World Academy of Science, Engineering and Technology
International Journal of Humanities and Social Sciences
Vol:17, No:09, 2023

A Review of the Literature on Factors Impacting Women's Retention in Science, Technology, Engineering, Mathematics: A Critical Analysis of Nigeria and Georgia

Authors : Josephine O. Okocha, Ifeanyi Adigwe

Abstract : This research aims to examine the factors impacting women's retention in STEM in Nigeria and Georgia. In a bid to come up with strategies to enhance women's participation in STEM, this study identifies and juxtaposes the factors impacting the retention of women in STEM and how they vary from one country to another are discussed. This study adopted the literature review method to perform the critical analysis. A total of 76 papers were retrieved from the Scopus database and were published between 2018 and 2023. Only 12 papers met the criteria for inclusion in the analysis. The findings reveal that the factors impacting women's retention in STEM include funding (NGOs and government agencies), scholarship, specialized recruitment, mentoring, the establishment of women-only higher institutions, creating a balanced work and family environment, combating stereotypes, and enabling policies and laws. The paper highlights some key recommendations to help improve the retention of women in STEM in Africa and Nigeria in particular.

Keywords : STEM, women, retention, career, Nigeria, Georgia, women's retention, women representation
Conference Title : ICWSET 2023 : International Conference on Women in Science, Engineering and Technology
Conference Location : Toronto, Canada
Conference Dates : September 18-19, 2023