A BIBLIOMETRIC ANALYSIS OF THE INTELLECTUAL STRUCTURE OF STUDIES ON SLAVERY 
IN THE 21ST CENTURY

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ABSTRACT

Objective of the study: The aim of the article was to analyze the intellectual structure of publications on slavery within the scope of the Administration. To achieve this objective, the following research questions were proposed: What is the intellectual structure of recent publications on slavery in the business research area? How is the past of slavery remembered (or forgotten) in this century’s researches on business research area?

Methodology/approach: We used the quantitative method of scientific mapping that combines bibliometrics and graphic representation. In this process, we extracted publications from the Scopus database and, then, grouped the references using the Bibexcel software. To identify the subgroups and create the visualization map, we used VOSviewer.

Originality/Relevance: Slavery is generally considered to be the dark side of business practices, and for this reason, it is a topic that is still little explored in management research. The relevance of this study is to systematize the academic production of this sensitive topic and to offer scholars and practitioners in the area a detailed analysis of the theoretical foundation of studies on slavery.

Main results: Results indicate that the intellectual structure of studies related to slavery can be grouped into nine pillars that cover several themes, such as heritage tourism, Critical Accounting, Management History and the perpetuation of the legacy of slavery in the globalized world.

Theoretical/methodological contributions (mandatory): Analyzing the repressed memory of slavery in the context of management is necessary and a great opportunity for future research. It is undeniable that slavery is a part of History that cannot be overlooked and this study explores this latent gap in Management studies.

Keywords: Slavery. Forced labor. Business history. Science Mapping. Bibliometric analysis. VOSviewer

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UMA ANÁLISE BIBLIOMÉTRICA DA ESTRUTURA INTELECTUAL DOS ESTUDOS SOBRE A ESCRAVIDÃO NO SÉCULO 21

RESUMO

Objetivo do estudo: O objetivo do artigo foi analisar a estrutura intelectual das publicações sobre escravidão no âmbito da Administração. Para atingir este objetivo, foram propostas as seguintes questões de pesquisa: Qual é a estrutura intelectual das publicações recentes sobre escravidão na área de pesquisa em negócios? Como o passado da escravidão é lembrado (ou esquecido) nas pesquisas deste século na área de pesquisa em negócios?

Metodologia/abordagem: Utilizamos o método quantitativo de mapeamento científico que combina bibliometria e representação gráfica. Neste processo, extraímos publicações do banco de dados Scopus e, em seguida, agrupamos as referências utilizando o software Bibexcel. Para identificar os subgrupos e criar o mapa de visualização, utilizamos o VOSviewer.

Originalidade/Relevância: A escravidão é geralmente considerada como o lado negro das práticas de negócios, e por este motivo, é um tema ainda pouco explorado em pesquisas da Administração. A relevância do presente estudo está em sistematizar a produção acadêmica deste tema sensível e em oferecer a estudiosos e praticantes da área uma análise detalhada do alicerce teórico de estudos sobre escravidão.

Principais resultados: Os resultados indicam que a estrutura intelectual dos estudos relacionados à escravidão pode ser agrupada em nove pilares que abrangem diversos temas, como turismo patrimonial, Contabilidade Crítica, História da Administração e a perpetuação do legado da escravidão no mundo globalizado.

Contribuições teóricas/metodológicas: Analisar a memória reprimida da escravidão no contexto da gestão é necessária e uma grande oportunidade para pesquisas futuras. É inegável que a escravidão é uma parte da história que não pode ser esquecida e este estudo explora esta lacuna latente nos estudos em Administração.

Palavras-chave: Escravidão. Trabalho forçado. História da Administração. Mapeamento científico. Análise bibliométrica. VOSviewer.
UN ANÁLISIS BIBLIOMÉTRICO DE LA ESTRUCTURA INTELECTUAL DE LOS ESTUDIOS SOBRE LA ESCLAVITUD EN EL SIGLO XXI

RESUMEN

Objetivo del estudio: El objetivo del artículo fue analizar la estructura intelectual de las publicaciones sobre esclavitud en el ámbito de la Administración. Para lograr este objetivo, se propusieron las siguientes preguntas de investigación: ¿Cuál es la estructura intelectual de las publicaciones recientes sobre la esclavitud en el campo de la investigación empresarial? ¿Cómo se recuerda (u olvida) el pasado de la esclavitud en la investigación de este siglo en el campo de la investigación empresarial?

Metodología / enfoque: Utilizamos el método cuantitativo del mapeo científico que combina bibliometría y representación gráfica. En este proceso, extraemos publicaciones de la base de datos de Scopus y luego agrupamos las referencias utilizando el software Bibexcel. Para identificar los subgrupos y crear el mapa de visualización, usamos VOSviewer.

Originalidad/Relevancia: Generalmente, se considera que la esclavitud es el lado oscuro de las prácticas comerciales y, por esta razón, es un tema que todavía se explora poco en la investigación sobre Administración. La relevancia de este estudio es sistematizar la producción académica de este sensible tema y ofrecer a académicos y practicantes del área un análisis detallado del fundamento teórico de los estudios sobre la esclavitud.

Principales resultados: Los resultados indican que la estructura intelectual de los estudios relacionados con la esclavitud se puede agrupar en nueve pilares que abarcan varios temas, como el turismo patrimonial, la Contabilidad Crítica, la Historia de la Administración y la perpetuación del legado de la esclavitud en el mundo globalizado.

Contribuciones teóricas/metodológicas: Analizar la memoria reprimida de la esclavitud en el contexto de la gestión es necesario y una gran oportunidad para futuras investigaciones. Es innegable que la esclavitud es una parte de la historia que no puede pasarse por alto y este estudio explora esta brecha latente en los estudios de Administración.

Palabras llave: esclavitud; trabajo forzado; Historia de la Administración; mapeo científico . análisis bibliométrico; VOSviewer
INTRODUCTION

Research on the slavery system, its residues and its contemporary forms fundamentally contributes to management and organization studies. Surely, studying problematic issues such as slavery and racism should be part of the research agenda for Latin American academics (Wanderley & Barros, 2018). However, this theme has been neglected in management research, being usually regarded as the dark side of management and organizations (Godfrey, Hassard, O’Connor, Rowlinson, & Ruef, 2016), resulting in the flagrant phenomenon known as the “denial of slavery in management studies” (Cooke, 2003, p. 1895).

Countering this tendency in the management area, scholars have argued that studies on slavery are necessary to integrate the concept of collective memory to organization studies, as well as to examine the idea of corporate responsibility regarding the past of slavery (Godfrey et al., 2016). Furthermore, slavery has lingered in modern business in different forms, from forced labor to human trafficking (Crane, 2013; Quirk, 2006). Slavery is still present, and its abolition, in “all of its forms”, has been the goal of different international organizations, such as the United Nations (Weissbrodt, 2002, p. 5).

Therefore, we raise relevant questions for the area of business research area: What is the intellectual structure of recent publications on slavery in the business research area? How is the past of slavery remembered (or forgotten) in this century’s researches on business research area?

To answer these questions, we conducted a study following the method of science mapping of slavery-related studies published from 2001 to 2019. Results allowed us to identify the theoretical pillars and the tendencies of researches regarding this intractable subject.

Following this introductory section, we present a brief literature review, followed by the research methodology, research results, discussion and our conclusions.

LITERATURE REVIEW

In the area of Organizational Studies, there is a poignant denial of slavery. Management history studies are based on events that occurred in ancient, premodern, and contemporary history. However, the slave period is excluded from analyzes and narratives about the evolution of management practices. The dark side of organizations is omitted, and thus, the narratives and memories about the complicity of organizations with slavery, wars and racism are omitted (Godfrey et al., 2016). For instance, in American studies on Business History, the history of management tends to ignore management and supervisory practices exercised during the American slavery period, although several studies show evidence that southern US plantations already used complex management practices- the American plantation overseers were the first salaried managers, a role very similar to the one played by the factory supervisors under the Taylorist-Fordist paradigm (Jones, Novicevic, Hayek, Humphreys, 2012).

METHODOLOGY

The methodology applied was science mapping, a quantitative method that, despite being considered recent, has been increasingly used to map and synthesize past publications in the management and organization fields (Nosella & Cantarello, 2012; Shafique, 2013). Science mapping combines the use of a bibliometric map and a spatial representation. In fact, the use of bibliometric methods has been recommended as an alternative for systematic literature review and meta-analysis (Zupic & Čater, 2015).

To be more objective and assertive, we followed the procedure recommended by Zupic & Čater (2015), as illustrated in Figure 1.

After defining the research questions and goals, we opted for the bibliometric method of bibliographic coupling, since we aimed to examine the intellectual structure within a limited period – 2001 to 2019 – and to identify emerging themes related to slavery. Besides that, recent publications have not accumulated citations yet, which requires the adoption of this bibliometric method. Then, we extracted publications from the Scopus database, within the business research area, using the following search keys: “slavery”, “forced labor”, “forced labour”, “hard labor”, “hard labour”, “menial labor”, and “menial labour”. This preliminary search resulted in 372 publications, including books, articles and reviews. Afterwards, we cleaned the data, excluding works published before 2001, those without the name of the author, and duplicates. To ensure the
accuracy of the number of citations, we grouped the references of the 324 remaining publications, using the bibliometric software Bibexcel (Quevedo-Silva, Santos, Brandão, & Vils, 2016).

After conducting these steps, we realized that publications on slavery or related themes have increased in recent years; from the 324 publications, 164 (50.61%) were published after 2014.

### RESULTS

**Network visualization and findings from the cluster analysis**

The network map created by VOSviewer presents the analyzed publications as nodes, whereas the links between the nodes represent the similarity between these nodes (documents). As the software uses the distance-based approach, the distance between the nodes indicates their relatedness (Van Eck & Waltman, 2014). Moreover, the bigger the node, the bigger the number of documents that share the same references is.

As we see the network visualization in Figure 2, the software identified nine subgroups (clusters).

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| Research design | Compiling bibliometric data | Analysis |
|-----------------|-----------------------------|-----------|
| Defining the research question | Selecting the appropriate database: Scopus | Choosing the appropriate bibliometric software (BibExcel and VOSviewer) |
| Choosing the appropriate method: bibliographic coupling | Filtering and exporting the bibliographic data | Cleaning the data |
| | | Identifying subgroups with the chosen method: cluster analysis |
| | | |
| | | Visualization |
| | | Choosing the preferred visualization method: networking analysis |
| | | Selecting the appropriate software: VOSviewer |
| | | |
| | | Interpretation |
| | | Describing and interpreting the findings |

**Source:** Based on Zupic & Čater (2015)
The network map shows that nodes of clusters 3, 6, 7, 9, 5, and 4 are close to each other on the left side of the map, while clusters 1, 2, and 8 are grouped on the other side. This design indicates that the nodes are more related to each other, which can be confirmed as we observe the themes and references they share.

Table 1 presents the main features of the publications included in the nine clusters.

Following, we present an analysis of the nine clusters.

**Cluster 1: Conflicting narratives of slavery in heritage tourism**

This cluster comprises 14 of the 89 studies of the network: thirteen articles and one book chapter. The central theme is the narrative of former plantations currently being used for tourist purposes. Most articles focus on heritage tourism in the United States; only one of them focuses on heritage sites outside the United States (Giovannetti, 2009). The use of gloomy historical sites for tourist purposes was discussed when concentration camps became memorials (Beech, 2000). As these 14 articles show, the implementation of museums and tourist exhibitions on former plantations in southern United States has grown, and researchers have identified a conflict between the narratives produced on tourist sites and the real history of slaves and slave owners. For Hanna (2015), the way exhibitions and museums are organized can misrepresent the scenario of forced labor in plantations and dehumanize the people who suffered with the slavery system. Plantation owners and tour guides might present narratives that can trivialize the practices that occurred in these plantations in antebellum US (Alderman & Gentry, 2011). Authors also criticize historians’ and docents’ absence of engagement in offering a didactic and critical narrative that allows visitors to ponder on the impact of slavery today.

**Cluster 2: Slavery, heritage tourism and collective memory**

This cluster contains 14 articles. Except for Mcdade (2011), cluster 2 mostly discusses slavery heritage, similarly to cluster 1. In fact, some studies
also criticize how exhibitions or tour guides can overlook the long-term impact of slavery (Beech, 2001). Nonetheless, cluster 2 includes more articles addressing heritage tourism in other countries besides the US. Another significant difference is that in cluster 2 we find articles that analyze the role of slavery heritage from the perspective of collective memory: how the narrative adopted in a heritage tourist site can impact the way society will remember or forget historical events. Therefore, several of them deal with aspects such as reconciliation, collective memory, and nostalgia (Buzinde & Santos, 2008; Teye & Timothy, 2004). It is worth noting the discussion of Eurocentric narratives that whitewashes multicultural inherited societies (Frost, 2004) and the element of dissonant heritage in which different groups tell different stories about the same object or event (Yankholmes & Mckercher, 2015a).
Table 1. The main features of the publications included in the nine clusters

| Authors                          | Main Objective                                                                 | Reference Theory                        | Context(1)                                                                 | Cit.(2) |
|----------------------------------|----------------------------------------------------------------------------------|------------------------------------------|----------------------------------------------------------------------------|---------|
| Alderman and Gentry (2011)       | Applying the concept of affect: the narratives about the enslaved are less emotive than the ones about the slave owners | Affective inequality                     | Docent-led tour guides in Destrehan Plantation, Louisiana                  | 108     |
| Alderman and Modlin (2015)       | Understanding how visitors at plantation museums can help build and shape the meaning and the impact of the narrative | Memory                                   | Museums of Louisiana’s River Road plantations                             | 15      |
| Alderman, Butler, and Hanna (2015) | Presenting the special issue of the Journal of Heritage Tourism that focuses on the River Road project | Memory, Legacy                           | River Road Project (Louisiana)                                             | 26      |
| Alderman and Modlin (2008)       | Measuring the degree to which the history of slavery and the enslaved are disclosed in the marketing texts of plantation websites | Marginalization of the enslaved, Romanticism of narratives | Tourist plantations in North Carolina                                      | 63      |
| Bright and Butler (2015)         | Analyzing the evolution of the narratives presented in plantation tourism websites | Whitewashing, Trivialization             | Tourist plantations                                                       | 7       |
| Buzinde and Santos (2009)        | Understanding visitors’ perceptions on former slave plantations                 | Perception, Ideology                     | Hampton Plantation Historic Site and surrounding area                      | 95      |
| Buzinde (2010)                   | Analyzing the construction of the collective memory in former slave plantations  | Collective memory                        | Tourist plantations in Louisiana                                          | 13      |
| Carter (2016)                    | Analyzing what visitors absorb and perceive from tours in plantation museums     | Narrative agents, Marginalization, Romanticism | Laura and Oak Alley plantation museums                                    | 24      |
| Dwyer, Butler, and Carter (2013) | Understanding visitors’ reaction to the narratives and to historical objects in plantation and civil rights museums | Surrogation                             | Southern plantation and civil rights museums                              | 43      |
| Giovannetti (2009)               | Analyzing the politics behind the representation of slavery in plantation tourist sites in Caribbean and South America | Narrative agents, Teaching as a narrative builder | Plantation sites in Puerto Rico, Cuba, Barbados and Brazil                | 14      |
| Hanna (2015)                     | Understanding how difficult it is to include the real history of slavery in the narratives produced by plantation museums | Annihilation, Whitewashing, Surrogation  | The exhibition "Slavery at the Oak Alley", in Louisiana                   | 18      |
| Litvin & Brewer (2016)           | Criticizing the narratives about slavery presented in plantation museums and historic heritage sites | Memory, Whitewashing                     | Tourist plantations in Charleston, South Carolina                          | 10      |

1 industry sector, country, region, period in history
2 number of citations according to Google Scholar – updated on January, 8th, 2020
| Authors | Main Objective | Reference Theory | Context(1) | Cit.(2) |
|---------|----------------|------------------|------------|---------|
| Potter (2016) | Capturing the complex role of docents as builders of historical narratives on slavery from their own perspective | Teaching as narrative builder | Louisiana plantation homes on River Road | 18 |
| Small (2013) | Describing the role and the functioning of slave cabins in plantation museum sites on building narratives on heritage tourism | Annhilation, Marginalization | Southern plantation museums | 33 |

**Cluster 2 - Slavery, heritage and collective memory**

| Authors | Main Objective | Reference Theory | Context(1) | Cit.(2) |
|---------|----------------|------------------|------------|---------|
| Beech (2001) | Analyzing the emerging interest on slavery heritage in the UK that started in the early 2000s | Reconciliation | Slavery heritage sites in Liverpool, Bristol, and Lancaster | 28 |
| Buzinde and Santos (2008) | Exploring the dominant narratives in plantation museums sites through the lens of collective memory | Collective memory | Hampton Plantation and State Historic Park (South Carolina) | 84 |
| Dann and Potter (2008) | Understanding the emergence of slavery plantation tourism in Barbados | Dark tourism, Thanatourism, Colonialism | Plantation museum sites in Barbados | 45 |
| Dann and Seaton (2001) | Analyzing the evolution of slavery heritage tourism across the world | Dark tourism Thanatourism | Slavery plantations and similar tourist sites | 303 |
| Essah (2008) | Examining the history and the present use of former structures related to slave trade Europeans built between the 16th and 19th centuries | Reconciliation, Nostalgia | Historic sites in Ghana | 50 |
| Frost (2004) | Analyzing how heritage attractions in Australia deal with non-European history | Annhilation, Marginalization, Whitewashing | Pearl Luggers, Broome | 25 |
| Gijanto (2011) | Analyzing the conflict between the narrative of the actual history of Atlantic slave trade and the narrative of diaspora tourism based on the novel *Roots: The Saga of an American Family* (Haley, 1976) | Historic credibility; Romanticized narrative | Diaspora tourism in the villages of Juffure and James Island, Gambia | 10 |
| Mcdade (2011) | Applying the framework of entrepreneurship to analyze Liverpool slave merchants as businessmen | Entrepreneurship | Liverpool slave merchants in the mid-18th century | 12 |
| Mowatt and Chancellor (2011) | Understanding tourists’ perceptions and attitudes towards historical events | Dark tourism | Transatlantic Slave Trade (TAST) tourist sites in Cape Coast Castle, Ghana | 132 |
| Seaton (2001) | Analyzing the differences between slavery heritage tourism in the US and in the UK | Thanatourism | Slave Exhibition in Liverpool’s Maritime Museum | 52 |
| Teye and Timothy (2004) | Analyzing the development of slavery heritage in Ghana | Reconciliation, Nostalgia, Dark tourism | Heritage tourism at Elmina Castle, Ghana | 68 |
### A Bibliometric analysis of the intellectual structure of studies on slavery in the 21st century

| Authors | Main Objective | Reference Theory | Context(1) | Cit.(2) |
|---------|----------------|------------------|------------|---------|
| Bair (2007) | Conducting a systematic analysis of contemporary prison labor in the US | Prison labor as a form of forced labor, Racial segregation | Prison labor in the US | 15 |
| Cooke (2003) | Demonstrating the relevance of slavery in the study of management history | Management history, Capitalism | The manager figure in management history | 240 |
| Cremaschi (2014) | Reconstructing Malthus’ moral, normative, and applied ethics regarding population, poverty, sexuality, war, and slavery | Malthusianism, Utilitarianism | Economic and philosophical ethics of the 18th century | 24 |
| de la Fuente (2010) | Understanding why Tannenbaum continues to influence the work of modern researchers of race relations and slavery | Colonialism | Anglo and Latin countries | 28 |
| DuPlessis (2016) | Examining the global textile commerce in the Atlantic World, which changed consumer behavior and created new economies and societies during the 18th century | Colonialism, Capitalism, Economics | Colonialism and economics history | 48 |
| Engerman (2011) | Analyzing the concept of freedom that argues that the ability to make choices is a fundamental element in economy | Freedom, Feminist view on capitalism | Antebellum South (US) | 38 |
| Gaido (2006) | Analyzing the development of American capitalism through the lens of Marxism | Historical materialism, Marxism, Imperialism | History of American capitalism | 13 |
| Goldin (2016) | Discussing the historical perspective of the concept of human capital focusing on two components: education/training and health | Human capital, Population theory | Human capital and population development between the 18th and the 20th centuries | 129 |
| Phillips (2013) | Providing a thorough analysis of the slavery system in the Iberian Peninsula from ancient times to the decline of slavery in the 18th century, including the examination of legal terms of the slavery system, from purchase to manumission | Law system of slavery | Slavery in the Iberian Peninsula | 77 |

**Cluster 3 - Slavery and the history of Social Sciences and Humanities**

| Authors | Main Objective | Reference Theory | Context(1) | Cit.(2) |
|---------|----------------|------------------|------------|---------|
| Yankholmes and Mckercher (2015b) | Identifying and categorizing visitors of TAST tourist sites based on their knowledge, attitudes, motives, and sensitivity to the historical past of these places | Sensitivity, Reconciliation, Collective memory | TAST tourist sites in Ghana | 37 |
| Yankholmes and Mckercher (2015a) | Analyzing slavery heritage through the lens of collective memory and dissonant heritage | Collective memory, Dissonant heritage, Narrative agents | TAST tourist sites in Osu | 21 |
| Yankholmes and Akyeampong (2010) | Identifying tourists’ perceptions and attitudes and exploring the ethical issues of heritage tourism | Dark tourism, Nostalgia | TAST tourist sites in Osu | 64 |
| Authors                          | Main Objective                                                                 | Reference Theory                                                                 | Context(1)                                  | Cit.(2) |
|---------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------|---------------------------------------------|---------|
| Podoshen (2012)                 | Verifying the differences between African-Americans and non-African-Americans in purchase decisions, specifically regarding word-of-mouth and the impact of the knowledge of companies that once had relationships with the slavery system | Consumer behavior, Consumption patterns, Social responsibility                   | Automobile industry in the US               | 74      |
| Ruef (2014)                     | Analyzing the economic and social transition from slavery to modern capitalism and how this transition impacted the lives of people, organizations, and communities | History of capitalism                                                            | Transition from slavery capitalism in South America after the Civil War | 30      |
| Schermerhorn (2015)             | Presenting a historical analysis of the development of modern American capitalism through the lens of 18th-century slave trade | History of capitalism, Economics history                                          | Economy in antebellum US                   | 68      |
| Vollmers (2003)                 | Examining the turpentine industry of North Carolina and slave labor in the late antebellum period | Economics history, History of capitalism, Management in slavery                   | Turpentine industry in antebellum North Carolina | 26      |
| Brown (2010)                    | Criticizing Adam Smith’s concept of property                                    | Economic Theory                                                                  | World economic system                      | 50      |
| Dahan and Gittens (2010)        | Arguing that ethical public decision-making may not be based on a single actor (managers, organizations) but on many different key stakeholders | Sociological theory of issue framing                                             | Cocoa industry in West Africa              | 23      |
| Gold et al. (2015)              | Drawing attention to the challenges in supply chain management regarding eliminating modern forms of slavery | Resource-based view (RBV), Dynamic capabilities view, Contingency theory, Institutional theory, Supply chain management (SCM) | International supply chain                | 76      |
| Hayek et al. (2010)             | Analyzing the period of slavery by focusing on the phenomenon of paternalistic leadership by Joseph E. Davis during slavery in the US | Leadership Theory                                                                | Antebellum period of slavery in the US     | 33      |
| Jones et al. (2012)             | Establishing and tracing the roots of African-American management by examining managerial practices and experiences of an emancipated former slave who eventually became a plantation manager and owner | Leadership Theory                                                                | Slavery in the US during the 1865-1870 period | 11      |
| Ma et al. (2015)                | Assessing the results of initiatives to abolish slavery and human trafficking from supply chain in manufacturing and retail after the legislation of the California Transparency in Supply Chains Act (CTSCA) | Human trafficking, SCM, Forced labor                                             | Apparel retail and apparel manufacturing companies based in the US | 14      |
| Authors                  | Main Objective                                                                 | Reference Theory                                      | Context(1)                                                  | Ctt.(2) |
|-------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------|---------|
| Magnan, Fawcett, and Alcantar (2011) |Analyzing the maturity of conduct codes from apparel, retail and other manufacturing businesses |Corporate social responsibility (CSR), SCM, Reputation risk |Apparel and retail business | 18      |
| New (2015)              |Examining modern slavery in the supply chain and how this practice challenges the conventional thinking and practice of corporate social responsibility |CSR, SCM                                               |UK agriculture                                               | 64      |
| Osterhammerl (2014)     |Analyzing the different (complex and powerful) forces that influenced the transformations during the 19th century |Economics history                                      |Economic and political changes in the 19th century           | 572     |
| Robinson (2002)         |Identifying patterns of gender and familial-status discrimination              |Racism, Gender discrimination                           |Mortgage lending market in the US                              | 30      |
| Winter and Lasch (2016) |Examining how companies apply environmental and social criteria in supplier evaluation |CSR                                                    |Fashion and apparel industry                                 | 60      |

**Cluster 5 – The legacy of slavery in social issues of today’s globalized world**

| Authors                  | Main Objective                                                                 | Reference Theory                                      | Context(1)                                                  | Ctt.(2) |
|-------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------|---------|
| Burity (2008)           |Arguing that globalization can give rise to economic powers that can either reinforce or revert historical social inequalities |Imperialism, Colonialism, Capitalism                    |The effects of globalization in Brazil                       | 17      |
| Busse and Braun (2003)  |Assessing the extent of forced labor in different countries and how forced labor affects foreign direct investment (FDI) |Contemporary forms of forced labor                     |Labor standards on exports of unskilled-labor-intensive goods | 63      |
| Campo, Mastin, and Frazer (2004) |Assessing public opinion regarding slavery reparations and forms of compensation |Historical reparation and compensation                  |State university in southern US                              | 16      |
| Crane (2013)            |Demonstrating that slavery is a management practice due to factors that make it an institutional and competitive practice, and because organizations can isolate themselves from external pressures |Legitimacy, Institutional theory                        |Modern slavery as a management practice                      | 201     |
| Duplessis (2004)        |Examining the efficiency of the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work on dealing with the challenges of globalization |Globalization, Institutional theory, Labor rights |Rights at work in a globalized economy                        | 29      |
| Giusta, Tommaso, and Strøm (2008) |Developing a theoretical model for the commercial sex industry based on data collected from a database of trafficked women |Reputation cost, Prostitution, Human trafficking, Sex slavery |Sex market in developed countries                            | 37      |
| Jakobsson and Kotsadam (2013) |Showing that human trafficking for commercial sex is more frequent in countries where prostitution is legalized than in countries where it is illegal |Human trafficking, Labor rights, Sex slavery            |Human trafficking for commercial sex in Europe               | 178     |
| Kong (2006)             |Investigating the complexity of female prostitutes’ reality in Hong Kong using the oral history method |Forced labor, Body politics                             |Erotic labor in Hong Kong                                    | 99      |
| Authors                                | Main Objective                                                                 | Reference Theory                                                                 | Context(1)                                                                 | Cit.(2) |
|----------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------|
| Maul (2016)                            | Exploring the historical and political factors that impacted the debate about   | Colonialism, Human rights, Decolonization, Labor history                         | Historical events of the implementation of the ILO                         | 83      |
|                                        | forced labor in the 20th century and the creation of the ILO                     |                                                                                  |                                                                            |         |
| Neumayer and Soysa (2007)              | Discussing women’s labor rights and their exposition to forced labor at the   | Feminism, Labor rights, Globalization                                           | Women’s economic rights in the US                                          | 108     |
|                                        | perspective of globalization                                                    |                                                                                  |                                                                            |         |
| Pennington, Ball, Hampton, and Soulakova (2009) | Analyzing human trafficking as a marketing system and its social effects      | Human trafficking, forced labor, Marketing system                       | Human trafficking for sex trade in Belarus, Bulgaria, Moldova, Romania, and Ukraine | 53      |

### Cluster 6 - The role of accounting in the 19th-century slavery system

| Authors                                | Main Objective                                                                 | Reference Theory                                                                 | Context(1)                                                                 | Cit.(2) |
|----------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------|
| Fleischman (2004)                      | Analyzing how accounting influenced the maintenance of slavery                  | Accounting history, Critical accounting theory                                   | Slavery in plantations in the US and in the British West Indies (BWI)       | 23      |
| Fleischman, Oldroyd, and Tyson (2011)  | Analyzing the impact of accounting and other quantitative disciplines on labor  | Management history, Accounting history                                         | Transition from slavery in the US and in the BWI                           | 21      |
|                                        | control practices during the transition from slavery to wage labor in the US    |                                                                                  |                                                                            |         |
|                                        | and in the BWI                                                                  |                                                                                  |                                                                            |         |
| Fleischman, Oldroyd, and Tyson (2004)  | Examining the role of accounting in the management of slaves in plantations in | Theory of Accounting History                                                     | Plantations in the US and in the BWI                                      | 62      |
|                                        | the period before the American Civil War and the emancipation of the BWI        |                                                                                  |                                                                            |         |
| Fleischman and Tyson (2004)            | Illustrating how accounting practices of measurement, evaluation, and          | Critical accounting theory, Accounting history                                  | Southern plantations in antebellum US                                      | 106     |
|                                        | classification served slave owners and sustained slavery institutions            |                                                                                  |                                                                            |         |
| Fleischman and Tyson (2002)            | Analyzing the role of accounting the commoditization, objectification, and     | Accounting history, Critical accounting theory                                  | Plantations in the US and in the BWI                                      | 22      |
|                                        | dehumanization of slaves                                                        |                                                                                  |                                                                            |         |
| Hollister and Schultz (2010)           | Analyzing the period of slavery and rural emancipation based on accounting     | Accounting history                                                              | Slavery and emancipation in rural New York                                  | 19      |
|                                        | records                                                                         |                                                                                  |                                                                            |         |
| Macintosh (2009)                       | Affirming the relevance of accounting history for building a more critical     | Critical accounting history, Accounting history                                 | Genealogy of accounting                                                    | 42      |
|                                        | theory of accounting                                                            |                                                                                  |                                                                            |         |
| Oldroyd et al. (2008)                  | Analyzing the culpability of accounting users and practitioners in the         | Critical accounting history, Virtue theory                                       | Slavery in the British Empire and in antebellum US                          | 56      |
|                                        | practice of slavery                                                             |                                                                                  |                                                                            |         |
| Tyson et al. (2005)                    | Describing the nature and role of accounting during apprenticeship             | Critical accounting history                                                     | Transition from forced to wage labor in the BWI (1834-1838)                | 54      |

### Cluster 7 - The practice of slavery in the ancient and modern world

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| Authors                      | Main Objective                                                                 | Reference Theory                                      | Context(1)                                                                 | Cit.(2) |
|------------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------|---------------------------------------------------------------------------|---------|
| Anner (2007)                 | Analyzing the evolution of labor union and labor actions in El Salvador and Brazil | Unions, Labor history                                 | Salvadoran export apparel industry and Brazilian automobile industry      | 22      |
| Barlev (2006)                | Analyzing the Biblical statement of accountability presented by Moses to the Israelites in the exodus from Egypt | Leadership theory, Accounting history                 | Period of the Exodus (1200 BC)                                           | 23      |
| Dolan (2005)                 | Examining ethical views of British consumers and retailers towards Kenya’s luxury vegetable trade and the narratives inherited from 19th-century colonialism | Consumer behavior, Colonialism, Imperialism           | Consumption of African vegetables in the UK                                | 68      |
| Freedman (2008)              | Discussing the Chicago School’s views on economy and their position against the Keynesian thought | Liberal economic theory                               | Chicago counterrevolution school                                         | 33      |
| Godfrey (2016)               | Emphasizing the importance of organizational history in organization studies   | Organization history                                  | Organization studies                                                      | 64      |
| Perrow (2009)                | Analyzing the development of American society through the development of corporate capitalism | Economics theory, Institutional theory, Power relations, History of capitalism, Corporate capitalism | American corporate society                                               | 598     |
| Rodet (2014)                 | Analyzing the impact of French colonization in the practice of forced labor through the lens of gender standards | Gender perspective, Labor rights, Colonialism        | French colonization in Sudan (1919–1946)                                  | 3       |
| Ruef and Harness (2009)      | Analyzing management practices in the slavery system of agrarian Roman Republic and antebellum US | Agency Theory, Management theory, Management history | Slavery system in the Roman Republic and antebellum US                    | 19      |

| Authors                      | Main Objective                                                                 | Reference Theory                                      | Context(1)                                                                 | Cit.(2) |
|------------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------|---------------------------------------------------------------------------|---------|
| (Brown, 2013)                | Analyzing the role of museum shops in dark tourist sites and the conflicting ideology of selling products in these locations | Dark tourism                                          | Museum shops in dark tourist sites                                        | 35      |
| (Lohrke, Ahlstrom, & Bruton, 2012) | Analyzing turnaround strategies by understanding the history of organization turnaround employed by the US government during the Civil War | Turnaround management, Strategic management            | Organizational turnaround of the US government during the Civil War        | 14      |
| (Lynch & Alberti, 2010)      | Analyzing the vestiges of institutional racism in race-related cultural exhibitions | Institutional racism                                   | "Revealing Histories: Myths about Race" exhibition at the Manchester Museum, UK | 168     |
| (Mittal & Weingast, 2011)    | Developing and applying the theory of self-enforcing constitutions to the reality of early US | Theory of self-enforcing constitutions, Constitutional democracy | Slavery in the US                                                        | 83      |
Cluster 9 - Corporate culture as a form of domination

| Authors            | Main Objective                                                                                                                                                                                                 | Reference Theory                                                                                     | Context                  | Cit.(2) |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------|---------|
| Adanhounme (2011)  | Exploring the extent to which CSR in African organizations reproduces the colonialism that imposed Western mandate over local communities                                                                        | Corporate social responsibility, Postcolonialism, Colonialism, Marginalization                       | Mining plant in Ghana   | 36      |
| Fleming (2013)     | Discussing the totalitarian aspiration of corporate culturalism by comparing the works of Willmott (1993) and Orwell (2011)                                                                                             | Organization culture, Corporate culture, Totalitarianism                                             | Corporate culture in contemporary management | 56      |
| Willmott (2003)    | Revisiting Willmott’s (1993) idea of totalitarianism in corporate culture and its relevance to contemporary and “post-bureaucracy” management                                                                   | Corporate culture, Organization culture, Corporate culturalism, Totalitarianism                       | Corporate culture in contemporary management, post-bureaucracy era | 48      |
| Willmott (2013)    | Revisiting Willmott’s (1993) idea of totalitarianism in corporate culture and its relevance to contemporary management and organization studies, as well as to higher education                                           | Corporate culture, Organization culture, Corporate culturalism, Normative control                     | Corporate culture in contemporary management | 27      |

Source: Authors

1 industry sector, country, region, period in history
2 number of citations according to Google Scholar – updated on January, 8th, 2020
Cluster 3: Slavery and the history of Social Sciences and Humanities

This cluster includes five articles, seven books and one book chapter. Several of these publications address the role of slavery in the history of the main areas of Social Sciences and Humanities (Economics, Law, Management, Sociology). The book by DuPlessis (2016), for instance, discusses how the 18th-century global textile trade imposed European clothing standards upon Africans and natives. (Armstrong, 2018) examines the global textile commerce in the Atlantic World, which changed consumer behavior and created new economies and societies during the 18th century (DuPlessis, 2016).

Regarding the history of capitalism, there are interesting empirical studies that discuss the role and the legacy of slavery in race and class relations (Ruef, 2014), as well as the transition from agrarian to industrial capitalism (Schervenhorst, 2015).

Finally, studies analyze management practices used to control slaves in industries (Vollmers, 2003) and the inexplicable exclusion of slavery from management history (Cooke, 2003). The area of marketing is also analyzed, as Podoshen (2012) studies consumer behavior of non-African and African-Americans towards companies that once had any relationship to the slavery system.

Cluster 4: Contemporary slavery and other residues of slavery in modern management practices

This cluster comprises nine articles and two books, with themes ranging from the leadership exercised by plantation owners who enslaved blacks from Africa in the US (Hayek, Novicevic, Humphreys, & Jones, 2010) to current issues such as modern slavery in the supply chain (Gold, Trautrim, & Trodd, 2015). Aspects such as sustainability, corporate social responsibility, image risk, ethics and integrity are also present, indicating that discussions which combat slavery are present today. In fact, some studies analyze the impact of the implementation of the California Transparency in Supply Chains Act (CTSCA) as an initiative to abolish forced labor and human trafficking (Ma, Lee, & Goerlitz, 2015). We also found discussions on the different Economics schools (Chicago School and Keynesianism) and how they oppose Adam Smith’s concept of capital accumulation (Brown, 2010).

Cluster 5: The legacy of slavery in social issues of today’s globalized world

The fifth cluster contains ten articles and one book. The articles in this group discuss the legacy of slavery at different levels of today’s society and how it is being dealt with or even overlooked. First, we find studies on the new forms of slavery and forced labor. Published in the renowned Academy of Management Review, Crane (2013) reckons that economic and institutional conditions sustain slavery as a business practice. Despite its illegality and illegitimacy, the practice of forced labor is profitable (Busse & Braun, 2003), and organizations are able to isolate themselves from external pressures. Still within this scope, there are studies on labor rights for women, human trafficking and the results of the implementation of the International Labor Organization (ILO) as a global initiative to eradicate forced labor (Duplessis, 2004).

Finally, this cluster includes studies which infer that globalization reinforces social inequalities rooted in the historical legacy of slavery and that this legacy affects a minority group, with less voice and influence (Buruty, 2008; Maul, 2016).

Cluster 6: The role of accounting in the 19th-century slavery system

Comprising nine articles, cluster 6 discusses how accounting was used in antebellum US and in the British West Indies. Aspects such as the influence of accounting on the maintenance of slavery, control of the work of slaves and the evaluation of slaves as accounting assets were also found in the documents analyzed (Fleischman, 2004). Accounting also served as an instrument for maintaining slavery in plantations in northern US (Hollister & Schultz, 2010). It is worth highlighting the publications discussing the critical and ethical perspectives of accounting and its fundamental role in the transition from forced to wage labor (Oldroyd, Fleischman, & Tyson, 2008).
Cluster 7: The practice of slavery in the ancient and modern worlds

In cluster 7, we find six articles and two books. Here, studies cover the practice of slavery in the ancient and modern worlds. Ruef and Harness (2009) analyze the distinction between "modern" and "pre-modern" management thought. Another theme found in this cluster is organization history. Studies argue that it should focus on larger issues concerning management theory by integrating the historical dynamics that affect smaller entrepreneurs and traditionally marginalized groups (Godfrey et al., 2016). There are also discussions about social organizations that influence the improvement of labor relations, such as unions (Anner, 2007), and how Central and South America dealt with the new challenges of labor activities and unionization.

Cluster 8: Rupturing relations with the dark side of history and dealing with its vestiges

The eighth cluster contains four articles and one book chapter. This cluster discusses cultural elements represented by the remaining memories of slavery. For instance, Lynch and Alberti (2010) discuss the vestiges of institutional racism in race-related cultural exhibitions. Another aspect of cultural-related issues is Brown’s (2013) article that analyzes the complexity of the sales operations of museums located in areas related to slave trade. Finally, the celebration of the memory of ancestors is one characteristic of the festivities presently promoted by the black community as a symbol of rupture (Picard, 2006). The cluster also includes studies on Law (self-enforcement) and turnaround management.

Cluster 9: Corporate culture as a form of domination

Cluster 9 comprises four articles, which have as a common line of thought elements related to corporate culturalism. Fleming (2013) and Willmott (2003; 2013) defend that organizational culture and culture management present traces of totalitarianism, therefore are tools to make workers follow organizational goals and values to the detriment of their own. Corporate social responsibility policies in postcolonial African countries can be discriminatory and discretionary, which causes them to perpetuate a colonialist strategy.

DISCUSSION

As intended, the science mapping provided results that were useful to answer the research questions proposed for this paper.

What is the intellectual structure of recent publications on slavery in the business research area? Results of the bibliographic method of cluster analysis identified nine clusters within slavery-related publications, and these clusters can be referred to as pillars. As we analyze these nine pillars, it is possible to deduce that the theme of slavery is relevant and has been addressed in different forms. Another interesting result is that the practice of slavery has not only lingered in modern organizations, but it has also spread among several levels of management and international businesses. The content of the studies analyzed also show that minorities and underprivileged groups are more exposed to human trafficking, forced labor in sex commerce and labor discrimination. The pillar of contemporary slavery and the legacy of slavery demonstrates that the issue is so flagrant that it has prompted international organizations to create specific initiatives, such as the ILO Declaration on Fundamental Principles and Rights at Work and the efforts sponsored by the United Nations. Finally, it is important to emphasize that the intellectual structure of publications suggests the increasing interest in slavery heritage tourism in countries affected by the slavery system that endured until the 19th century.

How is the past of slavery remembered (or forgotten this century’s researches on business research area? Results suggest that studies on slavery and other related topics have gained interest in recent years. By analyzing the results, we can conclude that such an interest is relevant in different areas of management research, such as management history, critical accounting history, supply chain, tourism, and organization studies. However, as argued in previous studies, the legacy of slavery in management practices still lacks attention: there is a need for more studies that evidence the role of the slavery system in
modern management and in the development of the role of managers. In fact, a pillar of the intellectual structure discusses the concept of organizational culture as a form of domination in modern management. Another aspect that is worth reporting is that most studies present a qualitative or theoretical approach, which denotes an opportunity for discussion: Is a qualitative approach more appropriate for this type of theme or is there room for quantitative studies which have not yet been explored?

CONCLUSION

This paper aimed to identify and analyze the intellectual structure of publications on slavery in the management research area. To accomplish this goal, we conducted a science mapping of slavery-related publications. Results indicate that the intellectual structure can be grouped into nine pillars, namely, conflicting narratives of slavery in heritage tourism; slavery, heritage tourism and collective memory; slavery and the history of Social Sciences and Humanities; contemporary slavery and other residues of slavery in management practices; the legacy of slavery in social issues of today’s globalized world; the role of accounting in the 19th-century slavery system; the practice of slavery in the ancient and modern worlds; rupturing relations with the dark side of history and dealing with its vestiges; and corporate culture as a form of domination.

Although we believe that the methodological approach adopted in this research allowed us to perform an objective analysis, we see the need for adjustments in the bibliographic data as a limitation. Besides, since we used an international database, we could not analyze Brazilian publications. In fact, analyzing the repressed memory of Brazilian slavery (Santos, 2008) in the context of management is necessary and a great opportunity for future research. It is undeniable that slavery is a part of history that cannot be overlooked.

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