

Bibliometric Mapping of Employment Deprivation

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Abstract

Employment Deprivation encompasses more than unemployment and underemployment, highlighting systemic barriers to stable work. This research employs bibliometric analysis to explore its multifaceted nature, revealing significant psychological, economic, and social impacts on marginalized groups. Through mapping global scholarly contributions, it identifies key authors, countries, and seminal works and uncovers research gaps and trends. The study emphasizes the roles of race, gender, disability, and socioeconomic status in labour market outcomes, revealing the limitations of conventional unemployment metrics in fully capturing labour market outcomes. The concept of employment deprivation is proposed to address these gaps, advocating for policies that not only focus on job creation but also improve the quality of work and promote labour market inclusivity. The study demonstrates how inadequate measures of unemployment often overlook systemic challenges faced by vulnerable populations, such as access to stable employment, equitable wages, and job security. It underscores the psychological toll of prolonged employment deprivation, including the impacts on mental health, well-being, and community stability. Additionally, it explores labour market dynamics and the importance of education and skill development in improving employment outcomes. Ultimately, this research seeks to inform and influence policy interventions aimed at fostering inclusive economic growth and improving labour market conditions for marginalized populations. By offering a nuanced understanding of the systemic challenges related to employment deprivation, the study advocates for policies that not only address job creation but also enhance job quality, inclusivity, and long-term well-being for vulnerable groups.

Keywords: Bibliometric Analysis, Employment Deprivation, Labour Market Exclusion, Psycho-Social Inequality, Systemic Barriers, VOS Viewer.

Introduction

In contemporary discourse, the term "employment" typically signifies the state of being engaged in productive work that provides individuals with not only economic stability but also a sense of purpose and social integration. However, existing definitions often overlook a critical dimension: the nuanced experiences of individuals who are not only unemployed but also face significant barriers to accessing meaningful employment opportunities. This oversight prompts the need for a conceptual framework that addresses these complexities, thereby introducing the concept of "employment deprivation". Employment deprivation persists as a pressing global issue, underscored by recent news reports in India from the Mint, the Economic Times, etc. where highly qualified individuals have applied for positions of 'Blue collar jobs' amidst a stark scarcity of job vacancies. In places like Bihar, Gujarat, Mumbai, and other regions, there have been several reports of the ratio of job applicants to available positions reaching staggering numbers,

often totalling thousands or even lakhs. This phenomenon highlights the severe mismatch between job supply and demand, exacerbated by economic downturns and structural challenges within labour markets. This trend reflects the desperation among overqualified individuals seeking basic employment and also underscores broader systemic issues affecting employment opportunities across various sectors. As governments and policymakers grapple with this reality, addressing employment deprivation requires multifaceted solutions that enhance job creation and proportionate access to opportunities for all job segments of society. Employment deprivation refers to inadequate access to employment opportunities, encompassing underemployment, insecurity, low wages, and poor working conditions. Unlike unemployment, it emphasizes systemic barriers that hinder marginalized groups such as ethnic minorities and women from securing a stable job. It specifically addressed barriers to accessing stable and

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meaningful employment, focusing on issues like underemployment, job insecurity and wage inadequacy. While the other forms of social deprivation, which may encompass poverty, housing or health disparities, employment deprivation highlights unique challenges in the labour market. It emphasizes systemic barriers, including discrimination based on race, gender and socioeconomic status, which hinder individuals from achieving economic stability. Additional employment deprivation considers the qualitative aspects of work, such as job satisfaction and security, rather than merely the absence of employment. It also acknowledges the psychological impacts of prolonged unemployment, such as diminished mental health and social exclusion. Furthermore, employment deprivation can intersect with other forms of deprivation, leading to compounded effects of marginalized populations, making it a critical area of study within the broader context of social issues. Addressing this issue requires enhancing labor market inclusivity and job quality. Its concept extends beyond traditional notions of unemployment by encompassing a spectrum of conditions restricting individuals' ability to secure and maintain gainful employment. These conditions may include underemployment, precarious work arrangements, and structural barriers such as discrimination and lack of access to skill-enhancing opportunities. By delineating these dimensions, the concept aims to capture the multidimensional nature of labor market exclusion and its broader implications for individuals, communities, and societies. The rationale for the introduction of this concept lies in the limitations of existing metrics and definitions which often fail to capture the full extent of economic marginalization experienced by certain groups. For instance, conventional unemployment rates may not reflect the challenges faced by individuals in informal sectors or those who are involuntarily working part-time despite seeking full-time employment. Moreover, traditional measures may overlook the persistent disparities in employment outcomes based on factors such as race, gender, disability, and socioeconomic status. To address these gaps, this study proposes a refined conceptualization of employment deprivation grounded in both empirical evidence and theoretical insights. This study employs

bibliometric analysis to examine the global scholarly landscape on employment deprivation, focusing on key objectives such as identifying academic networks, productive countries, influential authors, and seminal works. By leveraging co-citation and co-word analyses, it aims to map out the most pertinent topics and trends in employment deprivation research, shedding light on existing gaps and potentials in the field. The objectives of this paper are to understand employment deprivation and its key drivers. It will identify and visualize academic networks, productive countries, authors, organizations, and seminal works in the field highlighting research gaps and potential. Additionally, it will analyze trends and relevant topics through author keyword analysis to track the field's adaptation to changing labor market conditions. A combination of co-citation analysis, co-word analysis, and graphical representation techniques have been used to achieve the results. Employment deprivation encompasses a spectrum of conditions beyond traditional unemployment, encompassing underemployment, precarious work arrangements, and barriers to accessing quality employment opportunities. This multidimensional concept integrates quantitative aspects such as unemployment and underemployment rates with qualitative factors like job stability, wage adequacy, and overall job satisfaction. Drawing from Sen's capability approach, employment deprivation is understood through the lens of individuals' substantive freedoms and opportunities, emphasizing not just employment status but also the quality of employment in enhancing well-being. Additionally, social exclusion theory underscores how structural barriers like discrimination based on race, gender, disability, or age contribute to excluding individuals from meaningful participation in the labor market, highlighting the broader dimensions of exclusion beyond economic measures. The enduring impacts of employment deprivation, linking it to diminished psychological resilience and long-term socioeconomic consequences during economic downturns. Socioeconomic inequalities based on demographics and geographic factors further shape job prospects, with specific attention to vulnerable groups like young adults and ethnic minorities. Measurement of employment

deprivation involves quantitative metrics such as incidence, intensity, and inequality, alongside qualitative assessments through methods like case studies and interviews to capture subjective experiences (1). Indices like the Scottish Index of Multiple Deprivation (SIMD) are highlighted as crucial tools for nuanced measurement and assessment. Policy implications include promoting inclusive economic growth, addressing structural inequalities, investing in education and skills development, and implementing anti-discrimination measures to foster equitable access to quality employment opportunities for marginalized groups. These approaches are essential in shaping policies that not only reduce unemployment but also enhance the overall quality and inclusivity of the labor market (2). The literature review on employment deprivation seeks to explore and understand the multifaceted nature of employment challenges, their impact on individuals and societies, and policy implications. It traditionally revolves around measures of unemployment rates and labor force participation, yet it often overlooks nuanced forms of labor market exclusion. This review explores existing concepts and critiques, leading to the proposition of a new comprehensive framework – employment deprivation – to capture these complexities. Recent studies highlight the limitations of conventional metrics in capturing the diverse challenges individuals face in securing and maintaining meaningful employment. Studies underscore the persistence of underemployment and precarious work arrangements despite nominal declines in unemployment rates. Their findings underscore the need for broader definitions that encompass these marginalized labor market experiences (3). Building on this critique, Bell and Blanchflower, and Mitra emphasize the rising prevalence of involuntary part-time employment and discouraged workers, challenging the adequacy of traditional unemployment measures (4). They argue for an expanded conceptualization that considers varying degrees of labor market attachment beyond mere joblessness (5). Moreover, recent theoretical developments advocate for a multidimensional approach to understanding labor market exclusion. Sehnbruch quotes Sen's capability approach as providing a foundational framework to assess individuals' substantive freedoms and opportunities,

emphasizing the importance of evaluating employment quality and access to decent work (6, 7). In the context of societal disparities, research by Pager and Shepherd reveals persistent racial inequalities in hiring practices and employment outcomes (8). Their findings illustrate how discriminatory barriers perpetuate employment deprivation among racial minorities, calling for targeted policy interventions. Further back in the literature, Marx identified structural inequalities inherent in capitalist economies that perpetuate cycles of unemployment and exploitation (9). His insights on the systematic roots of labor market exclusion remain relevant in contemporary debates on economic justice and inequality (10). The evolution of these discussions underscores a critical need for a refined conceptual framework – employment deprivation – that integrates empirical insights with theoretical underpinnings. By synthesizing recent empirical findings and theoretical advancements, this study seeks to advance our understanding of labor market dynamics and inform policy interventions aimed at promoting inclusive economic growth. Though various types of unemployment exist, it's important to distinguish between 'involuntary unemployment' and 'employment deprivation'. Involuntary unemployment occurs when individuals, willing and able to work at the prevailing wage, cannot find employment, typically due to economic downturns, layoffs, or technological changes. This type of unemployment is usually temporary and can be addressed through policies that stimulate job growth, such as fiscal stimulus or retaining programs. In contrast employment deprivation, as defined by the Scottish Index of Multiple Deprivation (SMID), measures those receiving unemployment benefits, reflecting systemic barriers like geographic location, lack of education, or discrimination. It tends to be persistent, requiring long-term policy interventions to improve education, reduce discrimination, and create inclusive labor market policies (11). This condition affects broader groups including those discouraged from seeking work due to barriers (12). Addressing employment deprivation is crucial for enhancing employment rates, especially in understanding economic growth, wage inequalities, and labor market transition and studying why educated youth remain unemployed despite job creation and

economic growth is vital. Covid-19 widened the gender gap in the labor market, particularly affecting married women. Nonstandard public sector employees with high public service motivation face greater organizational attachment issues. Addressing these disparities requires tailored policies that consider the unique challenges of different demographic groups and employment sectors. The economic impacts of employment deprivation are profound. Tunstall et al. conducted a study in the UK that showed place-based interventions targeting local businesses in deprived areas caused significant employment displacement from nearby untreated areas, affecting around 10% of local employment (13). Employment deprivation is also linked to poor self-reported physical and mental health, with policies enhancing employment opportunities and earning capacities positively impacting human welfare. Lack of work delays the transition to adulthood and perpetuates social inequalities. Job loss adversely affects social integration, life satisfaction, and mental health. The disabled community faces labor market disadvantages, further reducing employment prospects and leading to economic exclusion (14). Long-term unemployment can lead to social exclusions and poor health, with a decline in mental health significantly reducing employment prospects. It leads to significant social consequences, including social exclusion due to material deprivation, which impacts social isolation, coping strategies, and psychological well-being (15). It delays the transition to adulthood and perpetuates social inequalities. Job loss adversely affects social integration life satisfaction, access to economic resources, and mental health, hindering the fulfilment of psychological needs like social status and self-efficacy (16, 17). Women are more likely to experience health problems due to unemployment than men (18). Early career job loss can have lasting negative health effects, increasing the likelihood of poor self-rated health in later life (19, 20). Employment deprivation significantly affects local economies through various mechanisms. It causes employment displacement from nearby untreated areas, affecting around 10% of local employment (21). Spatial analysis reveals that more deprived areas often have fewer resources than wealthier areas. It significantly impacts local governments as well,

causing employment displacement and influencing work conditions (22). Post 2007, austerity measures led to policies increasing the private sector's role in job creation and tax revenue. Place-based interventions have limited effects and may displace employment. The UK's Work Program showed spatial inequalities, with deprived areas receiving less funding (23). Austerity measures have led to job cuts and changes in employment conditions, challenging employment regulation resilience (24, 25). Key factors contributing to employment deprivation in local economies include geographical and economic elements. Living in deprived neighbourhoods is linked to higher unemployment transitions, particularly among men, focusing majorly on geographical influences on employment. Economic shocks from the 1970s have led to persistent high deprivation rates in affected areas, demonstrating long-term impacts on regional disparities. Additionally, agglomeration effects in metropolitan areas drive labor productivity, underscoring urbanization's role in employment growth (26). Further research is needed to fully understand these factors. To mitigate employment deprivation, policies should promote labor market integration while ensuring job quality and decent working conditions. High levels of social protection expenditure reduce employment deprivation and are crucial in preventing job losses. Addressing the rise in involuntary nonstandard employment is essential to reduce in-work poverty. Comprehensive policies are needed to mitigate the extensive economic, health, and social impacts of employment deprivation, promoting a more equitable society (27). Local governments can mitigate employment deprivation by implementing several strategies. Entrepreneurial and austerity urbanist policies can generate jobs and increase tax revenue, though they may prioritize job quantity over quality. Place-based interventions targeting local businesses and subsidies for economic activities can foster local employment, though these may cause displacement effects. Effective local labor market development program leverages local potential and translate national policies into local action, addressing long-term unemployment. However, designing common policies for diverse regions is challenging due to varying industrial strength and growth opportunities. Tailored strategies that

account for regional heterogeneity are essential for addressing employment deprivation effectively. This study is motivated by the profound impacts of employment deprivation on individuals, communities, and economies. It fills a crucial gap by comprehensively examining this issue, which is less explored compared to unemployment research. Evaluating the efficacy of labor market policies, particularly Active Labor Market Policies (ALMPs), reveals mixed outcomes in addressing these disparities, calling for adaptive strategies and continuous evaluation in enhancing job quality and security and aims to inform effective policies for economic stability, considering mental health impacts like depression and anxiety. It explores long-term labor market dynamics amidst globalization and technological changes, crucial for future workforce readiness. The novelty of this study lies in its comprehensive analysis of employment deprivation, an underexplored area in comparison to unemployment studies. By

providing new insights and an understanding of complexities surrounding employment barriers, this research aims to influence policy development and promote inclusive economic growth in today's rapidly evolving economies.

Methodology

The data for the study was extracted from the database of Scopus, as it represents the most organized and comprehensive literature on employment deprivation. Scopus includes thousands of the most current specialized journals, volumes, and conference proceedings while preserving online bibliographic and citation catalogue services which can be freely accessed by creating an account through the institutions. Some include those published by Elsevier, Emerald, Taylor and Francis, Springer, Sage, Cambridge University Press, and Science Direct. Figure 1 describes the step wise flow of research.

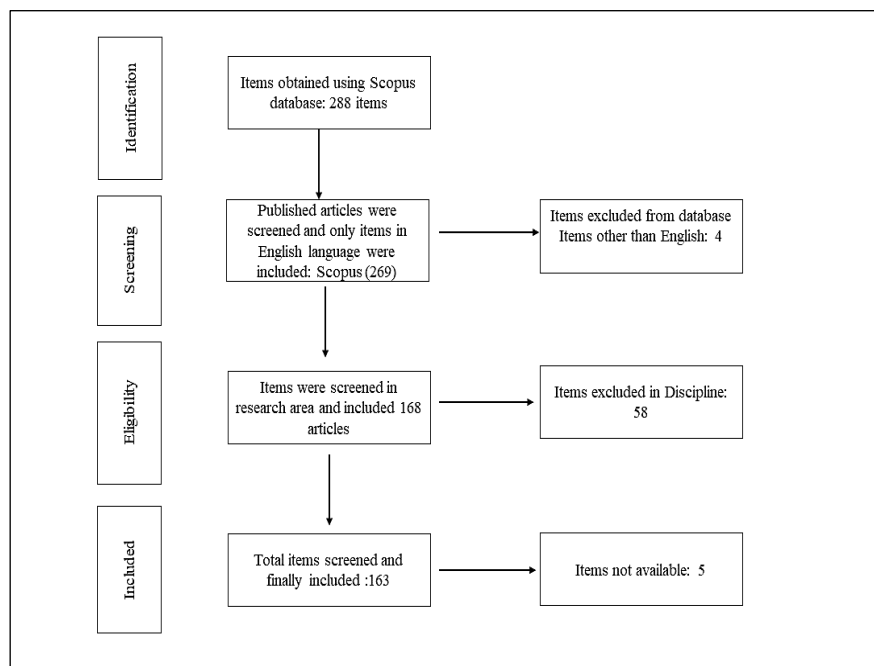


Figure 1: Flowchart for Bibliometric Review

From Figure 1, to search for the articles, a keyword search for 'Employment Deprivation', and its synonyms such as 'job deprived', 'deprived of jobs', 'state of joblessness', and 'deprived of employment' were considered and conducted under 'all-fields' criteria which resulted in 288 articles; apply language filter we get 269 documents (considered papers in the English language only). The study period spans from 1988 -2023, where 35 years are analysed. The choice of

this period is due to the first publication came up in 1988. We have not considered 2024 since it is the current year and there might be some more articles that we can expect to get published by the year's end. The search for articles was closed on 22nd December 2023. A thorough account of our search strategy, encompassing the formulated search strings and the outcomes it yielded, is meticulously documented in Table 1.

Table 1: Inclusion and Exclusion Criteria for Selecting the Articles

Criteria	Inclusion	Exclusion
Subject Area	Social Sciences; Business management and Accounting; Economics, Econometrics and Finance; Arts and Humanities; Multidisciplinary	Psychology, Environmental Science, Medicine, Engineering, Agricultural and Biological Sciences, Earth and Planetary Sciences, Decision Sciences Biochemistry, Genetics, and Molecular Biology.
Language	English	Spanish, German, Portuguese
Year	1988-2023	2024 - current year
Document Type	Article, Book chapter, Book, Conference paper, Review	Not applicable

Table 1 includes techniques utilized to compute and analyze the results of the identified themes in this specific area of employment deprivation. Parameters selection such as authors, journals, organizations, citations, and occurrence patterns are pre-set in the menu preference box of the Vos viewer software and are considered for analysis. We have also generated some analysis using the Biblioshiny – bibliometric analysis software by R studio.

Results and Discussion

Descriptive Bibliometric Analysis of Employment Deprivation

The results of the bibliometric analysis of the 163 scientific articles obtained from the Scopus database published between 1988 and 2023 are shown below.

Table 2: Main Information of the Scopus Database

Description	Results
Timespan	1988:2024
Sources (Journals, Books, etc)	117
Documents	163
Annual Growth Rate %	6.29
Document Average Age	10.4
Average citations per doc	26.36
References	9434
DOCUMENT CONTENTS	
Keywords Plus (ID)	327
Author's Keywords (DE)	432
AUTHORS	
Authors	329
Authors of single-authored docs	37
AUTHORS COLLABORATION	
Single-authored docs	44
Co-Authors per Doc	2.45
International co-authorships %	18.4
DOCUMENT TYPES	
Article	138
Book	5
Book chapter	13
Conference paper	4
Review	3

Note: During the analysis, a few articles (specifically 5) were not recognized by biblioshiny; hence it is not showing up in the table (163/168)

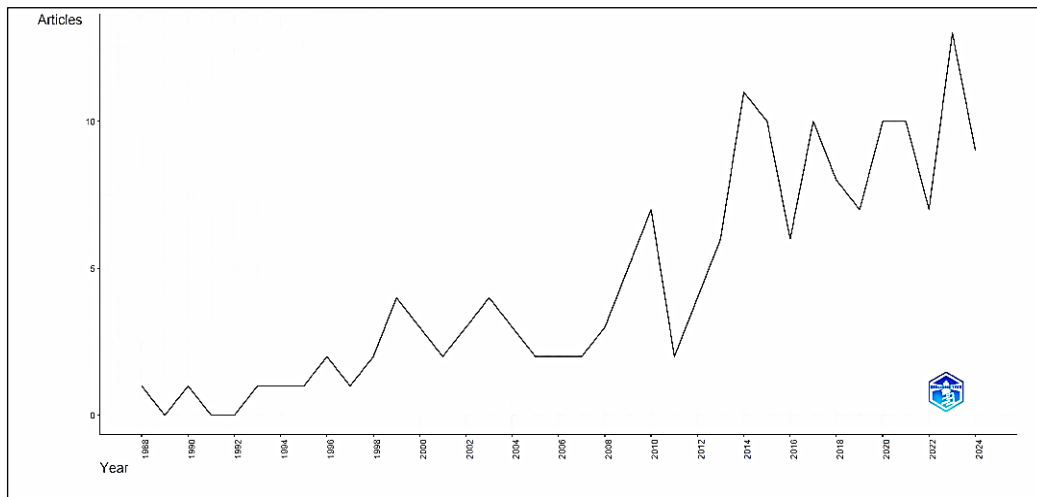


Figure 2: Annual Scientific Production between 1988 – 2024 Visualised Using Biblioshiny (28)
 (Note: For the study documents published till December 2023 were considered)

Annual Scientific Production

Table 2 presents the bibliometric statistics of 163 scientific articles. The annual growth rate is 6.29%. This area started to receive its impetus from 2000 onwards, hence by the year 2018 there was a greater number of documents, and this trend slowly seemed to increase. The number of total citations is 2682 and we see an increasing trend of citations from 2017 to 2020. Most citations have occurred in the year 2020 while the average number of citations 21.62, depicting the newer interest placed into carrying out further studies in this particular area. Figure 2 represents the evolution and progress of the annual publications

of the topic in Scopus which was highest between the years 2012 and 2015 and peaked again in 2019 while currently in 2020 it seems to be declining. From the year 1988 to 2007 the number of annual publications were just ranging around 0 – 5 documents. From 2006 the trend seems a little erratic with some peaks and some troughs. Growth was seen from the year 2008 onwards which ranged between 10 – 20 articles being published with Scopus. The highest publication was between the years 2012 – 2015 with 22 articles. This increasing trend emphasized the study efficiency of the topic which remains uncaptured and untapped.

Table 3: Top 10 Leading Journals

Rank	Name of the Journal	Impact Factor	No of Documents	Citations
1	Work, Employment and Society	5.116	6	185
2	International Journal of Social Welfare	1.56	6	104
3	European Sociological Review	2.763	5	74
4	Social Science and Medicine	4.634	4	261
5	Social Policy and Administration	2.283	4	95
6	Journal of Organizational Behaviour	2.986	2	172
7	Journal of Economic Psychology	2.037	2	112
8	Journal of Socio-Economics	2.661	2	101
9	Acta Sociologica	1.5	2	89
10	Journal of Social Policy	3.063	2	89

Leading Journals

Table 3 above presents the leading journals in the field of Employment Deprivation (ED). Using the VOS Viewer and setting the criteria of a minimum of two documents and citations, 21 sources met the threshold. However, this list includes the top 10 journals. Topping the list is Work, Employment

and Society, with six documents published and an impact factor of 5.116. Following closely are the next four top journals: International Journal of Social Welfare (5 documents), European Sociological Review (5 documents), Social Science and Medicine (4 documents), Social Policy and Administration (4 documents). Citations serve as links between two documents, referencing words,

phrases, sentences, paragraphs, or titles of text from the perspective of the citing article (29). Citation analysis revealed Social Science and

Medicine (261), Work Employment and Society (185), and Journal of Organizational Behaviour (172) as the top 3 journals.

Table 4: Top 10 Leading Authors

Rank	Author	Documents	Citations	Total Link Strength	h- index	Country
1	Guest DE.	1	244	361	43	UK
2	Strandh M.	7	234	4140	18	Sweden
3	Feldman DC.	2	201	898	63	US
4	Paul KI.	3	169	2200	9	Germany
5	Ezzy D.	1	161	15	17	Sweden
6	Nordenmark M.	2	128	1327	15	Sweden
7	Batinic B.	1	119	866	17	Austria
8	Darity JrW.	2	112	891	29	US
9	Goldsmith AH.	2	112	891	15	US
10	Veum JR.	2	112	891	14	US

Note: The list is arranged according to the citation in descending order

Leading Authors

In Table 4, Guest emerges as the highest-cited author with 244 citations, followed by Strandh M (234), Felman D.C. (201), Paul K. I. (169), and Ezzy D (161) as the top five most productive authors.

Sorting for highest publication, out of 247 authors, 211 met the criteria of having at least one document and citation, Strandh M. (7) and Paul (3), have emerged as the top two authors in terms of the number of publications. However, their corresponding citations are relatively lower.

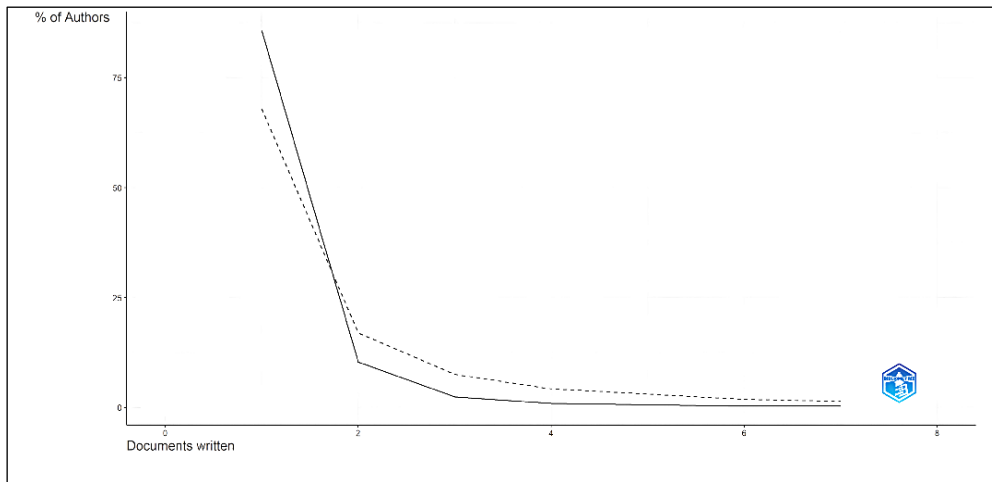


Figure 3: Authors Productivity through Lotka Law Visualised Using Biblioshiny

The graph (Figure 3) illustrates author productivity by Lotka's Law, which posits that a small proportion of authors contribute to the majority of publications. The y-axis represents the percentage of authors, while the x-axis denotes the number of documents written. The solid line shows the actual data and the dashed line represents the theoretical distribution. Most authors (around 75%) have written only one document, while the percentage of authors decreases sharply with the number of documents written. The trend stabilizes for authors who have

written three or more documents, confirming Lotka's Law's prediction of a steep decline in prolific authorship in this area of employment deprivation.

Network Analysis

Most Productive Organisations

Bibliographic coupling is a set of two documents sharing one or more common references, exhibiting similar intellectual content, and their association determines the link strength between them (30, 31).

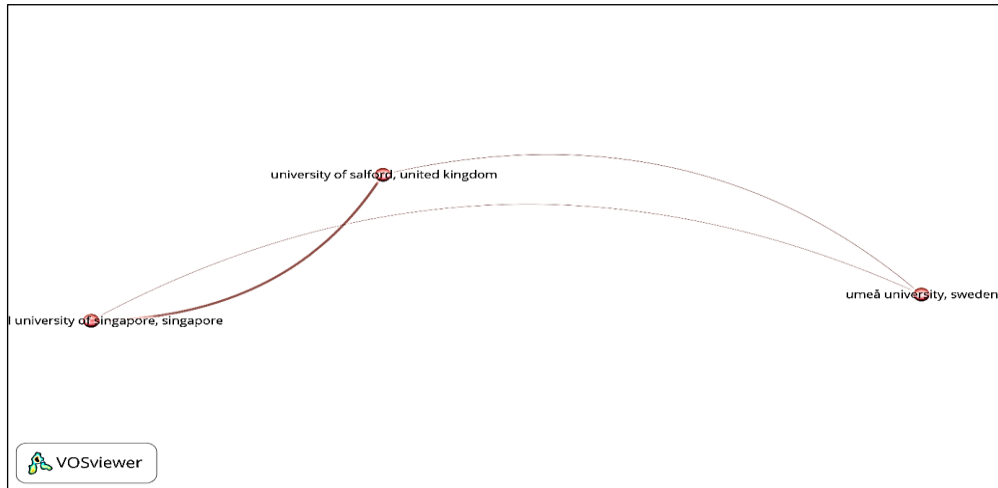


Figure 4: Most Productive Organisations

Figure 4, applying condition of 05 documents per organizations and citations set as 1, the analysis reveals 3 important organizations namely: University of Salford, United Kingdom (document: 3, citations: 72, link strength:122), National University of Singapore (document: 3, citations: 48, link strength: 121) and Umea University, Sweden (document: 3, citations: 21, link strength: 5). We find relatively significant network among University of Salford, United Kingdom and University of Singapore while weaker network links arise from Umea University to University of Salford, United Kingdom and University of Singapore.

Mapping Scientific Collaboration

Through the co-authorship network of the countries and the source citation network,

scientific collaboration was mapped. Figure 5 in total, 33 countries has published about employment deprivation. Given the large number of countries and the long period analyzed, we have considered those countries with 5 documents and 1 citation for each country, leaving only 09 countries represented, which form 3 clusters. The color of the spheres corresponds to a grouping or cluster of countries.

At the same time, the size represents the number of documents published per country. A high centrality of the United Kingdom and collaborative networks can be observed. In second place is the United States in the number of articles and collaborations, followed by Australia in the third place. However, it shows less centrality and collaboration with other countries.

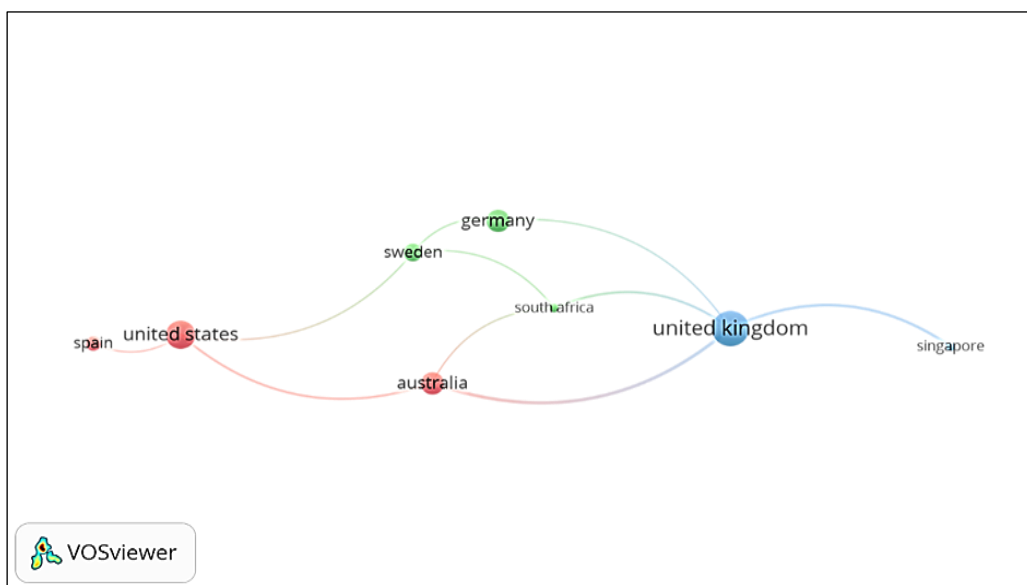


Figure 5: Scientific Mapping of Collaborations

Table 5: Top 08 Most Cooperative Countries and their Main Partners

Country	Documents	Citations	Total Link Strength	Partners
United Kingdom	41	1101	10	Australia, Singapore, Germany
United States	29	726	4	Spain, Sweden, Australia
Australia	21	751	7	United Kingdom, South Africa, United States
Germany	21	740	2	Sweden, United Kingdom
Sweden	15	533	3	United States, Germany, South Africa
Spain	11	106	1	United States
South Africa	5	60	4	Australia, United Kingdom, Sweden
Singapore	5	57	3	United Kingdom

Table 5 shows the characteristics of the 8 countries that have published the largest number of articles and the countries with which they have collaborated the most. The first in the ranking is the United Kingdom, with 41 articles and 1101 citations, and has collaborated with 3 significant countries. In second place is the United States, with 29 articles and 726 citations, and in third place in the ranking is Australia, with 21 articles, and 751 citations. Despite the number of articles published by other countries, citations and collaborations are lower and relatively of lesser significance.

Authors Keywords

Keyword co-occurrence analysis produces a network of themes and their relationships that represent the conceptual space of a field. In the graphical visualization, the size of a circle denotes the relevance of an element, and network connections identify the most closely linked elements. The placement of circles, colors, and delimitation is used to group elements. The distance between two nodes is proportional to the number of matches between keywords. Therefore, shorter distances suggest a higher match between keywords.

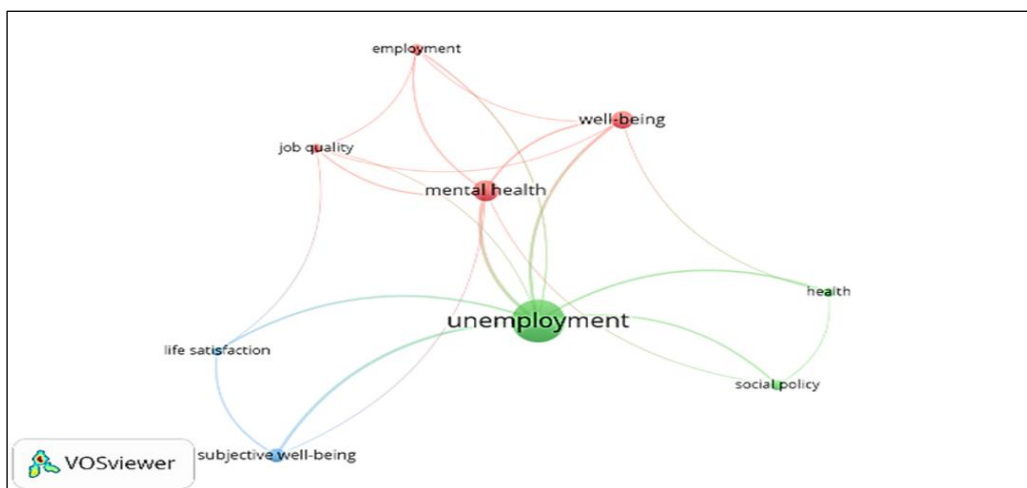


Figure 6: Bibliometric Map, Showing Authors KW with a Frequency ≥5 Of the 432 KW Analysed, 9 Meeting the Threshold, Cluster Group Analysis

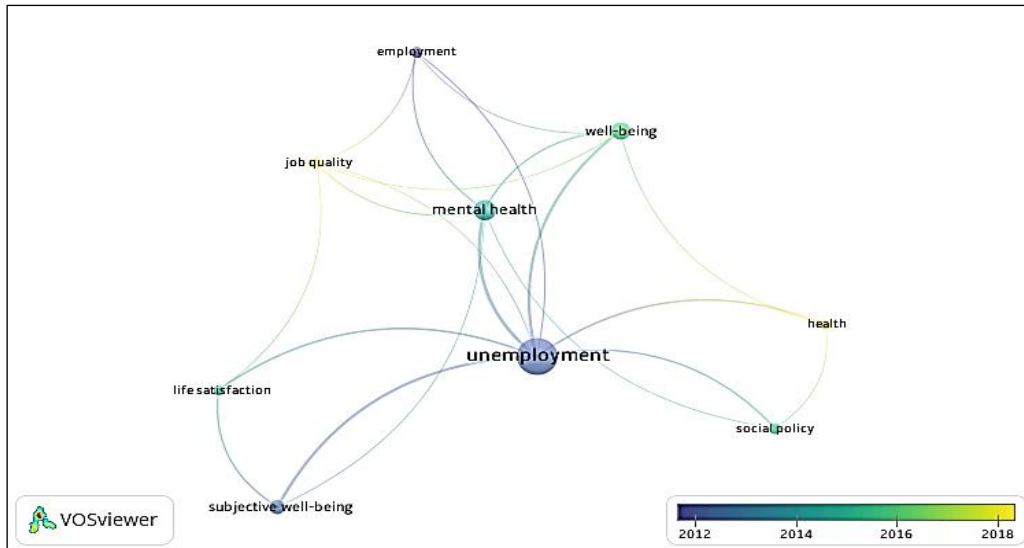


Figure 7: Bibliometric Map, Showing Authors KW with a Frequency ≥ 5 Of the 432 KW Analysed, 9 Meeting the Threshold, Time Analysis

From the total of 163 documents corresponding to the entire period 1962- 2023, 432 KW are obtained, with an occurrence ≥ 5 , 9 words were received. After applying the clustering algorithm, 3 clusters or thematic groupings were generated, reflecting the degree of similarity of the KW. The resulting map Figure 6 showed, in synthesized form, the following five thematic clusters or main research fronts: a) unemployment b) mental health, and c) subjective well-being. Figure 7 shows that the keywords have changed and evolved from 2012-2018. From analysing aspects such as unemployment, mental health, well-being, social policy, job quality, and health credible research designs are being investigated.

Thematic Structure of Employment Deprivation

The major revolving subjects of Employment Deprivation publications were decoded using bibliographic coupling analysis. It identified the academic structure of ED articles. In Figure 8, using the VOS Viewer software and setting the criterion for the number of citations for the documents to be screened as 25, out of 163 authors, 54 met the threshold. The VOS Viewer divided the documents into five major clusters based on the strength of the links between them, encompassing 71% of the total documents. Each major theme identified through bibliographic coupling analysis is briefly discussed below.

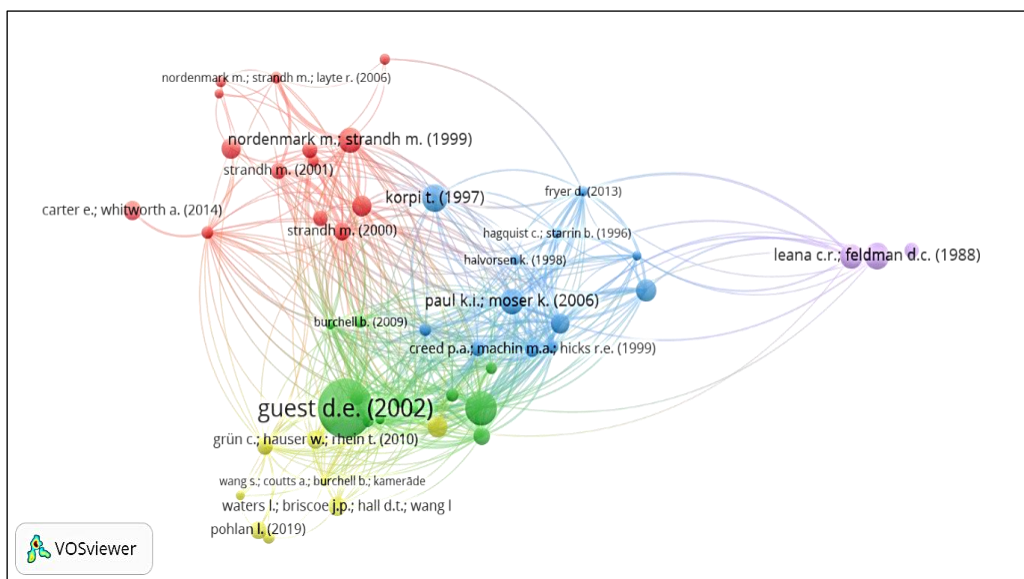


Figure 8: Bibliographic Coupling of Documents

Table 6: Summary of the Major Topics Explored

Sr No.	Cluster Name	Major Topics Explored	Title (Most Cited Article)	TP	Authors	Year	TC
1	Psychological Effects of Employment Deprivation	Mental health, psychological effects, Well-being, Work-life balance	Perspectives on the study of work-life balance	37	Guest DE	2002	244
2	Labor Market Dynamics and Employment Trends	Long term Unemployment effects, Deprivation, Personality and Organisation, Work - meaning and utility	Is utility related to employment status? Employment, unemployment, labor market policies and subjective well-being among Swedish youth	18	Korpi T	1997	110
3	Education and Skill Development	Subjective well-being, Life satisfaction, Labor market policies- marginalization, experiences, training	Unemployment and subjective well-being: An empirical test of deprivation theory, incentive paradigm, and financial strain approach	13	Ervasti H	2010	58
4	Social Policy and Welfare Measures	Measurement, Neighbourhood influence, Multidimensional approach, Children (or HH), exclusion	Individual Responses to Job Loss: Empirical Findings from Two Field Studies	10	Leanai CR	1990	95
5	Economic Impact of Employment Deprivation	Job security, Inequality -Income and Household; State - intervention, benefit system, welfare	The impact of the unemployment benefit system on the mental well-being of the unemployed in Sweden, Ireland, and Great Britain	6	Nordenmark M	2006	32

Table 6 gives a summary of the main themes and subjects identified within each cluster, offering insights into the diverse aspects of employment deprivation research.

Cluster 1- Psychological Effects of Employment Deprivation: Explores the psychological implications of unemployment, such as mental health outcomes, stress, and coping mechanisms among individuals experiencing employment deprivation.

Cluster 2- Labor Market Dynamics and Employment Trends: Analyses trends and patterns in the labor market, including studies on employment trends, job creation, labor market flexibility, and the gig economy's impact on employment opportunities.

Cluster 3- Education and Skill Development: Investigates the role of education and skill development in addressing employment deprivation, including studies on educational policies, vocational training programs, and

initiatives aimed at enhancing employability.

Cluster 4- Social Policy and Welfare Measures: Examines the role of social policies and welfare measures in addressing employment deprivation, including studies on government interventions, social safety nets, and support programs for vulnerable populations.

Cluster 5- Economic Impact of Employment Deprivation: Focuses on the economic consequences and impacts of employment deprivation, including studies on labor market dynamics, income inequality, and poverty alleviation strategies.

Conclusion

The research on employment deprivation highlights significant insights into the multidimensional nature of employment challenges, revealing a comprehensive understanding of labor market dynamics, social inequalities, and the impacts on marginalized populations. This study extends beyond traditional realms of unemployment metrics to include systemic barriers such as underemployment, precarious work, and discrimination, which hinder access to stable and adequate employment opportunities. Through bibliometric analysis, it found the number of studies on the subject of employment deprivation research has increased in recent years, although in 2023, this upward trend seems to have slower growth rates. The increase has been more remarkable from the 21st century onwards. Given the field's multidisciplinary nature, the two - dimensional bibliometric maps effectively illustrate the thematic structure. In various scientific journals, articles on employment deprivation have been published in around thirty-three countries across the globe. The journals with the most significant production on the subject are Work, Employment and Society, International Journal of Social Welfare and European Sociological Review. The United Kingdom occupies first place in the world ranking on the subject with 41 articles and 1101 citations and collaborates with 03 prominent countries. A total of 155 authors has publications on this subject. The most prolific author out of all is Strandh M. with 07 articles published while Guest D.E. has the highest citations of 244. The most popular keywords in the initial years of research were: unemployment, mental health, and subjective well-being. However, in recent years, the keywords under analysis are

social policy, job quality, and health. The solid lines of research are the state of employment deprivation and its impact. These studies provide a substantial volume of research and also exhibit strong collaborative networks, enhancing overall understanding and visibility of employment deprivation issues. These findings underscore persistent disparities in employment outcomes based on race, gender, and socioeconomic status emphasizing the importance of Active Labor Market Policies (ALMPs) and the urgent need for calling adaptive strategies and continuous evaluation to enhance job quality and security. It also reflects on the psychological and economic impacts of employment deprivation and advocates for a refined conceptual framework that will integrate empirics with theoretical insights, aiming for better policy interventions enhancing the well-being of marginalized populations. The current increasing trend in employment deprivation research underscores significant global and regional occurrences that highlight its urgency. Events such as the 2008 financial crisis and the COVID-19 pandemic have exposed vulnerabilities in labour markets, resulting in widespread job losses and underemployment. These crises have been the basis of investigating the systemic barriers that marginalised groups face, emphasizing the need for a more nuanced understanding of employment deprivation. As labour market continue to evolve, recognising these barriers becomes crucial in addressing disparities affecting various demographics. Social movements advocating for equity, such as Black Lives Matter and the Me-Too Movement, have further illuminated the issues of discrimination and inequality in employment. These societal shifts have spurred academic interest in examining how factors like race, gender and socioeconomic status impact access to stable employment. This research not only reflects the growing awareness of these issues but also highlights the need for targeted interventions that promote inclusivity and equity in labour markets. This context enriches the discourse on employment deprivation, showcasing its relevance in contemporary society. The ramifications of this trend will be significant for both the policy and public discourse. As awareness of employment deprivation rises, policymakers may be compelled to prioritize inclusive labour market strategies that address systemic

inequalities. This shift could lead to the implementation of targeted programs designed to enhance job quality and accessibility for marginalized populations. Moreover, increased research can inform public perceptions, fostering greater empathy and advocacy for individuals facing employment challenges. Ultimately, understanding these trends and their implications is vital for promoting equitable labor market conditions and improving the overall well-being of affected groups. Among the limitations of this study is that only the Scopus database has been used. In future work, the search for documents could be extended to WOS or other databases to complete the analysis and a more comprehensive systematic review could be applied for enhancing the same. In conclusion, this pioneering study advances the discourse on employment deprivation by offering a comprehensive framework that captures the complexities of labour market exclusions. By inducing scholarly dialogues and policy discourse, it seeks to influence the development of more equitable and inclusive employment practices in today's rapidly evolving economies.

Abbreviation

VOS: Visualization of Similarities.

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Conflict of Interest

The authors declare no conflict of interest.

Ethics Approval

Not Applicable.

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