



# Women In Leadership

April 2013



GOVERNMENT OF BERMUDA  
Cabinet Office

---

**Department of Statistics**

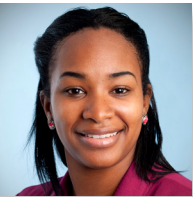


The Hon. Leah Scott, JP, MP

## Defining Leadership

According to Warren Bennis, “leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential.”

For the purposes of this brochure, the statistics focus on leaders at work and at home as there is no data available on leadership in non-profit organizations.



Nandi Davis, JP, MP

## Women Leading at Home

- In 2000, the proportion of women managing the affairs of the home was 47%.
- Ten years later in 2010, 54% of persons managing the affairs of the home were women.
- In 2010, 17% of female-headed households were single-parent households.

## Historical Rise in Women at Work

Socially and culturally, the role of women has changed since the 1950s. They are no longer expected to stay home and keep the house. It is now more common for women to be a part of the job market. Over the last 60 years, women have consistently represented a larger portion of the working population (See Table 1).

**Table 1: Steady Climb in Working Women 1950 - 2010**

Year	Working Women	% of Workers who are Women	Labour Force Participation Rate
1950	5,642	33.5	48% <sup>1</sup>
1960	6,761	34.7	58% <sup>1</sup>
1970	10,917	40.0	65% <sup>2</sup>
1980	13,918	45.2	73% <sup>2</sup>
1991	15,870	47.9	76% <sup>2</sup>
2000	17,871	48.5	80% <sup>2</sup>
2010	18,503	49.7	81% <sup>2</sup>

<sup>1</sup> Includes persons 14 years and over

<sup>2</sup> Includes person 16 to 64 years

- Approximately one-third of the workforce were women in 1950 compared to half in 2010.
- From 1950 to 2010, the labour force participation rate for women increased by 69%.



## Number of Jobs Held by Women

- Although the number of jobs held by women declined by 8% between 2008 and 2012, men experienced a greater decrease at 15%. (See Table 2)
- Between 2008 and 2012, men and women experienced declines in every occupational group.
- Women worked 15% more hours per week on average in 2012 than in 2008.



Senator The Hon.  
Carolanne Bassett, JP

**Table 2: Number of Jobs Held by Women in the Workforce by Major Occupation Groups**

Major Occupational Groups	Survey Years			% Change 2008-2012
	2008	2010	2012	
Senior Officials and Managers	3,020	2,953	2,839	-6%
Professionals	4,645	4,433	4,332	-7%
Technicians and Associate Professionals	1,175	1,168	1,104	-6%
Clerks	5,717	5,519	4,962	-13%
Service Workers & Shop & Market Sales Workers	3,840	3,708	3,709	-3%
Skilled Agricultural and Fishery Workers	39	42	41	5%
Craft & Related Trades Workers	233	213	201	-14%
Plant and Machine Operators and Assemblers	374	332	274	-27%
Elementary Occupations	141	130	129	-9%
Armed Forces	2	2	1	-50%
<b>Total</b>	<b>19,186</b>	<b>18,500</b>	<b>17,592</b>	<b>-8%</b>
Median Income Earned (\$)	54,688	58,341	60,759	
Median Age (Years)	43.4	44.7	45.4	
Average Hours Worked	29.3	30.9	33.8	



Jennifer  
Smart Adkins



Dr. Duranda  
Greene



Judith  
Hall-Bean, OBE

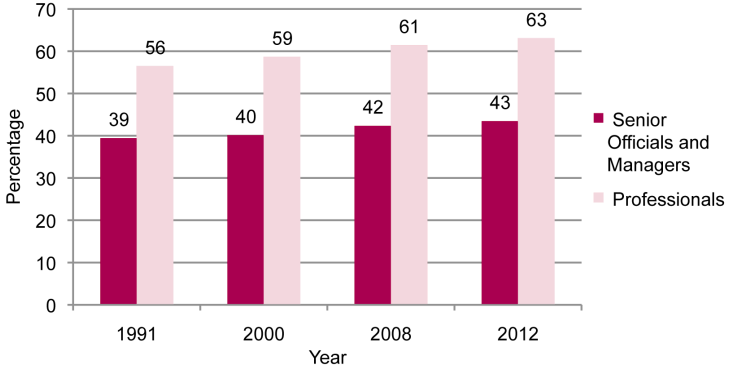


Ann  
Spencer-Arscott, JP

## Shift in Selected Occupational Groups

Between 1991 and 2012, the proportion of professionals who were women increased by 7 percentage points (Figure 1). This compares to a 4 percentage point increase in the proportion of senior officials and managers who were women over the same time period.

**Figure 1: Proportion of Professionals and Senior Officials and Managers who are Women**



## Women Dominate in Education and Health Jobs

In 2012, the professional occupations with the highest proportion of women were in the educational and health fields. In contrast, the senior officials and managerial occupations with the highest proportion of women were in the public relations and corporate/legal fields. The percentage of women in selected leading occupations is as follows:

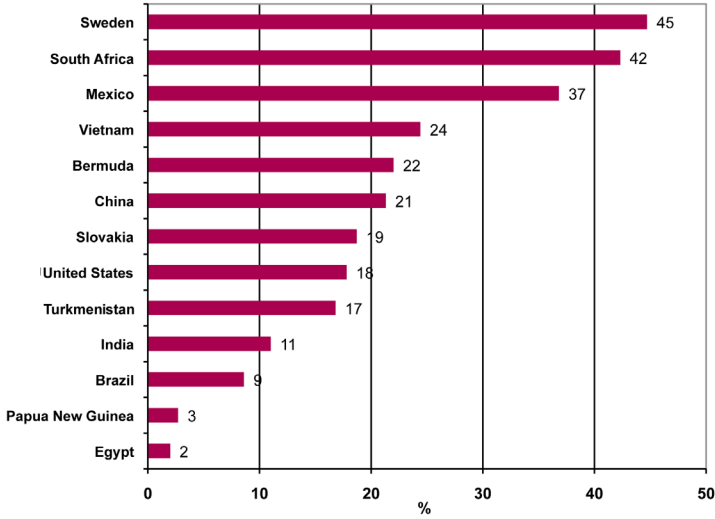
Professionals	
Home Visitor/ School Counsellor	98%
Occupational Therapist	90%
Nurse	89%
Social Worker	83%
Teacher	82%
Principal	79%
Medical, Dental, Veterinary & Related Worker, N.E.C.	74%
Senior Officials and Managers	
Corporate/ Legal - Gen. Manager	85%
Public Relations - Gen. Manager	80%
Corporate/ Legal - Sub-Manager	67%
Public Relations - Manager	65%
General Administration/ Personnel - Manager	64%



## Women Leaders in Politics

In 2013, Bermuda ranks fifth among the selected countries in terms of parliamentary seats held by women. (See Figure 2).

**Figure 2: Percent of Parliamentarians Seats held by Women for Selected Countries, 2013**



Kim  
Wilson, JP, MP



The Hon. Patricia  
Gordon-Pamplin, JP, MP



Lovitta  
Foggio, JP, MP





## Facts About Bermuda's Women Trailblazers



The Hon. Mrs. Justice  
Norma Wade-Miller, JP



Venetta  
Symonds

- 1919 **Edith Crawford, Matilda Crawford, Adele Tucker and Rev, Rufus Stovell** — founded the Bermuda Union of Teachers. It became the first union to register in 1947 under the new trade union law.
- 1919 **Agnes May Robinson** — formed the Sunshine League which became Bermuda's first charitable institution.
- 1925 **Dr. Olivia Tucker** — first woman in the Americas to obtain a doctorate in pharmacy.
- 1927 **Nurse Helena Fubler** — at age 63 she was the oldest person to take and pass the exam after the enactment of the Midwifery Act.
- 1931 **Millicent Neverson** — established Excelsior Girl Guide Company for black girls; in 1948 she opened the Haven for children neglected or from broken homes.
- 1945 **Gladys Morrell** — one of the first women elected to parish councils.
- 1948 **Hilda Aitken and Edna Watson** — first two women elected to Parliament.
- 1949 **Dame Marjorie Bean, Ph.D.** — first black appointed to an administrative post in Government
- 1951 **Adelaide Hall** — founded the Society for the Blind.
- 1953 **Dame Lois Browne-Evans** — first woman lawyer in Bermuda, 1963; first black woman in Parliament, 1968; First woman opposition leader in the British Commonwealth.
- 1962 **Evelyn Lang** — sculpted Christ and seven saints in the Anglican Cathedral
- 1965 **Dr. Eva Hodgson** — first president of the Amalgamated Bermuda Union of Teachers
- 1966 **Ruth Seaton-James** — first black person to obtain a top Government post – Registrar General
- 1968 **Gloria McPhee** — first woman in the Cabinet
- 1970 **Hattie-Ann Spencer-Morrisette** — helped Bermuda win its first International Competition Award in Miami
- 1975 **Dr. Kathyann White** — first Bermudian pharmacist with a doctorate to be registered for practice in Bermuda
- 1975 **Deborah Jones** — first woman to obtain a gold medal in senior championship
- 1997 **Dame Pamela Gordon** — appointed Premier by her United Bermuda Party colleagues, becoming the first female to hold this position.
- 1998 **Dame Jennifer Smith** — became the first female political party leader to lead her party to a general election victory and then to become Premier of Bermuda as a result of the said election.
- 2007 **Dr. Duranda Greene** — first woman to become President of the Bermuda College.



# Statistical Publications

## Monthly

Consumer Price Index  
Retail Sales Index

## Quarterly

Balance of Payments  
Quarterly Bulletin of Statistics

## Annually

Bermuda Digest of Statistics  
Bermuda Facts and Figures  
Employment Briefs  
Employment Survey Detailed Tabulation Set  
Bermuda Labour Market Indicators  
Bermuda Gross Domestic Product  
Tourism Satellite Account Report  
Information and Communications Technology (ICT) Report

## Census

Emigration: Bermuda's Qualified Human Capital Takes Flight  
Personal and Household Income  
Education: Springboard to Employment and Higher Earnings  
The 2010 Census of Population and Housing Report  
Bermuda Censuses of Population and Housing, A Journey Through the Centuries 1609-2009  
Life in Old Bermuda  
Bermuda's Maritime Connections  
Characteristics of Bermuda's Families  
The Changing Face of Bermuda's Seniors  
Bermuda's Population Projections 2000-2030 Main Report  
Labour Force Trends (2000 Census Monograph)  
Bermuda's Social Dynamics (2000 Census Monograph)  
A Profile of Bermuda's Disabled Population  
Bermuda Roots  
The 2000 Census of Population and Housing Report  
Bermuda's Stride Toward the 21st Century (Dorothy Newman Report – November 1994)

## Other

Environmental Statistics Compendium, 2008, 2009 and 2012  
Labour Force Survey Executive Report, 2009 and 2012  
Low Income Thresholds A Study of Bermuda Households in Need  
Labour Productivity Indicators  
Young Bermudian Adults and Literacy  
Literacy in Bermuda  
Household Expenditure Survey, 1993 and 2004



Allison  
Towilson



Heather A.  
Jacobs Matthews, JP



Jill  
Husbands



GOVERNMENT OF BERMUDA  
Cabinet Office

**Department of Statistics**

Phone: 1 (441) 297-7761 • Fax: 1 (441) 295-8390  
E-mail: [statistics@gov.bm](mailto:statistics@gov.bm) • Website: [www.statistics.gov.bm](http://www.statistics.gov.bm)