Mapping the landscape of research on workplace sexual discrimination: A bibliometric analysis

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ABSTRACT

Sexual discrimination in the context of the work environment is an adverse phenomenon where individuals are treated unfairly or unequally based on their gender or sexual orientation. This study aims to trace the evolution of the literature surrounding sexual discrimination in the workplace over time. Bibliometric methods were used in this study to review 298 research samples conducted between 1986 and 2023. The data was obtained from the Scopus database. The reason for using Scopus as the main reference data in this study is because the Scopus database is a citation and abstract index database that covers a wide range of scientific literature and focuses on various fields of science published worldwide in high-quality journals with comprehensive and representative data to accurately identify research trends and academic impact. Besides, the features provided by Scopus greatly facilitate in-depth bibliometric analysis. The focus of this study lies on scientific performance evaluation and literature mapping using Vosviewer and BibExcel tools. The research findings confirmed a significant increase in the number of publications and citations on this topic over the past five years. In addition, cross-disciplinary collaboration seems to have made an important contribution, involving the fields of health, law, psychology, as well as other social sciences. However, this study indicates the limitations of interdisciplinary cooperation in generating a more holistic and comprehensive understanding of this phenomenon.

Keywords: Sexual discrimination; work environment; bibliometric analysis; review.

ABSTRAK

Diskriminasi seksual dalam konteks lingkungan kerja adalah suatu fenomena yang merugikan, di mana individu diperlakukan tidak adil atau tidak setara berdasarkan jenis kelamin atau orientasi seksual mereka. Penelitian ini bertujuan untuk melacak evolusi literatur seputar diskriminasi seksual di tempat kerja dari masa ke masa. Metode bibliometrik digunakan dalam penelitian ini untuk mengkaji 298 sampel penelitian yang dilakukan antara tahun 1986 hingga 2023. Data diperoleh dari pangkalan data Scopus. Alasan menggunakan Scopus sebagai rujukan utama data dalam penelitian ini adalah karena data base scopus merupakan basis data indeks kutipan dan abstrak yang mencakup berbagai macam literatur ilmiah serta fokus pada ragam bidang ilmu yang diterbitkan di seluruh dunia dari jurnal-jurnal berkualitas tinggi dengan data yang komprehensif dan representatif untuk mengidentifikasi tren penelitian dan dampak akademik secara akurat, selain itu fitur-fitur yang disediakan oleh Scopus sangat memudahkan analisis bibliometrik secara mendalam. Fokus penelitian ini terletak pada evaluasi kinerja ilmiah dan pemetaan literatur menggunakan alat Vosviewer dan BibExcel. Temuan penelitian menegaskan peningkatan signifikan dalam jumlah publikasi dan kutipan dalam topik ini selama lima tahun terakhir. Selain itu, kolaborasi lintas disiplin tampaknya telah memberikan kontribusi penting, yang melibatkan bidang kesehatan, hukum, psikologi, serta ilmu sosial lainnya. Namun, penelitian ini mengindikasikan keterbatasan kerja sama antar disiplin dalam menghasilkan pemahaman yang lebih holistik dan komprehensif mengenai fenomena ini.

Kata Kunci: Diskriminasi seksual; lingkungan kerja; analisis bibliometrik; review.

1. INTRODUCTION

Sexual discrimination in the workplace is a complex issue that can occur in different countries with different levels of severity and prevalence. According to the data from the International Labour Organization (2022) globally, 17.9 percent of working men and women said they had experienced violence and psychological abuse in their working lives, and 8.5 percent had faced physical violence and abuse, with more men than women experiencing it. Of the respondents, 6.3 percent reported facing sexual violence and harassment, especially women. In this case, the groups most likely to be affected by different types of violence and harassment include young people (Herbert et al., 2020; Lloyd, 2018), migrant workers, as well as women and men earning wages or as employees (Kabeer, 2005; Sassen, 2002; Watts & Zimmerman, 2002). Young women are twice as likely to face sexual violence and harassment as young men (Amick & Sorenson, 2004; Henry et al., 2019; Hlavka, 2014), and migrant women are almost twice as likely to experience sexual violence than non-migrant women, particularly in the workplace (Richter et al., 2014).

In this case, sexual discrimination in the work environment is an adverse phenomenon that occurs when a person is treated unfairly or unequally based on his sex or sexual orientation at work. This phenomenon can include various forms of discriminatory behavior,

such as sexual harassment, restrictions on career opportunities, denial of promotion, or unequal treatment in terms of pay and benefits. Sexual discrimination in the workplace can have a significant negative impact on the well-being and productivity of affected individuals, as well as create an unhealthy and non-inclusive work climate (Anani-Bossman et al., 2023; Attri & Bapuji, 2021). Therefore, it is important to research and identify effective strategies to prevent and address sexual discrimination in the workplace in order to create a fair, safe, and inclusive work environment for everyone. This study discusses the importance of the issue of sexual violence in the work environment using bibliometric analysis. This issue is of major concern because it has far-reaching and serious impacts on individuals, organizations, and society as a whole. In a work environment, sexual violence can take many forms, including verbal abuse, physical abuse, or forced sexual payment. This research reveals that the importance of the issue of sexual violence in the context of work can be seen from the increasing number of publications on this topic over the past few decades.

The importance of this issue lies in its impact on individual and organizational well-being. Sexual violence can cause prolonged stress, psychological distress, decreased productivity, and disrupted working relationships, as stated by de Jesus et al., (2022); and Nesongano et al., (2022) in their research that sexual violence can have a variety of negative impacts such as prolonged stress, psychological disorders, decreased productivity, and disruptions in work relationships. Furthermore, exacerbating this issue is the differential treatment accorded to victims and perpetrators during its handling. Perpetrators often receive some form of attention, whereas victims frequently find themselves subject to threats and intimidation (Nashriyah et al., 2021; Salami et al., 2023). Consequently, victims of sexual violence commonly endure substantial physical and emotional suffering, which can detrimentally impact their personal lives. Conversely, organizations also encounter drawbacks, including the loss of talent and employee engagement, as well as damage to their reputations. Hence, the matter of sexual violence in the workplace necessitates earnest consideration from stakeholders, including governmental bodies, corporations, and individuals.

2. METHOD

The method used in this article was the bibliometric method. According to Block & Fisch (2020) and Donthu et al. (2021), bibliometric methodology was a quantitative approach that summarized bibliometric data and the bibliometric and intellectual structures of a field by analyzing the relationship between different research components. This data could serve to illustrate the contribution of specific disciplines as well as identify trends and potential gaps. (Block & Fisch, 2020; Donthu, Kumar, Mukherjee, et al., 2021; Munif, 2022). Thus, this study used bibliometric analysis to investigate the literature on sexual discrimination in relation to various occupations in the organizational environment through instruments including citation, keyword citation, and co-occurrence. Various methods, such as Vosviewer and BibExcel, were also used in this study, as they provided secure data importation, translation, compilation, a web interface, and filtering of various frames for data processing,

such as Scopus Database or others. In this study, there were several stages to go through, such as a set process to determine search terms, selecting the appropriate database, setting selection criteria for the search, selecting software for analysis, and analyzing the results. These steps were presented in Figure 1 below and were described in more detail in the following paragraphs.
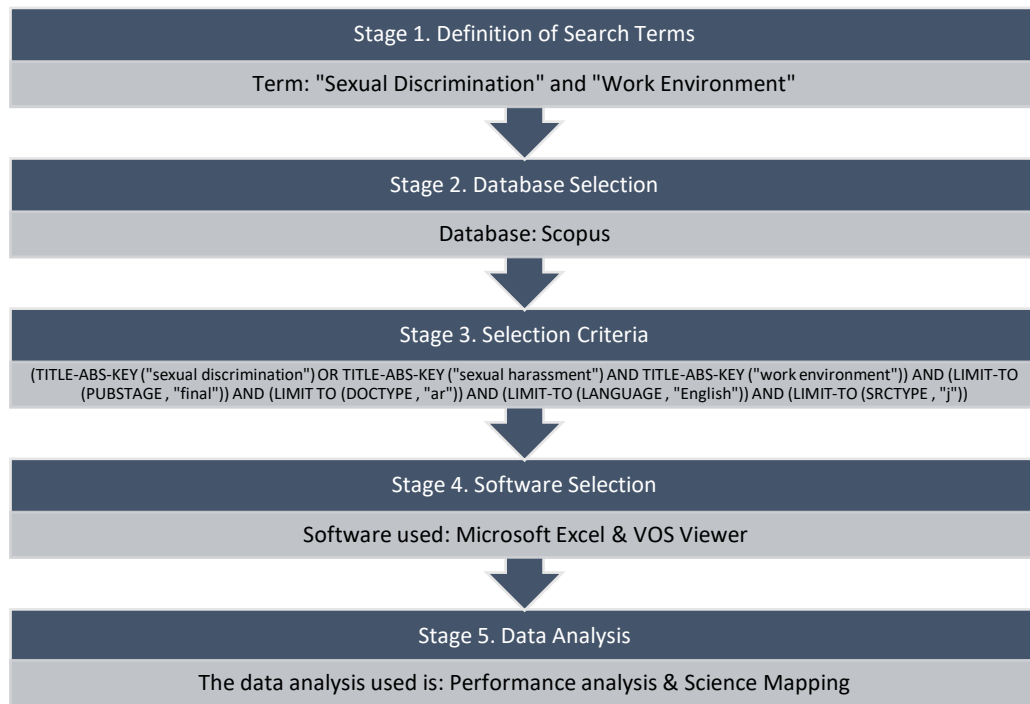
Stage 1. Definition of Search Terms

Term: "Sexual Discrimination" and "Work Environment"

Stage 2. Database Selection

Database: Scopus

Stage 3. Selection Criteria

(TITLE-ABS-KEY ("sexual discrimination") OR TITLE-ABS-KEY ("sexual harassment") AND TITLE-ABS-KEY ("work environment")) AND (LIMIT-TO (PUBSTAGE , "final")) AND (LIMIT TO (DOCTYPE , "ar")) AND (LIMIT-TO (LANGUAGE , "English")) AND (LIMIT-TO (SRCTYPE , "j"))

Stage 4. Software Selection

Software used: Microsoft Excel & VOS Viewer

Stage 5. Data Analysis

The data analysis used is: Performance analysis & Science Mapping

Figure 1. Methodological scheme for bibliometric analysis.

2.1. Definition of Search Terms

Terminology related to the issue of sexual discrimination has been covered in this study. Based on searches conducted on the Scopus data base as of June 2, 2023, it is known that the population is 294 articles. The author has also checked the string with the corresponding keyword to verify that all phrases are fully included in this keyword. The current search string relates to "sexual discrimination in the workplace".

2.2. Database Selection

Scopus had been chosen as the database for that study. Scopus was a database and index of access to scientific articles and publications in various fields of knowledge which were maintained by Elsevier (Leo, 2020). Scopus is one of the most important sources of information for researchers, academics, and professionals in researching trends, evaluating research performance, and accessing relevant scientific literature (Alviz-Meza et al., 2022). In particular, Scopus was chosen because it has disciplinary coverage, quality standards, and tools for extracting and visualizing indexed article data.

2.3. Selection Criteria

Topic searches were performed in the Scopus database using the following search terms and limitations: (TITLE-ABS-KEY ("sexual discrimination") OR TITLE-ABS-KEY

("sexual harassment") AND TITLE-ABS-KEY ("work environment")) AND (LIMIT-TO (PUBSTAGE, "final")) AND (LIMIT TO (DOCTYPE, "ar")) AND (LIMIT-TO (LANGUAGE, "English")) AND (LIMIT-TO (SRCTYPE, "j")). In summary, the selection criteria used in the search and parameters were selected to reflect the range of research on sexual discrimination and the inherently broad nature of bibliometric analysis (Block & Fisch, 2020). After applying these criteria in Scopus, bibliographic data was extracted into a CSV, and no further data cleansing was performed.

2.4. Software Selection

Two pieces of software were used to support the management and analysis of the data obtained. Microsoft Excel 2016, which was a common spreadsheet and data visualization program, was used to manage data tables and generate numbers related to publication trends, citation trends, top authors, most cited papers, top countries, top institutions, and research disciplines involved in research around sexual discrimination.

VOSViewer was free software for building and visualizing bibliometric networks (S. Sangadji et al., 2022; N. Van Eck & Waltman, 2010). The software was used to extract authorship, citation, and keyword data and perform an analysis of shared citations, shared states, and shared words (N. J. Van Eck & Waltman, 2014; N. Van Eck & Waltman, 2010).

2.5. Data Analysis

The data analysis was carried out in two parts. The first part was a performance analysis that mapped publication growth patterns, identified contributions made by countries, universities, and authors, and identified the most prominent journals related to sexual discrimination. The second component of the analysis was focused on mapping science by looking at the intellectual structure of the field through the construction of bibliometric maps (Cobo et al., 2011; Mac Fadden et al., 2021; Sangadji, 2023). Specifically, here, the joint occurrence of the author's keywords and country.

Finally, a narrative review of the keyword cluster was conducted to complement this. To accomplish this, at a minimum, titles and abstracts for the 50 most cited papers featuring at least one of the top 5 keywords in a given group were reviewed. This analysis facilitated structured summaries of several key trends and findings within a cluster, while still navigating the substantial amount of content generated by bibliometric analysis.

3. FINDINGS AND DISCUSSION

In this study, a total of 294 articles published in 160 journal titles from 1986 to 2023 were analyzed. As shown in Figure 2, there was a significant growth in publications from 2017 to 2020, with 13 documents in 2017, 16 in 2018, 21 in 2019, and 22 in 2020. However, the number of publications regarding sexual discrimination in the work environment has decreased from 2021 to 2023.
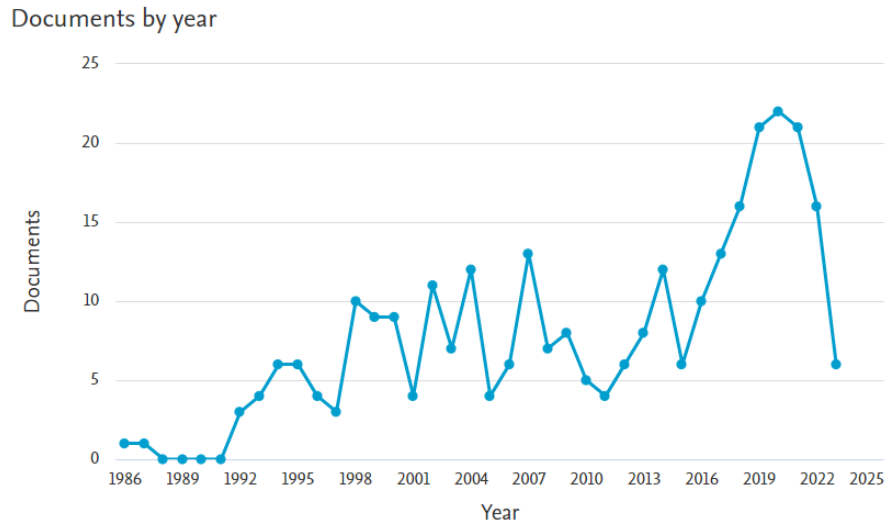
Figure 2. Publication graph on sexual discrimination in the workplace from 1986 to 2023 in the Scopus database.

3.1. Top Countries, Top Institutions, and Country Peer Analysis

In this study, tables 1 and 2 display the 10 most productive countries in research on sexual discrimination in the workplace, along with their institutional affiliations. The documents kept in the study cover 49 countries and 160 institutional affiliations overall.

Table 1.
Top 10 countries for "Sexual Discrimination" research.

Country	Record	% of 294
United States	152	52.1
Australia	17	5.8
United Kingdom	16	5.5
Canada	15	5.1
Sweden	12	4.1
India	8	2.7
Denmark	7	2.4
Brazil	6	2.1
South Africa	6	2.1
South Korea	6	2.1

Table 2.
Top 10 Affiliates for Research on "Sexual Discrimination".

Afiliasi	Documents	% of 294
University of Nebraska–Lincoln	7	2.4
University of Melbourne	6	2.0
City University of New York	5	1.7
Karolinska Institutet	5	1.7
Det Nationale Forskningscenter for Arbejdsmiljø	5	1.7

Afiliasi	Documents	% of 294
University of Michigan, Ann Arbor	5	1.7
University of Illinois Urbana-Champaign	4	1.4
Harvard Medical School	4	1.4
Stanford University	4	1.4
John Jay College of Criminal Justice	4	1.4

At the country level, there are several countries that are very productive in conducting research on sexual discrimination, including the United States, Australia, the United Kingdom, Canada, Sweden, India, Denmark, Brazil, South Africa, and South Korea. The majority of these countries fall into the category of developed countries or have upper middle income levels, and some of them are high-income countries (World Bank, 2023). In terms of affiliation, the most productive institutions in the study were the University of Nebraska–Lincoln, University of Melbourne, City University of New York, Karolinska Institutet, Det Nationale Forsknings center for Arbejdsmiljø, University of Michigan Ann Arbor, University of Illinois Urbana-Champaign, Harvard Medical School, Stanford University, and John Jay College of Criminal Justice.
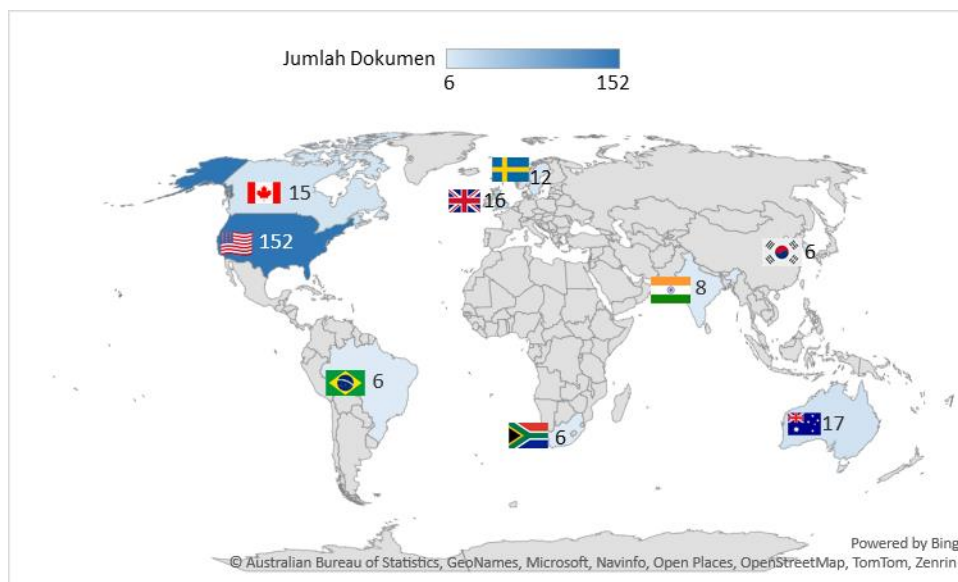

Figure 3. Distribution of 10 countries that are highly productive in conducting research on sexual discrimination in the work environment.

Using VOSViewer, a co-country analysis is run, and clusters are generated using the association strength method. Only countries with a minimum of six documents are included, so there are a total of 10 countries divided into 3 clusters, which can be seen in figure 4. A cluster represents a set of closely related states, and countries that occur more frequently together tend to be closer to each other in visualization (N. J. Van Eck & Waltman, 2014). The United States, the United Kingdom (UK), and South Korea are in one cluster. Meanwhile, Australia, Canada, and South Africa are in cluster one, while Denmark and Sweden are in cluster three.

Figure 4. Interstate Network for "Sexual Discrimination". The size of each node (circle) indicates the number of documents associated with a country (N. J. Van Eck & Waltman, 2014). The line represents a joint emergence between two countries and appears when countries appear together at least five times.

3.2. Research Journal Category

The disciplinary category (subject area scopus journal) was extracted from the results, showing that 20 different categories were involved in some form of research related to sexual discrimination. As presented in the diagram in figure 5, namely, Medicine, Social Sciences, Psychology, Business, Management, and Accounting, Nursing, Arts and Humanities, Economics, Econometrics, and Finance, Engineering, Environmental Science, Biochemistry, Genetics, and Molecular Biology, Multidisciplinary, Neuroscience, Computer Science, Dentistry, Pharmacology, Toxicology, and Pharmaceutics, Immunology, and Microbiology, Agricultural and Biological Sciences, Earth and Planetary Sciences, Physics and Astronomy, and Veterinary. In this regard, interdisciplinary social sciences are the most prominent category. Together, these five categories accounted for more than 6% of all research.
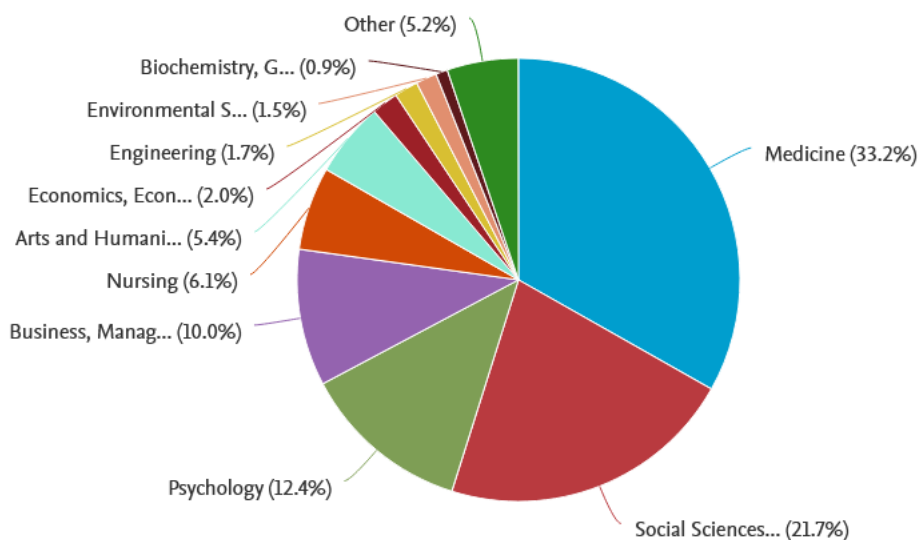

Figure 5. Subject area of research on sexual discrimination in the work environment.

Furthermore, based on the title of source, there are 159 journal titles identified. In particular, journals related to social sciences, public health, including business ethics, and

psychology, ranked in the top five. In particular, twenty multidisciplinary open access "major journals" such as Law And Human Behavior, Journal of Occupational Health Psychology, International Journal of Environmental Research And Public Health, Journal of Business Ethics, Work, BMJ Open, Employee Responsibilities and Rights Journal, Indian Journal of Public Health Research and Development, Journal of Applied Psychology, Online Journal of Issues In Nursing, Psychology Public Policy and Law, Safety Science, Sex Roles, Aggression and Violent Behavior, Annals of Occupational and Environmental Medicine, Archives of Internal Medicine, Asian Journal of Women's Studies, Asian Nursing Research, Australian and New Zealand Journal of Public Health, and Behavioral Sciences and The Law. Overall, these top 20 journals come from thirteen different publishers. Table 3 displays the top 20 journal titles ranked according to total publications related to sexual discrimination.

Table 3.
Top 20 journal titles based on total records.

Title	Publisher	Record	% of 294
Law and Human Behavior	APA	9	3.06
Journal of Occupational Health Psychology	APA	6	2.04
International Journal of Environmental Research and Public Health	MDPI	4	1.36
Journal of Business Ethics	Springer Nature	4	1.36
Work	IOS Press	4	1.36
BMJ Open	BMJ Publishing Group	3	1.02
Employee Responsibilities and Rights Journal	Springer Nature	3	1.02
Indian Journal of Public Health Research And Development	Medico Legal Society	3	1.02
Journal of Applied Psychology	APA	3	1.02
Online Journal of Issues In Nursing	American Nurses Association	3	1.02
Psychology Public Policy And Law	APA	3	1.02
Safety Science	Elsevier	3	1.02
Sex Roles	Springer Nature	3	1.02
Aggression and Violent Behavior	Elsevier	2	0.68
Annals of Occupational And Environmental Medicine	Springer Nature	2	0.68
Archives of Internal Medicine	American Medical Association	2	0.68
Asian Journal of Women S Studies	Taylor & Francis	2	0.68
Asian Nursing Research	Elsevier	2	0.68
Australian And New Zealand Journal of Public Health	Elsevier	2	0.68
Behavioral Sciences and The Law	Wiley-Blackwell	2	0.68

3.3. Most Cited Documents

At the document level, the most cited works cover a wide range of disciplines and topics, including legal science, public health, social sciences, and violent crime. Table 4 presents the twenty most cited documents based on total citations. The most cited documents are from Einarsen (2000), which examines Scandinavian approaches to workplace harassment and bullying or describes how the issue of workplace harassment and bullying has been noticed and addressed in Scandinavian countries such as Norway, Sweden, Denmark, and Finland. Other documents look at, for example, the reported incidence of work-related sexual harassment in the United States (Ilies et al., 2003) or workplace violence as a factor affecting nurse recruitment and retention (Jackson et al., 2002).

Table 4.
Top 20 Most Cited Documents on "Sexual Discrimination".

Authors and Year	Title	Source title	Cited by
Einarsen (2000)	Harassment and bullying at work: A review of the Scandinavian approach	Aggression and Violent Behavior	626
Ilies et al. (2003)	Reported incidence rates of work-related sexual harassment in the united states: Using meta-analysis to explain reported rate disparities	Personnel Psychology	276
D. Jackson et al., (2002)	Who would want to be a nurse? Violence in the workplace - A factor in recruitment and retention	Journal of Nursing Management	269
Schultz (1998)	Reconceptualizing Sexual Harassment	Yale Law Journal	219
Frank et al., (1999)	Career satisfaction of US women physicians: Results from the Women Physicians' Health Study	Archives of Internal Medicine	206
Komaromy et al., (1993)	Sexual Harassment in Medical Training	New England Journal of Medicine	195
Gruber, (1998)	The impact of male work environments and organizational policies on women's experiences of sexual harassment	Gender and Society	177
Donovan et al., (1998)	The Perceptions of Fair Interpersonal Treatment Scale: Development and Validation of a Measure of Interpersonal Treatment in the Workplace	Journal of Applied Psychology	166

Authors and Year	Title	Source title	Cited by
Giuffre & Williams (1994)	Boundary lines: Labeling Sexual Harassment in Restaurants	Gender & Society	144
Frank et al. (1998)	Prevalence and correlates of harassment among US women physicians	Archives of Internal Medicine	141
Day & Schoenrade, (2000)	The relationship among reported disclosure of sexual orientation, anti-discrimination policies, top management support and work attitudes of gay and lesbian employees	Personnel Review	139
Niedhammer et al. (2013)	Psychosocial work factors and sickness absence in 31 countries in Europe	European Journal of Public Health	121
Park et al. (2015)	Prevalence and Perpetrators of Workplace Violence by Nursing Unit and the Relationship Between Violence and the Perceived Work Environment	Journal of Nursing Scholarship	119
Zhang et al., (2017)	Workplace violence against nurses: A cross-sectional study	International Journal of Nursing Studies	98
Sun et al., (2017)	Workplace violence, psychological stress, sleep quality and subjective health in Chinese doctors: A large cross-sectional study	BMJ Open	95
McGuire et al., (2004)	Career Advancement for Women Faculty in a U.S. School of Medicine: Perceived Needs	Academic Medicine	95
Quick & McFadyen (2017)	Sexual harassment: Have we made any progress?	Journal of Occupational Health Psychology	89
Denton et al. (2002)	Working in clients' homes: The impact on the mental health and well-being of visiting home care workers	Home Health Care Services Quarterly	85
Wiener & Hurt, (2000)	How do people evaluate social sexual conduct at work? A psycholegal model	Journal of Applied Psychology	83
Yang et al. (2014)	Workplace mistreatment climate and potential employee and organizational outcomes: A meta-analytic review from the target's perspective	Journal of Occupational Health Psychology	81

3.4. Most Prolific Author, Most Cited Author, and Co-Author Analysis

Table 5 depicts the top 5 most prolific authors in terms of documents and the top 5 most cited authors. Both categories are calculated using full counting in VOSViewer, meaning that each document or citation has the same weight regardless of the total number of authors in a particular document. For citations, there is no minimum limit for the documents used. However, it can be seen that Wiener, R.L. is a very prolific author in researching sexual discrimination, with a total of 8 documents and a total of 291 citations.

Table 5.
Top 5 most productive and most cited authors on "sexual discrimination".

Author	Document	Citation	Total Link Strength
Galdino, M.J.Q.	3	19	3
Martins, J.T.	3	19	3
LaMontagne, A.D.	3	50	0
Madsen, I.E.H.	3	82	0
Wiener, R.L.	8	291	0

Next using VOSViewer for co-author analysis was run, and clusters were generated using the strength association method. In this case, all authors are included, bringing the total to 871 authors. Of these, only 16 authors are shown in the interconnected central cluster (blue, red, and green) presented in figure 6. Clusters represent a collection of closely related authors, and authors that appear together tend to be closer to each other in visualizations (N. J. Van Eck & Waltman, 2014).
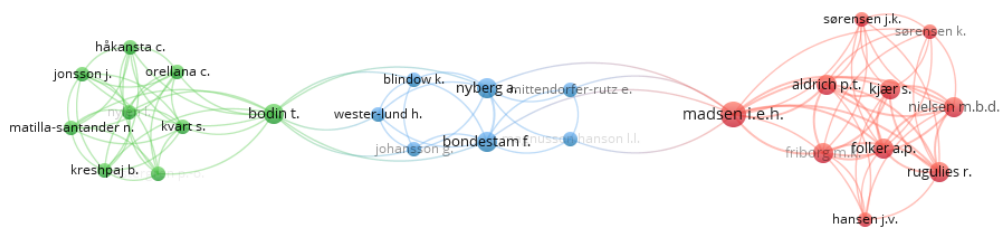
Figure 6. Co-author network for "sexual discrimination".

Many of the authors identified in the central group have broadly focused on the relationship between sexual discrimination and the work environment. Their research highlights a problem often faced by individuals in the workplace, especially those who are victims of sexual discrimination. They investigate the psychological, emotional, and professional impact of this unfair treatment, as well as its effects on job satisfaction and employee productivity (Kaye et al., 1994). In addition, some authors highlight sexual harassment experienced by female health professionals (Acholonu et al., 2019), and another analyses the impact that gender inequality and harassment have on the well-being and careers of women health professionals, and their implications for overall health services(Farrell, 2018).

3.5. Keyword Occurrence and Co-Emergence

Using the author keyword analysis in VOSViewer, a total of 590 keywords were identified. The top 19 sorted by total occurrence, as illustrated in Table 6, reflect a mix of terms from the fields of gender and women's studies (sexual harassment, female, gender), psychology and mental health (sexual harassment, female, middle-aged, psychology, job satisfaction, job stress, bullying, psychological aspect, sex difference), and occupational health and work environment (work environment, workplace, occupational health, workplace violence, risk factor, aging, young adult, employment). However, in this grouping, several keywords such as "sexual harassment," "feminine," and "gender" appear in several different fields of science because these topics involve aspects of psychology, occupational health, gender issues, and women's studies in general. This means that these keywords can be the focus of cross-disciplinary research that combines psychological, occupational health, and gender perspectives.

Table 6.
Top 19 author keywords for documents on "sexual discrimination" Link strength indicates the total number of links between a keyword and other keywords.

Keyword	Occurrences	Total link Strength
Sexual Harassement	216	3103
Female	152	2834
Work Environment	134	2332
Workplace	97	1764
Middle Aged	40	872
Psychology	35	775
Occupational Health	38	735
Workplace Violence	31	583
Gender	35	576
Job Satisfaction	25	509
Risk Factor	25	504
Job Stress	23	498
Bullying	25	486
Aged	22	474
Young Adult	19	447
Psychological Aspect	24	446
Sex Difference	22	433
Employment	29	409
Harassement	19	369

Using event analysis with VOSViewer, author keywords are mapped and visually networked (N. J. Van Eck & Waltman, 2014). The thesaurus was developed to incorporate relevant keywords spelled differently in American English or British English e.g., Sexualise (British English) - Sexualize (American English), Organise (British English) - Organize (American English) , Neighbour (British English) - Neighbor (American English), Stabilise

(British English) - Stabilize (American English), Recognise (British English) - Recognize (American English), Realise (British English) - Realize (American English), Generalise (British English) - Generalize (American English), Specialise (British English) - Specialize (American English), Publicise (British English) - Publicize (American English), Apologise (British English) - Apologize (American English) . In addition, it is also necessary to pay attention to plural and singular terms. For example, Incident (singular) - Incidents (plural), Case (singular) - Cases (plural), Allegation (singular) - Allegations (plural), Report (singular) - Reports (plural), Claim (singular) - Claims (plural), Complaint (singular) - Complaints (plural), Lawsuit (singular) - Lawsuits (plural) , Harassment (singular) - Harassments (plural), Misconduct (singular) - Misconducts (plural), Victim (singular) - Victims (plural).

Figure 7. Author keyword co-occurrence network for "sexual discrimination".

To simplify visualization, only words that appear 20 or more times are retained. This results in a total of 90 words divided into three distinct clusters, namely red, yellow, blue, and green (see Figure 7). A cluster in a visualization describes a collection of closely related nodes, and terms that often appear together tend to be close to each other (N. J. Van Eck & Waltman, 2014). Cluster formation uses the association strength method, and to facilitate analysis and reduce small clusters, each cluster is expected to contain at least 12 items (N. J. Van Eck & Waltman, 2014). In the next section, narrative reviews of some of the main themes and trends contained in each cluster are provided. Please note that this summary is intended as an illustration and is not exhaustive. In addition, many articles use keywords related to multiple clusters, so there is room to debate which individual articles best match each cluster.

4. CONCLUSION

Using bibliometric analysis, this study aimed to map and identify the structure of research on sexual discrimination in the work environment from 1986 to 2023. The results showed a significant growth in the number of publications and citations on this topic in the

last five years. In addition, this research contribution involves various disciplines, such as health, law, psychology, and other social sciences. However, cooperation between these disciplines appears to be limited in producing research findings. These limitations have limited theoretical developments in this field.

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