

ABSTRACT

The Capacity of Caribbean Women To rise above the Glass Ceiling

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This study examines Caribbean women and their relationship to the concepts of leadership and power in management and governance. It looks at the limitations which are set for women, or by women themselves, as it concerns reaching vaunted positions of management capability. It examines glass ceiling definitions and details how far these limitations affect the Caribbean woman, while also exploring the ideological role in which she is placed and how this affects her fit in society and consequently the 'place' she holds therein. The methodology used in this study incorporates a mixed method approach that integrates an investigation of quantitative and qualitative factors affecting women's movement up the corporate or political ladders. Quantitative factors such as (a) the percentage of women and men who are supervisors/managers and (b) the percentage of men as opposed to women who are hired to be supervisors/managers, measured by questionnaire, provides a working set of variables to be examined in conjunction with qualitative factors. Qualitative factors include (a) ways in which women regard leadership and (b) their experiences on the job, measured by interviews and focus group discussions. The findings suggest that the glass ceiling may not be as impenetrable in the Caribbean as elsewhere. This is a result of the unique experience of Caribbean women as workers since the colonization of these territories.

Keywords: Marie-Therese Bernard, Glass ceiling, Glass cliffs, 'Sticky' floors, Caribbean leadership, Power, Caribbean women in management, Male Chauvinism, Organisational barriers, Stereotyping, Resisting female leadership, Gendered Practice Theory, Mixed methodology, Caribbean women's Status, Promoting women, Pay for female managers, Sexism, Harassment, Court justice for women, Women's Place and Space