

Understanding Employment Dynamics Over Time through the Lens of Religion and Ethnicity: A Bibliometric Approach

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Abstract. *This paper reviews and categorises research on the intersection of religion, ethnicity, and employment, emphasising the experiences of minority groups and women. Research conducted over the past three decades indicates that minority groups face higher unemployment rates and lower chances of promotion compared to majority groups. However, religion and ethnicity can positively influence job satisfaction and productivity and encourage entrepreneurship. For this research, 203 documents from the Web of Science were analysed from 1993 to 2024. The goal was to gain a historical perspective on how religion and ethnicity affect employability. The method used was bibliometric analysis conducted with the R package. The empirical findings revealed that labour market outcomes are related to managing ethnic and religious identities, implying the need for situation-specific policies for inclusion and equality. This paper systematically reviews existing knowledge on religion, ethnicity, and employment by analysing the literature. Based on the evidence, recommendations for future research and policymaking are provided.*

Keywords: Religion, Ethnicity, Employment, Minority groups, Women's employment, Bibliometric analysis, Web of Science database.

Introduction

In the last three decades, the intersection between religion, ethnicity, and employment has become an essential and impactful subject of academic research. These identities create unique experiences in the workplace, influencing employment outcomes differently across groups.

The study reveals the significant influence of ethnic and religious factors on employment outcomes, particularly for women and other minority groups (Khattab & Johnston, 2015; Tariq & Syed, 2017). It underscores the necessity of inclusive policies to address these disparities (Lockwood et al., 2023). Additionally, the literature indicates that individuals with multiple identities may experience varying levels of success in the labour market. This dual identity can complicate the reconciliation of minority and majority cultural affiliations (Nekby & Rödin, 2010; Stansfield et al., 2017). The research highlights several knowledge gaps regarding religion, nationality, and work (Drydakis, 2013). It emphasises the need for further research and the development of effective policies that promote inclusion and equity in the labour market (Malos, 2010; Miaari et al., 2019).

Due to the complexity of the analysed topic, a bibliometric analysis of existing research in the field will be carried out to explore this relationship in detail. To this end, the study reviews a rich set of articles published between 1993 and 2024 to identify trends and findings contributing to a deeper understanding of how religion and ethnicity affect employment outcomes.

The research question guiding this study is: How do religion and ethnicity influence employment experiences, particularly for minority groups, and what are the implications for inclusion and equality in the workplace? Consequently, the specific objectives of this study are to provide an overview of existing research on the relationship between religion, ethnicity and employment, to assess the impact of religion and ethnicity on employability, and to outline potential future research directions from a statistical perspective. Therefore, the analysis seeks to

reveal that (1) religious affiliation may enhance job satisfaction, productivity, and career outcomes; (2) women, particularly those from religious minorities, face more severe challenges in the labour market; (3) ethno-religious identities, when moderating each other, may affect an individual's chances of success in the labour market; (4) discrimination based on religion and ethnicity impacts career opportunities; (5) workplace inclusion policies are essential for promoting equality.

Literature review

The relationship between religion, ethnicity, and employment has emerged as a crucial and multifaceted topic of inquiry. In the last thirty years, this topic has attracted academic attention in a significant way due to its complexity and significance. The intersectionality of these identities can lead to unique experiences in the workplace. Firstly, employment is characterised as having paid work, which can be shaped by various socioeconomic factors, notably ethnicity and religion (McQuaid & Lindsay, 2005; Ngassa, 2024). Often, this is reflected in preferential treatment based on ethnic or religious origin (Carlsson & Rooth, 2016). Therefore, the intersection of religion and ethnicity plays a vital role in comprehending employment experiences from various perspectives.

According to the literature in the field (Johnston et al., 2010), religion involves structured beliefs and practices that offer a moral foundation for individuals. It also creates a sense of community and belonging for its followers. Religion and ethnicity significantly impact employment outcomes, with studies suggesting that religious affiliation can enhance job satisfaction, productivity, and career commitment, particularly among minority groups (Osman-Gani et al., 2013; Ngassa, 2024). Individuals often find meaning and purpose in their work through faith (Rezapour-Mirsaleh et al., 2016).

Religious affiliation also has the potential to encourage entrepreneurial behaviour. However, the literature in the field (Khattab & Johnston, 2015; Tariq & Syed, 2017) highlights less favourable aspects of the relationship between gender, ethnicity, and religion in women's employment experiences. For example, in the same study (Tariq & Syed, 2017), Muslim women's experiences in the workplace are mainly unpleasant, both from the perspective of being members of a religious minority and from the perspective of their identity as women. The problems frequently encountered by Muslim women relate to finding a job and professional advancement. Miaari et al. (2019) employed bibliometric analysis to show that Muslim women experience higher unemployment rates and work more frequently in part-time positions than other groups. This suggests a notable disadvantage for women in the labour market. Similarly, how women's religious beliefs influence their career choices and experiences has also been carefully explored by Tomlinson et al. (2019).

The situation is comparable for Arab and Muslim Americans after 9/11. Malos (2010) addresses how societal perceptions can lead to less favourable practices that negatively impact employment opportunities. This is echoed in the literature by Lockwood et al. (2023), who highlight the legal challenges faced by people with religious affiliations or beliefs that differ from those of the majority in the United Kingdom (UK).

Religion can serve as a more significant basis of social identity in specific contexts than ethnicity. Knott and Khokher (1993) support this notion by examining the negotiation of religious and ethnic identities among young Muslim women. The study highlights the dynamic and multifaceted nature of religious and ethnic identities.

Ethnicity pertains to common cultural characteristics, including customs, religion, and language, that differentiate one group from another (Tariq & Syed, 2017).

Ethnic identity is crucial in employment dynamics, particularly for immigrant populations. For example, Drydakis (2013) investigated the connection between ethnic identity and employment levels among immigrants. Consequently, employment opportunities may be affected by how individuals evaluate their ethnic identity. Similarly, Nekby and Rödén (2010) discussed the acculturation framework, arguing that ethnic and majority cultural affiliations can influence employment outcomes. Therefore, individuals with multiple identities may have different levels of success in the labour market, which are conditioned by the individuals' ability to balance these identities.

A key study is by Mustain et al. (2024), who argue that ethnic entrepreneurship should be studied as a separate discipline. Ryan (2021) shows how bibliometric analysis can be used to examine the effects of ethnicity on employee retention and turnover. Carey et al. (2023), Peng and Chen (2024), and Álvarez-Díez and López-Robles (2024) have extended the research by further establishing that it is essential to consider religious affiliations when studying issues of workplace health, well-being, and organisational behaviour. In addition, Davidescu and Manta (2023) link informal and heritage entrepreneurship to ethnic and religious minorities and demonstrate how informal entrepreneurship can provide much-needed employment opportunities in contexts where formal employment opportunities may be limited. These findings also highlight the relevance of cultural identity in entrepreneurship and employment research.

In conclusion, the literature reveals a nuanced relationship between religion, ethnicity, and employment, characterised by challenges and opportunities. While minority groups, particularly women, often face increased disadvantages due to disparities in ethnicity and religion, religious affiliation can also enhance job satisfaction, employee engagement, and productivity. However, gaps remain in understanding the complexities surrounding religion, nationality, and employment, leading to the need to develop more effective policies and practices that promote equality and inclusion in the labour market. Ethnic and religious factors are key factors that significantly affect both employment and entrepreneurship dynamics.

This paper contributes to the existing literature by analysing how ethnicity, religion, and work intersect worldwide from 1993 to 2024. The research uses bibliometric analysis to identify employment trends, health, education, and discrimination patterns. However, gaps remain in understanding the complexities surrounding religion, nationality, and employment, leading to the need to develop more effective policies and practices that promote equality and inclusion in the labour market.

Methodology

This article provides an overview of research findings from studies analysing the relationship between religion, ethnicity, and employment. To achieve the study objective, a bibliometric analysis was conducted using R-Studio's Biblioshiny software (Aria & Cuccurullo, 2017). The data collection process occurred in December 2024, with information from the Web of Science (WoS) platform. The search was conducted using the keywords "religion," "ethnicity," and "employment" to collect all significant articles. The data was then extracted in CSV format from WoS. Subsequently, the data was analysed using R-Studio's Biblioshiny. In total, 203 articles published from 1993 to 2024 were included in the final dataset.

Results and discussions

This section describes the data collected and analyses the results from the WoS platform for the research period from 1993 to 2024. An overview of the datasets containing articles related to the relationship between religion, ethnicity, and employment has been extracted using R-Studio's Biblioshiny and is provided below (Figure 1; Table 1).

Figure 1 presents the descriptive statistics of the dataset, including 166 sources, an average growth rate of 8.89%, an average of 16.94 citations per document, an average document age of 8.18 years, and a total of 10,339 references. The dataset includes 631 author keywords and contributions from 624 authors, focusing on the relationship between religion, ethnicity, and employment. Of the 203 documents, 55 were written by a single author, while the others were co-authored, with 24.4% involving international collaboration.

In addition, Table 1 presents relevant information on the documents used for this research. There are a total of 203 documents extracted from the WoS database for the period 1993-2024 covering eight distinct categories of publications, grouped as follows: articles (173), article and book chapters (2), article and early access (5), article and proceedings papers (3), proceedings papers (7), review articles (11), review articles and book chapters (1), and review articles with early access (1).



Figure 1. Main information

Source: Web of Science database, 2024.

Table 1. Document types	
Document types	Results
article	173
review	11
proceedings paper	7
article; early access	5
article; proceedings paper	3
article; book chapter	2
review; book chapter	1
review; early access	1
Total	203

Source: Web of Science database, 2024.

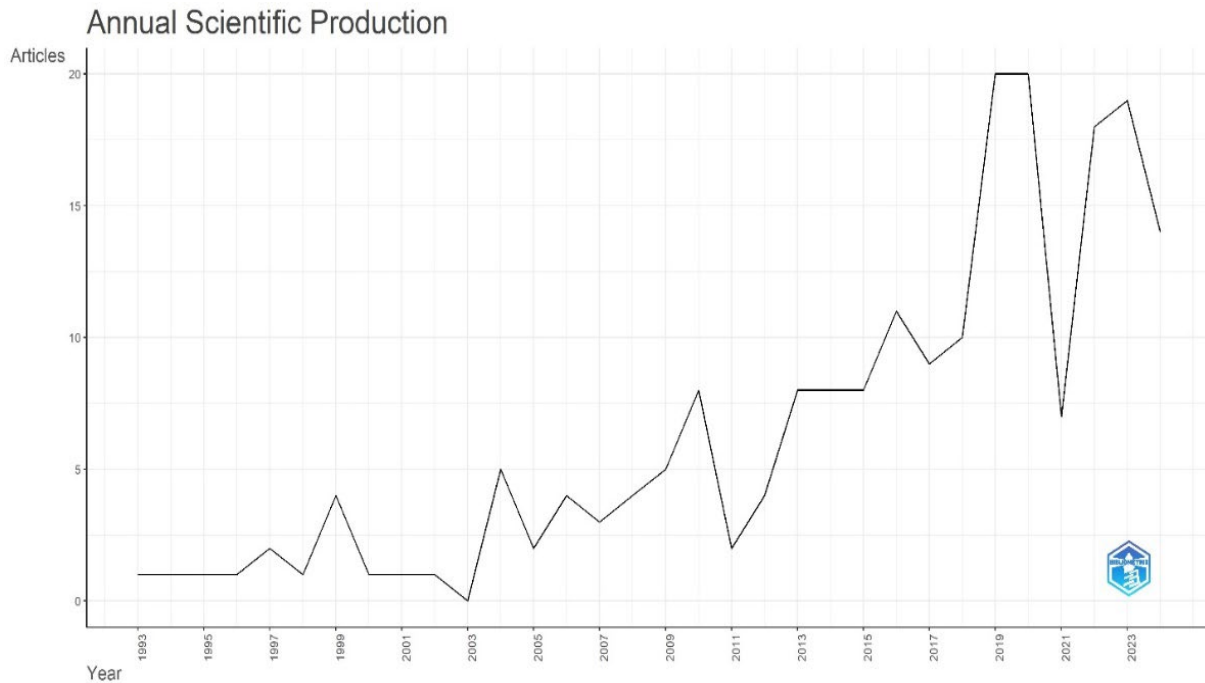


Figure 2. Annual Scientific Production Over the Years 1993-2024

Source: Authors' own research.

Figure 2 shows the yearly scientific output from 1993 until 2024. The first article, "*Urban Nuptiality Patterns and Marital Fertility in Nigeria*" (Isiugo-Abanihe et al., 1993), published in 1993, provides essential insights into the complex relationships between ethnicity, religion, and socioeconomic factors that influence marital and fertility patterns. These insights are relevant to understanding the employability and challenges women from specific ethno-religious backgrounds have faced in the labour market for over thirty years.

In the past thirty-one years, the annual scientific production data reveals several trends in the publication output. Publications in the field first attracted some attention in 2004, when the number of publications reached five articles. The data shows that scientific production has grown steadily since the early 2000s, with a faster rise observed over the last ten years. 2010-2015 saw a significant increase in annual production, reaching eight publications almost yearly (except for 2011: 2 publications and 2012: 4 publications). The investigation of the relationship between religion, ethnicity, and employment in terms of the annual scientific publications on this topic has peaked with 20 publications from 2019 to 2020. The trend remained strong in the following years, with 18 articles in 2022, 19 in 2023, and 14 articles forecasted for 2024.

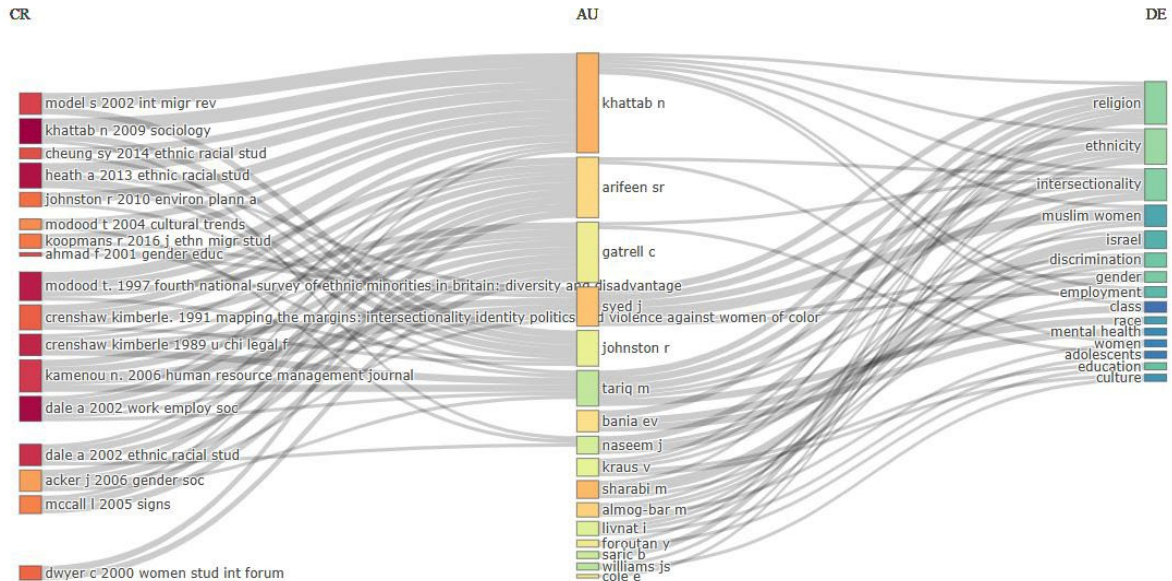


Figure 3. Three-Field Plots analysis (CR=cited references, AU=authors, DE=authors keywords)

Source: Authors' own research.

Figure 3 highlights that Khattab N is the author with the highest number of publications, focusing on topics such as “religion”, “ethnicity”, “Muslim women,” and “employment”. Khattab N is also a representative author for this paper, considering the associations between the author’s reference articles (left field, CR) associated with study topics like “religion”, “ethnicity,” and “employment” (right field, DE). Subsequently, the authors Arifeen SR, Gatrell C, Syed J, Johnston R, Tariq M, Bania EV, Naseem J, Kraus V, Sharabi M, Almog-Bar M, Livnat I, Foroutan Y, Saric B, Williams JS, and Cole E are listed, with their scores corresponding to the order of their names. The authors included in this study are all significant to the research topic and the referenced sources in the article. Religion appears as the dominant trend on the right side of the theme, followed by ethnicity, intersectionality, Muslim women, Israel, discrimination, gender, employment, class, race, mental health, women, adolescents, education, and culture. In the last three decades, employment has become an interesting topic for numerous research studies. Topics such as “gender”, “women”, “health”, “ethnicity,” and “race” represent another growing trend, being research topics and having a significant impact on the literature in the field.

Table 2. Top 10 key sources

Source	h_index	g_index	m_index	TC	NP	PY_start
BMC Public Health	7	8	0.350	142	8	2006
Ethnic and Racial Studies	3	3	0.111	59	3	1999
Research in Social Stratification and Mobility	3	3	0.333	27	3	2017
American behavioral Scientist	2	2	0.100	98	2	2006
American Psychologist	2	2	0.286	94	2	2019
Bmc Pregnancy and Childbirth	2	2	0.154	96	2	2013
Bmc Womens Health	2	2	0.500	9	2	2022
Ethnicities	2	2	0.200	36	2	2016

Source	h_index	g_index	m_index	TC	NP	PY_start
Ethnicity & Health	2	3	0.105	43	3	2007
International Journal of Manpower	2	2	0.067	22	2	1996

Source: Authors' own research.

Table 2 presents a list of the most significant sources, which are organised in descending order of h-index, with an h-index value of ≥ 2 . BMC Public Health, Ethnic and Racial Studies, and Research in Social Stratification and Mobility are the journals exhibiting the highest h-index of 7 in the WoS database. Regarding citations, “BMC Public Health” continues to be the most significant source, with 142 citations.

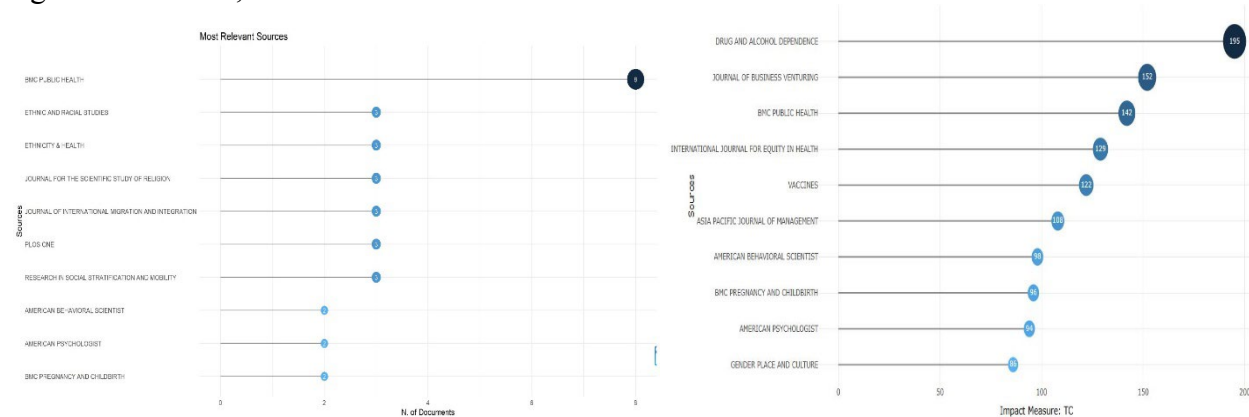


Figure 4. Most relevant sources based on documents and citations

Source: Authors' own research.

Figure 4 highlights the top ten most relevant sources in the primary collection of the WoS database. Among them, BMC Public Health emerged as the leading source, with eight documents in the field of study. Other journals that are also important to the literature in the field include: “Journal for the Scientific Study of Religion”, “Ethnic and Racial Studies”, and “Ethnicity & Health”, each contributing three articles reflecting a notable focus on ethnic, racial, and social issues in the research. The use of “PLOS One”, “Research in Social Stratification and Mobility”, and “Journal of International Migration and Integration” also shows the relevance of interdisciplinary approaches in the study of migration, integration and social inequalities. Other sources have even lower publication counts, with fewer than three documents like “American Behavioral Scientist”, “American Psychologist,” and “BMC Pregnancy and Childbirth” still contributing to the diversity of perspectives on topics like psychological aspects of health and the intersection of ethnicity with pregnancy and childbirth. Among these journals, Drug and Alcohol Dependence, Journal of Business Venturing, and BMC Public Health stand out as the sources with the most citations. All the journals listed above have accumulated more than 120 citations in total.

Table 3. Top 10 key authors

Author	H-index	G-index	M-index	TC	NP	PY_start
Khattab N.	4	5	0.286	82	5	2012
Sharabi M.	3	3	0.176	27	3	2009
Syed J.	3	3	0.188	191	3	2010
Ahinkorah BO	2	2	0.400	15	2	2021

Author	H-index	G-index	M-index	TC	NP	PY_start
Arifeen SR	2	2	0.154	14	2	2013
Bania EV	2	2	0.200	15	2	2016
Bhatta DN	2	2	0.154	85	2	2013
Cole E	2	2	0.250	5	2	2018
Foroutan Y	2	2	0.133	16	2	2011
Gatrell C	2	2	0.154	14	2	2013

Source: Authors' own research.

The top 10 most relevant authors in the field, focusing on topics related to the intersection of religion, ethnicity, and employment, are displayed above. The results are arranged in order of H-index ($H\text{-index} \geq 2$) and G-index, from highest to lowest. Khattab N holds the highest H-index and G-index, with publications that have attracted significant attention, as indicated by the relatively high total citation count ($TC=82$). Syed J also stands out with a total citation count of 191 despite having a slightly lower h-index of 3. The authors Sharabi M and Bhatta DN have a shown lower citation counts with their h-index values at 3 and 2, respectively (27 and 85). The authors who share the same h-index value of 3 (Ahinkorah BO, Arifeen SR, Bania EV, Foroutan Y, and Gatrell C) have received between 5 and 16 citations.

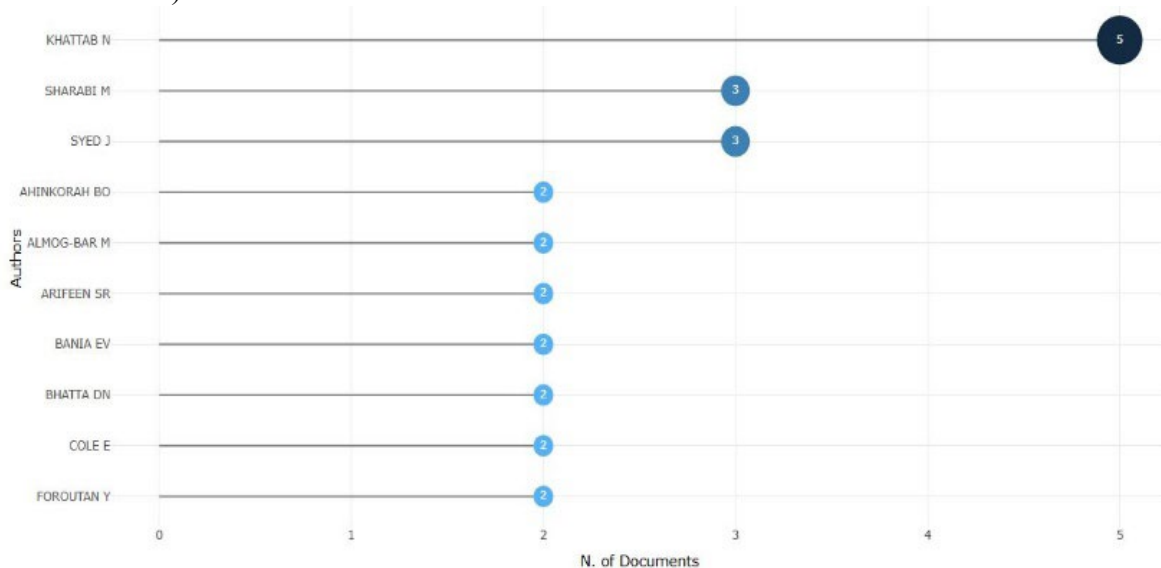


Figure 5. Most relevant authors by document count

Source: Authors' own research.

The top 10 most influential authors are shown in Figure 5, with each author having at least two papers. The most visible author in terms of the number of written documents is Khattab N, with five documents, followed by Sharabi M and Syed J, with three papers each.

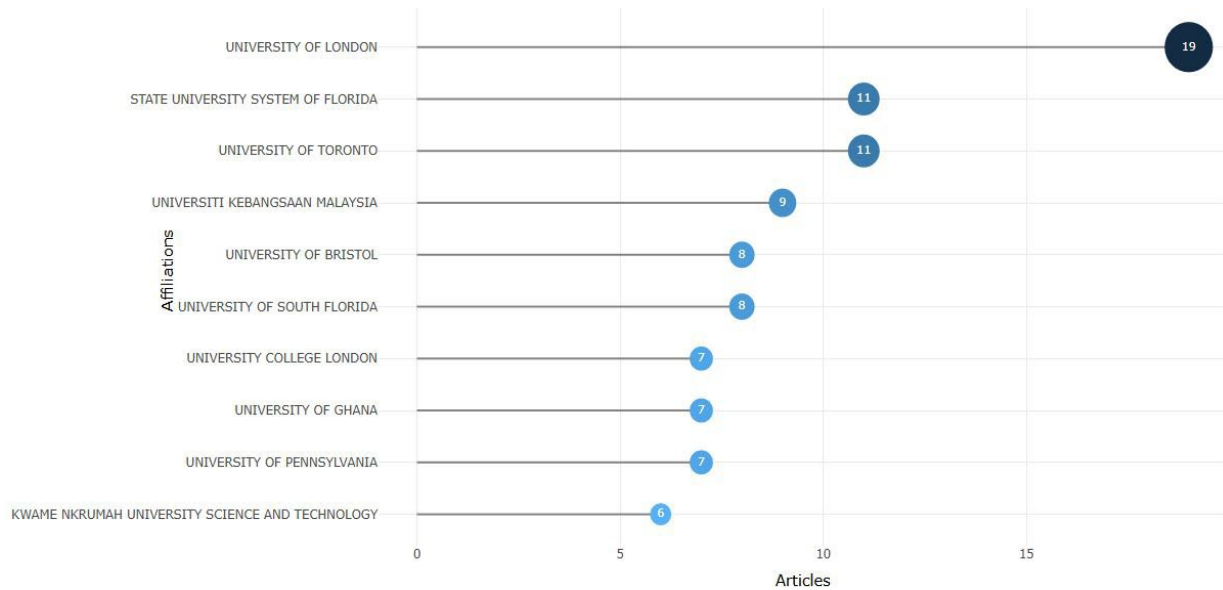


Figure 6. Most Relevant Affiliation

Source: Authors' own research.

Based on author affiliation, the top institutions are the University of London (UK), the Florida State University System (USA), and the University of Toronto (Canada). Figure 6 above shows that these institutions are vital in the evolution of knowledge of the effects of religion and ethnicity on employment and are key players in the academic environment.

Table 4. Top 10 Most Contributive Countries

Country	Frequency of production
USA	129
UK	88
Canada	29
Israel	27
Ghana	23
Nigeria	22
Australia	20
Netherlands	13
Malaysia	12
Germany	11

Source: Authors' own research.

Table 4 and Figure 7 present the countries that significantly contributed to the literature in the field from 1993 to 2024. The USA is on top with 129 publications, while the UK is second with 88 publications. The results show that Canada, Israel, and Ghana have moderate production, with 29, 27, and 23 publications, respectively. Nigeria, Austria, the Netherlands, Malaysia, and Germany have fewer publications, between 11 and 22. Some countries are more active in the field, but the participation of other nations, including Ghana and Nigeria, has increased in the last few years.

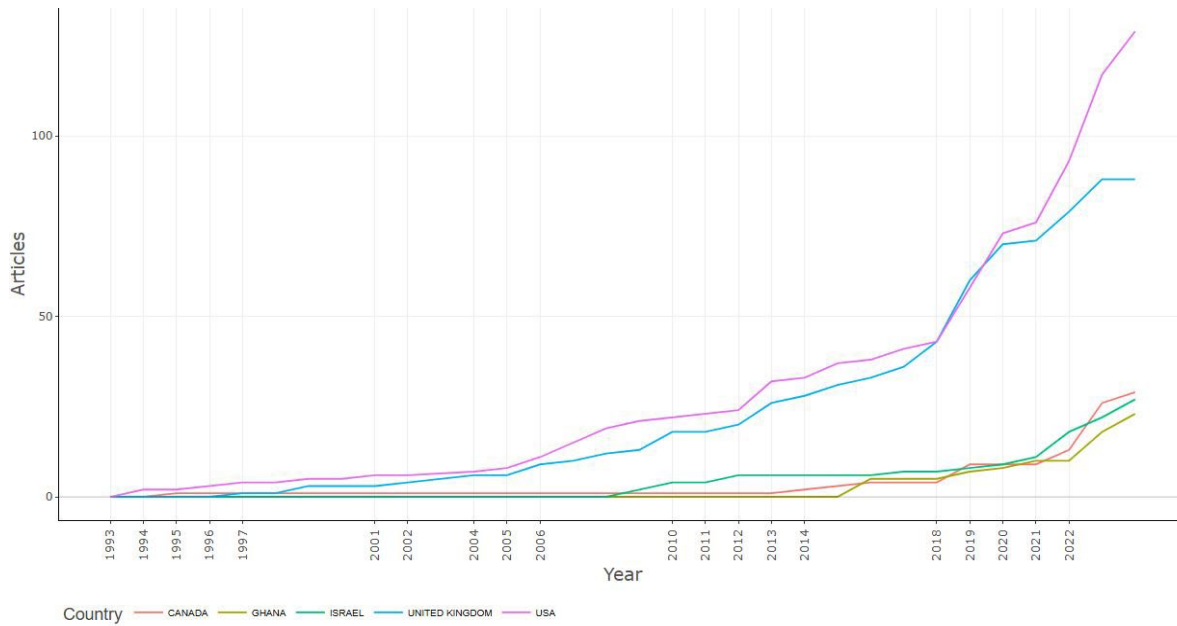


Figure 7. Countries' production over time

Source: Authors' own research.

As shown in Figure 7, countries' production is depicted dynamically. It also shows that countries like the USA have the most experience in the literature in the field over the past thirty-one years. It is the country that has produced the most articles and is also the first country to introduce the topic under analysis in the literature. For instance, countries like Israel and the UK have shown a high rise in concern for the particular topic under review and have begun to produce numerous research articles. This is a positive trend, as is the increasing interest of countries in the research subject.

Table 5. Countries with the most citations

Country	Total Citations	Average Article Citations
UK	1141	25.40
USA	995	21.60
AUSTRALIA	211	21.10
NIGERIA	131	16.40
CANADA	117	13.00
NEPAL	95	23.80
GERMANY	86	21.50
IRELAND	64	21.30
ISRAEL	64	7.10
ETHIOPIA	60	30.00

Source: Authors' own research.

Table 5 presents the top 10 countries regarding citation frequency and the average number of citations per article. The UK comes first with 1,141 citations and an average of 25.40 citations per article, which shows that other researchers have frequently cited research from this region.

Similarly, the United States of America (USA) is ranked second with 995 citations and an average of 21.60 citations per article, somewhat lower than that of the UK. Generally, the analysis of the citation behaviour of countries reveals a wide variety of patterns, with some countries being strong in terms of total citations (e.g., UK, USA), while other countries, such as Ethiopia (60 total citations and 30.00 average article citations) and Nepal (95 total citations and 23.80 average article citations), and show higher citation rates per article.

Table 6. Top 10 Most Cited Global Publications

Rank	Paper	Journal	Authors	Citations	Year
1	Religion and alcohol in the U.S. National Alcohol Survey: How important is religion for abstention and drinking?	Drug and Alcohol Dependence	Laurence Michalak, Karen Trocki, Jason Bond	195	2007
2	Religion, social class, and entrepreneurial choice	Journal of Business Venturing	David B. Audretsch, Werner Bönnte, Jagannadha Pawan Tamvada	152	2013
3	Determinants of intra-household food allocation between adults in South Asia – a systematic review	International Journal for Equity in Health	Helen Harris-Fry, Niva Shrestha, Anthony Costello, Naomi M. Saville	129	2017
4	The Health Belief Model Applied to COVID-19 Vaccine Hesitancy: A Systematic Review	Vaccines	Yam B Limbu, Rajesh K. Gautam, Long Pham	122	2022
5	Veiled diversity? Workplace experiences of Muslim women in Australia	Asia Pacific Journal of Management	Jawad Syed, Edwina Pio	108	2010
6	APA Multicultural Guidelines executive summary: Ecological approach to context, identity, and intersectionality.	American Psychologist	Caroline S. Clauss-Ehlers, David A. Chiriboga, Scott J Hunter, Gargi Roysircar, Pratyusha Tummala-Narra	92	2019
7	From cricket lover to terror suspect’ – challenging representations of young British Muslim men	Gender, Place & Culture	Claire Dwyer, Bindi Shah, Gurchathen Sanghera	86	2008
8	Involvement of males in antenatal care, birth preparedness, exclusive breastfeeding, and immunisations for children in Kathmandu, Nepal	BMC Pregnancy and Childbirth	Dharma Nand Bhatta	78	2013
9	Infertility evaluation and treatment among women in the United States	Fertility and Sterility	Lawrence M. Kessler, Benjamin M. Craig, Shayne M. Plosker, Damon R. Reed	76	2013
10	Religious Service Attendance Among Immigrants: Evidence From the New Immigrant Survey-Pilot	American Behavioral Scientist	Wendy Cadge, Elaine Howard Ecklund	68	2006

Source: Authors’ own research.

Table 6 lists the most cited documents, arranged in descending order according to total citations. The most cited document is “Religion and alcohol in the U.S. National Alcohol Survey:

How important is religion for abstention and drinking?” (Michalak et al., 2007), published in the journal Drug and Alcohol Dependence (195 total citations). The second most cited document is “Religion, Social Class, and Entrepreneurial Choice” (Audretsch et al., 2013), published in the “Journal of Business Venturing” (153 total citations). The following documents are also notable among the top five most cited: “Determinants of Intra-Household Food Allocation Between Adults in South Asia – A Systematic Review” (Harris-Fry et al., 2017) published in International Journal for Equity in Health; “The Health Belief Model Applied to COVID-19 Vaccine Hesitancy: A Systematic Review” (Limbu et al., 2022) published in Vaccines; and “Veiled Diversity? Workplace Experiences of Muslim Women in Australia” (Syed & Pio, 2010) published in the Asia Pacific Journal of Management. Each of these articles has received over 100 citations.



Figure 8. Visualisation of the most commonly occurring keywords

Source: Authors' own research

The frequency of keywords in articles using a word cloud diagram can be observed in Figure 8. The word at the centre represents the term most frequently utilised within the subject area. As it is known, a decrease in word size and distance from the centre indicates a lower frequency of usage. The results showed that the most frequent keywords were employment ($f=23$), gender ($f=22$), women ($f=16$), health ($f=15$), and ethnicity ($f=14$). In addition, Figure 9 presents the words used most frequently in the abstracts of the included papers. Like the word clouds in Figure 8, this data analysis technique presents the frequency of words used in a text. It can be seen that the top five most used keywords are “employment”, “gender”, “women”, “health,” and “ethnicity”.

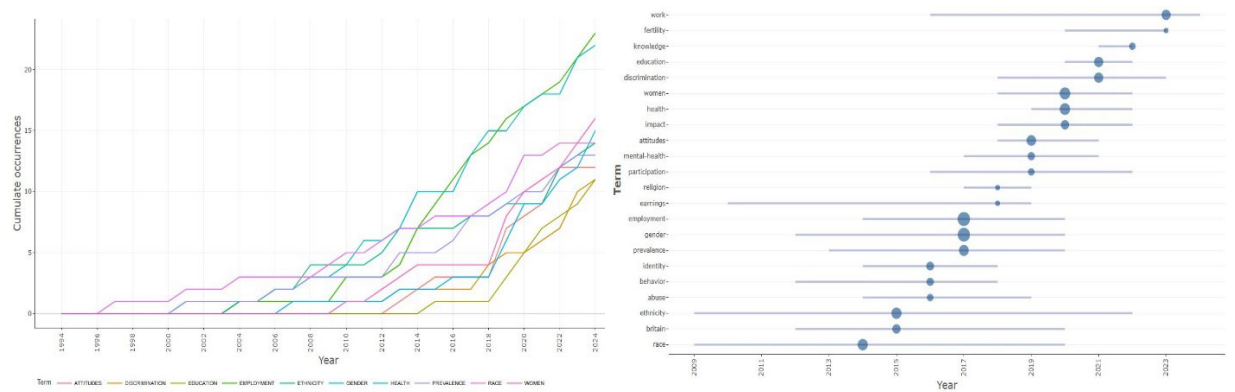


Figure 9. Most frequently discussed topics and word growth from a dynamic perspective

Source: Authors' own research.

As shown in Figure 9, the analysis of the abstracts of the papers reveals the most prevalent topics identified in the documents. Over the past decade (2014-2024), significant issues such as “employment”, “gender,” and “women” have received much attention. Other topics, such as “health”, “race,” and “ethnicity” have also emerged as important areas of attention.

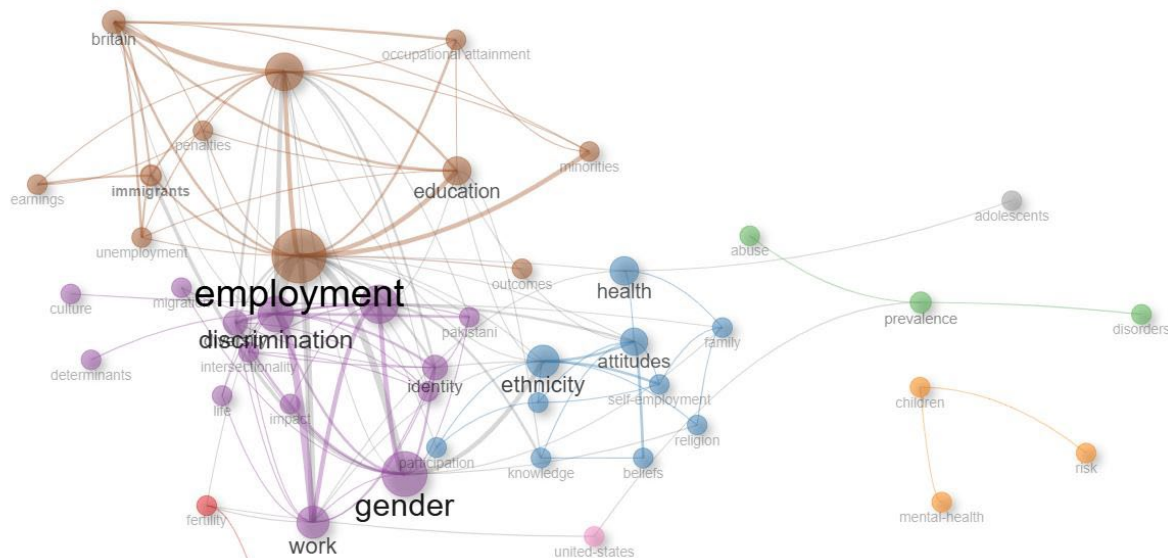


Figure 10. Network Analysis of Co-occurring Author Keywords

Source: Authors' own research.

Figure 10 suggests that the software automatically detected eight clusters, of which three are dominant as follows:

The largest cluster (14 items) is represented by purple, and it shows that the top three keywords are “gender,” such as “women,” “work,” and “discrimination.” Discrimination dominates this group, suggesting that it is central to discussions related to gender, work, and societal issues.

The second largest cluster (11 items) is represented by brown colour, and it shows that the top three keywords (such as “employment,” “race,” and “education”) are related to each other. Employment dominates this cluster, suggesting it is the central concept connecting various social and economic outcomes.

A blue colour represents the third largest cluster (10 items), and it shows that the top three keywords are “ethnicity,” “health,” and “attitudes.” The cluster is primarily driven by ethnicity and attitudes. These two topics highlight an essential connection between them and health.

In summary, this analysis is mainly based on research conducted in the United States and the United Kingdom. However, Mustain et al. (2024) and Ryan (2021) emphasise in similar studies the need for a more global perspective, especially in developing countries, where ethnic and religious factors may have a more direct impact on labour relations.

The analysis focuses mainly on formal employment, while Davidescu and Manta (2023) argue that informal entrepreneurship employment can also provide opportunities for ethnic and religious minorities. This area is still underdeveloped, so current research does not understand other employment pathways.

Based on the data analysis, gender and ethnicity are central themes. For instance, Syed and Pio (2010) and Carey et al. (2023) examined how employment experiences are impacted by religion, ethnicity, gender, and other identities, which this analysis does not explore in as much depth.

While health is mentioned, Peng and Chen (2024) and Álvarez-Diez and López-Robles (2024) highlight the role of religious affiliation in workplace health and well-being—a less-explored area in this analysis.

As for the method, this analysis is mainly conducted through the bibliometric perspective, which gives a more general view of the trends. For instance, Ryan (2021) points out that qualitative methods should also be included to study the lived realities of religious and ethnically diverse employees, thus going beyond the citation counts and keywords.

Conclusion

The relationship between religion, ethnicity, and employment is considered an important area of research; however, there are some gaps in the knowledge of its complexity. This study contributes significantly to the literature by offering a global view of formal employment and the difficulties that minority groups experience. The results show that the research interest has been increasing steadily since 2004, especially between 2019 and 2020, which shows that more people now recognise the need for these issues in the labour market.

The analysis also shows that countries like Ghana and Israel have contributed significantly. However, most studies originate from the United States, the United Kingdom, and Australia. The literature in this field has addressed the challenges faced by specific religious and ethnic minorities, including Muslim women. Nonetheless, no research examines the combined effect of cultural identity across different sectors and regions. Gender and ethnicity have been thoroughly explored in employment contexts. However, the role of health and well-being in the workplace, particularly concerning religious affiliation, has received less attention. This latter aspect presents an opportunity for further investigation, as Peng and Chen (2024) and Álvarez-Diez and López-Robles (2024) suggested.

Beyond formal employment, there is a lack of research on informal employment and entrepreneurship as pathways for ethnic and religious minorities. As highlighted by Davidescu and Manta (2023), these areas require further inquiry, especially regarding how minority groups avoid these opportunities.

The implications of this study should be that labour market policy development should aim at inclusion and the new challenges that minority groups face. Notably, specific measures are

needed to ensure equality and inclusion in the workplace, and workplace policies should consider the intersectionality of identities, such as identity in terms of religion and ethnicity.

The study builds on existing research with a global bibliometric analysis but highlights the need for more qualitative and intersectional studies.

Future research should go beyond these results to provide more detailed accounts of the lived experiences of religious and ethnically diverse employees, focusing on the practical applications for forming inclusive workplace policies.

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