



## Prejudices Onboard Ship: Basis for Development of an Intervention Program

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### ABSTRACT

Prejudice is one of the most common challenges seafarers experience onboard. This study aimed to identify prejudices experienced by seafarers onboard ships and develop an intervention program. A survey was conducted among active seafarers with at least 12 months of experience on international voyages. A researcher-made questionnaire was used to assess the prejudices seafarers faced. Data were analyzed using frequency, percentage, rank, t-test, One-way ANOVA, and Duncan test at a 0.05 alpha level. Results showed that nationality was the highest-ranked self-related prejudice, while length of experience was the highest-ranked job-related prejudice, which might be due to the issue of competence brought by these factors. There were no significant differences in prejudices based on age or length of experience, but significant differences were found based on rank. The operational level significantly differed from the support level, which might be credited to the difference in treatments among seafarers regarding hierarchy, but management did not differ from either. An intervention program was developed based on the most prevalent prejudices, considering age, experience, and rank classifications.

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### 1. Introduction.

Prejudice refers to negative feelings, attitudes, and beliefs toward individuals or groups based on preconceived notions (Soken-Huberty, 2023). In the maritime industry, prejudice can be particularly problematic due to the close quarters and isolated nature of life at sea, where individuals from diverse backgrounds are often forced to work together for extended periods (Daniels, 2017). This can lead to a heightened sense of vulnerability, making it more difficult for individuals to avoid or escape discriminatory behavior (Juda, 2021). Prejudices onboard ships can have severe consequences, such as creating a hostile work environment, reducing job satisfaction, and compromising the mental well-being of seafarers. Moreover, it does not only erode trust and hinder effective teamwork but also contributes to a culture of exclusion and inequality (Cordon et al., 2020).

The prevalence of prejudices onboard the ship is a significant concern, with a recent study by Women's International Shipping and Trading Association (WISTA) in 2022 revealing that 60% of the 1,128 female seafarers (90% work on cruise ships) surveyed reported encountering gender-based prejudices onboard, and 66% of the respondents concurred that their male colleagues had turned to harassing and intimidating their female co-workers. Furthermore, 25% reported that physical and sexual harassment onboard was common, with intrusions on their privacy. The vast majority (88%) of those engaging in such harassment and prejudices were male seafarers (Gupta, 2022).

There are clear gaps in the above-mentioned study. It only focuses more on female seafarers working in cruise ships (90% of the respondents) and, therefore, lacks representation of the entirety of female seafarers since only 10% of the respondents are working on other types of vessels. Moreover, it focuses solely on gender-based prejudices against female seafarers and does not address similar issues faced by seafarers of all genders. It is crucial to give attention to prejudices faced by male seafarers because around 98-99% of the global seafarer workforce is composed of male seafarers, with female seafarers representing

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only a small minority of 1-2% of the total seafarer population (Hand, 2022). In addition to that, it is also important to identify the different prejudices onboard ship to develop a comprehensive understanding of it and to design effective strategies to mitigate the effects of these prejudices (Gould, 2020).

This study was conceptualized for the following reasons: There is a scarcity of research addressing broader prejudices encountered by the entirety of seafarers beyond gender-based prejudices, since most studies predominantly focus on the prejudice faced by female seafarers. Moreover, various types of workplace prejudices have been identified, which are often tied to social identity groups such as race, ethnicity, and age and can manifest either explicitly or subtly (Di Tomaso, 2020). Furthermore, prejudices at work significantly affect employees' performance, job satisfaction, organizational commitment, and citizenship behavior (Elei, 2016). Lastly, it was noted that prejudices onboard ships have existed for a long time, up until the present. Thus, this study validated previous studies conducted.

The Social Identity Theory was anchored to this study. It suggests that a person's sense of self is influenced by their group background. Individuals are naturally categorized into groups based on various factors. These group identities shape how people perceive themselves and others, leading to stereotyping and forming in-groups and out-groups. Prejudice arises when the in-group seeks to elevate its status by finding fault in the out-group, resulting in discrimination (Tajfel & Turner, 1979). This theory is related to the present study in that seafarers can be influenced by their background, shaping a perception that they are superior over the others, and creating a tendency of prejudice.

Generally, this study aimed to identify prejudices onboard the ship and to develop an intervention program.

Specifically, this study sought answers to the following questions:

1. What forms of prejudice do seafarers experience onboard the ship when taken as an entire group and when classified according to age, length of experience, and rank?
2. Are there significant differences in the prejudices experienced by seafarers onboard the ship when classified according to age, length of experience, and rank?
3. What intervention program will be developed to mitigate prejudices onboard ship?

## 2. Methods.

### 2.1. Research Design.

A survey was utilized as the research design of this study. A survey is a method of research employed to gather data from a preselected group of respondents to obtain insights on various subjects of interest and can be conducted using diverse methods, depending on the study's goals and chosen methodology (Anand, 2022). Survey was used to ascertain and categorize the responses of seafarers concerning the existence of prejudices onboard ship.

### 2.2. Respondents.

The respondents of this study were active seafarers engaged in international voyages with at least 12 months of onboard experience. Snowball sampling was used, as the minimum number of 100 respondents. Respondents were classified according to age, length of experience, and rank because these factors influence how seafarers interact and perceive each other, as well as significantly shape social dynamics, leading to potential prejudices (Galanakis, 2023; Brooks & Greenberg, 2022). Respondents determined the prejudices they had experienced onboard the ship. This data helped develop an intervention program to minimize prejudices onboard the ship.

Table 1: Distribution of respondents.

Category	f	%
A. Entire Group	100	100
B. Age		
31 years old and above	42	42
30 years old and below	58	58
C. Length of Experience		
16 years and above	18	18
15 years and below	82	82
D. Rank		
Management level	11	11
Operational level	18	18
Support level	71	71

Source: Authors.

### 2.3. Instrument.

A researcher-made questionnaire was used to ascertain the responses of seafarers regarding the prejudices they experience onboard the ship. The first part of the researcher-made questionnaire was the respondent's profile such as name, which was optional, and their email address. The second part of the questionnaire was the survey proper. Part A of this survey was the group classification of the respondents. It contained age, which was answerable by 31 years old and above or 30 years old and below; length of onboard experience, which was answerable by 16 years and above or 15 years and below; and rank, which was answerable by management level, operational level, or support level. Part B of this survey contained statements regarding the various prejudices the respondents might have experienced onboard the ship and were answerable by agree or disagree. The content of this researcher-made questionnaire was validated by three experts in the fields of language and research and one professional maritime teacher. This questionnaire underwent reliability testing using Kuder-Richardson 20 (KR-20) formula, having 0.92 coefficient.

### 2.4. Data Collection.

Once finalized, the researchers converted the questionnaire into an online form using Google Forms. The online questionnaire was distributed to not less than 100 respondents and was selected according to the criteria made by the researchers via email, Facebook Messenger, and group chats. Data collection was carried out over a period of two to three weeks allowance.

The data collection phase adhered to ethical guidelines, including obtaining informed consent from all respondents and ensuring the confidentiality of their responses.

### 2.5. Data Analysis.

The statistical tools used were frequency, percentage, rank, t-test of independent samples, One-way ANOVA, and Duncan test set at .05 alpha. Frequency was used to determine the number of prejudices experienced by seafarers of different ages, length of onboard experience, and rank groups. Percentage determined the prejudices in hundreds value. Rank was used to arrange the frequency distribution of the prejudices onboard the ship. The t-test of independent samples was used to determine if there were no significant differences in the prejudices experienced by seafarers of different ages and length of onboard experience groups set at .05 alpha. One-way ANOVA was used to determine if there is no significant difference in the prejudices experienced by seafarers of different rank groups set at .05 alpha. In addition, Duncan was used as a post-hoc test for comparison of means among ranks of seafarers for the prejudices experienced onboard ship. Meanwhile, an intervention program was developed to mitigate prejudices onboard the ship. It consisted of items, objectives, activities, resources, and expected outcomes. The highest frequency of prejudices encountered by seafarers was used as a basis for making the intervention program.

### 2.6. Ethical Considerations.

Voluntary involvement of research respondents was crucial, and they were able to withdraw from the study at any point. Upholding data privacy and obtaining informed consent formed the foundation of their participation. To ensure data privacy and informed consent of respondents in research, researchers clearly communicated the purpose and procedures of the study, obtained voluntary participation, protected respondents' confidentiality, and provided them with understandable information to make informed decisions. Questionnaires and other possible interactions with respondents were free of offensive, discriminatory, or inappropriate language.

## 3. Results and Discussion.

The highest ranked item for self-related prejudices seafarers experienced onboard ship when taken as an entire group is nationality, accounting for 34% or 34 out 100 seafarers. . Table 2 shows the results. Nationality can influence perceptions of competency in seafaring, as different countries have varying standards for maritime education and training (Chawla, 2015). Seafarers often face prejudice based on their nationalities, manifesting in various forms. Discrimination may occur during recruitment, with some maritime institutions not allowing specific nationalities to enrol in nautical training. Additionally, crew members from certain countries may receive lower wages or face harsher working conditions, particularly on “flags of convenience” vessels (Smith, 2024).

Meanwhile, the highest ranked item for job-related prejudices seafarers experienced onboard ship when taken as an entire group is the length of experience, accounting for 38% or 38 out of 100 seafarers. Seafarers often face prejudice based on their length of experience. Research indicates that those with longer seafaring careers may experience both respect and bias, depending on the ship's culture. For instance, many seafarers report experiences of discrimination and exclusion due to their relatively shorter tenure compared to more seasoned crew members (Brooks & Greenberg, 2022; Harina et al., 2023). Additionally, the perception of competence can vary significantly, leading to tensions between experienced and less experienced crew members.

Table 2: Prejudices Experienced by Seafarers Onboard Ship when taken as an Entire Group (n=100).

Items	f	%	Rank
<b>Self-related</b>			
nationality	34	34	1
race	28	28	2
native language and accent	27	27	3
English language level of proficiency	26	26	4
weight	25	25	6.5
cultural customs	25	25	6.5
cultural superstitions	25	25	6.5
personality	25	25	6.5
dietary restrictions/ preferences	24	24	9
traditions	23	23	10
observance of religious holidays or rituals	21	21	12.5
hobbies	21	21	12.5
educational achievement	21	21	12.5
personal connection	21	21	12.5
personal body shape	20	20	15.5
gender roles	20	20	15.5
drinking habit	19	19	17
hygiene/ body odor	18	18	18.5
religious beliefs/ affiliation	18	18	18.5
height	17	17	20.5
sex	17	17	20.5
past medical condition	16	16	22
skin color	14	14	23.5
clothing or adornments	14	14	23.5
facial feature	13	13	26
smoking habit	13	13	26
marital status	13	13	26
family background	12	12	28
piercing/ tattoos	11	11	29
scar/ markings	9	9	30
<b>Job-related</b>			
length of my experience	38	38	1
rank I hold	37	37	2
age-related stereotypes	33	33	3
work ethics I observe	27	27	4.5
job roles I have	27	27	4.5
school I graduated from	23	23	6
monthly income I received	21	21	7
department I am in	20	20	8
previous conflict with my fellow crews	19	19	9
level of my technological literacy	18	18	10
gender stereotypes regarding the ability to perform certain tasks	17	17	11
negative reputation I have	16	16	12.5
restrictions or expectations regarding dress codes and appearance	16	16	12.5
assumptions about competence or suitability caused by gender	15	15	14
previous conflict with my company	13	13	15

Source: Authors.

The highest ranked item for self-related prejudices seafarers experienced onboard ship when classified according to age (31 years old and above) is on nationality, accounting for 43% or 18 out of 42 seafarers. Table 3 shows the results. Seafarers over 30 often face nationality-based prejudices in the maritime industry.

Discrimination manifests through economic disparities, where wages and working conditions vary significantly based on nationality. For instance, seafarers from certain countries may endure longer hours for lower pay than their counterparts. Additionally, institutional factors contribute to an “us versus them” mentality, particularly when crew and officers are of different nationalities, leading to unequal treatment and communication issues (McKenna, 2020).

Moreover, the highest ranked item for job-related prejudices seafarers experienced onboard ship when classified according to age (31 years old and above) is rank, accounting for 33% or 14 out of 42 seafarers. Seafarers often face prejudice based on rank, particularly in hierarchical environments like ships. Lower-ranked crew members may experience disrespect and exclusion from higher-ranking officers, leading to feelings of alienation. This can manifest as bullying or harassment, where senior staff may overlook or dismiss the contributions of junior crew, fostering a toxic work culture. Additionally, favoritism can arise, where those with closer relationships to higher ranks receive preferential treatment, exacerbating tensions among crew members and undermining morale (Loh, 2022).

Table 3: Prejudices Experienced by Seafarers Onboard Ship of Ages 31 Years Old and Above (n=42).

Items	f	%	Rank
<b>A. Self-related</b>			
nationality	18	43	1
race	14	33	2
dietary restrictions/ preferences	14	33	3
English language level of proficiency	12	29	4.5
personal connections	12	29	4.5
weight	11	26	8
drinking habit	11	26	8
past medical conditions	11	26	8
native language and accent	11	26	8
educational achievement	11	29	8
personality	10	24	11
hygiene/ body odor	9	21	14
cultural customs	9	21	14
traditions	9	21	14
observance of religious holidays or rituals	9	21	14
gender roles	9	21	14
body shape	8	19	20
smoking habit	8	19	20
cultural superstitions	8	19	20
clothing or adornments	8	19	20
religious beliefs/ affiliation	8	19	20
hobbies	8	19	20
sex	8	19	20
height	7	17	25
skin color	7	17	25
marital status	7	17	25
family background	6	14	27
facial feature	5	12	28.5
piercing/ tattoos	5	12	28.5
scar/ markings	3	7	30
<b>B. Job-related</b>			
rank I hold	14	33	1
length of my experience	13	31	2.5
age-related stereotypes	13	31	2.5
school I graduated from	12	29	4
level of my technological literacy	11	26	6
department I am in	11	26	6
job roles I have	11	26	6
work ethics I observe	10	24	8.5

Source: Authors.

The highest ranked item for self-related prejudices seafarers experienced onboard ship when classified according to age (30 years old and below) is cultural superstition, accounting for 29% or 17 out of 58 seafarers. Table 4 shows the results. Cultural superstition among seafarers involves different beliefs about a particular phenomenon. Seafarers may face prejudice onboard due to cultural superstitions and differences. Multi-national crews can lead to misunderstandings stemming from varying beliefs and cultural practices. Limited cultural sensitivity training exacerbates these issues, resulting in stereotyping and misinterpretation of behaviors, which can affect safety and teamwork (Editor, 2021). Additionally, superstitions prevalent among different cultures can create divisions, as crew members may feel uncomfortable or dismissive of beliefs that differ from their own, further complicating interpersonal dynamics onboard (Bhattacharjee, 2022).

Table 4: Prejudices Experienced by Seafarers Onboard Ship of Ages 30 Years Old and Below (n=58).

Items	f	%	Rank
<b>A. Self-related</b>			
cultural superstitions	17	29	1
native language and accent	16	28	3
nationality	16	28	3
cultural customs	16	28	3
personality	15	26	5
weight	14	24	7.5
English language level pf proficiency	14	24	7.5
race	14	24	7.5
traditions	14	24	7.5
hobbies	13	22	10
body shape	12	21	11.5
observance of religious holidays or rituals	12	21	11.5
dietary restrictions/ preferences	11	19	13.5
gender roles	11	19	13.5
height	10	17	16
religious beliefs/ affiliation	10	17	16
educational achievement	10	17	16
hygiene/ body odor	9	16	19
sex	9	16	19
personal connections	9	16	19
facial feature	8	14	21.5
drinking habit	8	14	21.5
skin color	7	12	23
piercing/ tattoos	6	10	26
scar/ markings	6	10	26
clothing or adornments	6	10	26
family background	6	10	26
marital status	6	10	26
smoking habit	5	9	29.5
past medical conditions	5	9	29.5
<b>B. Job-related</b>			
length of my experience	25	43	1
rank I hold	23	40	2
age-related stereotypes	20	34	3
work ethics I observe	17	29	4
job roles I have	16	28	5
previous conflict with my fellow crews	12	21	6
monthly income I received	11	19	7.5
school I graduated from	11	19	7.5
department I am in	9	16	9
negative reputation I have	8	14	10.5
gender stereotypes regarding the ability to perform certain task	8	14	10.5
previous conflict with my company	7	12	13.5
level of my technological literacy	7	12	13.5
restrictions or expectations regarding dress codes and appearance	7	12	13.5
assumptions about competence or suitability cause by gender	7	12	13.5

Source: Authors.

On the other hand, the highest ranked item for job-related

prejudices seafarers experienced onboard ship when classified according to age (30 years old and below) is the length of experience, accounting for 43% or 25 out of 58 seafarers. Young seafarers often face prejudice due to their limited experience, leading to feelings of insecurity and uncertainty about their roles. This can manifest in assumptions about their competence and capability, creating a challenging work environment. Studies indicate that those with less experience may struggle with job satisfaction and mental health as they navigate a culture that often favors seasoned personnel, exacerbating feelings of isolation and inadequacy among younger crew members (Shaw, 2020; Brooks & Greenberg, 2022).

The highest ranked item for self-related prejudices seafarers experienced onboard ship when classified according to length of experience (16 years and above) is nationality, accounting for 50% or 9 out of 18 seafarers. Table 5 shows the results. Long-experienced seafarers often face prejudice based on nationality, manifesting as racism and discrimination within the maritime industry. Reports indicate a rise in seafarers experiencing racism, with many feeling unsupported and lacking formal complaint avenues (Jones, 2021). Economic disparities among crew members, often influenced by nationality, exacerbate tensions.

In addition, the highest ranked item for job-related prejudices seafarers experienced onboard ship when classified according to length of experience (16 years and above) is rank, accounting for 39% or 7 out of 18 seafarers. Seafarers often face discrimination onboard ships, particularly based on rank. This hierarchical structure fosters an “us vs. them” mentality, where lower-ranking crew members, especially from different nationalities, may feel marginalized or undervalued compared to officers (McKenna, 2020).

The highest ranked item for self-related prejudices seafarers experienced onboard ship when classified according to length of experience (15 years and below) is nationality, accounting for 30% or 25 out of 82 seafarers. Table 6 shows the results. Less experienced seafarers often face discrimination based on their nationality, impacting their work conditions and relationships onboard. They often experience institutional factors such as economic disparities and social segregation. Additionally, salary discrepancies are prevalent, with lower wages for non-EU and Asian seafarers compared to their EU counterparts, exacerbating feelings of inequality and prejudice in the maritime industry (Maritime Zone, 2020).

Furthermore, the highest ranked item for job-related prejudices seafarers experienced onboard ship when classified according to length of experience (15 years and below) is the length of experience, accounting for 40% or 33 out of 82 seafarers. Seafarers often face prejudice onboard, particularly related to their length of experience. A study indicated that less-experienced seafarers may encounter prejudices and biases in how they are treated by colleagues, impacting their integration and morale (Basar & Kose, 2015). It is mainly due to the issue of competence.

The highest ranked item for self-related prejudices seafarers experienced onboard ship when classified according to rank (Management level) is past medical condition, accounting for

Table 5: Prejudices Experienced by Seafarers Onboard Ship with Length of Experience of 16 Years and Above (n=18).

Items	f	%	Rank
<b>A. Self-related</b>			
nationality	9	50	1
race	7	39	2
past medical conditions	6	33	3.5
English language level of proficiency	6	33	3.5
hygiene/ body odor	5	28	6.5
dietary restrictions/ preferences	5	28	6.5
drinking habit	5	28	6.5
native language and accent	5	28	6.5
weight	4	22	11
cultural customs	4	22	11
traditions	4	22	11
educational achievement	4	22	11
personal connections	4	22	11
height	3	17	16
body shape	3	17	16
smoking habit	3	17	16
cultural superstitions	3	17	16
personality	3	17	16
skin color	2	11	22
piercing/ tattoos	2	11	22
religious beliefs/ affiliation	2	11	22
observance of religious holidays or rituals	2	11	22
hobbies	2	11	22
gender roles	2	11	22
marital status	2	11	22
facial feature	1	6	27.5
clothing or adornments	1	6	27.5
family background	1	6	27.5
sex	1	6	27.5
<b>B. Job-related</b>			
rank I hold	7	39	1
department I am in	6	33	2
level of my technological literacy	5	28	5
length of my experience	5	28	5
age-related stereotypes	5	28	5
job roles I have	5	28	5
school I graduated from	5	28	5
monthly income I received	4	22	8
work ethics I observe	3	17	9.5
negative reputation I have	3	17	9.5
restrictions or expectations regarding dress codes and appearance	2	11	11
previous conflict with my fellow crews	1	6	13.5
previous conflict with my company	1	6	13.5
assumptions about competence or suitability caused by gender	1	6	13.5
gender stereotypes regarding the ability to perform certain tasks	1	6	13.5

Source: Authors.

45% or 5 out of 11 seafarers. Table 7 shows the results. Seafarers may face prejudice onboard due to past medical conditions, primarily stemming from stigma and misconceptions about their health. Discriminatory environment onboard can exacerbate feelings of alienation for individuals with past health issues, impacting their onboard experience and mental well-being (Mukherjee, 2024).

Meanwhile, the highest ranked items for job-related prejudices seafarers experienced onboard the ship when classified according to rank (Management level) are age-related stereotypes, job roles, and rank, accounting for 27% or 3 out of 11 seafarers. Age-related stereotypes and discrimination are prevalent in the maritime industry, affecting seafarers of all ages. Ageism manifests as unfair treatment, such as assumptions about capabilities and pressure to retire (Editor, 2022). Seafarers often face prejudice onboard due to perceived hierarchies in rank and job roles, as well as the perception that certain ranks and

Table 6: Prejudices Experienced by Seafarers Onboard Ship with Length of Experience of 15 Years and Below (n=82).

Items	f	%	Rank
<b>A. Self-related</b>			
nationality	25	30	1
native language and accent	22	27	3
cultural superstitions	22	27	3
personality	22	27	3
weight	21	26	6
race	21	26	6
cultural customs	21	26	6
English language level of proficiency	20	24	8
dietary restrictions/ preferences	19	23	10.5
traditions	19	23	10.5
observance of religious holidays or rituals	19	23	10.5
hobbies	19	23	10.5
gender roles	18	22	13
body shape	17	21	15
educational achievement	17	21	15
personal connections	17	21	15
religious beliefs/ affiliation	16	20	17.5
sex	16	20	17.5
height	14	17	19.5
drinking habit	14	17	19.5
hygiene/ body odor	13	16	21.5
clothing or adornments	13	16	21.5
skin color	12	15	23.5
facial feature	12	15	23.5
family background	11	13	25.5
marital status	11	13	25.5
smoking habit	10	12	27.5
past medical condition	10	12	27.5
piercing/ tattoos	9	11	29.5
scar/ markings	9	11	29.5
<b>B. Job-related</b>			
length of my experience	33	40	1
rank I hold	30	37	2
age-related stereotypes	28	34	3
work ethics I observe	24	29	4
job roles I have	22	27	5
previous conflict I have with my fellow crews	18	22	6.5
school I graduated from	18	22	6.5
monthly income I received	17	21	8
gender stereotypes regarding the ability to perform certain tasks	16	20	9
department I am in	14	17	11
restrictions or expectations regarding dress codes and appearance	14	17	11
assumptions about competence or suitability caused by gender	14	17	11
level of my technological literacy	13	16	13.5
negative reputation I have	13	16	13.5
previous conflict I have with my company	12	15	15

Source: Authors.

job roles are less important than the other, leading to unequal treatment (McKenna, 2020).

The highest ranked items for self-related prejudices seafarers experienced onboard ship when classified according to rank (Operational level) are drinking habits, native language and accent, and nationality, accounting for 17% or 3 out of 18 seafarers. Table 8 shows the results. Seafarers often face discrimination onboard due to their drinking habits, which are influenced by the unique stresses of maritime life, including isolation and long hours. Moreover, alcohol consumption is prevalent among seafarers, with many viewing it as a social norm during port liberty (Britannia, 2023). However, excessive drinking can impair judgment and lead to safety risks, prompting strict regulations and policies against alcohol use on ships. This duality creates a challenging environment where non-drinkers may be marginalized. On the other hand, seafarers from certain nationalities, particularly those from Asia and Eastern Europe, face

Table 7: Prejudices Experienced by Management Level Seafarers Onboard Ship (n=11).

Items	f	%	Rank
<b>A. Self-related</b>			
past medical condition	5	45	1
piercing/tattoos	3	27	4
drinking habit	3	27	4
English language level of proficiency	3	27	4
race	3	27	4
nationality	3	27	4
weight	2	18	10
skin color	2	18	10
body shape	2	18	10
hygiene/body odor	2	18	10
dietary restrictions/preferences	2	18	10
smoking habit	2	18	10
native language and accent	2	18	10
height	1	9	18.5
cultural customs	1	9	18.5
cultural superstitions	1	9	18.5
traditions	1	9	18.5
observance of religious holidays or rituals	1	9	18.5
personality	1	9	18.5
hobbies	1	9	18.5
gender roles	1	9	18.5
marital status	1	9	18.5
<b>Job-related</b>			
age-related stereotypes	3	27	12
job roles I have	3	27	2
rank I hold	3	27	2
level of my technological literacy	2	18	5
length of my experience	2	18	5
monthly income I received	2	18	5
department I am in	1	9	9.5
work ethics I observe	1	9	9.5
negative reputation I have	1	9	9.5
school I graduated from	1	9	9.5
restrictions or expectations regarding dress codes and appearance	1	9	9.5
gender stereotypes regarding the ability to perform certain tasks	1	9	9.5

Source: Authors.

discrimination in the maritime industry due to their nationality and native language (Lee et al., 2022).

Moreover, the highest ranked item for job-related prejudices seafarers experienced onboard ship when classified according to rank (Operational level) is the length of experience, accounting for 28% or 5 out of 18 seafarers. The issue of competence can be linked to why seafarers experience prejudice because of their length of experience. Less-experienced seafarers may encounter prejudices and biases in how they are treated by colleagues, impacting their integration and morale (Basar & Kose, 2015).

The highest ranked item for self-related prejudices seafarers experienced onboard ship when classified according to rank (Support level) is nationality, accounting for 39% or 28 out of 71 seafarers. Table 9 shows the results. Seafarers often experience prejudice and discrimination due to their nationality while working on ships. Examples include a cadet being denied access to the bridge while his Finnish colleague was granted access, and on one vessel, the chief officer let everyone else go out but did not grant shore leave to the cadet and a fellow Filipino rating (Otto, 2020).

On the other hand, the highest ranked items for self-related prejudices seafarers experienced onboard ship when classified according to rank (Support level) are the length of experience

Table 8: Prejudices Experienced by Operational Level Seafarers Onboard Ship (n=18).

Items	f	%	Rank
<b>A. Self-related</b>			
drinking habit	3	17	2
native language and accent	3	17	2
nationality	3	17	2
hygiene/body odor	2	11	6.5
race	2	11	6.5
cultural customs	2	11	6.5
traditions	2	11	6.5
personality	2	11	6.5
educational achievement	2	11	6.5
height	1	6	14.5
piercing/tattoos	1	6	14.5
dietary restrictions/preferences	1	6	14.5
English language level of proficiency	1	6	14.5
cultural superstitions	1	6	14.5
clothing or adornments	1	6	14.5
observance of religious holidays or rituals	1	6	14.5
sex	1	6	14.5
gender roles	1	6	14.5
personal connections	1	6	14.5
<b>B. Job-related</b>			
length of my experience	5	28	1
age-related stereotypes	3	17	3
rank I hold	3	17	3
school I graduated from	3	17	3
previous conflict with my fellow crews	2	11	5
work ethics I observe	1	6	8.5
monthly income I received	1	6	8.5
job roles I have	1	6	8.5
negative reputation I have	1	6	8.5
assumptions about competence or suitability caused by gender	1	6	8.5
gender stereotypes regarding the ability to perform certain tasks	1	6	8.5

Source: Authors.

and rank, accounting for 44% or 31 out of 71 seafarers. Most support level seafarers have shorter onboard experience compared to the higher-ranked seafarers. Shorter experience onboard ship are often linked to skill and competency issues. They are vulnerable to encountering prejudices and biases in terms of the treatment of their colleagues. This impacts their integration and morale (Basar & Kose, 2015). Moreover, seafarers at lower ranks, particularly ratings, often face discrimination in the maritime industry. They frequently encounter unfavorable working conditions and limited career advancement opportunities, which further exacerbates their marginalization within the industry (Caesar et al., 2015; Lee et al., 2022).

There is no significant difference in the prejudices experienced by seafarers onboard the ship according to age,  $t(98) = .578$ ,  $p = .565$ . This might be due to the possibility that seafarers of ages 31 years old and above experienced what seafarers of ages 30 years old and below have experienced when they were at that age. Moreover, seafarers often share common experiences and challenges onboard regarding prejudices, regardless of their age. Age and other forms of prejudices and discrimination, such as gender, race, and nationality, do not only specifically affect specific age groups, but all ages (Tsiakaraki, 2023; Berti, 2020).

There is no significant difference in the prejudices experienced by seafarers onboard ship according to length of experience,  $t(98) = .271$ ,  $p = .787$ . This might be due to the possibility that long-experienced seafarers experienced what short-

Table 9: Prejudices Experienced by Support Level Seafarers Onboard Ship (n=71).

Items	f	%	Rank
<b>A. Self-related</b>			
nationality	28	39	1
weight	23	32	3
race	23	32	3
cultural superstitions	23	32	3
native language and accent	22	31	6.5
English language level of proficiency	22	31	6.5
cultural customs	22	31	6.5
personality	22	31	6.5
dietary restrictions/preferences	21	30	9
traditions	20	28	11
hobbies	20	28	11
personal connections	20	28	11
observance of religious holidays or rituals	19	27	13
body shape	18	25	15.5
religious beliefs/affiliation	18	25	15.5
gender roles	18	25	15.5
educational achievement	18	25	15.5
sex	16	23	18
height	15	21	19
hygiene/body odor	14	20	20
facial feature	13	18	22
drinking habit	13	18	22
clothing or adornments	13	18	22
skin color	12	17	25
family background	12	17	25
marital status	12	17	25
smoking habit	11	15	27.5
past medical condition	11	15	27.5
scar/markings	9	13	29
piercing/tattoos	7	10	30
<b>B. Job-related</b>			
length of my experience	31	44	1.5
rank I hold	31	44	1.5
age-related stereotypes	27	38	3
work ethics I observe	25	35	4
job roles I have	23	32	5
department I am in	19	27	6.5
school I graduated from	19	27	6.5
monthly income I received	18	25	8
previous conflict with my fellow crews	17	24	9
level of my technological literacy	16	23	10
restrictions or expectations regarding dress codes and appearance	15	21	11.5
gender stereotypes regarding the ability to perform certain tasks	15	21	11.5
negative reputation I have	14	20	13.5
assumptions about competence or suitability caused by gender	14	20	13.5
previous conflict with my company	13	18	15

Source: Authors.

experienced seafarers have experienced on their previous seafaring careers. Moreover, several forms of prejudices may happen to seafarers of all lengths of experience. For instance, racial prejudice and discrimination also persist, with reports of bullying and unequal treatment based on ethnicity, particularly affecting Asian seafarers regardless of how long they are in the industry (Silverio, 2022). These highlight the ongoing issues of prejudice regardless of experience level in the maritime industry.

Moreover, there is a significant difference in the prejudices experienced by seafarers onboard the ship according to rank,  $F(2, 97) = 4.077$ ,  $p = .020$ . This might be due to unequal treatments to seafarers brought by hierarchy. Rank is a major factor in prejudices and discrimination along with nationality. For instance, officers, from western countries typically face less prejudices and discrimination compared to lower-ranked ratings (Maritime Zone, 2024).



Table 10: t-test for Independent Samples Results for the Prejudices Experienced by Seafarers according to Age and Length of Experience.

Sources of Variation	t	df	Sig.
Age			
31 years old and above	.578	98	.565
30 years and below			
Length of Experience			
16 years of experience and above	.271	98	.787
15 years of experience and below			

Source: Authors.

Table 11: One-way ANOVA Result for the Significant Difference in the Prejudices Experienced by Seafarers Onboard Ship according to Rank.

Sources of Variation	SS	df	MS	F	Sig.
Between Groups	.582	2	.291	4.007*	.020
Within Groups	6.921	97	.071		
Total	7.503	99			

Note. Asterisk (\*) means significant at .05 alpha.

Source: Authors.

Management level is not significant with operational and support level, but operational level is significant with support level. This means that the seafarers on the management level have almost the same experience with operational and support level seafarers regarding prejudices. This might be due to the fact that there are prejudices such as nationality, race, age, gender, and many more that affect the seafarers, regardless of their ranks. Prejudices onboard happen to the entirety of seafarers especially on multinational crews (Szafran-Dobrowolska et al., 2023). Operational level seafarers have different experiences with support level seafarers regarding prejudices. This can be attributed to the difference in treatment among seafarers regarding hierarchy. Prejudices onboard ships are generally less prevalent among officers than ratings (Oldenburg & Jensen, 2021).

Table 12: Duncan as Post-Hoc Test for Comparison of Means among Ranks of Seafarers in terms of Prejudices Experienced Onboard Ship.

Rank	Mean
Operational Level	.07 <sup>a</sup>
Management Level	0.13 <sup>ab</sup>
Support Level	0.25 <sup>b</sup>

Note. The same letters means not significant, but significant if otherwise.

Source: Authors.

The highest-ranked prejudices experienced by seafarers were used as a basis for making the intervention program. The highest-ranked prejudices experienced by seafarers as an entire group are of the nationality for self-related while the length of experi-

ence for job-related prejudices.

Table 13: Proposed Intervention Program for the Entire Group of Seafarers.

Item	Objectives	Activities	Resources	Expected Outcomes
A. Self-related				
Nationality	Mitigate prejudice based on crew members' nationalities by fostering an inclusive and respectful shipboard environment	Exercises like team-building games and other activities that emphasize collaboration across nationalities	Cultural awareness training materials, and HR support for conflict resolution	Strengthened crew unity, enhanced cross-cultural understanding, minimized nationalistic tensions
B. Job-related				
Length of experience	Mitigate prejudice based on crew members' length of experience by promoting mutual respect and recognizing the value of diverse experience levels	Leadership development programs, such as crisis management workshops and team-building exercises, mentorship initiatives like pairing junior seafarers with experienced seafarers for regular guidance	Leadership trainers, mentorship guidelines, performance evaluation frameworks	Improved teamwork and morale, appreciation for diverse experience levels, and a supportive environment where all contributions are valued

Source: Authors.

The highest-ranked prejudices experienced by seafarers were used as a basis for making the intervention program. The highest-ranked prejudices experienced by seafarers of age 31 years old and above are nationality for self-related while rank they hold for job-related prejudices.

Table 14: Proposed Intervention Program for Seafarers of Ages 31 Years Old and Above.

Item	Objectives	Activities	Resources	Expected Outcomes
A. Self-related				
Nationality	Mitigate prejudice based on crew members' nationalities by fostering an inclusive and respectful shipboard environment	Exercises like team-building games and other activities that emphasize collaboration across nationalities	Cultural awareness training materials, and HR support for conflict resolution	Strengthened crew unity, enhanced cross-cultural understanding, minimized nationalistic tensions
B. Job-related				
Rank	Mitigate prejudice related to crew members' ranks by fostering a culture of respect and recognizing the contributions of all ranks.	Leadership development programs for all ranks, such as targeted workshops on conflict resolution and decision-making, promote open communication between ranks through regular feedback sessions and informal forums, and implement mentorship initiatives by pairing officers and ratings for regular guidance	Leadership trainers, rank-specific training materials, peer support networks.	Improved communication and teamwork across ranks, minimized hierarchical prejudices, and a cohesive shipboard community.

Source: Authors.

The highest-ranked prejudices experienced by seafarers were used as a basis for making the intervention program. The highest-ranked prejudices experienced by seafarers of age 30 years old and below are cultural superstition for self-related while length of experience for job-related prejudices.



Table 15: Proposed Intervention Program for Seafarers of Ages 30 Years Old and Below.

Item	Objectives	Activities	Resources	Expected Outcomes
A. Self-related				
Cultural superstition	Mitigate prejudice stemming from crew members' cultural superstitions by promoting understanding and respect for diverse cultural beliefs	Cultural sensitivity training sessions, including workshops on understanding diverse maritime cultures and customs, and encourage open dialogue on superstitions through facilitated discussions that address and respect various beliefs and superstitions	Cultural advisors, cultural Competence resources, forums for sharing cultural practices	Increased awareness and acceptance of cultural diversity, minimized conflicts related to cultural superstitions, and a harmonious shipboard environment
B. Job-related				
Length of experience	Mitigate prejudice based on crew members' length of experience by promoting mutual respect and recognizing the value of diverse experience levels	Leadership development programs, such as crisis management workshops and team-building exercises, mentorship initiatives like pairing junior seafarers with experienced seafarers for regular guidance	Leadership trainers, mentorship guidelines, performance evaluation frameworks	Improved teamwork and morale, appreciation for diverse experience levels, and a supportive environment where all contributions are valued

Source: Authors.

The highest-ranked prejudices experienced by seafarers were used as a basis for making the intervention program. The highest-ranked prejudices experienced by seafarers of 16 years and above length of experience are nationality for self-related, while rank they hold for job-related prejudices.

Table 16: Proposed Intervention Program for Seafarers with Length of Experience of 16 Years and Above.

Item	Objectives	Activities	Resources	Expected Outcomes
A. Self-related				
Nationality	Mitigate prejudice based on crew members' nationalities by fostering an inclusive and respectful shipboard environment	Exercises like team-building games and other activities that emphasize collaboration across nationalities	Cultural awareness training materials, and HR support for conflict resolution	Strengthened crew unity, enhanced cross-cultural understanding, minimized nationalistic tensions
B. Job-related				
Length of experience	Mitigate prejudice related to crew members' ranks by fostering a culture of respect and recognizing the contributions of all ranks.	Leadership development programs for all ranks, such as targeted workshops on conflict resolution and decision-making, promote open communication between ranks through regular feedback sessions and informal forums, and implement mentorship initiatives by pairing officers and ratings for regular guidance	Leadership trainers, rank-specific training materials, peer support networks	Improved communication and teamwork across ranks, minimized hierarchical prejudices, and a cohesive shipboard community

Source: Authors.

Table 17: Proposed Intervention Program for Seafarers with Length of Experience of 15 Years and Below.

Item	Objectives	Activities	Resources	Expected Outcomes
A. Self-related				
Nationality	Mitigate prejudice based on crew members' nationalities by fostering an inclusive and respectful shipboard environment	Exercises like team-building games and other activities that emphasize collaboration across nationalities	Cultural awareness training materials, and HR support for conflict resolution	Strengthened crew unity, enhanced cross-cultural understanding, minimized nationalistic tensions
B. Job-related				
Length of experience	Mitigate prejudice based on crew members' length of experience by promoting mutual respect and recognizing the value of diverse experience levels.	Leadership development programs, such as crisis management workshops and team-building exercises, mentorship initiatives like pairing junior seafarers with experienced seafarers for regular guidance	Leadership trainers, mentorship guidelines, performance evaluation frameworks	Improved teamwork and morale, appreciation for diverse experience levels, and a supportive environment where all contributions are valued

Source: Authors.

The highest-ranked prejudices experienced by seafarers were used as a basis for making the intervention program. The highest-ranked prejudices experienced by management level seafarers are past medical conditions for self-related, while age-related stereotypes, job roles they have, and rank they hold for job-related prejudices.

Table 18: Proposed Intervention Program for Management Level Seafarers.

Item	Objectives	Activities	Resources	Expected Outcomes
A. Self-related				
Past medical condition	Mitigate prejudice stemming from crew members' past medical conditions by promoting a culture of acceptance and support	Educate crew members on medical conditions and their misconceptions	Medical experts for educational sessions	Improved understanding and acceptance of crew members with past medical conditions, enhanced support systems, and a decrease in discriminatory behavior onboard
B. Job-related				
Age-related Stereotypes	Mitigate age-related prejudice by fostering a culture of inclusivity and respect for crew members of all ages	Age diversity training sessions, such as workshops on bridging generational gaps, and promote intergenerational collaboration by organizing cross-age team projects	Age diversity experts, training modules on generational differences	Increased awareness of age-related prejudices, enhanced intergenerational communication, and a more equitable and supportive shipboard environment
Job roles	Mitigate prejudice based on crew members' job roles by promoting equal respect and understanding of diverse responsibilities	Job rotation programs, such as assigning seafarers to different positions on a rotating basis to gain broader experience, cross-training opportunities, including specialized workshops for learning various skills across roles, and promoting mutual appreciation of different roles through team-building activities that highlight each role's contributions and challenges	Job training resources, job description clarity, feedback mechanisms	Enhanced teamwork across different roles, reduced job role-based prejudices, and a collaborative shipboard atmosphere
Rank	Mitigate prejudice related to crew members' ranks by fostering a culture of respect and recognizing the contributions of all ranks.	Leadership development programs for all ranks, such as targeted workshops on conflict resolution and decision-making, promote open communication between ranks through regular feedback sessions and informal forums, and implement mentorship initiatives by pairing officers and ratings for regular guidance	Leadership trainers, rank-specific training materials, peer support networks	Improved communication and teamwork across ranks, minimized hierarchical prejudices, and a cohesive shipboard community.

Source: Authors.

The highest-ranked prejudices experienced by seafarers were used as a basis for making the intervention program. The highest-ranked prejudices experienced by operational level seafarers are drinking habits, native language and accent, and nationality for self-related, while length of experience for job-related prejudices.

The highest-ranked prejudices experienced by seafarers were used as a basis for making the intervention program. The highest-

Table 19: Proposed Intervention Program for Operational Level Seafarers.

Item	Objectives	Activities	Resources	Expected Outcomes
A. Self-related				
Drinking habit	Mitigate prejudice based on crew members' drinking habits by fostering understanding and promoting a non-discriminatory environment	Conduct educational sessions addressing Prejudices associated with drinking habits, facilitate open discussions to challenge prejudices, implement sensitivity training for all crew members	Educational materials on Alcohol consumption, facilitators for workshops and discussions, feedback mechanisms to assess effectiveness	Increased awareness and empathy among crew members regarding drinking habits, reduced incidents of prejudices, and a more respectful and inclusive onboard environment
Native language and accent	Mitigate prejudice based on crew members' native language and accents by promoting communication and cultural understanding	Language and accent training workshops, such as tailored sessions for improving Communication clarity and reducing misunderstandings, and foster cross-cultural exchanges among crew members through structured social events and collaborative projects that highlight diverse linguistic backgrounds	Language instructors, cultural sensitivity training materials, Language proficiency assessments	Improved communication and collaboration among crew members of different linguistic backgrounds, increased cultural sensitivity, and reduced language-based prejudices
Nationality	Mitigate prejudice based on crew members' nationalities by fostering an inclusive and respectful shipboard environment	Exercises like team-building games and other activities that emphasize collaboration across nationalities	Cultural awareness training materials, and HR support for conflict resolution	Strengthened crew unity, enhanced cross- cultural understanding, minimized nationalistic tensions
B. Job-related				
Length of experience	Mitigate prejudice based on crew members' length of experience by promoting mutual respect and recognizing the value of diverse experience levels	Leadership development programs, such as crisis management workshops and team-building exercises, mentorship initiatives like pairing junior seafarers with experienced seafarers for regular guidance	Leadership trainers, mentorship guidelines, performance evaluation frameworks	Improved teamwork and morale, appreciation for diverse experience levels, and a supportive environment where all contributions are valued

Source: Authors.

Table 20: Proposed Intervention Program for Support Level Seafarers.

Item	Objectives	Activities	Resources	Expected Outcomes
A. Self-related				
Nationality	Mitigate prejudice based on crew members' nationalities by fostering an inclusive and respectful shipboard environment	Exercises like team-building games and other activities that emphasize collaboration across nationalities	Cultural awareness training materials, and HR support for conflict resolution	Strengthened crew unity, enhanced cross-cultural understanding, minimized Nationalistic tensions
B. Job-related				
Length of Experience	Mitigate prejudice based on crew members' length of experience by promoting mutual respect and recognizing the value of diverse experience levels	Leadership development programs, such as crisis management workshops and team-building exercises, mentorship initiatives like pairing junior seafarers with experienced seafarers for regular guidance	Leadership trainers, mentorship guidelines, performance evaluation frameworks	Improved teamwork and morale, appreciation for diverse experience levels, and a supportive environment where all contributions are valued
Rank	Mitigate prejudice related to crew members' ranks by fostering a culture of respect and recognizing the contributions of all ranks.	Leadership development programs for all ranks, such as targeted workshops on conflict resolution and decision- making, promote open communication between ranks through regular feedback sessions and informal forums, and implement mentorship initiatives by pairing officers and ratings for regular guidance	Leadership trainers, rank-specific training materials, peer support networks.	Improved communication and teamwork across ranks, minimized hierarchical prejudices, and a cohesive shipboard community.

Source: Authors.

ranked prejudices experienced by support level seafarers are nationality for self-related, while length of experience and rank they hold for job-related prejudices.

## Conclusions.

The study shows that the most common prejudices experienced by the entirety of seafarers are nationality for self-related and length of experience for job-related. This could be linked to the issue of competence brought by these factors. Also, this study shows that seafarers experience almost similar prejudices regardless of their age and length of experience. This might be due to some forms of prejudices such as nationality, race, gender, and many others that can affect all ages and length of experiences (Tsiakaraki, 2023; Berti, 2020; Silverio, 2022). However, a significant difference was observed in the prejudices experienced by seafarers when classified according to rank, particularly among operational and support level seafarers. This might be due to the difference in treatments among seafarers regarding hierarchy, in which prejudice among officers are generally less prevalent compared to ratings (Oldenburg & Jensen, 2021).ic approach to address the socio-economic challenges and improve the overall well-being of the community.

## Recommendations.

Based on the findings, the researchers made the following recommendations: promote understanding and respect among seafarers of different nationalities to mitigate prejudices related to one's nationality; emphasize the value of diverse experiences and skills to mitigate prejudices related to the length of experience; support level seafarers need to be adaptable to prejudices onboard, as they often experience them more frequently than officers; future researchers may use this study as a basis for topics related to prejudices experienced by seafarers onboard ships; conduct research on the prejudices experienced by domestic Filipino seafarers; conduct research on the prejudices experienced by seafarers with multinational respondents; other factors may be explored to unlock other prejudices onboard ship; and lastly, shipping companies, as well as institutions, may apply the proposed intervention programs to mitigate prejudices onboard ships.

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