beyond the fragments at last?  | Transactions of The Institute of British Geographers | Wills, J   | 2001              | 133             |
| Women, power and trade union government in the UK   | British Journal of Industrial Relations              | Healy, G and Kirton, G   | 2000              | 72              |
| Time to pregnancy among female greenhouse workers   | Scandinavian Journal of Work Environment & Health    | Abell, A; Juul, S and Bonde, JPE                                       | 2000              | 70              |

Source: Created by the author using WOS database.

**Figure 3.** Visualization of Authorship



Source: Created by the author using VOSviewer.

Besides the scholars who contributed to the field on the subject, it is also necessary to reveal the scholars who did the most research. The authors' contribution can be expressed by analysing the number of publications shown in Table 2. The most notable and pertinent authors who contributed significantly to the selected topic are listed below. Ledwith is the most highly regarded, with four articles, followed by Brigden, Humphrey, Hunt, and Kirton, with three articles each.

**Table 2.** Top Five Authors with Highest Publications

| No | Countries   | Results | % of 186 |
|----|-------------|---------|----------|
| 1  | Ledwith S   | 4       | 2.151%   |
| 2  | Brigden C   | 3       | 1.613%   |
| 3  | Humphrey JC | 3       | 1.613%   |
| 4  | Hunt C      | 3       | 1.613%   |
| 5  | Kirton G    | 3       | 1.613%   |

Source: Created by the author using WOS.

Similarly, the main academic journals responsible for the publications related to the subjects were found and listed below, with a total of 107 sources. The journals that had more than three publications on this subject are analysed. The top five journals by both publications and citations are as follows:

- Women's History Review: 8 publications with 7 citations.
- Gender Work and Organization: 7 publications with 96 citations.
- International Labor and Working-Class History: 7 publications with 10 citations.
- British Journal of Industrial Relations: 5 publications with 130 citations.
- Economic and Industrial Democracy: 5 publications with 34 citations.

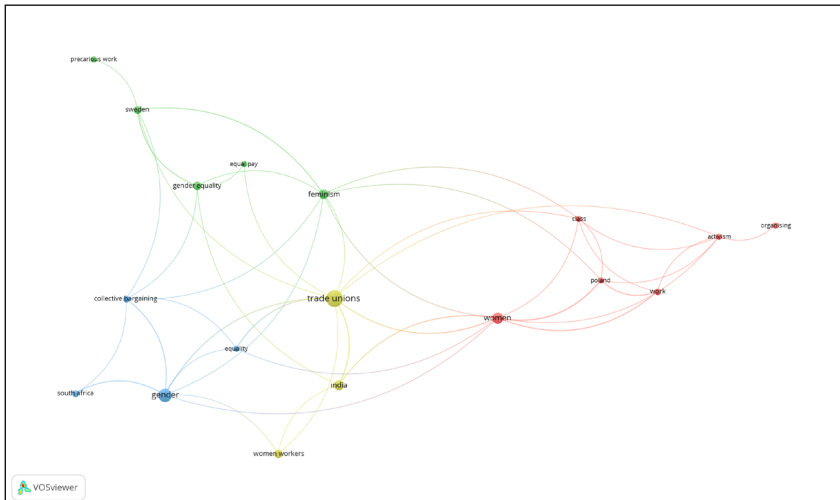
## Keyword Analysis

Understanding the dynamics and growth of women's impact within the unionism research field is essential. In line with that, the keyword analysis was conducted to identify the most frequently used words/phrases in the topics. The top 10 most frequently used keywords used in the publications are summarized in Table 3. This data is conducted from the abstract of 186 articles. According to Figure 4's network depiction of occurrences, different colours represent different clusters, and the size of the circles shows the frequency counts. Using keywords helps reveal the important and popular topics within the selected field. Therefore, a co-occurrence analysis of the keywords was conducted using VOSviewer in this study. The minimum number of occurrences of the keywords was set as 3, and 97 keywords met the threshold. A total of 3 clusters, 22 links, and 27 total link strengths were generated (see Figure 3). The most frequently used keyword is "Trade Unions", with a total link strength of 20.

**Table 3.** Keyword Occurrences

| No | Keyword               | Occurrences |
|----|-----------------------|-------------|
| 1  | Trade Unions          | 38          |
| 2  | Gender                | 14          |
| 3  | Women                 | 10          |
| 4  | India                 | 8           |
| 5  | Feminism              | 7           |
| 6  | Gender Equality       | 6           |
| 7  | Women Workers         | 6           |
| 8  | Sweden                | 5           |
| 9  | Collective Bargaining | 4           |
| 10 | South Africa          | 4           |

Source: Created by the author using VOSviewer.

**Figure 4.** Visualization of Keywords

Source: Created by the author using VOSviewer.

## Countries/Regions Analysis

Understanding the origins of the conceptual framework of the research topic requires consideration of the country analysis. However, at the same time, it is also an important indicator for finding or searching for collaborators in the same

research field. Table 4 reveals the top 10 countries with the highest number of articles according to the Web of Science search results. Again, country details were exported from the Web of Science and listed in order of the number of articles published. England is the top country with 49 articles, and 26.344% of the articles were published within the trade union/unionism research fields. It is also noted that the USA contributed 23 (12.366%) publications while Australia contributed 21 (11.290%).

**Table 4.** Top 10 Publications by Countries

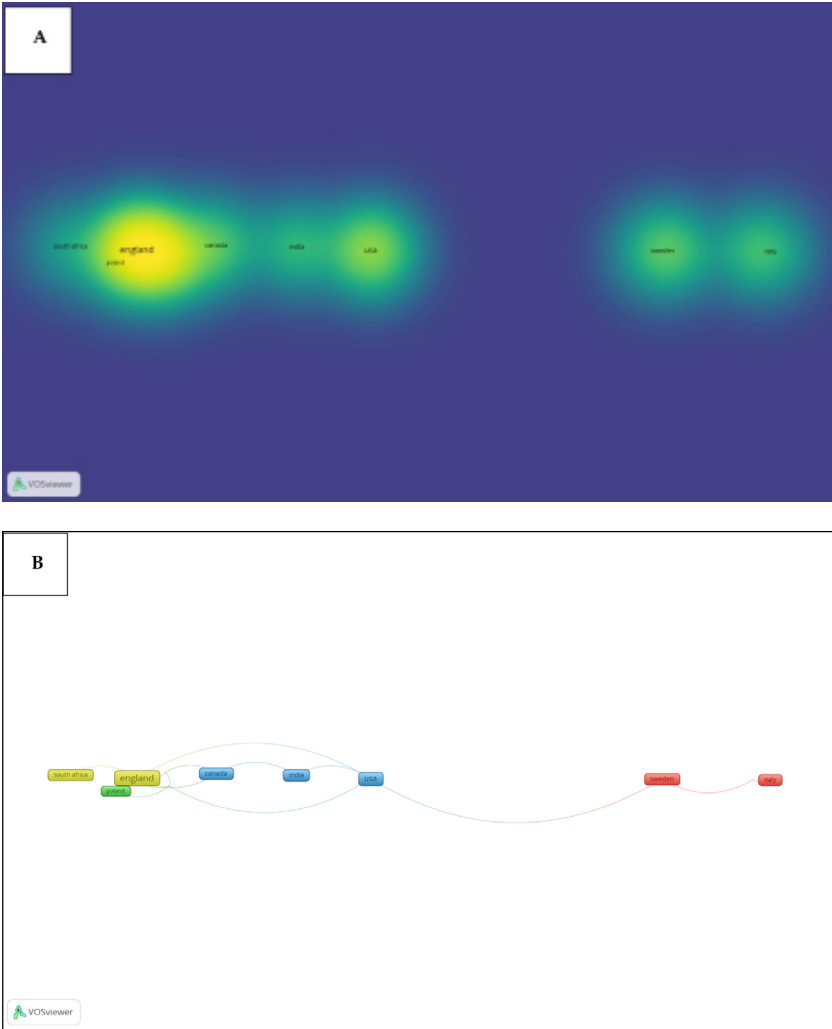
| No | Countries    | Results | % of 186 |
|----|--------------|---------|----------|
| 1  | ENGLAND      | 49      | 26.344%  |
| 2  | USA          | 23      | 12.366%  |
| 3  | AUSTRALIA    | 21      | 11.290%  |
| 4  | CANADA       | 14      | 7.527%   |
| 5  | INDIA        | 11      | 5.914%   |
| 6  | SWEDEN       | 11      | 5.914%   |
| 7  | ITALY        | 7       | 3.763%   |
| 8  | FINLAND      | 6       | 3.226%   |
| 9  | GERMANY      | 6       | 3.226%   |
| 10 | SOUTH AFRICA | 6       | 3.226%   |

Source: Created by the author using WOS

Visualization of collaboration among countries with minimum productivity of 15 documents was shown in Figures 5A and 5B. Both figures indicate countries that contributed to the literature. Figure 5A shows which countries produce publications intensively, while Figure 5B shows the cooperation network between countries. The map showed 12 countries distributed in three different clusters: each with a different colour. Thus, countries with the same colour make one cluster and this cluster shows that they have the highest percentage of collaboration within. The visualisation also shows that England is the centre of the relationships between several countries. The results of the country analysis provide a guideline of where the main discussions were conducted over the last 40 years.

It has been observed that researchers from different universities contribute to the literature on this subject. Therefore, an analysis was also made according to the institutions where the researchers contributed from. Five universities met the threshold when the minimum number of citations for a paper was set at 100. Notably, the highest citations consist of the researchers from the University of Bristol (England) and the University of Michigan (USA).

**Figure 5A and 5B.** Visualization of Countries



Sources: Created by the author using VOSviewer.

## CONCLUSION

Women workers in several nations are less likely than their male counterparts to be union members. Therefore, issues such as the organisation of women, their participation in union activities, and barriers within the union-management have been among the important discussion topics in the field of industrial relations for

many years. Besides factors such as the lower labour force participation rate, unemployment, and/or fields of employment that influence women's unionization, barriers like traditional structures of the unions, gender, and cultural prejudice remain in some countries. In some countries, both the efforts of the unions to organise working women and the union movement within women on their own have been the subject of several studies. Moreover, these studies and reports have also shown that women have benefited from higher wages and better working conditions because of unionism. Based on this thought, the aim of this research is to map the field of unionism studies centred on women workers and examine the interrelations between the concepts of women and unionism to understand the latest scientific production that can guide future studies. For this purpose, 186 articles published between 1981 and 2021 were gathered from the WOS database and analysed using the bibliometric analysis method with VOSviewer Software. As a result of the analysis, it is seen that the number of articles on the subject decreased from 11 in 2018 to 9 in 2019 but remarkably increased to 22 in 2020, mostly focused on gender issues. Additionally, "Income inequality, the psychosocial environment, and health: comparisons of wealthy nations" was the most cited article with 280 citations, while "Women's History Review" was the journal that published the most articles. Overall, it is seen that the country with the highest number of publications was England, and Ledwith is the most highly regarded author, with four articles. Another result of the study is that while Industrial Relations Labour, History, and Women's Studies are in the top three among the ten most studied topics, Management is in the fourth place, Sociology is in the fifth place, and Economics is in the sixth place.

It has been found that the most significant keywords connected with the analysis of women within the trade union domain are gender equality, equal pay, equality, gender, and feminism. However, even though that decades have passed, studies on women's fundamental labour rights and their right to organise stress that in some countries, the fundamental workplace problems are still not resolved. Especially in recent years, more studies have focused on equal pay struggles, the gender asymmetries in trade union leadership, the features of a trade union and women's movement, the gendered barriers to union leadership, the rural definition of gender, or the basic human rights of women workers. It is also promising that a significant number of studies address the problems of migrant female workers and their relations with trade unions, as well as occupational health and safety issues of female workers. However, a limited number of country analyses or comparisons have been observed. Therefore, it is recommended to conduct more studies that include country analysis. Thus, both the problems and possible solutions experienced by women in the labour market in different countries will be revealed. Additionally, the most noteworthy finding of this analysis is that there is no research on "working poverty". A study in the centre of women and trade union/unionism that

will deal with the concept of working poverty, one of the latest major concerns of the ILO, is thought to contribute significantly to the field.

To sum up, there are some limitations to this study that should be underlined. The findings obtained in the research are entirely based on computer-based data. Only articles in the Web of Science database were included, and only trade union or unionism studies covering issues related to women were considered in this analysis. Plus, articles written in languages other than English were excluded. Therefore, it may be suggested that other databases and different measures be included in future studies.

## REFERENCES

- Abell A, Juul S & Bonde JP. (2000). Time to pregnancy among female greenhouse workers. *Scand J Work Environ Health*, 26(2), 131-6. doi: 10.5271/sjweh.522.
- Artsin, M. (2020). BİR METİN MADENCİLİĞİ UYGULAMASI: VOSVIEWER. *Eskişehir Teknik Üniversitesi Bilim ve Teknoloji Dergisi B - Teorik Bilimler*, 8 (2), 344-354.
- Baker, M., & Robeson, M.-A. (1981). Trade Union Reactions to Women Workers and Their Concerns. *Canadian Journal of Sociology*, 6(1), 19-31.
- Ball, R., & Tunger, D. (2006). Bibliometric analysis - A new business area for information professionals in libraries? Support for scientific research by perception and trend analysis. *Scientometrics*, 66(3), 561-577. <https://doi.org/10.1007/s11192-006-0041-0>
- Bellis, N. De. (2009). *Bibliometrics and Citation Analysis; from the Science Citation Index to Cybermetrics*. Learned Publishing. Maryland, USA: The Scarecrow Press, Inc. <https://doi.org/10.1087/20100312>
- Blaschke, S. (2011). Determinants of female representation in the decision-making structures of trade unions. *Economic and Industrial Democracy*, 32(3), 421-438. <https://doi.org/10.1177/0143831X10387171>
- Booth, A. (1986). Estimating the Probability of Trade Union Membership: A Study of Men and Women in Britain. *Economica*, 53(209), 41-61.
- Erikson, J. (2021). A special fund for gender equality? Institutional constraints and gendered consequences in Swedish collective bargaining. *Gender, Work and Organization*, 28(4), 1379-1397. <https://doi.org/10.1111/gwao.12645>
- Forbes-Mewett, H., & Snell, D. (2006). Women's Participation in 'a Boys' Club': A Case Study of a Regional Trades and Labour Council. *Labour and Industry*, 17(2), 81-98. <https://doi.org/10.1080/10301763.2006.10669346>
- Gallin, D. (2001). Propositions on Trade Unions and Informal Employment in Times of Globalisation. *Antipode*, 33(3), 531-549. <https://doi.org/10.1111/1467-8330.00197>
- Healy, G., & Kirton, G. (2000). Women, Power and Trade Union Government in the UK. *British Journal of Industrial Relations*, 38(3), 343-360. <https://doi.org/10.1111/1467-8543.00168>
- Hjerpe, R. (1978). An Outline of Bibliometrics and Citation Analysis. *Stockholm Papers in Library and Information Science*. <https://doi.org/10.1126/science.5127882-a>
- Hlatshwayo, M. (2021). How is workers' education responding to the rising precariousness of work? Some international and South African examples. *Social Dynamics*, 47(3), 568-583. <https://doi.org/10.1080/02533952.2021.1991751>
- Holmila, M. (1986). Life Style Issues - Debate between Men and Women in the Finnish Trade Union Movement. *Acta Sociologica*, 29(1), 3-12. <https://doi.org/10.1177/000169938602900101>
- Kirton, G. (2006). Alternative and parallel career paths for women: the case of trade union participation. *Work, Employment and Society*, 20(1), 47-65. <https://doi.org/10.1177/0950017006061273>
- Knotter, A. (2017). Justice for Janitors Goes Dutch. Precarious Labour and Trade Union Response in the Cleaning Industry (1988-2012): A Transnational History. *International Review of Social History*, 62(1), 1-35. <https://doi.org/10.1017/S0020859016000651>
- Ledwith, S., & Munakamwe, J. (2015). Gender, union leadership and collective bargaining: Brazil and South Africa.



- Economic and Labour Relations Review*, 26(3), 411-429. <https://doi.org/10.1177/1035304615596316>
- Lynch, John W.; Davey Smith, George; Hillemeier, M. M.; Shaw, Mary; Raghunathan, Trivellore E. & Kaplan, George A. (2001). Income inequality, the psychosocial environment, and health: comparisons of wealthy nations. *Lancet*, 49(8), 1086-92
- Messing, K., Lefrançois, M., & Saint-Charles, J. (2021). *Observing Inequality: Can Ergonomic Observations Help Interventions Transform the Role of Gender in Work Activity? Computer Supported Cooperative Work: CSCW: An International Journal* (Vol. 30). Computer Supported Cooperative Work (CSCW). <https://doi.org/10.1007/s10606-018-9337-x>
- Mrozowicki, A., & Trawińska, M. (2013). Women's union activism and trade union revitalization: The Polish experience. *Economic and Industrial Democracy*, 34(2), 269-289. <https://doi.org/10.1177/0143831X12442578>
- Parker, J., & Foley, J. (2010). Progress on Women's Equality within UK and Canadian Trade Unions: Do Women's Structures Make a Difference? *Industrial Relations*, 65(2), 281-303.
- Ratnam, C. S. V., & Jain, H. C. (2002). Women in trade unions in India. *International Journal of Manpower*, 23(3), 277-292. <https://doi.org/10.1108/01437720210432239>
- Rogalewski, A. (2018). Organising and mobilising Central and Eastern European migrant women working in care. A case study of a successful care workers' strike in Switzerland in 2014. *Transfer*, 24(4), 421-436. <https://doi.org/10.1177/1024258918800407>
- Saka, B. (2019). Women's shop floor militancy and empowerment: Industrial dispute in an automotive factory in Turkey. *Journal of Labor and Society*, 22(4), 895-916. <https://doi.org/10.1111/wusa.12454>
- Trebilcock, A. (1991). Strategies for strengthening women's participation in trade union leadership. *Int'l Lab. Rev.*, 130(4), 407-425.
- Tokol, A. (2019). Endüstri İlişkileri ve Yeni Gelişmeler, Bursa: Dora Yayıncılık.
- Van Eck, N. J., & Waltman, L. (2020). *VOSviewer Manual version 1.6.16*. *Universteit Leiden*. Retrieved from <https://www.vosviewer.com/download/f-33t2.pdf>
- Wills, J. (2001). Community unionism and trade union renewal in the UK: Moving beyond the fragments at last? *Transactions of the Institute of British Geographers*, 26(4), 465-483. <https://doi.org/10.1111/1475-5661.00035>
- Zupic, I., & Čater, T. (2015). Bibliometric Methods in Management and Organization. *Organizational Research Methods*, 18(3), 429-472. <https://doi.org/10.1177/1094428114562629>

## GENİŞLETİLMİŞ ÖZET

### GİRİŞ

Son kırk yıldır literatürde yapılan araştırmalar kadın çalışanların çalışma hayatına yönelik pek çok önemli gelişmeyi, özellikle toplumsal cinsiyet üzerine olanları işaret etmektedir. Yapılan çalışmaların birçoğu, kadınların işgücüne düşük katılımı, işsizlik, eşitsizlik, kayıt dışı istihdam, ayrımcılık, düşük sendikalaşma oranı vb. gibi işgücü piyasası sorunlarını ele almıştır. Bu sorunlarla birlikte kadınların sendika üyelikleri de dahil olmak üzere sendikalaşma düzeyinin düşük olmasında sendikalardan kaynaklı nedenlerin yanı sıra, geleneklerin, toplumsal rol ve sorumlulukların ve çeşitli politikaların neden olduğu da bilinmektedir. Bu sorunları dikkate alan sendikalar bazı ülkelerde kadın çalışanların sendikalaşması yönünde çeşitli stratejiler geliştirmektedir. Ancak ne yazık ki bazı ülkelerde hala dikkate değer değişiklikler kaydedilmemiştir (Tokol, 2019). Günümüzde eskiye oranla daha fazla kadının işgücü piyasasında olduğu ve ülkelerinin ekonomilerine önemli katkılar sağladığı görülmektedir. Ancak hala sendikaların ele almadığı pek çok kadın sorunu da varlığını korumaktadır.

## LİTERATÜR TARAMASI

Endüstri ilişkileri, sosyoloji, tarih, yönetim, ekonomi ve hatta coğrafyanın da olduğu birçok farklı disiplinde 1980'ler, 1990'lar ve de 2000'ler boyunca kadınların çalışma hayatındaki sorunlarına ilişkin araştırmalar yapılmıştır. 1980'lerde ortaya koyulan kadın merkezli sendikacılık çalışmalarında kadın işçilerin örgütlenme sorununa odaklanılmıştır. Örneğin Baker ve Robeson (1981) yayınladıkları makalelerinde, sendikaların geçmişten günümüze kadın işçilere yönelik yaklaşımlarını analiz etmiş ve çalışmalarında tarihsel olarak mavi yakalı erkeklerin sendikalar üzerindeki egemenliği nedeniyle sendikaların kadınlardan ziyade erkek işçilerin çıkarlarına odaklandığına dikkat çekmiştir. Booth (1986) İngiltere'de kadın ve erkek çalışanların sendikalaşma kararları üzerine analizler yaparak, kadın çalışanların düşük sendikalaşmasına yönelik tespitlerde bulunurken, Holmila (1986) Finlandiya Sendikalar Merkez Örgütü ile yürüttüğü projenin sonuçlarını aktardığı çalışmasında, sendikal hareketin insanların yaşam biçimlerini nasıl etkileyebileceğini incelemiştir. 1990'larda kadın merkezli başka önemli bir sendikal çalışma ile Trebilcock (1991), kadınların sendika yönetimlerinin bir parçası olması ve yönetime katılımlarının güçlendirilmesi üzerine stratejileri ortaya koymuştur. 2000'li yıllarda yapılan araştırmalarda ise, kayıt dışı istihdam, kadınların sendikalardaki yapılanmaları veya sendikal katılımın düşük olması gibi konuların ele alındığı görülmüştür (Gallin, 2001; Healy & Kirton, 2000).

Son yirmi yıldır yapılan pek çok kadın merkezli sendikal araştırmaların ülke odaklı olması da dikkat çekicidir. Ratnam ve Jain (2002) çalışmalarında, Hindistan'daki kadınların düşük sendikalaşma oranı, sendikalaşma nedenlerini ve toplu pazarlık gibi konuları ele alırken, Parker ve Foley (2010) Birleşik Krallık ve Kanada sendikalarındaki kadın yapılarını ve eşitliği karşılaştırmıştır. Blaschke (2011) Avusturya ve Alman sendikaları içinde kadınların sendikaya katılımı üzerindeki iç faktörlerin etkisini incelemiş, Mrozowicki ve Trawińska (2013) ise, çalışmalarında Polonya ülke örneği üzerinden kadınların sendikal aktivizmi ve sendikaların içinde tabandan yeniden harekete geçme çabalarını aktarmıştır.

Ledwith ve Munakamwe (2015) çalışmalarında Brezilya ve Güney Afrika ülke örnekleri üzerinden toplumsal cinsiyete dayalı ücret farklılıklarını tartışırken, Knotter (2017) Hollanda'da meydana gelen bir grev üzerinden, Hollanda sendikalarına odaklanmış ve artan çok uluslu temizlik şirketleri, dış kaynak kullanımı ve göçmen işgücü gibi konuları ele almıştır. Bu çalışmalara ek olarak, Rogalewski (2018), 2014 yılında İsviçre'de bulunan küçük bir bakım şirketinde gerçekleşen göçmen kadın işçilerin grevini analiz etmiş, Saka (2019) Türkiye'de toplu eylemlerinden altı ay sonra toplu sözleşmeyle sonuçlanan iş yavaşlama grevine ve fabrika işgaline aktif olarak katılan kadın işçiler üzerine bir araştırma yapmış, Hlatshwayo (2021) ise, Güney Afrika'da, işçilerin eğitimi ve bu eğitimin çalışma koşulları üze-

rine etkisini siyahi kadınlar, diğer Afrika ülkelerinden gelen göçmenler ve güvensiz işçilere odaklanarak incelemiştir.

## METODOLOJİ

Çalışmada kullanılan veriler Web of Science veri tabanından derlenmiştir. Araştırma için Web of Science veri tabanında yer alan makalelerin teması (topic) içinde “Kadınlar ve Sendika” kelimeleri aranmış ve arama sonucunda 277 makaleye ulaşılmıştır. Aramada asıl veri setine ulaşılabilmek için bazı kısıtlamalar yapılmıştır. 2022 yılı kapsam dışı bırakılarak, 1981-2021 yılları arasında sadece İngilizce dilinde yazılmış makaleler taranmıştır. Elde edilen makaleler yeniden gözden geçirilmiş ve tarama sonucunda temayla ilgili olmayanlar kapsam dışı bırakmıştır. Sonuçta farklı disiplinlerden toplam 186 makaleye ulaşılmış, bu makaleler bilgisayar destekli VOSviewer yazılım programı kullanılarak bibliyometrik analize tabi tutulmuş, sonuçlar ise görsel haritalar ve tablolar yardımıyla detaylandırılmıştır.

## DATA ANALİZİ

Çalışmada VOSviewer programı kullanılarak sendika ve kadın çalışanları merkeze alan makaleler incelenmiştir. Bu amaçla Web of Science veri tabanı kullanılarak 1981-2021 yılları arasında yayınlanmış 186 makale, VOSviewer programı kullanılarak bibliyometrik inceleme yöntemiyle analiz edilmiştir. Araştırma sonucunda ortaya koyulan çalışmaların yıllar içinde artış gösterdiği görülmektedir. Analiz sonucunda özellikle, 2018 yılında 11 olan makale sayısının 2019 yılında 9'a düştüğü ancak 2020 yılında dikkat çekici bir şekilde 22'ye yükseldiği ve bu makalelerin çoğunlukla toplumsal cinsiyet konularına odaklandığı görülmektedir. “Kadınlar ve Sendika” temalarını içeren araştırmalar açısından en çok katkının İngiltere sonrasında ise sırasıyla Amerika, Avustralya, Kanada, Hindistan gibi ülkelere yapıldığı görülmektedir. Araştırmada incelenen makalelerin anahtar kelimeleri içerisinde en çok geçen kelimelerin ise yoğunluk sırasıyla sendika, toplumsal cinsiyet, kadın, Hindistan, feminizm, cinsiyet eşitliği gibi kelimeler olduğu tespit edilmiştir. Bunun yanı sıra, Lynch ve arkadaşları 2001 yılında yayınladıkları makale ile 280 atıf alarak, ilgili temanın yer aldığı en fazla atıf içeren makaleler arasında ilk sırada yer almaktadır. Ayrıca Ledwith'in araştırmaya konu olan tema çerçevesinde yayınlamış olduğu dört makale ile literatüre en fazla katkı sağlayan yazar olduğu görülmektedir.

## SONUÇ

Çalışmada araştırmaya konu olan makalelerin atıf analizi, en çok atıf almış yazarlar, anahtar kelimeler, araştırmaya katkı sağlayan ülkeler gibi literatür açısından önemli parametreler ortaya koyulmuştur. Araştırmada son kırk yıllık literatür geç-

mişi incelendiğinde kadın ve sendika temalı çalışmaların sadece endüstri ilişkileri disiplini içerisinde değil kadın çalışmaları, tarih, coğrafya, sosyoloji, yönetim, ekonomi, iletişim ve daha pek çok farklı disiplin çerçevesinde incelendiği görülmüştür. Ancak yıllar içinde ele alınan konular arasına toplumsal cinsiyet, cinsiyet eşitsizliği ya da ücret eşitliği gibi işgücü piyasasına ilişkin farklı sorunlar eklense de hala çalışmaların kadınların örgütlenmesi ya da sendikalar tarafından yeterince temsil edilmemesi gibi temel sorunlar etrafında şekillendiği görülmektedir. Öte yandan araştırmalar arasında göçmen işçiler ya da iş sağlığı ve güvenliği konularında da çalışmaların giderek artması, araştırmalara konu olan sorunların sosyal taraflar tarafından ele alınması hususunda literatüre önemli katkı sağlayacağı düşünülmektedir. Ayrıca araştırma teması içerisinde çalışan yoksulluğu kavramına yeterince değinilmediği tespit edilmiştir. Bu noktada çalışma hayatının önemli sorunlarından biri olan ve Uluslararası Çalışma Örgütü'nün de sıklıkla dile getirdiği çalışan yoksulluğu konusunun kadın ve sendika merkezli bir çalışmada ele alınmasının literatüre önemli katkı sağlayacağı düşünülmektedir. Son olarak çalışmada elde edilen bulgular bilgisayar tabanlı verilere dayanmakta olup, analizde sadece Web of Science veri tabanındaki makalelere yer verilmiştir. Bu makaleler içerisinde ise yıl ve dil gibi çeşitli kısıtlamalar yapılarak sadece kadın merkezli sendikacılık çalışmaları dikkate alınmıştır. İngilizce dışındaki dillerde yazılmış makaleler de çalışmaya dâhil edilmemiştir. Bu nedenle gelecek çalışmalarda diğer indekslerin ve farklı kriterlerin dikkate alındığı analizlerin literatüre katkı sağlayacağı düşünülmektedir.