

THE FACTS, FIGURES AND CONSIDERATIONS FOR GENDER DISCRIMINATION

GERÇEKLER, SAYILAR VE CİNSİYET AYRIMCILIĞINA İLİŞKİN DÜŞÜNCELER

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ABSTRACT

The discrimination defined as "unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex". Most people could have not been affected from discrimination because of his/her race, ethnicity or colour. But there is no one who has not been involved in woman discrimination having a wife, a mother, a sister or daughter. The discrimination of women in the world is still a very huge problem; even many strong efforts are spent to secure the woman rights throughout the world. Although gender discrimination still exists in many professions, the situation in the maritime community is more pressing than the other sectors. Shipping has historically been a male dominated industry and that tradition runs long. One of the reasons as to why women have never taken this career option very seriously is this fact. There is little encouragement to face the very male dominated and competitive career path due to a lack of female role models. Besides one of the biggest challenges for women in this field is combating perceptions that such jobs are meant only for men and require a skill set more associated with the. Many women fear to enter the man's world as they believe that they might face physical harassments and violence or severe verbal abuse as well as low levels of support from co-workers. Therefore one of the priorities of the international maritime community is to find a way to make women feel that their gender does not govern how they perform in a working environment and thus make it easier for women to pursue and achieve their dreams. This article intends to discuss basic facts, figures and considerations for gender discrimination to provide a basis for the future works of the Project MENTORESS (Maritime Education Network To Orient and Retain Women for Efficient Seagoing Services) led by Piri Reis University under Erasmus Plus Strategic Partnership in association with partner maritime universities from Bulgaria, Romania and Poland.

Keywords: Discrimination, Cultural Awareness, Mentoring, Women Seafarers

ÖZ

Ayrımcılık, "özellikle ırk, yaş veya cinsiyet temelinde farklı insan kategorilerinin adaletsiz veya önyargısız muamelesi" olarak tanımlanmıştır. Çoğu insan ırk, etnik köken ya da renk yüzünden ayrımcılığa maruz kalmamış olabilir. Fakat karısı, annesi, kız kardeşi veya kızı olup da kadın ayrımcılığında habersiz olan hiç kimse yoktur. Dünya çapında kadın haklarını güvence altına almak için birçok güçlü çaba harcanıyorsa da Dünyadaki kadın ayrımcılığı hala çok büyük bir problemdir. Toplumsal cinsiyet ayrımcılığı hâlâ birçok meslekte var olmakla birlikte, denizcilik toplumundaki durum diğer sektörlere göre daha fazladır. Ulaştırma tarihsel olarak erkek egemen bir endüstriydi ve bu gelenek sürüyor. Kadınların bu kariyer seçeneğini ciddiye almamalarının nedenlerinden biri de budur. Kadın rol modellerinin eksikliğinden dolayı, erkek egemen ve rekabetçi kariyer yolunda ilerlemeye çok az kişi var. Bu alandaki kadınların karşılaştığı en büyük zorluklardan birisi bu tür işlerin sadece erkekler için olduğu ve bunun için daha fazla bir beceri gerektiği yönündeki algılarla mücadeledir. Birçok kadın, fiziksel taciz, şiddet veya şiddetli sözlü taciz ve aynı zamanda iş arkadaşlarından düşük düzeyde destek görmelerine inandıkları için denizcilik dünyasına girmekten korkmaktadır. Bu nedenle, uluslararası denizcilik topluluğunun önceliklerinden biri, kadınların bu iş kolunda çalışma ortamına uyum sağlayacak yöntemleri geliştirmek ve böylece kadınların denizci olma hayallerini sürdürmelerini ve gerçekleştirmelerini kolaylaştırmak olmalıdır.. Bu makale, Piri Reis Üniversitesi'nin Erasmus Artı Stratejik Ortaklığı kapsamında Polonya, Bulgaristan ve Romanya ile birlikte yürüttüğü "Deniz Eğitim Ağının Kadına Yönelik Verimli Hizmetlere Yön Verilmesi ve Temini" amaçlı MENTORESS projesinin geleceğe yönelik çalışmalarının temeli için temel unsurları, sayıları ve düşünceleri tartışmayı amaçlamaktadır.

Anahtar Kelimeler: Ayrımcılık, Kültürel Farkındalık, Mentorluk, Kadın Denizciler

1. INTRODUCTION

The *discrimination* defines “unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex” (Oxford Dictionary). Most people could have not been affected from discrimination because of his/her race, ethnicity or colour. But there is no one who has not been involved in woman discrimination having a wife, a mother, a sister or daughter. The discrimination of women in the world is still a very huge problem; even many strong efforts are spent to secure the woman rights throughout the world.

The United Nations Women's Treaty was implemented a few decades ago was supposed to give women a right to take part in their nations political and public life but that hasn't changed much (Rainbo, 2017). Beyond the equality of woman, in many countries women are still unable to vote or even wear what they want. In the most parts of Asia, ex- Soviet Union territories, Latin America, Africa and Central and Eastern Europe woman trafficking is still a heart-breaking problem.

Women Discrimination is more serious in the societies which have paternal type families. But there is not a big difference in the societies which has a maternal type family background. We should consider the effects of the religions which have strong tenets based on male suppression.

2. MAJOR INTERNATIONAL INSTRUMENTS TO PROTECT WOMAN RIGHTS

Universal Declaration of Human Rights (1948), (UDHR)

The preamble to the Universal Declaration of Human Rights states that “recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.”

Article 1 of the Universal Declaration proclaims that “**all human beings** are born free and equal in dignity and rights”.

Article 2: “everyone is entitled to all the rights and freedoms set forth in this Declaration without distinction of any kind, such as race, colour, **sex**, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.”

Article 7: “all are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.”

International Covenant on Economic, Social and Cultural Rights (1966), (ICESCR)

Article 2: the parties undertake “to guarantee that the rights enunciated in the present Covenant will be exercised without discrimination of any kind as to race, colour, **sex**, language, religion, political or other opinion, national or social origin, property, birth or other status”.

Article 3: to ensure the equal right of men and **women** to the enjoyment of all economic, social and cultural rights set forth in the present Covenant..

Convention on the Elimination of All Forms of Discrimination against Women (1979), (CEDAW)

Article 1: Convention defines **discrimination against women** as “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”.

CEDAW meant that women’s rights were expressly placed in the ambit of international human rights, *but the rights of women were still ignored by the mainstream human rights mechanisms*. One problem after CEDAW is that the monitoring bodies of the other human rights treaties do not solve violations of women’s rights and leave these issues up to the specialised CEDAW Committee to deal with and the adoption of the CEDAW has therefore led to the marginalisation of human rights of women. So the criticism is that the *mainstream human rights instruments do not pay attention to women’s rights* (Van Leuven, 2009).

The European Court of Human Rights consider article 14 is violated “when States treat differently persons in analogous situations without providing an objective and reasonable justification”, it now also considers “that this is not the only facet of the prohibition of discrimination in Article 14” and that “the right not to be discriminated against in the enjoyment of the rights guaranteed under the Convention is also violated when States without objective and reasonable justification fail to treat differently persons whose situations are significantly different” (European Court of Human Rights, 2000).

3. ORGANIZATIONS FIGHT FOR WOMEN’S RIGHTS

Throughout history, women haven't received the same rights that men have; they couldn't vote, women couldn't work outside of the home scorned and treated with little or no respect. Women were supposed to remain behind the men and were expected to be supportive without voicing an opinion of their own. Starting from the beginning of the 20th century, the woman rights movements have started and gradually improved.

One of the most famous women's organizations that has been leading the fight for women's rights since it was established in 1966 is the National Organization For Women, or NOW. NOW has been a major source of protection for woman on every subject important to women from workplace equality, to reproductive rights. NOW is a strong organization that will never give up the fight for the rights of all women.

There are groups that help women in many countries, and these groups aimed at helping women in the workplace. The group Equality Now is an organization that helps women who suffer in foreign countries. They help to protect woman from the horrors that are often endured by women in other less civilized countries.

The United Nations Women's Watch is another organization that pledges to eliminate inequality amongst women in foreign countries. On the American front, Planned Parenthood is a major organization that protects women and their right to reproductive choice and culture freedom. They provide alternatives to women's healthcare that can't be found in any other organization (Rainbo org, 2016).

4. ASSESSMENTS AND FIGURES

The status of the women changes in different countries depending upon economic, social and cultural development level. Instead of giving too many details on woman discrimination from different countries, it sounds too reasonable to provide a resume including assessments from an OECD Institute study namely SIGI (Social Institute Gender Index (SIGI) which is internationally recognized expert on this issue. The figures in this study covers 160 countries covering developed, developing and under developed countries.

It is also intended to introduce figures from a selected OECD country with many specifications which is not so easy find in another country such as; having a mixer of different cultures as being inheritor of an empire laid in three continents; Muslim dominant population governed by Western Legal system; in the upper layer of developing countries; representing Western and Eastern culture; the first country which granted voting rights for women; providing highly reliable data.

General Assessment

The major information and evaluations from SIGI (Social Institute Gender Index (SIGI) Report are introduced in the following paragraphs.

Discriminatory social institutions have a negative domino effect on the empowerment pathways of women and girls. The social institutions covered by the SIGI fall under five dimensions, spanning major socio-economic areas that affect the life course of a girl and woman: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties. These dimensions look at the gaps between women and men in terms of rights and opportunities as reflected in legislation, practices and attitudes.

Discriminatory social institutions are formal and informal laws, social norms and practices that restrict or exclude women and consequently curtail their access to rights, justice, resources and empowerment opportunities.

At a time when the international community is sharply focused on developing a robust new global framework that will deliver inclusive growth and equitable development based on human rights. SIGI (2012) states that “Social and legal discrimination against women remains a major obstacle to economic development in emerging and developing countries, according to the latest edition of OECD's Social

Institutions and Gender Index (SIGI). Though women's rights are improving in a number of countries, in others women are still barred from fully contributing to social and economic life". The SIGI offers five key messages;

1. Social institutions can be a source of positive social transformation and empowerment. Social institutions evolve and reflect a society's priorities. Eliminating discrimination in social institutions requires long-term political commitments and investments combined with community-wide action and dialogue, involving men and boys as partners in the campaign for equality.
2. Discriminatory social institutions have a domino effect on a woman's whole life cycle. There is a strong association between discriminatory social institutions and key development outcomes, such as education, employment and empowerment. Discrimination against the girl child, such as early marriage, limits her education, increases her chances of adolescent pregnancy, and restricts her decision-making authority within the family and her ability to make informed choices about her income or her family's well-being. Future development goals, targets and interventions must take into account how discriminatory social institutions interlock and overlap throughout a woman's life and thus compound women's and girls' inability to break the cycle of inequality.
3. Gender-neutral laws and policies are not enough to guarantee equality. Constitutional and other legal protections do not suffice to protect women's rights and empowerment opportunities due to discrimination in social institutions. Securing women's access to justice requires gender-responsive laws, policies and programmes which take into account the structural barriers to equality. Such approaches should be in line with the principles and recommendations set out in the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and the Beijing Platform for Action.
4. Data on gender equality has improved, but greater investments are needed to bridge the gaps. The 2014 edition of the SIGI offers a detailed panorama of social institutions in 160 countries, using the most up-to-date information and data. Yet important gaps remain: notably data is missing on women's unpaid care work, access to resources, and decision-making authority over land and assets, as well as on women's and men's attitudes toward these issues. On-going international and national efforts to fill these gaps and harmonise statistical standards are promising; scaling up these efforts will be critical in the post-2015 agenda.
5. Gender equality needs the united voices and actions of a cross-section of actors. Public infrastructure, institutional mechanisms (including justice systems) and support structures often fail women and girls due to low prioritisation on political agendas and in public budgets.

Keeping gender equality issues on the policy radar requires strategic co-ordinated alliances and actions between a cross-section of actors, including women's rights movements, the media, and men and boys, in collaboration with decision makers and the private sector.

Women need to be empowered to prove themselves as equally valuable team members so take a step towards overcoming the difficulties they face in their journey to top positions in male-dominated occupations such as maritime (Özdemir & Albayrak, 2014).

The main challenges the maritime sectors facing today are;

- ✓ Tight labour market conditions
- ✓ High drop-out rates from industry
- ✓ Lack of recruitment at basic levels
- ✓ Un-coordinated approach by employers
- ✓ Lack of interest among young people

THE STATUS OF WOMAN IN OECD COUNTRIES

Progress towards gender equality and women's empowerment is important for improving economic, social and political conditions not only for developing but also developed countries. Many governments even in the developed countries are reluctant to give importance to this subject. OECD countries are encouraged to give aid in a way that supports gender equity.

In order to achieve that, the first step is developing better policies for women and men: the next stage is to understand why these differences occur, and then what we can do about them. The following describes a

few of the most important recent and on-going projects aimed at improving gender policy in OECD countries. Information on OECD work on gender issues in developing countries retrieved from OECD (2006) follows;

- Equity in Education project which looks at why different groups – including the different sexes – end up with different outcomes. While female participation in tertiary education has grown rapidly in comparison to males, the choice of subjects remains very different. This contributes in part to the result that women end up in low-wage sectors of the economy, as documented in country reviews on The Transition from School to Work. Gender differences are striking in school performance, as the OECD PISA study (Programme for International Student Assessment) of attainments at age 15 shows.

- National experiences are being reviewed in a Work on the reconciliation of work and family life (Babies and Bosses) and studies in the OECD Employment Outlook and the OECD Economic Outlook show that taxation, provision of childcare and parental leave, and the availability of part-time work can all have a big impact on the working patterns of parents, particularly mothers. Family-friendly policies can also affect Fertility Rates, which have collapsed in many OECD countries.

- Children are not the only family members that need care: older relatives may need help too. This is another task which predominantly falls on women. OECD work is looking at Disability Trends among older people and at different models for delivering Long-Term Care Services either at home or in institutions. For younger age groups, most new claims for disability benefits are by women rather than by men – see new reviews on Sickness, Disability and Work. Some people argue that this is because of an increase in stress. This in turn is said to be due to the rise in female employment which, when combined with continuing care responsibilities, means many women now find themselves doing two jobs.

- One of the ways in which countries have coped with the increase in demand for carers has been through immigration. Caring is the main area of employment for female migrants (see reviews of the Social Integration of Migrants). The fact that women provide more than half of all new immigration into OECD countries (see the International Migration Outlook) has too often been ignored by policy makers.

- The OECD has long pioneered analysis of women's entrepreneurship, through elimination of barriers to enterprise creation and growth. The Istanbul Declaration by OECD Ministers has recognised the importance of women's entrepreneurship, and recommendations have been developed to foster women's entrepreneurship. Local Reviews on Women's Entrepreneurship have been undertaken in order to explore the role of women's entrepreneurship in local development.

- Gender issues have also been prominent in some unexpected areas. For example, the OECD Guidelines for Multinational Enterprises have been used to promote gender equality in the operations of multinationals in non-OECD countries. Gender and Trade argues that women sometimes face particular barriers in taking advantage of trade liberalisation. Information on Equal Opportunity Policies is collected as part of OECD's work on Public Governance. New work is beginning which will look at how specified target groups, including women, could be more involved in Policymaking. OECD work suggests that having a gender dimension in Environmental Policy might be justified – women and men behave differently the way they use transport, recycle or purchase organic food.

TURKEY

The following information is based on the Turkish Statistical Institute's latest release (TUIK, 2015).

Female population (40,043, 650) constituted 49.8% of Turkey's population. Male population (39,771,221) constituted 50.2% of Turkey's population. Because of women live longer than men, these proportions change in elder population (aged 65 and older). While male population constituted 43.8% of elder population, female population constituted 56.2%.

Education

Illiterate female population is **5 times more** than illiterate male population In Turkey, while the proportion of total illiterate population in 25 and over age groups is 5.4%, this proportion is 1.8% for male population and 9% for female population in 2015.

While the proportion of high school and equivalent graduates in 25 and over age groups is 19.5%, this proportion is 23.5% for males and 15.6% for females. The proportion of total higher education graduates is 15.5%, this proportion is 15.5% for males and 13.1% for females.

Employment

Female employment rate was **half of male** employment rate. In Turkey the employment rate of population aged 15 and over was 45.5%; this rate was 64.8% for males and 26.7% for females in 2014.

In Turkey, labour force participation rate of population aged 15 and over was 50.5%, this rate was 71.3% for males and 30.3% for females in 2014.

Labour force participation rate of educated women was higher.

When labour force participation rate by education status was investigated, it was seen that the higher education status of women, more women participate to labor force. The participation rate was 16% for illiterate women, 25.8% for women graduated less than high school, 31.9% for women graduated from high school, 39.8% for women graduated from vocational high school and 71.3% for women graduated from higher education.

According to Income and Living Conditions Survey 2014 results, a working woman who graduated from higher education has 1.3% lower income than a working man having same education level. The education level in which there is the most income difference between genders is level of less than high school with 1.8% difference. Women earned less income than men in all education levels

Violence

4 out of every 10 women have been subjected to physical violence from partners. Throughout the country, the proportion of ever-married women who reported having been subjected to physical violence during lifetime is 35.5% in 2014 according to Domestic Violence Against Women Survey realized by Ministry of Family and Social Policies. Lifetime physical violence is stated the most in the Central Anatolia region with 42.8% and stated the least in the Eastern Black Sea region with 26.8%.

Political and Social Life

Females participated less in political life than males. While the proportion of female deputies was **4.5%** in the Grand National Assembly of Turkey in 1935, this proportion has increased to 14.7% after 80 years. When countries were compared, it was seen that Sweden and Finland have the highest proportion of female deputies with 45% and 42.5% in 2014, respectively.

The total number of ministers in 2015 in Turkey is 27 and the proportion of female ministers is only 7.4%. When countries were compared in 2013, it was seen that Sweden and Norway have the highest proportion of female ministers with 54.2% and 50%, respectively.

Proportion of mayor females in local governments was 0.9% in 2009; this proportion is 2.9% in 2014. Proportion of city councillor females was 4.2% in 2009; this proportion is 10.7% in 2014.

WOMAN SEAFARERS

Like all working women, women in maritime have some problems. These problems are doubled because of working in a male dominated work place and tripled because of being at sea. To cope with them, women need be in some activities such as networking and virtual mentoring and they need to behave like their true selves, that is, authentically (Özdemir & Albayrak, 2018).

The women workers at sea are still too rare in the world. The percentage of woman seafarers is estimated only 2 %in the world by ITF (ITF, 2017). Female seafarers work generally in the cruise and ferries sector the women are confronting prejudice and but becoming valuable members of ships' crew.

ITF (2017) reports that women are deployed among the worst paid and least protected of jobs at sea. Women also tend to be younger, and fewer are officers than their male crew mates. Their low number means that women can be subject to discrimination and harassment. The maritime unions are alert to these dangers and strive to protect the interests of women members – who now number about 23,000 worldwide.

Women can face discrimination even getting into seafaring work. In some countries, for example, maritime education and training institutions are not allowed to recruit women to nautical courses. Women tend to enrol on navigation rather than engineering courses. Even once trained, they may have to face prejudice from ship owners who won't employ women.

Once employed, women seafarers may also face lower pay even though they are doing work equivalent to that of male colleagues. Women may also be denied the facilities or equipment available to male workers, which are a form of discrimination (ITF, 2017).

The highest employment rate for woman seafarers is in the United Kingdom; 7 percent of the officers and 21 per cent of the ratings are female. Deck and engine UK ratings in 2013 had a similar split to deck and engine UK officers. Men accounted for 99 per cent of deck ratings and nearly 100 per cent of engine ratings. The catering/other category of UK ratings had the highest proportion of women at 36 per cent (Department for Transport, 2014).

Bullying and harassment are problems for male and female seafarers alike. Such unacceptable behaviour may come from colleagues or managers, and are known causes of ill health. Although these are issues for many workers, they can be a particular problem if you are employed at sea, where you are isolated from family and friends and other sources of support.

The anticipated future growth of the world merchant fleet is over the next ten years and its possible impacts on the global manpower situation. The estimated officer shortage for 2020 is 92,000 (2.1%) and 147,500 (18.3%) in 2025. (BIMCO/ISF, 2016) It is clear that there will be a strong effort to increase the number of the cadets and seafaring officer in the next decade. It is likely expected that the number of the female seafaring officer will increase, but we are not sure about the increase of percentage of the females in the merchant fleet.

5. CONCLUSION

Most people could have not been affected from gender discrimination. They can be aware of the discrimination problem when a female from their family met. The discrimination of women in the world is still a very huge problem; even many strong efforts are spent to secure the woman rights throughout the world.

Many international instruments exist to prevent woman discrimination such as Universal Declaration of Human Rights (1948); International Covenant on Economic, Social and Cultural Rights (1966), (ICESCR); Convention on the Elimination of All Forms of Discrimination against Women (1979) (CEDAW). But these arrangements are not sufficient to ensure women rights.

Starting from the beginning of the 20th century, the woman rights movements have started and gradually improved. In particular some women's right organizations have been established such as National Organization for Women (NOW) in the different part of the world. These organizations could not stop the discrimination but at least reduced the violation of women rights

The status of the women changes in different countries depending upon economic, social and cultural development level. OECD Institute study namely SIGI (Social Institute Gender Index (SIGI) is the best source to make a resume of the woman's right status covers situation of 160 countries covering developed, developing and under developed countries. The findings are;

- ✓ Social institutions can be a source of positive social transformation and empowerment.
- ✓ Discriminatory social institutions have a domino effect on a woman's whole life cycle.
- ✓ Constitutional and other legal protections do not suffice to protect women's rights and empowerment opportunities due to discrimination in social institutions.
- ✓ Data on gender equality has improved, but greater investments are needed to bridge the gap
- ✓ Gender equality needs the united voices and actions of a cross-section of actors. Public infrastructure, institutional mechanisms (including justice systems) and support structures often fail women and girls due to low prioritisation on political agendas and in public budgets.

The situation in Turkey;

- ✓ Illiterate female population is **5 times more** than illiterate male population In Turkey
- ✓ Female employment rate was **half of male** employment rate.
- ✓ Labour force participation rate of population aged 15 and over was 50.5%, this rate was 71.3% for males and 30.3% for females in 2014.
- ✓ Labour force participation rate of educated women is higher.

The women workers at sea are still too rare in the world. The percentage of woman seafarers is estimated only 2 % in the world by ITF. Female seafarers work generally in the cruise and ferries sector. The women are confronting prejudice and but becoming valuable members of ships' crew. The estimated officer shortage for 2020 is 92,000 (2.1%) and 147,500 (18.3%) in 2025. It is likely expected that the number of the female seafaring officer will increase, but we are not sure about the increase of percentage of the females in the merchant fleet.

Wider employment of women in the maritime sector, especially in shipping business, will definitely contribute in decreasing these problems. Women employees, who perceive high degree of empowerment, will also appreciate organizations and leaders that provide opportunities for the feelings of competence and control. Since empowerment is a proof that the organization trusts them to carry out tasks on their own, and that the contributions that they make will benefit the organization, the women will tend to build high quality relationship with their leaders/supervisors for overall success and effectiveness of the organization.

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