



Are we all in the same boat: An Evaluation of the Female Perception on the Maritime Industry

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ABSTRACT

Ever since the pirating days there has been an inherent bias about women being onboard ships. It originally stemmed from the sailors' lore about women being bad luck on ships because they were distracting and brought uncooperative weather. The bias has stemmed into modern day seafaring. There is a problem regarding the bias against women in maritime culture. Despite the many efforts made to better support females in maritime there is still inherent bias, which has led to the marginalization of women. Through an ethnographic study a series of interviews will be conducted to better understand the personal effects of this bias on the women. The interviews will then be coded by common themes that arise. What was found was that many of the women had as equally positive experience as negative experience. There seemed to be more of an issue with female on female support aside from gender bias.

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1. Introduction.

Throughout maritime history there is an embedded bias against female seafarers. This bias has traveled into current day seafaring. For the purpose of this research maritime will be defined as “an industry revolving around shipping that is highly male dominated” (Wu 2017). Male dominated being defined as an “infrastructures ability to uphold hegemonic masculinities which produce masculine privilege” (Galea 2022). Similar to all other work forces the maritime industry originated as a male only occupation. It was not until 1988 that the fight for female workforce equality really started to take off, the fight for female equality has been going on for over 34 years.

The maritime industry has been around as a source of economic and commercial prosperity for many years. Despite the economic and commercial prosperity, the culture of the industry is very biased. This is due to the infrastructure being created by men, because similarly to many other occupations it was originally allowed for men only. This means that there was a lack

of female perspective on the culture. This has resulted in the industry having an abundance of “gender related work issues” (Lares M.C.R 2017) along with a hierarchical and patriarchal structure. Gender related work issues can span anywhere from “uncooperativeness from colleagues, inability to fully complete the task and even sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that is considered sexual harassment” (Lares M.C.R 2017). This has created a serious problem for the women in the industry.

This bias has created a major issue for female mariners and results in them being impacted negatively. There is an obvious problem in the maritime industry regarding the perception of females being bad luck and ineffective on ships. Despite the amount of females in maritime job posters and academy advertisements there is still inherent bias. Through an ethnographic study I will be able to fully analyze the impacts of this bias on current and past female seafarers and their perception of their role in maritime in 2022-2023.

2. Literature Review.

2.1. Historical Perspective.

Similar to all other work forces the maritime industry originated as a male only occupation. It was not until 1988 that

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the fight for female workforce equality really started to take off. According to Lares M.C.R, an Associate Professor at the World Maritime University claims that “the fight for female equality has been going on for over 34 years” (Lares 2017).

This shows that the fight for female mariner equality is fairly new. What must be established is a historical context on maritime infrastructure. An example of how bias is present in the maritime industry has been prevalent through the US Navy. Kate Pike, a professor at Tulane University School of Law explains that the US Navy has been developed through a “long-established strongly hierarchical and patriarchal structure” (Pike 2022). This is in agreement with Lares claims because her stance is that the fight for female equality in maritime has been a rather newer development due to Pike claim that any maritime infrastructures have been developed on a “hierarchical and patriarchal structure”(Pike 2022). This presents the idea that if there is to be major infrastructure and cultural change to the maritime industry then what must be fought is implementing policy and perspective change in the industry to make it more inclusive and equal for all workers.

This problem of the maritime culture being built on is not only an issue in the United States of America. Due to the widespread international relations the culture has affected many other ports. Kate Pike, professor at Cambridge University, claims that “reflect failures of leadership in developing and promoting a safe and inclusive onboard culture” (Pike 21). Which agrees with previous authors because it states that due to the culture there has been major failure on behalf of females. There is proof behind this because in the same excerpt it provides that “research suggests that all women seafarers will experience some form of harassment during their careers” (Pike 2021). That proves that bias is prevalent as previously stated by many other authors, which is due to McCarthy’s claim about a hierarchical and patriarchal structure and Romero’s claim about the fight for equality being fairly new.

Building off the idea of the structure of the maritime culture being created through hierarchical and patriarchal bias. Similar thoughts are being portrayed through the International Maritime Organization (IMO). IMO conducted a study that proved that throughout maritime history there is “almost no women present, and others where we can see some minimal elements of parity and equal representation” (IMO 2022). This is in agreement with all other sources that claim that due to the nature of maritime culture has created a disconnect between representation and equality. There is a common agreement between authors saying that due to the nature of the industry’s culture it was made to not benefit females however what has yet to be established is how females feel about this phenomena.

All sources do prove that there is a historical bias woven into the culture of seafaring.

Contrary to the abundance of research proving the prevalence of the bias; there is minimal research that responds to the personal effects of females in the industry. Research proves that there is victimization and circumstances that lead to the lack of women as proven through University of Cambridge and the World Maritime University. There is also proof that internationally there is an issue involving the historical effects of

the bias as proven through the International Maritime Organization. Despite all this research proving that there are historical bias issues throughout the maritime industry, there is a lack of research in the findings of the personal effects.

2.2. *Female perspective on the Maritime Industry.*

Now that the historical context of bias against females and the research conducted proves there are efforts being made to support men, a review of the female perspective on the maritime industry must be evaluated. There is significant research regarding the obstacles faced by female seafarers. Zbigniew Szozoda a professor at the Maritime University conducted a study regarding the primary source of female struggle in maritime. His findings found proof that “almost 25% said that they were afraid about psychological predisposition” (Szozoda 2014), meaning that a quarter of the females in maritime have a fear about the psychological impacts that the industry leaves on their workers. Another statement was made during the study about an example of females being directly impacted by the bias they claimed that they were “denied the planned apprenticeship because the cabins were double and [they] would have been the only woman on the vessel so it simply was not cost-effective for the ship owner” (Szozoda 2014). That proves that there is bias that previous authors have also made claims about regarding the reasoning behind denying women onboard.

Many other studies about females on ships have been taken to provide primary source statements. One more notable study taken was by flyfishing.org, the nation’s number one shipping magazine. This source offers some insight into some of the coping mechanisms and other tactics used to keep motivation and morale high while working as a seafarer. The demographic studied was the female SuperYacht deckhands. They claimed that “despite the hardships faced by female deckhands it is important to foster positive mental health strategies” (FlyFishing 2012). This agrees with Szozoda’s study by building off the idea of the physiological impacts of the culture of maritime.

There is commonality amongst all the sources, they all claim that there are many obstacles faced by females in maritime. There are psychological impacts on them especially.

Despite all the research that proves that there are no primary source studies that prove that there are personal effects. The research shows that women are impacted by this, without regard to how they are impacted.

2.3. *Women in other Workforces Fight for Equality.*

Now that historical context has been provided, an evaluation of men in maritime, and a female perspective of the obstacles faced by female seafarers. Conclusively what has yet to be evaluated is the female struggle in the other workforces. There is a prevalent bias throughout all workforces but there is much research supporting equality issues in other transects of transportation industries.

Recently a study was taken to evaluate the underrepresentation of females in management positions. According to the U.S Government Accountability Organization (which we be referred to as USGAO) there is a very obvious financial disconnect in regards to female managers, “in 2019, women remained

underrepresented in management positions in the U.S. workforce and continued to earn less than male managers” (USGAO 2022). They continue to build on this idea of the underrepresentation of females by claiming that, “women make up nearly half of the U.S. workforce, yet they face disparities in pay and challenges in advancing their careers” (USGAO 2022). There are similar ideas portrayed in the sources describing the hardships of women in maritime primary source statements. In regards to the underrepresentation of women in the workforce a similar study was taken about women in overall male dominated careers.

Elizabeth Hall Dorrence, a professor in communications at the University of Michigan, conducted a study regarding the impacts of marginalization (or treatment of a certain group) of females in workforces. She explains that the marginalization was built through “micro - aggression” (Dorrence 2020). That means that a bias already embedded against women results in marginalization of females. That proves many other sources theories about the bias against women and the impacts of them. She also provides the information that most of that micro-aggression builds from “societal factors, job contexts and personal factors” (Dorrence 2020). This gives context to Pikes theory about the inequality regarding women in maritime.

Finally Rosa Delauro, a Politician in Connecticut, provides some final thoughts about the hardships of women in politics. She explains that many issues from women are overlooked because “perception” of women’s issues are viewed as “soft” women issues” (Delauro 2010). This provides some causation behind the theories and ideas brought up by the other sources. She also builds on this idea of the perception of women by men being persuaded in the workplace she claims that into order to reach full quality “the vast majority of men must see them as equal, coworkers, and bosses” (Delauro 2010), because this is not happening there is prevalent disconnect between women and men in male dominated industries which proves many ideas that other females are thinking.

Overall there is a common theme throughout the female perspective in other workforces, concluding that they are overlooked, especially in regards to male dominated workforces.

However this overall does not cover the personal effects on females. There is a similar lack of research in the maritime industry.

2.4. *Efforts Made for Men in Maritime.*

Although there is a multitude of research proving the problems for women in maritime there is an abundance of research proving the efforts made to support men in maritime. There is a rich body of literature that addresses the relationship between gender and labor. According to Adrienne Mannov, a professor of social anthropology of land and sea, states that “the overwhelming majority of merchant seafarers are men” (Mannov 2021) but then he builds on the changes made for the betterment of men. For example there is “they were worried, but their fears had to do with providing financial security for their families” (Mannov 2021), so in return they were paid more and their hours were changed. This proves that many of the issues involving men in maritime have been faced head on to change.

Now despite the changes made to improve the working conditions of men there is bias against men as well. Despite the bias is being fought head on to create change, Mannov explains that “very traditional and stereotype definitions of masculinity” among straight, white men from Western countries, including “the relentless repudiation of the feminine . . . emotional impermeability, inexpressiveness . . . daring, risk taking” (Mannov 2021), which means that due to the nature of a females emotions it is believed that they are not fit for this certain type of job as much as men are. That proves a bias because that is thoroughly believed throughout the entire maritime culture. This is in agreement with previous sources such as the ideas presented in the University of Cambridge that there is inherent bias in maritime however the issue is not only regarding women. Despite the bias being affecting maritime gender inequality across the board both The University of Cambridge agrees with Adrienne Mannov that “changes need to be made” (Mannov 2021). Which proves that the changes being made for men greatly outweigh the changes being made for women.

It was important to evaluate the male experience in the maritime industry because in order to establish a gap all perspectives must be evaluated. The given literature proved that despite minimal microaggression against male mariners their experience is vastly different from the female mariners. What the literature also proved was that there is already research of the male perception, however no literature analyzing the female perception.

2.5. *Gap.*

As proven throughout the large amount of research provided there is an obvious lack regarding the personal effects of female seafarers. This bias has directly impacted gender equality and the work environment for current day seafaring. That lack of research has created a necessary perspective needed. This issue can be rectified through a series of interviews from a wide variety of females in the maritime industry. Throughout the course of this paper an ethnographic study will be taken to evaluate the personal effects of the bias on females perception of the maritime industry. Those directly impacted by these aspects of the industry will be thoroughly evaluated throughout the course of this paper.

As heavily stated there is a very obvious lack of research but the posing question is why is this research important? Due to the gap in research there has been no space for females to share their stories on how this bias has impacted them or how they feel about their occupation. Through the conducted research there will be a source that provides the perspective that has been missed through alternative research on maritime.

This paper will focus on the personal effects of the bias in the maritime culture on current female mariners. Through a series of interviews the personal aspects of the bias on female mariners and their perception of their occupation will be evaluated. This paper will provide a coded evaluation of the statements given by the female mariners to emphasize any common themes that have shown present throughout the interviews. The goal is to answer the question: how does the bias embedded in

maritime culture personally impact female mariners perception of their occupation in 2022-2023?

3. Method.

Through an Ethnographic study I was able to analyze the perception of female mariners roles in 2022-2023 seafaring. An Ethnographic study allowed for a study to be taken of the impact of a culture on a certain demographic. That is in alignment with my question because I was analyzing the bias in maritime cultures impacts on the female mariners demographic. In order to collect the data a series of open ended interview questions (shown in Appendix A) was performed and then the interview responses were coded through a thematic analysis. These questions pertain to filling my perspective gap of a lack of literature with a female perspective.

That is because by definition I was studying the lived experience of a culture on a certain demographic. I was studying the impact of the maritime cultures gender bias on female mariners.

An Ethnographic study has produced the correct results as opposed to other methods because the alignment will allowed me to collect the correct data. This research called for the exploration of the female perception as opposed to explain or create. That narrows down many of the research methods. A survey seemed viable however it did not allow for responses to cover a wide perspective, which is why my data collection is open ended interviews in order for there to be an opportunity for a wide perspective coverage.

In order to fully grasp the female perception of their role the interview questions are logically ordered to analyze their perception. It begins with an analysis of their familiarity of the historical context behind the bias, then begins to cover all aspects of the gender bias in company culture. Finally I concluded with the conclusion of actual analysis of the female perception of the maritime industry. At the end of each interview there was an opportunity for some open discussion for any other interviewees to share any thoughts they felt fit to better analyze their perception of the maritime industry.

In order to produce any finding a thematic analysis was necessary to analyze the findings from these interviews. A thematic analysis is a form of semantic coding, that means that as common themes throughout the interviews become more prevalent they were recorded and then compared to other responses. This will be done by finding common themes throughout the interviews. Once common themes begin to become prevalent they were recorded in order to draw conclusions. Through coding a thematic analysis that was how my research question was answered.

In order to properly conduct this research the tools that were needed were the open ended interview questions, those will allow me to stay within the guidelines of an ethnographic study.

Open-ended interviews also make it so the people I am interviewing feel as though they have space to verbally share their responses without a limit. Also I needed a recording device in order to make sure that I have the responses in their entirety. Finally notes were taken on the interviews in order to emphasize

any common findings and to continuously analyze the data as was provided.

There were a few limitations regarding this method. An ethnography study has a very strict definition of study of the lived experience of a culture on a certain demographic. This means that any responses regarding any future direction or thoughts about the future of the industry may not be used as a response because it did not happen in the past. Another aspect of the ethnographic study that must be addressed is that it is qualitative research which means the usage of formulas and arithmetic is not used to prove the point, it is words which may yield less impactful results.

4. Findings.

Based off of the commonality between interview questions I created a code, shown in table 1.

Table 1

Code	Relative Questions
CoDP (+)(-)	<ul style="list-style-type: none"> - What companies have you worked for do you believe have been treated with respect and as a quality member of the company? (+) - What companies do you feel have treated you as unequal to your male colleagues and not a quality member of the company? (-) - Is there any company you worked for that originally started treating you as unequal but now does treat you with respect? (±) - Have you ever had to leave a company based on inequality? (-)
MDP (+)(-)	<ul style="list-style-type: none"> - Do you feel that your management or authority allows for this inequality? - Have you ever been mistreated by management or authority?
CwDP (+)(-)	<ul style="list-style-type: none"> - Do you feel that your coworkers and those at an under or equal position as you allow for this inequality? - Have you ever been mistreated by coworkers or people under an equal position as you? - Have you ever had any of your fellow coworkers stand up for your rights or your experience in the company?
MaDP (+)(-)	<ul style="list-style-type: none"> - Have you ever considered leaving the maritime industry based on inequality? - Has any coworker ever treated you unfairly before they even got a chance to know you? - What were your original ideas/ perception of going into the maritime industry (either post education or switching careers) - Do you think that you have changed your ideas about your job based on what you experience? - Do you know what the bias in maritime is/ are you familiar with the sailors' lore about women being bad luck on ships? - Do you feel that you have been treated with respect in your occupation or do you think that people have treated you unfairly? - Open ended conversation

Source: Author.

The code is based on what parts of the industry are being affected taken from four different perspectives (company, coworker, management and maritime), then through the interviews it seemed to be that there was equally as much positive perception as there was negative as shown through these two symbols: (+)(-). From the findings there were three sections of results (findings, keywords and quote) as shown in table 2.

Table 2

Code	Findings	Key Words	Quote
CoDP (+)(-)	(+) As far as companies got here is no bias that affects their perception because respect was shown. (-) Broken down into situational/ circumstantial that did have an effect	- Circumstantial - off/on - Work harder - Frustrating - Overall - Yes	"You have a magnifying glass on you which proves you to work harder"
MDP(+)(-)	(+) onshore companies: More people stayed with onshore because management was supportive (-) offshore companies: More movement between offshore companies because offshore management was unsupportive	- Yes - Expectation - Frustrating - No support - SASH - Good mentors - No tolerance	"Quite dependent on the expectation of the company"
CwDP(+)(-)	(+) many women feel more supported with female coworkers and superiors (-) more negative experience with male coworkers and an uneven female to male ratio	- Position - Misunderstanding - Male supports - Male unsupported - Unequal culture - Expectation blurred lines - Female superior support	"You don't have to respect the person you have to respect the position"
MaDP (+)(-)	(+) Despite the negative experience minimal regrets would not trade the experience (-) There is a bigger issue with female on female rivalry	- Naive - Passion - Female on female rivalry - Slow but sure change	"Passion outweighs the hardships"

Source: Author.

5. Coded Thematic Analysis.

5.1. CoDP(+)(-):

This code analyzes the perception that was affected by overall company experience. This, similar to many of the other codes, proved there was equally as much positive experience as there was negative. A positive perception of their job was shown through overall company experience. This was found when key words such as "overall, yes, work harder". On the other hand when broken down into situational and circumstantial issues there was a negative perception regarding the company. This was shown when key words such as "off/on, frustrating, and circumstantial" were shown. The quote that emphasized that finding was "you have a magnifying glass on you which proves you to work harder" (anonymous). This emphasized my finding because there is not as much of a "magnifying glass" on you when you are just a member of the company, however when broken down into interpersonal interactions there is a more surveillance on you which results in a negative perception.

5.2. MDP(+)(-):

This code analyzed the perception that was affected by management and authoritative figures. The interviews showed that there was, again, a positive and negative experience regarding both; what made this theme different from the CoDP(+)(-) is that the difference is based on onshore company management compared to offshore company management. What was found was that many offshore companies had more supportive and attentive management and less female employees left the companies. This was shown in key words "no tolerance, SASH (sexual assault and sexual harassment), yes, good mentors and expectation". The negative perception was emphasized by the majority of offshore companies because the management was not as supportive. This was shown in the keywords "frustrating and no support". This quote that emphasized this code was, "quite dependent on the expectation of the company" (anonymous). That emphasized my finding because it shows that the negative perception was shown with unsupportive management and positive perception was shown with supportive expectations.

5.3. CwDP(+)(-):

This code analyzes the perception that was dependent on coworker and colleague relationship. Many showed positive interactions with fellow female coworkers and a negative experience with male coworkers. The female coworkers provided a more positive experience because the environment was more supportive. The male coworkers fostered a more negative experience because many of the interview participants said that there was more competition. The prevalent key words regarding positive experience with females were "female superior support and unequal culture". The emphasized keywords to prove negative experience with male coworker interaction was "Position, misunderstanding, male unsupported, Expectation blurred lines". The quote that emphasized my finding was "you don't have to respect the person you have to respect the position" (anonymous). This emphasized my finding because the negative perception was shown when that ideology was not shown and the positive perception was shown when it was.

5.4. MaDP(+)(-):

The final code that was analyzed was the perception that was dependent on overall maritime culture. The interviews showed that despite all hardships and bias they have undergone, the passion much outweighed any negative experience. Many agreed that they would trade their experience. However there was an unexpected element that the culture overall negatively promotes female comradery and instead fosters more female on female rivalry. The keywords that portrayed positive perception were "short but slow change and passion" the key words that portrayed negative perception "female on female rivalry and naive". The quote that emphasized my finding was "passion outweighs the hardships" (anonymous). This emphasized my findings because a more prominent positive perception was shown following that quote being a response with that however that positive perception was contradicted when the topic of female on female rivalry was presented.

Conclusions.

What the data showed was that contrary to my hypothesis there was equally as much positive experience as there was negative experience. Many of the interviews showed that when presented with a negative experience it was always contradicted with something positive.

Therefore, their perception did change from their original ideas of the maritime industry. They knew originally that it was male dominated and the journey would be difficult but they also are seeing a lot of female success in the industry. Which conclusively created a neutral regard for the female perception of the maritime industry.

What the interviews also showed is even though there have been many strides in female success the culture has changed from being strictly male dominated to an even bigger issue of females competing to be “trail blazers” in their industry. This has created a change in the demographic where many companies have only 1 to 2 females on board because of this competition that was created. This is reasonable because it is difficult to become a face for equality when there are multiple people advocating for the same thing.

Another situation that needs to be addressed as a result of the interviews is that there seems to be less problems regarding bias dependent perception when there were female authority figures. This is because the females in charge have made a very distinct line of expectations to provide a “no tolerance” aspect minimizing the bias that happens in the company. This makes sense because the culture directly stems from how the management reacts to conflict.

So how does the bias embedded in maritime culture personally impact female mariners perception of their occupation in 2022-2023? The results show that their perception of the occupations is split in half to think about it positively and negatively. The bias has impacted them in the sense that they will from time to time feel “frustrated” or “misunderstood” however it is more a tale of a journey of overcoming hardship, ultimately resulting in an overall sense of pride about their occupation.

Limitations of Research.

As the female perception of their role in the industry has both a positive and a negative side, What has yet to be addressed is the limitation of this research. There were two limitations that had a direct impact on this research. The first one was the location availability of people to interview. The second one was that I forgot to ask how this issue makes you feel.

One limitation that had a direct impact on my research was the availability of women to interview. Due to the networking there was only a limited number of women that were available to interview, and based off of location there was only a very few women available to interview in person which may have led to a limited response due to the situation. Phone calls are not as comfortable as in person interviews to this may have led to answers that had misinterpreted responses. This is due to the environment regarding interviewing on the phone.

Another aspect that would have been conducted differently was the wording of the interview questions. Analyzing perception yields questions regarding people’s personal lives. In order to ask the questions to answer the research question while being respectful of inquiring about the interviewees personal lives the questions may have been misinterpreted. Asking them how they felt may have resulted in a response that was not honest simply because it would be difficult to recall or the people being interviewed did not want to share their honest opinion. This led to more work in the end of having to grasp how they felt based on how they responded to questions. If the questions asked had words to signify a response with honest feelings the conclusion may be different.

Implication.

Due to the gap in the research there is a lack of female perspective on this issue. This is an issue because the problem directly affects females. The gap was that there is a lack of female perspective for a problem that directly affected females. This paper in the future will accomplish multiple things, there will be a source that admits the problem had an effect on the population, fills in a necessary perspective to increase the fight for change and it will allow women to share their experience which will create a more connected culture around the industry.

The problem was that women are affected by the gender bias, as shown it impacted them negatively and positively, despite all the sources that admitted that the gender bias existed and was a problem. This paper admitted that the gender bias impacted many women. However now that the data has been analyzed a conclusion has been made there is a source that admits there is an impact. This proven impact can impact the culture positively in the future. This means that the target demographic; women in maritime, will have a source that speaks out for their experience in the culture.

Now that there is a source that admits an impact of the demographic this can spark positive change. Admitting that the bias impacts women does not inspire companies to enact change or policy in their industry. However now that the victims of the bias have shared their experience that is reason to inspire change or policy in the industry. This can result in a positive culture shift for the maritime industry.

Not only does the implications of this research inspire change for male on female bias it also can provide a future direction for the issue regarding female on female rivalry that was prevalent through this research. This was an unexpected result from the research but equally as necessary in the future of this research.

Finally due to the widespread bias and the fact that women are a minority it has created an isolating environment for the women in the industry. This is due to the fact that many women are working on ships or in companies as one singular woman; they do not visibly see other women being impacted by the gender bias. However a major implication of this research is that there are multiple sources admitting that they have experienced the gender bias. This will in turn prove to women that they are not alone and will start to limit the isolating environment around the culture.

Future Direction.

As previously mentioned this issue was only evaluated through a small number of females. This is because of a vague definition of female. This made it available for any women who indentified as female and worked in the maritime industry eligible for an interview. This meant there was no hyperfixation on a stricter definition of female. Looking into evaluating the same issue through a more narrow definition may yield a different conclusion. There are many definitions to look at such as, how does it affect females of color or how does it affect married women and even the impact on women who identify as LGBTQ.

The time frame also resulted in a limited number of women available to interview. So for the future of this research there could be an opening for a larger group of women being interviewed. This may yield a response that is geared either more negatively or positively. This could similarly be done using a narrower definition regarding aspects such as location or national versus international industry culture.

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Appendix A.

Interview questions

1. Do you know what the bias in maritime is/ are you familiar with the sailors’ lore about women being bad luck on ships?
2. Do you feel that you have been treated with respect in your occupation or do you think that people have treated you unfairly?
3. What companies have you worked for do you believe have been treated with respect and as a quality member of the company?
4. What companies do you feel have treated you as unequal to your male colleagues and not a quality member of the company?
5. Is there any company you worked for that originally started treating you as unequal but now does treat you with respect?
6. Do you feel that your management or authority allows for this inequality?
7. Have you ever been mistreated by management or authority?
8. Do you feel that your coworkers and those at an under or equal position as you allow for this inequality?
9. Have you ever been mistreated by coworkers or people under an equal position as you?
10. Have you ever had any of your fellow coworkers stand up for your rights or your experience in the company?
11. Have you ever had to leave a company based on inequality?
12. Have you ever considered leaving the maritime industry based on inequality?
13. Has any coworker ever treated you unfairly before they even got a chance to know you?

14. What were your original ideas/ perception of going into the maritime industry (either post education or switching careers).
15. Do you think that you have changed your ideas about your job based on what you experience?