

## Facts About Bermuda's Women Trailblazers

- 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 charity 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 Mid-Wifery Act
- 1931 **Millicent Neverson** — Established Excelsior Girl Guide Company for black girls; 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 Dr. Marjorie Bean** — 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 7 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 of 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 **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

## Statistical Publications

### Monthly

Consumer Price Index  
Retail Sales Index

### Quarterly

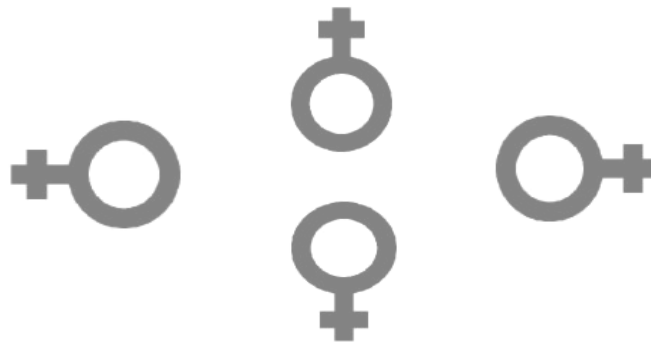
Balance of Payments  
Quarterly Bulletin of Statistics

### Annually

Bermuda Digest of Statistics  
Bermuda Facts and Figures  
Employment Briefs  
Employment Survey Detailed Tabulation Set  
Bermuda Labour Market Indicators  
Bermuda Gross Domestic Product

### Other

Household Expenditure Survey 2004  
Household Expenditure Survey 1993  
Bermuda's Stride Toward the 21<sup>st</sup> Century (Dorothy Newman Report – November 1994)  
The 1991 Census of Population and Housing  
The Changing Face of Bermuda's Seniors  
The 2000 Census of Population and Housing  
Labour Force Trends (2000 Census Monograph)  
Bermuda's Social Dynamics (2000 Census Monograph)  
Characteristics of Bermuda's Families  
Bermuda Roots  
Bermuda's Maritime Connection  
Population Projections 2000-2030  
Bermuda' Population Projections 2000-2030 Main Report  
A Profile of Bermuda's Disabled Population  
Literacy in Bermuda



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# Women in Leadership

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GOVERNMENT OF BERMUDA  
The Cabinet Office

Department of Statistics

*'At Your Service, Bermuda'*

## 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 pamphlet, the statistics focus on leaders at work and at home as there is no data available on leadership in non-profit organizations.

## Women Leading at Home

- In 1991, the proportion of women managing the affairs of the home was 34%.
- Nine years later in 2000, 47% of women were managing the affairs of the home.
- In 2000, of all female-headed households 20% or 2,373 comprised single-parent households.

## Historical Rise in Women at Work

Socially and culturally, the role of women has changed in the last few decades. 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 50 years, women have consistently represented a larger portion of the working population (See Table 1).

Table 1: Steady Climb in Working Women, 1950 - 2000 (50 Years)

Year	Working Women	% Working 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>

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

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

- The actual number of women in the working population more than tripled between 1950 and 2000.
- By 2000, The labour force participation rate increase by more than one and half times the rate in 1950.

## Number of Jobs Held by Women

- Between 2003 and 2006, women in administrative and managerial occupations increased the strongest by 13%.
- Since 2003, working women are older and working longer (See Table 2).

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

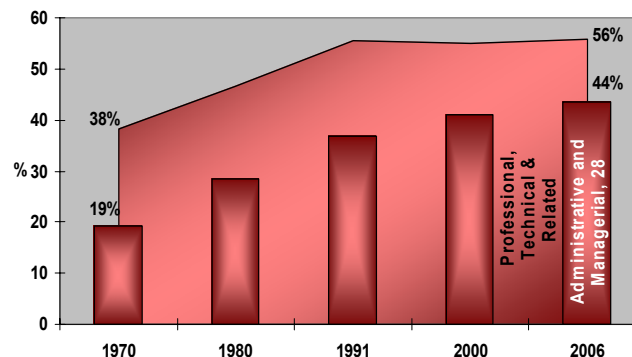
Major Occupational Groups	Survey Years				% Change 2003-2006
	2003	2004	2005	2006	
Professional, technical & related	4,152	4,335	4,379	4,606	11%
Administrative and managerial	2,303	2,384	2,490	2,591	13%
Clerical	6,132	6,124	6,162	6,197	1%
Sales	1,545	1,549	144	1,419	-8%
Service	3,402	3,351	3,557	3,487	2%
Agriculture, animal husbandry and fishing	40	39	45	40	0%
Production, transport & related	592	644	614	616	4%
<b>Total</b>	<b>18,166</b>	<b>18,426</b>	<b>18,690</b>	<b>18,956</b>	<b>4%</b>
Median Income Earned (\$)	n.a.	44,739	46,270	48,848	
Median Age (Years)	40.8	41.2	41.5	41.6	
Average Hours Worked	25.4	29.4	30.1	30.7	

## Shift in Specific Occupations

Between 1970 and 1991, women made significant strides in gaining entry into administrative and managerial and professional and technical jobs. After this period of rapid growth the trend flattens.

- The proportion of women holding administrative and managerial jobs more than doubled rising from 19% in 1970 to 44% by 2006.
- Women holding professional and technical jobs grew from 38% in 1970 to 56% in 2006 (see Figure 1).

Figure 1: Women Make Notable Strides as Professionals and Managers



## Women Dominate in Education and Health

In 2006, Bermuda's professional and technical women were concentrated primarily in health and education positions. The percentage of women in selected leading occupations are as follows:

Professional and Technical Occupations	
Nurse	91%
School Counsellor	90%
Medical, Dental, Veterinary & Related Worker	86%
Occupational Therapist	85%
Teacher	82%
Social Worker	79%
Principal	72%
Administrative and Managerial	
Sub-Manager Personnel	94%
General Manager Corporate Secretary	93%
Manager Reservations	92%
Sub Manager Customer Service	77%
Manager Personnel	76%

## Women Leaders in Politics

In 2001, Bermuda ranks fifth among the selected countries in terms of parliamentarian seats held by women. (See Figure 2).

Figure 2: Percent of Parliamentarians Seats held by Women for Selected Countries, 2001

