1. CASE STUDIES
   1. **Case Studies and Discussion**

Women students in maritime will be given case studies for diversity management. They will study in teams to discuss what succeeds and what fails in various situations.

A comprehensive research was made concerning case studies and 12 case studies were prepared to be applied in diversity training. These are unique and invaluable case studies since they involve long hours of study by experienced seamen.

**Case Studies for a Woman Seafarer**

1. On the very day you come aboard ship, the senior officer declares that he doesn’t want to work with a female personnel, no matter what her position is, that he will inform the company of the situation and doesn’t want you to connect with in any case. How would you react?

a) I would say he doesn't have right to behave like this.

b) I would say gender discrimination is a crime.

c) I would ask him the reason why he doesn’t want to work with a woman.

d) I would request him not to report such a thing and say I need the job.

e) I would feel bad and cry.

f) Other (Please explain.)

2. In a cargo/hatch operation which all the staff responsible for the operation on board ship are required to take part in, you are ordered not to participate but watch the operation froma distance, how would you react?

a) I would say that is unfair.

b) I would say gender discrimination is a crime.

c) I would say it is necessary for me to attend for safety reasons.

d) I would obey the order.

e) I would feel bad and cry, maybe.

f) Other (Please explain.)

3. You are constantly given the kind of duties on board to prove that you are not physicaly unable (such as carrying engine parts, or bridge inventory), everything possible is made to make you unsuccessful and it is said to all staff that you can’t do the job. What would your reaction be?

a) I would say this kind of work is not suitable for me as a woman.

b) I would say it is not safe to do this kind of work.

c) I would report the unfair treatment I got the to senior people at the company.

d) I would consider leaving the ship.

e) I would feel bad and cry, maybe.

f) Other (Please explain.)

4. You are given extra shifts and work load on board to prove that you don't have any privilege. What would your reaction be?

1. I would say it is illegal.
2. I would say gender discrimination is a crime.
3. I would let the people in the company know the situation and look for a way out.
4. I would say extra shifts and work load will lessen the safety of the ship.

e) I would feel bad and cry, maybe.

f) Other (Please explain.)

5. During a manoeuvre on board, a person of inferior position says he can't take orders from a woman, doesn' fullfil your orders and does what he thinks right by ignoring the safety of the ship, how would you react?

1. I would report the situation to the captain immediately and try to find a way out.
2. I would demand his work onboard the ship will be terminated just after the manoeuvre.
3. I would try to speak to him constructively without reporting the situation anywhere.

e) I would feel bad and cry, maybe.

f) Other (Please explain.)

6. You are not invited to a party held after an intense period of inspection since you are a woman and you are ordered to keep watch instead. How would you react?

a) I wouldn’t complain about the situation and go on with my daily routine.

b) I would question this attitude against me.

c) I would do my work as I did before, but my relations with the staff wouldn’t be as they were before.

d) I would say this is not my shift and I won’t fulfil the duty.

e) I would make sure the senior staff will understand my anger because of this discrimination.

e) I would feel bad and cry, maybe.

f) Other (Please explain.)

7. You are constantly and deliberately subject to gender-oriented and unethical strong language on the pretext that this is only natural on a ship, how would you react?

a) I would inform the captain of the situation.

b) I would directly inform the company of the situation.

c) I would ignore the situation and go on with my daily work.

d) I would retaliate.

e) I would talk to people behaving like this in private and try to find a solution.

f) I would leave the ship.

g) Other. (Please explain.)

8. The friendships you made on board are constantly criticised and you are called anti-social and passive by the staff you are not in touch with. How would you react?

a) I wouldn’t complain about the situation and go on with my daily routine.

b) I would report the situation to the captain and try to find a solution to the problem.

c) I would try to explain that this is a normal situation in work life.

d) I would react firmly.

f) I would feel bad and, maybe, cry.

e) I would leave the ship.

f) Other. (Please explain.)

9. You are accused of having personal relationships with the people on board outside the ship. What would your reaction be?

a ) I wouldn’t complain about the situation and go on with my daily routine.

b ) I would warn him strongly.

c ) I would declare the situation to the captain and try to find a way out.

d ) I would completely stop seeing the people whom I am claimed to have relation with.

e ) I would consider leaving the ship.

f ) I would feel bad and cry, maybe.

g) Other. (please explain.)

10. You are often exposed to inclement weather for a long time because of the ship route. All your belongings, clothes and food in your cabin are badly damaged because of this. What is more, all the personnel on board are burn-out. What would your reaction be under these circumstances and how would this situation affect your attitude towards your profession?

1. I would go on with my daily routine as much as possible for the safety of the ship.
2. I would try to encourage the staff and cheer them up.
3. I would demand a short leave from the captain.
4. I would consider ending my contract and leaving the ship.
5. I would consider giving up my profession.
6. I would feel bad and, maybe, cry.
7. Other. (Please explain.)

11. The staff on board help you with all the duties you are given, even with very simple ones, you are treated over politely because you are a woman, but this is not the case with male staff and you see their workload increase because of this. What would your reaction be in the face of this positive discrimination?

a) I would express kindly that this isn’t necessary.

b) I would think it facilitates my work and I won’t object to this.

c) I would say this is gender discrimination.

d) I would get angry and say this situation humiliates me. e) I would express that the increasing burden of the other staff endangers the safety of the ship.

f) I would feel bad and, maybe, cry.

g) Other. (Please explain.)

12. Despite all your professional awareness and meticulous code of conduct, you are treated the same as those female staff who don't care for their dressing style and behave improperly onboard. What would your reaction be?

1. I wouldn’t complain about the situation and go on with my daily life.
2. I would point out that people shouldn’t be biased against women staff.
3. I would try to prove myself and break down the prejudices.
4. I would get angry believing that I am in an unfair situation and warn them strongly.
5. I would feel bad and, maybe, cry.
6. Other. (Please explain.)