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**NAVIGATING GENDERED WATERS:
THE ROLE OF ASEAN FRAMEWORK IN PROTECTING AND PROMOTING
WOMEN SEAFARER'S RIGHTS IN THE MARITIME INDUSTRY**

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Acceptance Page

This thesis titled "**Navigating Gendered Waters: The Role of ASEAN Framework in Protecting and Promoting Women Seafarer's Rights in the Maritime Industry**" is hereby accepted by the Faculty of Management and Development Studies, U.P. Open University, in partial fulfillment of the requirements for the degree Master of ASEAN Studies.

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Biographical Sketch

April Rose I. Nalangan strongly supports gender equality and women's empowerment, as well as is passionate about exploring the supernatural world, particularly *engkantos*. She is a native of *Akeanon* who was born on June 27, 1998. With an innovative spirit, determination, and an open-minded outlook, her linguistic capabilities extend to English, Filipino, *Hiligaynon*, and *Akeanon*.



She pursued a Master of ASEAN Studies at the University of the Philippines Open University from 2020 to 2023. Earlier, she earned her Bachelor of Arts degree in Literature-History from the University of the Philippines Visayas in 2018.

She is an experienced Human Resource Supervisor, Support Services Supervisor, and Central Document Controller with a demonstrated work history in Quality Management Systems ISO 9001:2015 and Human Resource Management. She is also a certified Documented Information Controller from TUV Rheinland.

April is an innovative, determined, and open-minded individual who values smart work, patience, and self-management in work ethics. She believes in the idea of constructive criticism, as every one of us has room for improvement.

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After five years of living in a male-dominated sphere of maritime, this study reconnected me to my core- the soul of being a woman and having a heart for empowerment. All the women seafarers I have met shared every intricacy of their experience, which humbled me and widened my understanding of how twisted life is. Thus, I would be forever grateful to the following who extended their help in the realization of this research study:

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Dedication

*To my mama, Aleah, Toto, and Samah
my soul, love, strength, and inspiration*

and

*To all the women out there,
We might be a work in progress, but we made it this far already.*

This is all for you.

Abstract

Women seafarers are active agents of delivering economic pursuit to the ASEAN maritime industry. Despite their dynamic contribution, women seafarers still confront gender imbalance giving rise to an array of gender issues experienced during their seafaring career. Hence, this study explores the role of the ASEAN Framework in protecting and promoting women seafarer's rights in selected ASEAN countries- Philippines, Indonesia and Singapore through the *ASEAN Gender Mainstreaming Strategic Framework 2021–2025*, which assesses the working conditions in the maritime industry as well as identifies the gender issues experienced by women seafarers in an inclusive, participatory, and consultative method.

In-depth interviews conducted with Philippine women seafarers shed light on eight prevalent forms of gender-based violence: gender stereotyping and prejudice, gender discrimination, racial and gender discrimination, verbal gender-based violence, bullying and disrespect, psychological and emotional harassment, victim-blaming, and sexual harassment in various forms—physical, verbal, and non-verbal. Meanwhile, Indonesia's women seafarers recount their struggles with discrimination, harassment, bullying, isolation, and a fixed mindset. Similarly, Singaporean women seafarers encounter gender-specific expectations, limitations, misconceptions, and stereotypes entrenched in the maritime industry.

This study revealed that the ASEAN frameworks address the gender issues experienced by women seafarers through the full realization and proper implementation of gender mainstreaming embodied with gender equality and women empowerment in the maritime industry. The presence of ASEAN frameworks empowers women seafarers to assert themselves against the barriers of gender

issues and navigate their way toward decent working conditions in the shipping industry. Nine (9) existing ASEAN frameworks are found that cover the protection and promotion of migrant women workers' rights as they encompass a scope of guidelines, declarations, and blueprints to ensure the well-being, safety, and equal treatment of women seafarers within the ASEAN region. Further, the research also identifies areas in the ASEAN framework that require improvement to enhance working conditions which are attained through the women's experiences in the maritime industry.

Keywords: Women seafarers, ASEAN framework, gender equality, women empowerment, maritime industry.

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CHAPTER I

INTRODUCTION

Background of the Study

Time has revealed that women's participation in the labor market is crucial in promoting an empowered and equal community for everyone. The magnitude of what women represent is not only enclosed around the family setting but also extended to the region's society, economy, and even labor market. Pike et al. (2021) underlined the increasing global attention and gained momentum over the years, revolving around women's empowerment and gender equality, mainly in the workplace (p. 39). It is noteworthy that the term "seaman" was replaced with the gender-neutral term "seafarer" in 2005 during the 294th session of the International Labour Organization, reflecting efforts to create an inclusive language for sailors (p. 23). International organizations like International Labour Organization, United Nations, European Union, and World Health Organization have exhibited their efforts to arrest gender issues worldwide and enrich everyone's awareness vis-à-vis gender equality and women's empowerment. Among these organizations, ASEAN, as a regional community, has also been a principal organization in upholding fundamental and foundational frameworks toward promoting gender equality and women's empowerment within the region. The regional organization also strictly implements one of the international legal mechanisms, namely the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). This foundational framework is acclaimed as the Women's International Bill of Rights, which was embraced in 1979.

Meanwhile, inside the ASEAN, the commitment towards gender equality and women's empowerment was initially strengthened through the *Declaration on the Advancement of Women in the ASEAN Region* in 1988, wherein it highly acknowledged the effective participation and active integration of women's role into the region's economy, politics, and society. As a Community for Opportunities, ASEAN has actively carried out its mandate of delivering economic opportunities for women as well as battling the gender gaps within the region. ASEAN declarations have long embodied women's role in economic and social structure, thereby fulfilling its commitment to gender mainstreaming (Davies, 2016). However, the ASEAN Key Figures (2021) found a gender gap in labor force participation in all member countries, wherein the male participation rate is still higher than females (p. 23). Indonesia and the Philippines are the identified countries with the highest gender disparity in 2020 (ASEAN Secretariat, 2021). Consequently, it is still a long way to reach the path of gender equality and women's empowerment in the maritime space. It is substantial to recognize the efforts of ASEAN and the international and local communities in building and protecting productive and decent working conditions for women seafarers. Thus, the researcher determines the existing ASEAN frameworks vis-à-vis the protection and promotion of women seafarers' rights in the maritime industry. Furthermore, this study will explore how the ASEAN frameworks address the gender issues experienced by women seafarers.

As maritime ASEAN countries, the Philippines, Indonesia, and Singapore economies rely on the seafaring and maritime industry. The ASEAN has acknowledged the remarkable contribution of the ASEAN seafarers in the international shipping area, with occupancy rates of 21% officers and 40% ratings (ASEAN, 2002). With this, ASEAN has continuously recognized the need to enhance the education

and training of seafarers, which was stipulated in the *ASEAN Maritime Transport Development Study (2002)*. The regional organization particularly has called on the Philippines and Indonesia to upgrade their education, training, and aptitude of ratings to enable them to be promoted to officer positions (ASEAN, 2002). While the existing seafarers having the officers' rank shall continuously improve their skills and competency (Ibid, p. 24).

Furthermore, the International Labour Organization (2019) stressed the significance of seafarers and the maritime industry in the global economy and international trade (p. 3). The International Chamber of Shipping (2020) also emphasized how the shipping industry became the engine of the global arena hauling around 90% of world trade (p. 11). Singapore counts on the maritime industry since it generates 150,000 employments reaching nearly 7% of its Gross Domestic Product (Kitada, 2015). While the Philippines also banks on the maritime economy, being a dynamic driver in achieving financial growth in the country. On the other hand, the study by Global Maritime Forum and the University College of London (2022) highlighted Indonesia's ocean economy, which is vital in delivering employment for millions of Indonesians, placing the country to be part of the world's biggest seafaring-supply countries (p. 10). However, navigating the ocean has been a male-dominated space throughout history. In a historically male-dominated work environment, the inclusion of women in maritime roles was generally met with resistance and preconceived notions that hindered their participation in the industry. Aggrey's (2000) study accentuated how men pioneered the maritime industry, which is why it became a known male-dominated space (p. 2). In addition, Batu (2018) posited that the work on board requires rigid physical activity, which became a cause for this tradition of male dominance (p. 23). There were widespread misconceptions that the presence of

women on board would bring negative consequences, while they were also underestimated and deemed incapable of handling physically demanding and traditionally masculine tasks (Mathew, 2015). In 2021, BIMCO and the International Chamber of Shipping's study found that women represent only 1.2% of the seafarer workforce worldwide. This percentage signifies an existing gender imbalance in the maritime industry, posing gender disparities and gender gaps for women. This was substantiated by Kitada and Langåker (2017), inferring that women seafarers are regarded as risks on board ships merely because of their gender in a male-dominated environment (p. 383).

The study of Dragomir and Surugiu (2013) also stressed that women had not been given access to the maritime industry since it demonstrated an intrusion of space exclusively for men over the centuries (p. 4). This led women to experience a false impression that the maritime space was forbidden since men initially steered the industry (Dragomir and Surugiu, 2013). Encountering these ideas, the researcher attempts to reveal the gender issues experienced by women seafarers in the selected ASEAN countries of the Philippines, Indonesia, and Singapore. Indeed, the nature of the seafaring career posed gender imbalance which disturbs the decent working conditions of women seafarers.

The International Labour Organization's (ILO) framework on decent work, as launched in 1999, is designed to equally generate opportunities for women and men to attain decent and productive working conditions wherein equity, freedom, and security exist (p. 9). Meanwhile, the Asian Development Bank (2013) defined decent work with numerous dimensions involving work security, patterns of equality, work rights, representation and voice, and work conditions (p. 11). The sphere of working conditions entails a broad spectrum of definitions wherein Ali et al. (2013) referred to

it as a working environment with prevailing circumstances affecting the labor encompassing hours of work, training and development, legal rights and responsibilities, physical aspects, and organizational culture (p. 68). Assessing the decent working conditions for women is one way to address the existing gender imbalance in the maritime industry, particularly in the ASEAN countries of the Philippines, Indonesia, and Singapore. Cars & Osterman (2015) posited that it is vital for women to build effective coping mechanisms in the male-dominated sphere to avoid losing their identities (p. 146). Therefore, examining the areas for improvement in the ASEAN Framework vis-à-vis female sailors' decent working conditions will identify the aspects for improving a productive and safe work environment for women seafarers.

Statement of the Problem

Across the land and sea, women seafarers are active agents of delivering economic pursuit for the maritime industry of the ASEAN region. Despite their active role, women seafarers continue to still experience gender imbalance in the shipping industry, which has led to various gender issues encountered throughout their seafaring careers. Hence, this study intends to explore "How are the ASEAN regional frameworks address the gender issues of women seafarers in the selected ASEAN countries?" Specifically, this study seeks to answer the following sub-questions: (1) What are the existing ASEAN frameworks vis-à-vis the protection and promotion of women seafarers' rights? (2) What are the gender issues experienced by women seafarers in the maritime industry of selected ASEAN countries? and (3) What are the areas of the ASEAN framework that need to be improved to promote decent working conditions for women seafarers?

Objectives of the Study

This study specifically aims to:

- 1) Examine how the ASEAN regional framework(s) address the gender issues of women seafarers in the selected ASEAN countries.
- 2) Determine the existing ASEAN framework vis-à-vis the protection and promotion of women seafarers' rights.
- 3) Identify gender issues experienced by women seafarers in the maritime industry of selected ASEAN countries.
- 4) Explore the areas within the ASEAN framework that needs to be improved to promote decent working conditions for women seafarers.

Significance of the Study

The significance of this study lies in its ability to translate the narratives and experiences of women seafarers into actionable and normative policies within the ASEAN Framework. By capturing and incorporating the firsthand insights and challenges faced by women seafarers, this research bridges the gap between lived realities and policy formulation. This transformation of personal stories into normative policies holds the potential to drive meaningful change and address gender-based issues in the maritime industry, nurturing an equal and empowered environment for women seafarers within the ASEAN region. Specifically, this study is deemed significant to the following individuals and institutions:

Women seafarers. The results of the study may help to address the gender issues they experienced as well as improve their working conditions in the maritime industry.

ASEAN. This study offers awareness and ideas on how the regional organization may design additional programs for women seafarers and further decide on an agreement among ASEAN member countries.

International Maritime Organization (IMO). The IMO may utilize the outcome of this study to enhance its international policies and increase the target number of women seafarers for the Gender Specific Fellowships to support Government-nominated applicants in improving their knowledge and skills in the maritime industry.

Ship Owners and Manning companies. The ship owners and manning companies may benefit from the results of this study to establish and develop proper procedures for the employment, promotion, and retention of women seafarers in the company's reserve pool.

Future researchers. The output of this study may aid future researchers who are interested in exploring women's empowerment in the maritime industry.

Scope and Limitation

This research study explores the ASEAN frameworks concerning protecting and promoting women seafarers' rights in the selected ASEAN countries, namely the Philippines, Indonesia, and Singapore. As this research study determines the common gender issues experienced by women seafarers in the selected ASEAN countries, the researcher focused on assessing how the ASEAN framework(s) addresses these gender issues experienced by women seafarers in the shipping industry. In addition, the research examines the ASEAN framework to determine the areas for improvement to provide decent working conditions for women seafarers.

This study adopts a qualitative research method that focuses on Philippine women seafarers who have firsthand experience working onboard ships at domestic or international ports. The key informants for this research are women seafarers who have volunteered to participate in the in-depth interview, which explores their perspectives and insights regarding their experiences as women seafarers in the working conditions of the maritime industry.

Following the ethical research rules and governing provisions stated in the Republic Act 10173 or the Data Privacy Act of 2012 vis-à-vis securing information, the personal data of key informants are kept confidential.

Definition of Key Terms

1. *ASEAN* stands for the Association of Southeast Asian Nations (ASEAN), established in Bangkok, Thailand, on 08 August 1967 through the signing of the Bangkok Declaration.
2. *Gender issues* refer to the cultural, social, and political concerns surrounding the expectations, roles, and rights assigned to individuals based on their gender identity or biological sex. Gender issues stem from the inequitable treatment, discriminatory practices, and biased attitudes individuals face based on gender (Tebeje, 2004).
3. *ILO*, also known as International Labour Organization, is a specialized agency of the United Nations (U.N.) dedicated to addressing labor matters and advancing social justice within workplaces. Founded in 1919, the ILO is headquartered in Geneva, Switzerland.

4. *IMO* stands for the International Maritime Organization, which was established in 1948 as a specialized agency of the United Nations responsible for promoting safe, secure, and environmentally sustainable shipping worldwide.
5. *Women Seafarers* are migrant women workers who have various roles within the maritime industry and can be found in a range of positions onboard ships, including as deck officers, engineers, navigators, crew members, and in various support roles.

Chapter II

REVIEW OF RELATED LITERATURE

This chapter identifies the relevant literature on the women seafarers in the selected ASEAN countries - Philippines, Indonesia, and Singapore revolving around the developments on women empowerment as well as gender-based issues experienced onboard, onshore, and maritime training institutions.

Labor migration has taken its role in the ASEAN culture, wherein migrants embody a fundamental contribution to the portion of the member countries' population (ASEAN, 2022). The motivating force of migration culture is rooted in the global issues of decent work opportunities, demographic trends, human security, incomes and wealth, and social networks (ILO, 2008). Seafarers are identified as one of the categories of migrant workers based on the *United Nation's International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families* in 1990. Based on the data of the World Bank, ASEAN holds 8 percent of the world's migrants; thus, the regional organization has built consensus vis-a-vis labor migration policy known as *ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers* (2017). According to the International Labour Organization (ILO), migrants signify 4.7 percent of the world's labor force involving 164 million workers wherein, half of whom are women. As migrant workers, women seafarers face various issues in the international, regional, and national setting of the shipping industry. The study by ILO (2020) found that women migrant workers are susceptible to harassment and violence in host countries which usually aggravates due to a lack of information regarding essential services' access encompassing law enforcement, social services, healthcare, and justice (p. 45).

The ocean is a vast playground to exhibit gender roles. The contribution of women to the ocean relating to the maritime space is centered on their ability to sustain and stabilize the pooling resources of seafarers. Gissi et al. (2018) stipulated that women intensify the pooling of human resources for growth and innovation in the maritime sector (p. 215). This was substantiated by Froholdt et al. (2018), highlighting that women turned out to be a distinctive workforce which amplified the reserve ratio of seafarers for an exceedingly strategic global market both for public and private maritime companies (p. 16). The study "*Women Seafarers: A Discourse Analysis Perspective*" by Dževerdanović-Pejović (2021) accentuated that women have forged ahead to become equal with men in predominantly male work setting like the shipping industry (p. 64). In addition, Dragomir and Surugiu (2013) also emphasized that women seafarers demonstrate a competitive human resource that can answer the global shortage of seafarers (p. 4). One may see that the maritime sector can take advantage of the strategic workforce offered by women pursuing the path of seafaring career.

Aside from the inclusion in the ASEAN Socio-Cultural Community (ASCC), the discussion on migrant women workers is also incorporated in the other pillar of the ASEAN Economic Community (AEC). The *Women Migrant Workers in ASEAN Economic Community (2017)* explores the role of women as economic actors through the lens of the ASEAN Integration framework. In this study, the work dynamics of migrant women workers revolved around labor mobility and encountered gender challenges and barriers in the region (p. 8). Established in 2017, the action agenda of ASEAN's Women's Economic Empowerment (WEE) is designed to bring women into the sphere of inclusivity and human capital development, where women can realize their full economic potential inside and outside the region. Throughout time, women's

participation in the maritime industry has been gradually recognized, wherein most women seafarers are hired by the cruise industry (IMO & Wista, 2021). The existence of WISTA (Women's International Shipping & Trading Association) International since 1974 also offered a conducive space for women seafarers to be empowered in the maritime industry. Moreover, the International Maritime Organization (IMO) has continued its efforts to promote the career of seafaring, as it established numerous projects prioritizing women seafarers (International Chamber of Shipping, 2020).

Philippines

In the Philippines, labor migration has been an inherent culture, as Swift (2011) stressed the country's failure to ensure the citizens' needs, generating a necessity or preference for Filipinos to pursue the path of migration (p. 289). Over the years, the Philippines has been hailed as one of the top providers of seafarers worldwide; hence, the seafaring career became a crucial profession for Filipinos despite its contractual nature. In the study entitled "*Filipino Maritime Students and Seafarers: Defying Dominant Social Imaginaries*," Mendoza (2015) emphasized that chasing a career in the maritime field would bring Filipinos closer to their dreams of giving a better life to their families involving education, livelihood, and houses while traveling around the world (p. 41). Meanwhile, Swift (2011) described the seafaring experience for Filipinos, wherein being at sea is a liminal hardship to be endured for a period to earn sufficient capital to establish a small business at home (p. 275).

The depiction of the Philippines being a maritime country as well as "Manila as the Manning Capital of the World," Filipinos became naturally oriented to the seafaring profession (Borromeo, 2014). However, despite being one of the biggest seafaring-supply countries, the Philippines has only 1.16% employed women seafarers (IMO &

Wista, 2021). Based on the survey conducted from 2008 to 2011 among thirty (30) Philippines maritime institutions, only 0.56% of female graduates were in marine engineering programs, while 0.94% were in maritime transportation studies (Kitada, 2015). Baylon's (2014) study on "*Leveling The Playing Field, A Challenge To Woman Seafarers*" implied that it is not the absence of women's interest to engage in the seafaring career, but it is due to the struggles in obtaining employment in maritime companies (p. 5).

On the other hand, Lucia Tangi's study entitled "*Empowering Filipino Women Seafarers in the Maritime Sector*" addresses the gender gaps experienced by Filipina seafarers onboard, encompassing bullying, discrimination, loneliness, and sexual harassment. The women seafarers' low labor participation in the maritime industry is problematic as it created a hostile patriarchal environment where women are not allowed to enter. Tangi's study also explored various gender empowerment and equality mechanisms to arrest the gender gaps for Filipino women seafarers. Further, the study by Magramo and Eler (2012) found that most companies in the Philippine maritime industry prefer women seafarers in office positions rather than in officers' rank onboard (p. 399). This was also affirmed by Kitada (2015), stressing that most Philippine employers lack interest and experience in sourcing women seafarers to operate vessels (p. 19).

Moreover, Baylon (2014) also accentuated why companies opt not to employ women seafarers, which lies in cultural and social prejudices and prior adverse incidents (p. 5). Due to the innate organizational skills possessed by women compared to men, they are more appropriate to be placed in offshore jobs. Likewise, the women who join cadetship on board are expected to be physically, emotionally, and spiritually

strong to be equipped as future officers who can adapt to a male-dominated profession (Magramo and Eler, 2012).

Indonesia

The same as the Philippines, Indonesia, as a maritime country, holds a prominent position in the global seafaring industry as one of the leading seafaring-supplying countries. The maritime workplace in Indonesia accommodates a wide range of seafarers working on cargo vessels and tankers to those involved in fishing and offshore operations, making the Indonesian maritime workforce diverse and multifaceted. The seafarers' dedication and professionalism contribute significantly to the smooth functioning of global maritime trade, ensuring the transportation of goods and commodities across the seas. Junus and Munandar's (2020) study "*Employment of Indonesia Seafarers: Challenges and Opportunities during Normal and Pandemic*" revealed that Indonesia was prepared to be the leading country in supplying seafarers around Southeast Asia since there was a high demand for Indonesian seafarers during the pandemic COVID19 (p. 3339). Being the largest archipelagic member-state within the ASEAN region, the country has approximately 81-100% share of women on board based on IMO and WISTA's study in 2021 (p. 18). The country's vast archipelago, spanning thousands of islands, plays a crucial role in international trade and shipping industry, providing abundant maritime opportunities. With a rich maritime heritage and a long seafaring history, Indonesia has cultivated a skilled and diverse pool of seafarers sought after by shipping companies around the world. This was upheld by Kendek et al. (2020) study on "*The Legal Protection of Indonesian Female Seafarers*," stressing that Indonesia experienced a rapid growth of female mariners, which resulted in becoming one of the countries with a high number of women seafarers

around the world (p. 203). This kind of growth in the women's seafaring profession reflects on the established educational system of Indonesia vis-à-vis maritime studies. Since 1966, Indonesia has allowed women to pursue maritime education, engineering, and nautical studies (Kitada, 2015). Junus and Munandar (2020) also underlined the growing number of potential young Indonesians to pursue a seafaring career made possible through the aid of various stakeholders making the country the primary supplier of seafarers globally (p. 3340). In 2015, around 15% of female graduates in maritime studies, wherein the shipping companies in Singapore hired most Indonesian women seafarers due to its geographical location (Kitada, 2015).

Despite these noted developments in the maritime sphere, Indonesian women seafarers still face obstacles because of their gender in a male-dominated environment. These challenges include ensuring the safety and welfare of seafarers, addressing gender inequality, promoting inclusivity, and enhancing training and education programs to meet the industry's evolving demands. The study by Batu (2018) entitled *"Female Students' Perception of Gender in Maritime Institute in Jakarta"* explored the female students' experiences in maritime schools, which revolved around discomfort amidst dirty jokes of male lecturers (p. 28). This kind of experience brought the realization of risk to female students, which forced them to learn, adapt, and accept if they decided to pursue the seafaring path (Batu, 2018). Not only the female Indonesian students in maritime schools but also the women seafarers experienced the numerous risks posed by being on board ships with male seafarers. El Husna et al. (2020) study on *"Analysis of the Complexity Factors of Female Seafarer Issue Onboard"* in Jakarta, Indonesia, posited that women sailors encountered moral discrimination and violence due to existing neutrality vis-à-vis legal issues' resolution and employment opportunities (p. 1130). This generated threats for women onboard,

entailing accommodation issues, the threat of mental, physical, and sexual harassment, stereotyping of women's weakness, and gender culture inequality resulting in higher improbability for shipping companies to consider female seafarers (El Husna et al., 2020).

Singapore

As one of the maritime ASEAN countries, Singapore is a recognized hub port worldwide. The study of Vitasa and Soeprapto (1999) on *"Maritime Sector Developments in ASEAN"* acclaimed Singapore as an active actor in international shipping as the seventh-biggest merchant fleet worldwide. With the establishment of the Maritime and Port Authority of Singapore (MPA) in 1996, Richardson (2007) underscored that the country became a premier global anchorage that innovated and upheld the strategic maritime pursuit of Singapore (p. 26). Further, Ducruet et al. (2014) pointed out that the expansion of marine transportation in Singapore is inclined to the country's economic opportunities as it is centered on the maritime industry. Thus, it is no wonder why Singapore keeps finding room for improvement to enrich the seafaring profession in the country. In 2017, the MPA launched a new scheme named "Training Berth Relief Support," which was visualized to aid shipping businesses to suffice the cadet training with cost reduction (MPA, 2017). Aside from this, the MPA and Singapore Maritime Officers' Union (SMOU) and Skills Future Singapore also established a training program known as Tripartite Nautical and Engineering Training Award, which offered financial support to assist seafarers in becoming deck and marine engineer officers.

According to the IMO and WISTA's survey in 2021, Singapore has less than a 2% share of women on board (p. 18). Additionally, the study *"Beyond Business as*

Usual: The Role of Women Professionals In Maritime Clusters" by Kitada and Bhargunath (2019) observed that Singapore has a small number of hired women holding managerial positions in the maritime industry even though they exceeded the required qualification, work experience, promotion criteria. On the other hand, Chan (n.d.) stressed how women seafarers are leaning toward choosing a land-based job in the maritime industry, particularly maritime law and commercial sectors (p. 27). Consequently, women seafarers remained suffering from gender-based issues brought on by the organizational culture and dichotomy of the marine industry, which forced them to prove that they were equal to men (Ljung and Widell, 2014). In the onboard sphere, women seafarers usually endure stereotyping, isolation, and a lack of basic needs for females (Costanzi, 2019). Hence, there are continuous efforts to arrest this kind of gender imbalance and gender gaps encountered by women seafarers in Singapore. Singapore and Indonesia have shown improved working conditions for women at the operational level, wherein Singaporean shipowners opt to hire women cadets and seafarers (Kitada, 2015).

Encountering this related literature, the researcher found that there were no specific studies about the role of the ASEAN Framework concerning the protection and promotion of women seafarers' rights, particularly in the ASEAN countries of the Philippines, Indonesia, and Singapore. Indeed, women in the maritime sector have been historically underrepresented, facing obstacles such as gender bias, limited access to career prospects, and insufficient protection of their rights. The industry has grappled with issues surrounding gender-based obstacles, making it challenging for women to excel and grow in their maritime careers. Additionally, their safety and rights while at sea have often been inadequately safeguarded, further exacerbating the disparities in this traditionally male-dominated field.

Chapter III

RESEARCH FRAMEWORK AND RESEARCH QUESTIONS

This chapter encompasses the research framework and research questions that were used in the conduct of the study.

Framework of the Study

Theoretical Framework

This study adopts the *ASEAN Gender Mainstreaming Strategic Framework 2021–2025* as a guiding framework to assess the working environment of women seafarers in an inclusive, participatory, and consultative method which analyzes the gender issues experienced in the sphere of the maritime industry. The regional organization presented this strategic framework which strives for gender mainstreaming, mainly attaining the path of gender equality and women's empowerment (GEWE). Since most regional frameworks are SMART (Specific, Measurable, Attainable, Realistic, and Time-Bound), ASEAN Gender Mainstreaming Strategic Framework 2021–2025 is also a 4-year commitment to promoting gender mainstreaming among ASEAN member countries. The aim is to develop a cohesive set of goals, strategies, and initiatives that enhance ASEAN's dedication, capability, and values concerning gender and inclusivity, intending to extend these efforts to each member state, fostering a more balanced and inclusive environment across the ASEAN region (p. 3). This strategic framework enables ASEAN to address gender inequalities, empower women, and advance inclusiveness following its overarching objectives and principles. By employing this strategic framework, the researcher aims

to comprehensively analyze and address the gender issues in the maritime sector, ensuring an inclusive, participatory, and consultative methodology.

Further, the framework provides an organized method for understanding women seafarers' unique experiences and perspectives, facilitating a deeper examination of the factors contributing to gender disparities and inequities within the industry. Through an inclusive and participatory research process, the researcher can gather valuable insights and recommendations to promote gender mainstreaming and enhance the working conditions and opportunities for women seafarers in the maritime sector. Indeed, gender mainstreaming represents a recognized global process of institutional transformation. It involves integrating gender perspectives and considerations into various policy, programming, and decision-making aspects to promote gender equality and address gender disparities.

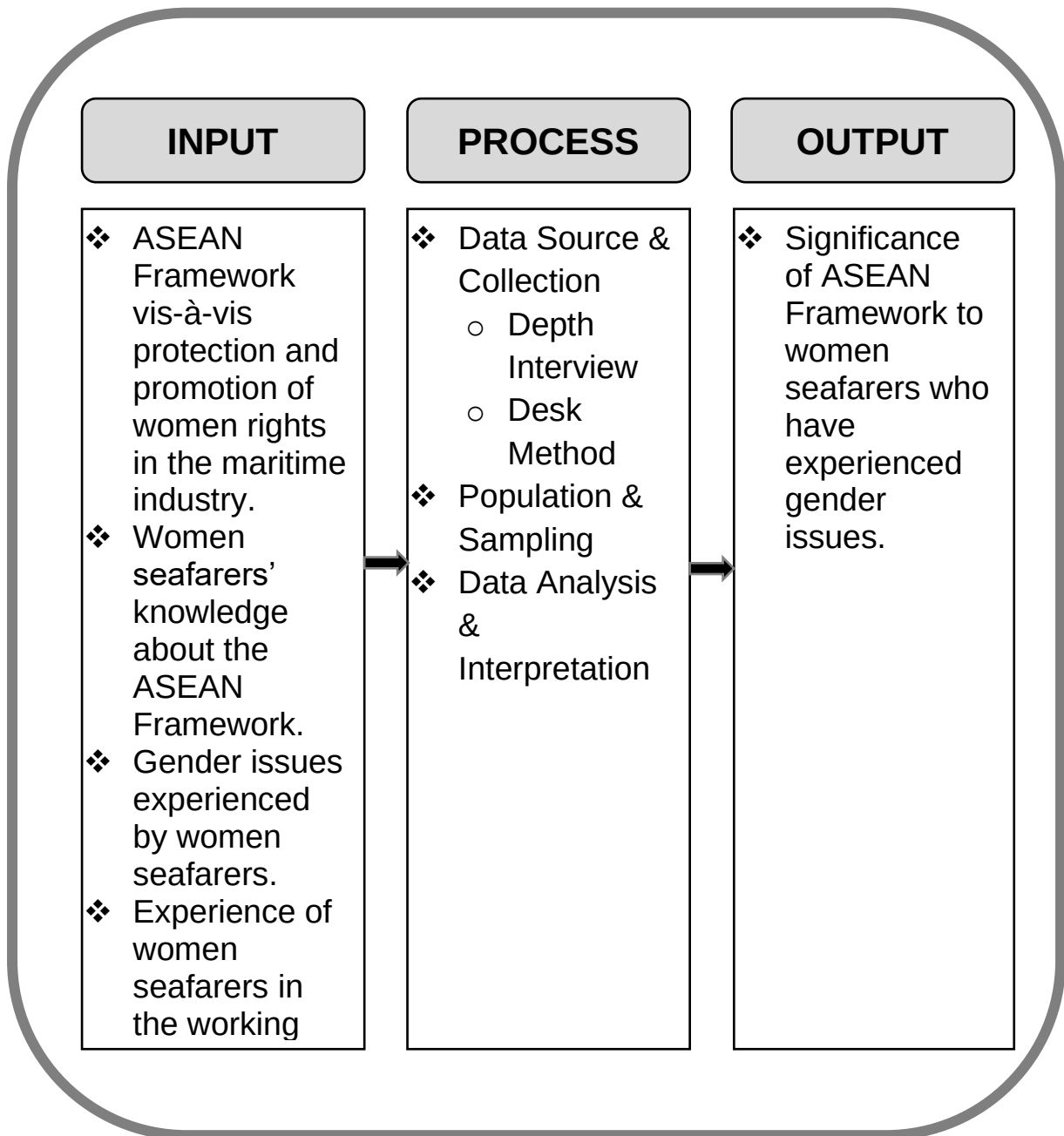
Consequently, gender mainstreaming recognizes that gender equality is not solely a women's issue but a societal concern that requires the involvement and commitment of all stakeholders. At all levels, it aims to ensure that decision-making processes, policy formulation, program development, and resource allocation systematically and consistently consider gender perspectives and concerns. In the ASEAN region, gender mainstreaming has several vital principles and practices encompassing integration, participation, gender analysis, capacity building, data collection, and monitoring. Further, the goal of gender mainstreaming in ASEAN is to achieve gender equality and women's empowerment by addressing and transforming the underlying causes of gender inequalities. It aims to create a more inclusive, equitable, and just society where women and men can equally participate, benefit, and contribute to the ASEAN region's social, economic, and political development.

As this study attempts to reveal the gender issues experienced by women seafarers in the selected ASEAN countries of the Philippines, Indonesia, and Singapore, *ASEAN Gender Mainstreaming Strategic Framework* helps the researcher to address the identified gender issues attaining the goal of gender equality and women empowerment in a male-led sphere of seafaring profession. Once the gender issues are identified through women's seafaring experience, the researcher determines the regional frameworks vis-à-vis the protection and promotion of women seafarers' rights; and how these frameworks and policies address the gender issues experienced by women seafarers in the maritime industry of the selected ASEAN countries.

Conceptual Framework

Figure 1 presents the Research Paradigm of the study, dividing it into three frames: Input, Process, and Output. This IPO model aids the researcher in understanding the flow and relationship among the key elements of the study, which transforms the Input into Output through the systematic manner of Process.

Figure 1. Research paradigm of the study.



The first frame encompasses the inputs of the study directed at initially examining the ASEAN Framework, which serves as a fundamental reference point for assessing the regional initiatives and guidelines for protecting and promoting women seafarers' rights in the shipping industry. Secondly, the study evaluates the level of knowledge among women seafarers regarding the ASEAN Framework to gain insights into its effectiveness in disseminating and implementing efforts. Additionally, the study

identifies potential gaps in knowledge that require addressing. Furthermore, the gender issues experienced by female seafarers as the third Input explores the barriers, inequalities, and discriminatory practices that women encounter while working in the maritime sector. By identifying these gender issues, the study seeks to shed light on the areas that require attention and improvement within the maritime industry of selected ASEAN countries. Finally, the study also takes the aspect of work experiences of female seafarers to gain a comprehensive understanding of the risk and opportunities of working conditions women face in the maritime.

Considering these inputs, the researcher employs the process elements involving data source and collection of depth interview and desk method, population and sampling, and data analysis and interpretation to derive the contextual explanation of how the ASEAN framework addresses the gender issues experienced by women seafarers in the maritime sector. The processing element of data sources and collection methods is adopted to ensure comprehensive and relevant information acquisition. First, in-depth interviews are conducted with Philippine women seafarers to explore their working experiences and the gender issues they faced in the shipping industry. Simultaneously, the researcher utilizes the desk method to identify the gender issues faced by women seafarers in the ASEAN countries of Indonesia and Singapore. In identifying the ASEAN frameworks concerning the protection and promotion of the rights of women migrant workers, the researcher will also utilize the desk method to contextualize the study with existing literature, reports, and other relevant documents delivering a foundation for data analysis and interpretation. Another process element of this study revolves around the population and sampling strategy wherein the Philippine women seafarers are selected. Lastly, data analysis and interpretation are integral parts of the research process, wherein the collected

data are systematically organized, transcribed, translated, and analyzed to identify patterns, themes, and connections within the study.

Consequently, transforming Input into Output through the Process is the backbone of the study. By examining the lived experiences and perspectives of the women, the research seeks to uncover the specific ways in which the ASEAN Framework has addressed the gender issues encountered by female seafarers in the maritime industry. The outcome of this study entails the significance of the ASEAN Framework for women seafarers who have experienced gender-related challenges. The findings shed light on potential areas for improvement that can inform policies, programs, and initiatives to promote gender equality and women empowerment of female seafarers within the ASEAN region.

Research Questions

Main Research Question:

How are the ASEAN regional frameworks address the gender issues of women seafarers in the selected ASEAN countries?

Sub-questions:

1. What are the existing ASEAN frameworks vis-à-vis the protection and promotion of women seafarers' rights?
2. What are the gender issues experienced by women seafarers in the maritime industry of selected ASEAN countries?
3. What are the areas of the ASEAN framework that need to be improved to promote decent working conditions for women seafarers?

Chapter IV

METHODOLOGY

This chapter encompasses the study's methodology and the overall structure and arrangement of the research process. Specifically, it includes the research design, study site, data collection, and data analysis.

Research Design

Research Method

This qualitative study's plausibility heavily relies on using depth interviews as the primary research method. Depth interviews offer the researcher a unique opportunity to delve deeply into the women seafarers' thoughts, emotions, experiences, and perspectives, enabling a comprehensive understanding of the study. By engaging in one-on-one conversations, the researcher gathers the awareness and knowledge of the respondents about the ASEAN frameworks, programs, and policies regarding women seafarers' rights, gender issues experienced in the shipping industry, and areas for improvement to enhance decent working conditions in the maritime sector. The qualitative data obtained from in-depth interviews are transcribed, translated into English, analyzed, and interpreted to identify recurring themes, patterns, and insights contributing to the study's credibility.

Meanwhile, this research also incorporates the use of secondary data by applying the desk method. The desk research is employed to determine the gender issues faced by women seafarers in the selected ASEAN countries of Indonesia and Singapore, wherein the researcher undergoes an extensive review and analysis of existing literature, reports, and relevant documents vis-à-vis gender-related

challenges encountered by the respondents. This method allows the researcher to give valuable insights into prevailing gender dynamics, barriers, and opportunities in Indonesia and Singapore. On the other hand, the researcher employs the desk method to identify and analyze the current regional frameworks, policies, and programs related to safeguarding the rights of women seafarers in the maritime industry. This approach involves reviewing and examining relevant literature, legal documents, policy reports, and other published materials to gain insights into the current state of ASEAN frameworks within the region. Using the desk method, the researcher evaluates the existing framework's landscape, identifies gaps and challenges, and determines the effectiveness of the ASEAN frameworks.

Inclusion and Exclusion Criteria

The criteria for selecting respondents for this study include three main factors. Firstly, the respondents must be women who have worked as seafarers. This criterion ensures that the study focuses specifically on the experiences and perspectives of female seafarers, allowing for a gender-specific analysis of the maritime industry. Secondly, the selected respondents should have prior experience working onboard ships in domestic or international ports. This criterion ensures the respondents have practical knowledge and firsthand experience working in the maritime industry. By including individuals with diverse port experiences, the study can capture a wide range of perspectives, challenges, and insights related to different working environments of the maritime industry. Lastly, the respondents must demonstrate a willingness to participate in in-depth interviews. This criterion ensures that the individuals selected are interested and motivated to contribute their experiences and opinions to the study. By employing these criteria, the study aims to gather comprehensive and diverse

perspectives from women seafarers with relevant experience, ensuring a thorough understanding of their unique challenges, successes, and the overall dynamics of their work environment in the shipping industry. Thus, these women seafarers are subject to online or face-to-face depth interviews to identify the gender issues experienced in the maritime sector.

In determining the number of respondents, the researcher applied the concept of "information power" introduced by the study of Malterud, Siersma, and Guassora. This study identified five factors that influence the information power across various dimensions (a) study aim, (b) sample specificity, (c) use of established theory, (d) quality of dialogue, and (e) analysis strategy (Malterud et al. in 2016). According to Sim et al. (2018), these factors mean: study aim (broader aims necessitate larger sample sizes), sample specificity (more specific participant characteristics lead to smaller sample sizes), theoretical background (less developed theories require larger sample sizes), quality of dialogue (richer dialogue results in smaller sample sizes), and analysis strategy (exploratory cross-case analysis requires larger sample sizes than in-depth analysis of a few informants) (p. 5). Hence, this study adopts the information power's aspect of sample specificity since it targeted a particular description of women seafarers and quality of dialogue as the research navigates to the discussion of the ASEAN framework and gender issues in the maritime industry.

Study Site

As this study explores the protection and promotion of women seafarers' rights in the maritime industry of the regional organization, the researcher chooses the selected ASEAN countries of the Philippines, Indonesia, and Singapore. These member countries are identified as maritime ASEAN in the region, playing a vital role

in connecting Southeast Asia with the global community as well as a home to top seafaring supply and top ship-owning countries.

Philippines

Situated in Southeast Asia with an archipelago of more than 7,000 islands, the Philippines has a rich and deep-rooted maritime tradition, making it one of the world's leading maritime and seafaring nations with a substantial number of Filipino seafarers serving aboard domestic and international vessels and cruise ships. The country is known for producing competent maritime professionals, who are sought after in the global maritime job market, given that Filipino seafarers are highly regarded for their skills, professionalism, and adaptability, which can be found in various ranks and positions onboard vessels. That is why, over time, the Philippines has earned recognition as the leading global supplier of seafarers in both officer and ratings positions. Nevertheless, even though the Philippines is among the largest suppliers of seafarers, the percentage of employed women seafarers stands at only 1.16% (IMO & Wista, 2021). Since this study focused on the protection and promotion of women seafarers' rights, the rationale behind choosing this site is due to its practicality, feasibility, and accessibility to the researcher's location to conduct in-depth interviews with Filipino female mariners.

Indonesia

As a renowned prominent maritime and seafaring nation, Indonesia is also an archipelagic country comprising more than 17,000 islands which are surrounded by vast seas and oceans, including the Indian Ocean and the Pacific Ocean. Its strategic location makes it a major maritime workforce in the ASEAN region, wherein Indonesia

produces a significant number of skilled seafarers who serve on board numerous international vessels. As the largest archipelagic member-state in the ASEAN region, the country accounts for approximately 81-100% representation of women on board, as indicated in the 2021 study by IMO and WISTA (p. 18). Despite this great number of women representations made in the maritime sector, Indonesian women seafarers continue to encounter gender-related challenges within a male-dominated environment. Thus, the researcher's purpose in selecting this site is to gather ample data to identify and analyze the gender issues experienced by Indonesian women seafarers in the shipping work environment.

Singapore

Located at the crossroads of major shipping routes in Southeast Asia, Singapore's strategic location along the busy Strait of Malacca has been instrumental in shaping its maritime prominence. Aside from the seafaring industry, the country's maritime sector entails a wide range of activities, including shipping, shipbuilding, ship repair, logistics, and maritime services. The country's success as a seafaring nation can be attributed to its commitment to continuous innovation and adaptability as it produces skilled and competent Singaporean seafarers. However, Singapore's representation of women on board is below 20%, according to the 2021 survey conducted by IMO and WISTA (p. 18). Thus, this impelled the research to include this site in the conduct of study involving Singaporean women seafarers and their experience in the working conditions of the maritime industry.

Data Collection

Data Source

The data collected in this study comprises the women seafarers' personal information, work experience in the maritime setting, gender issues experienced in the shipping industry, and knowledge about ASEAN frameworks, programs, and policies about women seafarers' rights. Firstly, the researcher collects personal information from the respondents to understand each woman seafarer's background and profile, including factors such as age, marital status, educational background, and other pertinent personal details. This personal data provides context, which aids in distinguishing potential variations or patterns in the experiences and perspectives of the respondents. Secondly, the respondents shared the details about work experiences in the maritime industry, covering the roles, responsibilities, and the specific types of vessels or ports. Capturing the work experience allows the researcher to comprehensively understand the diverse contexts of the working environment and challenges faced by women seafarers in different maritime settings. The interviews also delve into the gender issues experienced by the respondents in the marine industry, taking into account the personal encounters with gender-based violence they may have faced during their seafaring careers. By documenting these experiences, the study aims to shed light on the recurring issues and barriers that women seafarers encounter and identify potential areas for improvement and intervention in their working conditions in the shipping industry. Lastly, the depth interviews also aim to evaluate the respondents' knowledge about ASEAN frameworks, programs, and policies vis-a-vis women seafarers' rights. Exploring the awareness and understanding of the respondents evaluates the effectiveness and impact of ASEAN frameworks, programs, and policies.

Furthermore, this research collected primary data through face-to-face and online depth interviews with Filipino women seafarers. The researcher collected data once, which spans three months, from January 1st to April 30th, 2023.

Table 1

Data Collection Table

<i>Data Collected</i>	1. Personal information. 2. Work experience in the maritime industry. 3. Gender issues as experienced in the maritime industry. 4. Knowledge about ASEAN frameworks, programs, and policies about women seafarers' rights.
<i>Means of data collection</i>	Face-to-Face or Online Depth Interview
<i>Frequency of data collection</i>	Once
<i>Schedule of Data Collection</i>	Three months (January 01st – 30 April 2023)
<i>Area Coverage</i>	Nationwide: Filipino women seafarers are invited to participate in the depth interview.

Population and Sampling

This research adopts the purposeful sampling technique, commonly used in qualitative studies. According to Cresswell and Plano Clark (2011), purposeful sampling entails identifying and selecting individuals or groups with extensive knowledge or experience in phenomena of interest. Aside from knowledge and experience, Bernard (2002) accentuated the significance of respondents who are both available and willing to participate and can effectively communicate their experiences and opinions in an articulate, expressive, and reflective manner. Thus, a total of twenty-one (21) Filipino women respondents have qualified based on the three (3) criteria of the study encompassing: 1) must be a woman seafarer, 2) with experience working onboard either in domestic or international ports and 3) willingness to participate in the depth interview. Through using qualitative purposive sampling, the

approach of this study ensures a criteria selection process that targets qualified respondents who offer valuable insights and immersed understanding of the experiences of women seafarers in the maritime setting.

Description of the Respondents

Individual aliases were assigned to each of them to ensure the confidentiality of the respondents. Presented below are the profiles of the respondents.

Table 2

Respondents' Personal Information

Item	Alias	Age	Marital Status
1	Angel	23	Single
2	Bea	27	Single
3	Cath	31	Married
4	Dianne	26	Single
5	Esther	22	Single
6	Faith	29	Single
7	Gina	27	Single
8	Hannah	31	Single
9	Ira	24	Single
10	Jasmine	23	Single
11	Kiara	29	Single
12	Louise	40	Single
13	Mara	37	Single
14	Naya	40	Single
15	Olivia	40	Married
16	Phoebe	43	Single
17	Quinn	30	Single mother
18	Rachel	31	Married
19	Samantha	35	Single mother
20	Tessa	29	Married
21	Valerie	44	With a partner and kids

Table 2 illustrates the respondents' profiles, including their age and marital status. The first column displays the respondents' names listed under their assigned aliases. The second column records the age ranges from 22 to 44 years old, capturing

diverse perspectives and experiences among the women seafarers, considering the potential influence of age on their perceptions, challenges, and aspirations. While the third column provides information on the marital status of the respondents. The respondents' marital status is considered in this study as it intersects with gender, affecting the women's experiences, roles, and responsibilities within society, particularly in the workplace. As Vijayalakshmi et al. (2022) emphasized, married female employees in the company bear significantly higher responsibilities than their male counterparts, who are responsible for childcare and managing household tasks (p. 8).

Table 3

Work Experience in the Maritime Industry

Item	Alias	Position/Rank	Years of Seafaring Experience	Type of Experience (International or Domestic)
1	Angel	Engine Cadet	Less than one year	International Vessel ship
2	Bea	Apprentice Deck Cadet	One year	Domestic Vessel ship
3	Cath	2 nd Officer	Nine years	International Vessel ship
4	Dianne	Apprentice Engineer	One year	Domestic Vessel ship
5	Esther	Deck Cadet	Less than one year	International Vessel ship
6	Faith	Chief Engineer	Eight years	International Vessel ship
7	Gina	Adult Animation Assistant/Hosting	Two years	International Cruise ship
8	Hannah	Waitress	Five years	International Cruise ship
9	Ira	Deck Cadet	1 year & 3 months	International Vessel
10	Jasmine	Deck Cadet	Less than one year	International Vessel
11	Kiara	2 nd Officer	Ten years	International Vessel

Item	Alias	Position/Rank	Years of Seafaring Experience	Type of Experience (International or Domestic)
12	Louise	Third Electro-Technical Officer (ETO)	16 years	International Cruise ship
13	Mara	3 rd Engineer	13 years	International Vessel
14	Naya	Captain	19 years	International Vessel
15	Olivia	Food & Beverage Hosting	Four years	International Cruise ship
16	Phoebe	Assistant waitress	19 years	International Cruise ship
17	Quinn	Stateroom steward	Five years	International Cruise ship
18	Rachel	Food & Beverage Attendant.	Four years	International Cruise ship
19	Samantha	Demi-Chef Pastry	Three years	International Cruise ship
20	Tessa	Buffet Attendant	Two years	International Cruise ship
21	Valerie	Cabin Stewardess	20 years	International Cruise ship

On the other hand, Table 3 demonstrates the respondents' job position and ranking, years of work experience in the maritime industry, and type of vessel and port experience. The first column explores the job position of the respondents, varying from officers and ratings to cadets. Based on the position and ranking, these respondents come from job classifications encompassing Deck, Engine, Hospitality and Guest Services, Entertainment and Activities, and Culinary and Food Services. The next column explores the respondents' number of years of experience in the maritime industry ranging from less than a year to 20 years. Respondents' varying years of experience bring diverse perspectives, with more experienced individuals offering insights into significant changes and developments, while those with less experience contribute fresh viewpoints. The final column displays the respondents' type of vessel and port experience, which is a crucial aspect of this study. It indicates that different

types of vessels (such as cargo ships, tanker ships, and cruise ships) have distinct working environments, including factors such as the nature of the work, crew dynamics, and cultural norms in various ports. These factors can influence gender dynamics and the challenges experienced by women.

Ethical Considerations

The researcher conducted the study following strict procedures. To comply with the Data Privacy Act of 2012 and protect the privacy of respondents, real names and personal details are kept confidential and replaced with aliases. Respondents are assured that all collected information is treated as highly confidential and used solely for research purposes. Consent was obtained from the respondents through Letters of Request, ensuring they were fully aware of their participation in the study's Process. Respondents are informed about their voluntary participation and the right to decline any overly personal questions. Furthermore, the researcher requested the respondents' permission to record the interviews. Respondents are educated about their rights, the potential risks or benefits of their involvement, and the possibility of conflicts of interest. Lastly, respondents are made aware of the accessibility of psychological support in the event of emotional distress caused by gender-related challenges encountered in the maritime work environment.

Data Analysis

Procedure

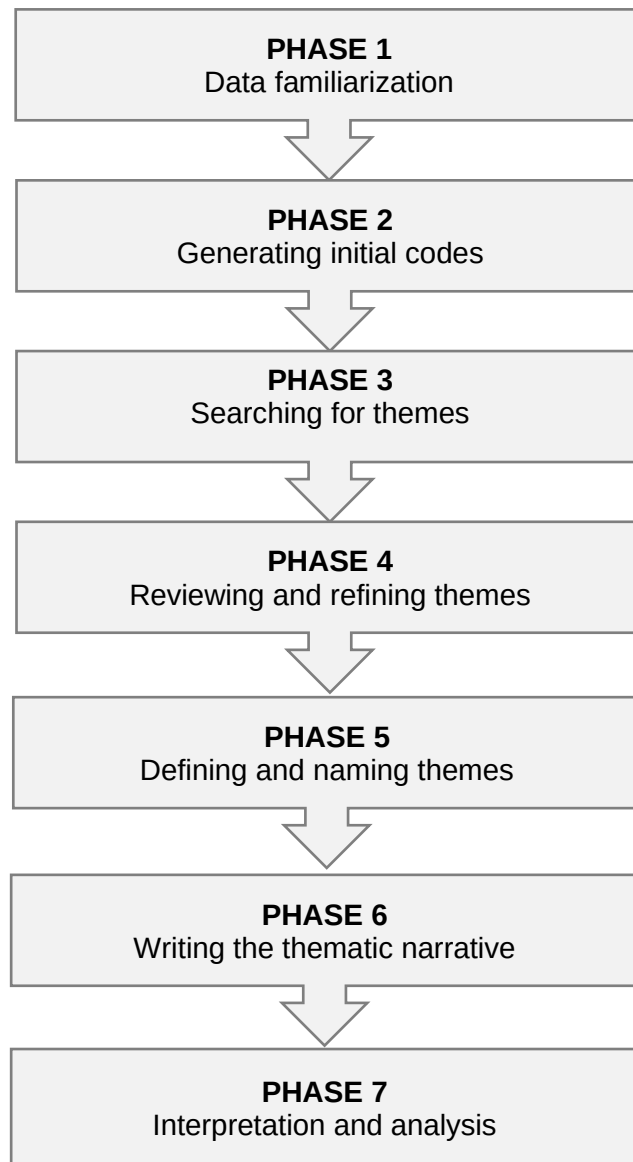
This study primarily consists of face-to-face and online depth interviews. The researcher utilized various online communication platforms such as Zoom, Facebook, Messenger, and Viber to conduct the in-depth interviews since most respondents are

situated onboard the ship where the internet connection is unstable. The conducted depth interviews are recorded with the consent of the respondents. Moreover, the respondents are able to express their responses in various languages, such as English, Filipino, Hiligaynon, and Akeanon. The researcher transcribed the respondents' responses and translated them into the English language prior to data analysis.

Analysis

This research utilizes Braun & Clarke's six-phase framework of thematic approach in data analysis. Braun & Clarke (2006) underscored that thematic analysis is used to identify and analyze patterns or themes within a dataset, providing a detailed and comprehensive organization and description of the data (p. 6). In identifying and analyzing themes, the thematic approach encapsulates themes that hold significant aspects of the data in connection to the research question, representing a recognizable pattern or meaning found within the dataset (Braun & Clarke, 2006). In this study, thematic analysis is employed, focusing on the gender issues experienced by women seafarers and areas for improvement in the ASEAN framework to improve the working conditions of female mariners. Once the data is identified, analyzed, and interpreted, this contributes to the study's goal of the significance of ASEAN frameworks in the protection and promotion of women seafarers' rights in the maritime industry.

Figure 2. Braun & Clarke's six-phase framework of thematic analysis.



During the data familiarization stage, the researcher thoroughly read and transcribed the interview responses provided by the Filipino women respondents as well as gathered existing literature on Indonesian and Singaporean female seafarers to become well-acquainted with the dataset gaining a comprehensive understanding of the women respondents' experience. Next, the researcher generated initial codes by identifying and labeling specific segments of the interview data that captured essential aspects related to the ASEAN framework, gender issues, and working conditions of women seafarers, which represent recurring concepts or experiences

expressed by the respondents. As the analysis progressed, the researcher searched for themes by grouping and categorizing related codes together, which emerged into identified gender issues experienced by women seafarers, working conditions in the maritime industry, and areas for improvement within ASEAN Framework. The identified themes provided insights into the respondents' experiences and knowledge of the ASEAN framework, gender-based violence, and working conditions in the marine sector. Thereafter, this study reviewed and refined the themes to ensure accuracy and coherence, as well as defined and named each theme to capture its essence effectively, which was presented and supported with direct quotes or excerpts from the interviews, offering rich and detailed descriptions of the women respondents' accounts. Throughout the analysis, the researcher interpreted and analyzed the themes in the context of the research question, exploring the significance of the ASEAN framework in protecting and promoting women seafarers' rights in the maritime industry. This thematic analysis allowed a comprehensive exploration of the data, shedding light on the gender-based challenges faced by women seafarers, which informed potential strategies to protect and promote their rights and improve their working conditions within the maritime sector.

Organization of the study

The paper comprises six sections in its structure. The initial chapter of this study encompasses the background of the study, problem statement, objectives, scope and limitations, significance of the study, and definition of terms. The second section contains a review of related literature, drawing upon various sources such as books and reports from both online and offline platforms. The third section details the research framework and research questions. The fourth section shows the

methodology of the study, including research design, study site, data collection, and data analysis. The fifth section presents the study's findings, which discusses the analysis and interpretation of the data results. Lastly, the sixth chapter consists of three parts: a summary of the findings, conclusions drawn from them, recommendations for the ASEAN organization, manning companies, related government agencies, and future researchers.

Chapter V

FINDINGS OF THE STUDY

In this chapter, we delve into the presentation of findings, analysis, and interpretation of the data collected.

ASEAN Frameworks vis-à-vis the Protection and Promotion of Women's Rights in the Maritime Industry

Steered by the notion that empowering the people is the path to strengthening the ASEAN community, the regional organization stayed true to its vision of a people-centered and people-oriented community. With this, the ASEAN has acknowledged its role in protecting and promoting the rights of its citizens, particularly women migrant workers. As migrant workers, women seafarers can be active actors of economic empowerment as they widen economic opportunities and working rights with profound participation in decision-making (ASEAN, 2020). Hence, the regional organization endeavors to adopt measures that address women seafarers' specific needs and concerns, including ensuring their safety, health, and protection in the marine sector. By championing the rights of women seafarers, the ASEAN framework aims to create a more inclusive and equitable maritime industry, fostering an environment where all seafarers, regardless of gender, can realize their full potential and contribute to the region's sustainable development.

As this study aims to determine the existing ASEAN frameworks vis-à-vis the protection and promotion of women seafarers' rights, the ASEAN Report on *Women Migrant Workers in the Laws and Policies of ASEAN Member States (2022)* is utilized in identifying the organizations' principal instruments in advancing gender equality and

women empowerment (GEWE) in the region. Thus, there are nine (9) identified ASEAN frameworks that cover the protection of migrant women workers, namely 1) the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, also known as the Cebu Declaration, 2) ASEAN Declaration on Strengthening Social Protection, 3) ASEAN Declaration on the Elimination of Violence Against Women and Children, 4) ASEAN Socio-Cultural Community Blueprint 2025, 5) ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, 6) Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 7) ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers, 8) ASEAN Guidelines on Gender Mainstreaming into Labour and Employment Policies towards Decent Work for All, and 9) ASEAN Gender Mainstreaming Strategic Framework 2021–2025.

The initial framework agreement established by the member countries vis-à-vis the protection and promotion of migrant workers is the *Cebu Declaration* (2007), otherwise known as the ***ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers***. This framework underlined the organization's purpose and commitment to foster the full potential and dignity of migrant workers within an environment characterized by freedom, fairness, and stability following the laws, regulations, and policies of individual ASEAN Member Countries (p.1). Even though this document recognized the existence of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) as one of the international instruments to safeguard fundamental freedoms and human rights, it did not tackle the definite commitments to the protection and promotion of rights of migrant women workers in the region. Consequently, this pioneering regional framework only serves

as a foundation for subsequent initiatives and agreements within ASEAN to ensure the rights and well-being of migrant workers in the region.

After six years, the regional organization moved to the following regional framework: the ***ASEAN Declaration on Strengthening Social Protection (2013)***. In this document, migrant workers are one of the intended recipients of social protection, being a fundamental human right. One of the principles of this Declaration focused on gender equality as one of the implementation tools of social protection. In addition, ASEAN has also recognized that social protection is an instrumental key in advancing gender equality through various strategies and mechanisms of social assistance programs.

Established in 2013, the ***ASEAN Declaration on the Elimination of Violence Against Women and Children*** reaffirms the collective commitment of the regional organization to create safe and nurturing environments for women, including migrant women workers, that are free from violence, abuse, and exploitation. This document mainly addresses the gender bias and discriminatory practices encountered by migrant women workers through the development and implementation of gender-responsive planning, legislation, and policies meant to protect and promote the fundamental freedoms of women.

Being one of the pillars of the ASEAN Community, the ***ASEAN Socio-Cultural Community Blueprint 2025*** is a roadmap designed in 2016. This strategic framework envisions the creation of an inclusive community that fosters a high standard of living, provides equal access to opportunities for all individuals, and protects and promotes women's human rights (p. 3). In going to the path of empowered people and strengthened institutions, one of the strategic measures devised by ASEAN navigates around the realization of empowerment and gender equality of all women and girls (p.

5). Indeed, women empowerment and gender equality are apt ingredients to achieve the full potential of the citizens in an inclusive society where the rights of migrant women workers are protected and promoted.

One of the identified framework agreements built by the member countries is the ***ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (2017)*** which ensures effective collaboration, promotion of dialogue, and establishment of mechanisms for the monitoring of the proper implementation of migrant workers' rights. Stipulated in this framework agreement's principles revolved around the protection and promotion of the right of migrant women workers, particularly upholding fair treatment based on gender and nationality (p. 7). Moreover, this consensus also affirmed the contribution of migrant women workers in the societal and economic pursuit of sending and receiving member-country (p. 38). Having the shared responsibility of ASEAN members, the rights of migrant women workers are protected and promoted by this guiding framework.

The ***Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals*** riveted to the path of attaining gender equality and women empowerment through promoting women's leadership, eradicating gender stereotypes, ending violence against women, empowering women economically, and protecting and empowering women in vulnerable situations through gender mainstreaming across the three pillars (p. 2). Since this framework shared the outlook of Sustainable Development Goals (SDGs), the regional organization matched these goals by realizing the ASEAN Community Vision 2025 (p. 1). This framework also emphasized women's full participation and equal access to regional decision-making mechanisms.

Meanwhile, the framework of ***ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers*** (2020) centered on the rights and welfare of migrant workers governed by the regulatory framework, economic reintegration, social and cultural reintegration, and social protection. This framework's guiding principles contain migrant workers' rights-based, evidence-based, fair treatment, gender-sensitive and gender-responsive, community-focus, targeted support, recognition, transparency, integrity, representation of voice, and multi-stakeholder participation. These principles aim to address and prevent the abuse and exploitation faced by migrant women workers, who are highly susceptible to gender issues (p. 15).

In 2020, ASEAN introduced another framework guideline called the ***ASEAN Guidelines on Gender Mainstreaming into Labour and Employment Policies Towards Decent Work for All***. This document officially adopts gender mainstreaming as the approach to achieving gender equality and promoting decent work. It covers the areas of gender equality and decent work's basic concepts, international standards and frameworks on decent work and gender equality, and progress monitoring of gender mainstreaming. Moreover, the working conditions of migrant women workers are also studied to equip them with the same rights and protections that exist for all workers (p. 15). The region achieves gender mainstreaming in labor and employment by promoting employment, ensuring decent working conditions, providing social protection, and addressing maternity-related concerns.

The vision and mission of gender mainstreaming in the region are further intensified through ***ASEAN Gender Mainstreaming Strategic Framework 2021–2025***. With the mounting regional issues on gender equality entailing the lower labor participation of women than men, which is usually situated in the setting of vulnerable jobs, informal sectors, less pay, and soft skills (p. 5), this 4-year framework plan is

designed to utilize the ASEAN's unique approach and transformative ways of implementation and effective monitoring to fast-track the promotion of gender equality and inclusivity at both regional and member-state levels. As identified members of the vulnerable groups, migrant women workers are the core recipients of this framework as it envisions the culture of an inclusive community where there is a high standard of living, equal access to opportunities for everyone, and the protection and promotion of human rights of migrant women workers following the ASCC Blueprint (p. 7).

Table 4

List and Description of ASEAN Framework concerning Protection and Promotion of Women Seafarers' Rights

ASEAN Framework concerning protection and promotion of women seafarers' rights	Establishment Year	Brief Description of the Framework
1. ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, also known as Cebu Declaration	(2007)	This is a regional commitment to safeguarding the rights and well-being of migrant workers in the region as it establishes essential principles like equitable treatment, just recruitment, fair wages, decent working conditions, access to justice, and social protection while emphasizing collaboration among member states to address migrant workers' challenges, enhance information sharing, and encourage labor mobility agreements at bilateral and regional levels.
2. ASEAN Declaration on Strengthening Social Protection	(2013)	The declaration recognizes the importance of inclusive and comprehensive social protection systems that ensure access to healthcare, income security, and social assistance for vulnerable groups, including women, children, the

ASEAN Framework concerning protection and promotion of women seafarers' rights	Establishment Year	Brief Description of the Framework
3. ASEAN Declaration on the Elimination of Violence Against Women and Children	(2013)	elderly, persons with disabilities, and migrant workers, aiming to enhance well-being, resilience, and sustainable development within the region. This document represents the collective commitment of ASEAN member states to eliminate all forms of violence and discrimination against women and children, outlining principles and guidelines for prevention, response, gender equality promotion, legal protection, access to justice, support services, public awareness, and inter-state cooperation in addressing this critical issue and fostering safe and nurturing environments.
4. ASEAN Socio-Cultural Community Blueprint 2025	(2016)	This strategic roadmap outlines the vision, goals, and key focus areas of the ASEAN's socio-cultural development, fostering regional cooperation and integration across diverse domains such as social development, human rights, gender equality, education, culture, health, and environment, while strengthening the social fabric, identity, and people-centeredness of the ASEAN community.
5. ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers	(2017)	This comprehensive framework is the consensus among member countries to safeguard and advance the rights of migrant workers through fair recruitment, decent working conditions, social protection, access to justice, and reintegration measures through addressing

ASEAN Framework concerning protection and promotion of women seafarers' rights	Establishment Year	Brief Description of the Framework
6. Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals	(2017)	the challenges faced by migrant workers and promoting their equitable treatment in the region. This declaration signifies the ASEAN commitment to prioritize gender equality and women's empowerment in line with the ASEAN Community Vision 2025 and Sustainable Development Goals, encompassing principles and strategies to address gender disparities and integrate gender perspectives across various sectors, aiming to mainstream gender equality and women's rights in all policies and initiatives for a more inclusive and sustainable ASEAN community.
7. ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers	(2020)	This framework offers extensive support and aid to migrant workers throughout the return process, encompassing access to social services, employment prospects, skills development, and psychological assistance while emphasizing collaboration and coordination among member countries and stakeholders to facilitate successful reintegration and enhance the overall welfare of returning migrant workers.
8. ASEAN Guidelines on Gender Mainstreaming into Labour and Employment Policies Towards Decent Work for All	(2020)	This framework guideline fosters gender equality and integrates gender perspectives into labor and employment policies, aiming to ensure equal access to decent work opportunities, prevent discrimination, and create inclusive workplaces that address gender-based barriers and enhance overall work

ASEAN Framework concerning protection and promotion of women seafarers' rights	Establishment Year	Brief Description of the Framework
9. ASEAN Gender Mainstreaming Strategic Framework 2021–2025	(2021)	quality for individuals across the ASEAN region. The strategic framework outlines key strategies, actions, and targets to be implemented over four years, intending to advance gender equality, women's empowerment, and the elimination of gender-based discrimination and violence, which aims to promote the integration of gender perspectives across all sectors and levels of decision-making within the ASEAN region.

Through collaborative efforts and policy initiatives, ASEAN countries thrived towards eliminating gender-based violence and creating opportunities for migrant women workers. These frameworks emphasize the importance of equal access to employment, training, and career advancement for migrant women workers. Recognizing the unique challenges faced by women working at sea, ASEAN has been instrumental in fostering a supportive environment that upholds their rights and promotes their well-being in the workplace.

Indeed, the ASEAN framework has played a significant role in protecting and promoting women seafarers' rights, advocating for gender equality, and empowering women in the maritime industry. However, in this study, the majority of the women respondents are not aware of the existence of ASEAN frameworks vis-à-vis protection and promotion of migrant women's rights. Following the below table, there are only two respondents who are familiar with the existence of the ASEAN Framework.

Table 5

Women Respondents' Awareness about the Existence of ASEAN Frameworks vis-à-vis Protection and Promotion of Migrant Women's Rights

Item	Alias	Awareness about ASEAN Framework(s)
1	Angel	Not familiar with the ASEAN framework
2	Bea	Not familiar with the ASEAN framework
3	Cath	Not familiar with the ASEAN framework
4	Dianne	Familiar with the ASEAN framework
5	Esther	Not familiar with the ASEAN framework
6	Faith	Not familiar with the ASEAN framework
7	Gina	Not familiar with the ASEAN framework
8	Hannah	Not familiar with the ASEAN framework
9	Ira	Not familiar with the ASEAN framework
10	Jasmine	Not familiar with the ASEAN framework
11	Kiara	Not familiar with the ASEAN framework
12	Louise	Not familiar with the ASEAN framework
13	Mara	Not familiar with the ASEAN framework
14	Naya	Not familiar with the ASEAN framework
15	Olivia	Not familiar with the ASEAN framework
16	Phoebe	Not familiar with the ASEAN framework
17	Quinn	Not familiar with the ASEAN framework
18	Rachel	Not familiar with the ASEAN framework
19	Samantha	Familiar with the ASEAN framework
20	Tessa	Not familiar with the ASEAN framework
21	Valerie	Not familiar with the ASEAN framework

Respondent 4 (Dianne) shared her knowledge about the presence of the ASEAN Framework on Gender Equality Program, which significantly impacts women seafarers in the maritime industry if only strictly implemented in the Philippine manning companies. The respondent discovered this gender inequality when applying to other companies, where they were informed that there are no hiring opportunities for females onboard. This indicates that the country's government is not proactive in the proper implementation as companies still prioritize hiring a majority of male seafarers. In other ASEAN countries, the number of female seafarers is increasing, as seen by the respondent on the Facebook page.

“I am familiar with the ASEAN Framework on Gender Equality Program, but here in our country, it is not imposed on shipping companies because they still prefer males onboard. I found out about it because I have applied to several other companies, but they say that there is no hiring for females onboard yet. There may be some in academy schools, but it is rare. It is not like in other countries where the number of female seafarers is booming.

The girls from other countries are accepted onboard. I follow a Facebook page dedicated to female seafarers onboard, and most of them are foreigners in ASEAN countries. They prioritize females more. Here in our country, if they push through with the Gender Equality Program in manning companies, female seafarers will be given more opportunities. In our case, we have many female marine graduates, but some end up in other jobs. If the government pushes for it in large companies, we will have an edge because, compared to other countries, they prioritize that. The government is slacking off. Companies still require 90-95% male seafarers. The government just allows whichever company wants to accept female seafarers. They still need more males than females.

Actually, my teacher told me when I was studying, ‘Do not be discouraged because you have already started.’ I was only in my first year of college, and my male classmates were discussing that there would come a day when everything becomes innovative and computerized, so they would start accepting female seafarers. My teacher said she had encountered female officers, but they were of different nationalities. In the Philippines, opportunities for female seafarers are still rare.”

In this narrative, the respondent views that Filipino female seafarers will have more opportunities in recruitment and employment which will give them an advantage compared to other countries if the Gender Equality Program is vigorously implemented in manning companies in the country. Respondent 4 (Dianne) also highlighted that the Philippines has many female marine graduates, but some end up pursuing other careers.

In addition, Respondent 19 (Samantha) also expresses familiarity with the ASEAN Framework but admits to not having a comprehensive understanding of it. It

implies that there is a lack of detailed knowledge regarding the definition and scope of the concept.

“I believe that it exists, but I do not have a complete understanding of it. I am not well-informed about its definition and extent. I only have general knowledge that it exists, but I lack specific information about it.”

Consequently, there is a fundamental need to educate women seafarers vis-à-vis ASEAN Frameworks on migrant women workers to fortify their awareness and understanding of the protection and promotion of their rights, fully achieving the path of gender equality and women empowerment. As a form of empowerment, education enables the women seafarers to advocate for themselves, demanding equal treatment and opportunities in the maritime industry. This also allows the women seafarers to identify and address gender-based violence, which can encourage them to stand up, seek help, and take appropriate measures on these issues. Furthermore, education also fosters gender mainstreaming, where GEWE (gender equality and women empowerment) is implemented and practiced in the maritime industry. Once the female seafarers are educated about the ASEAN frameworks, these women will be equipped to dynamically engage in policy discussions and decision-making processes, which can generate informed output to improve existing frameworks pertaining to their promotion of rights and working conditions in the marine sector.

Gender Issues in the Maritime Industry of Selected ASEAN Countries

A woman's existence in a male-dominated sphere is a breeding ground for gender issues worldwide. Based on the ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use (2018), gender-based violence can be discerned as physical violence, sexual violence, economic violence, and psychological violence (p. 46). As a known male territory, the maritime industry has generated a hostile environment for women seafarers. This existing gender imbalance revolving around the maritime industry has raised eyebrows in the efforts to achieve gender equality and women's empowerment in the workplace. The second objective of this study revolved around identifying the gender issues experienced by women seafarers in the selected ASEAN countries of the Philippines, Indonesia, and Singapore. This is attained through the narrative of women's experiences in the Philippines and existing gender studies in Indonesia and Singapore.

Gender Issues in the Philippines Maritime Industry

The Philippines is the world's largest source of seafarers, with an estimated 700,000 deployed on domestic or foreign-flagged seagoing vessels (Seafarer Workforce Report, 2021). As a top seafaring-provider country, the Philippines is a known setting for the growing number of female seafarers in the ASEAN. Despite their growing presence, female seafarers still face various forms of gender-based violence in the Philippine maritime industry.

This study found that the majority of the respondents have a direct experience of gender issues in the maritime industry, which are prevalently happening in the vessel ships of domestic and international ports. While some respondents have observed gender issues experienced by their fellow women sailors either in domestic

vessel ships or international cruise ships. On the other hand, the remaining respondents who have neither experienced nor observed gender issues are boarding international cruise ships in the maritime industry. Hence, this shows that experienced and observed gender issues of Filipino women seafarers are prevalent in the setting of international vessel ships.

Table 6

Summary of the Respondents who Experienced and Observed Gender Issues in the Maritime Industry

Item	Alias	Type of Ship Experience (International or Domestic)	Experienced Gender Issues in the Maritime Industry	Observed Gender Issues in the Maritime Industry
1	Angel	International Vessel	Yes	No
2	Bea	Domestic Vessel	Yes	Yes
3	Cath	International Vessel	Yes	No
4	Dianne	Domestic Vessel	Yes	No
5	Esther	International Vessel	No	No
6	Faith	International Vessel	Yes	No
7	Gina	International Cruise ship	Yes	No
8	Hannah	International Cruise ship	No	Yes
9	Ira	International Vessel	Yes	No
10	Jasmine	International Vessel	Yes	No
11	Kiara	International Vessel	Yes	No
12	Louise	International Cruise ship	Yes	No
13	Mara	International Vessel	Yes	No
14	Naya	International Vessel	Yes	No
15	Olivia	International Cruise ship	No	No
16	Phoebe	International Cruise ship	Yes	No
17	Quinn	International Cruise ship	No	Yes
18	Rachel	International Cruise ship	No	No
19	Samantha	International Cruise ship	Yes	No

Item	Alias	Type of Ship Experience (International or Domestic)	Experienced Gender Issues in the Maritime Industry	Observed Gender Issues in the Maritime Industry
20	Tessa	International Cruise ship	Yes	No
21	Valerie	International Cruise ship	Yes	No

This study identified the following gender issues which are 1) gender stereotyping and prejudice, 2) gender discrimination, 3) racial and gender discrimination, 4) verbal gender-based violence, 5) bullying and disrespect, 6) psychological and emotional harassment, 7) victim blaming, and 8) sexual harassment dividing into physical, verbal, and non-verbal harassment. The identified gender issues experienced and observed by the respondents centered on gender-based violence that is likely to result in physical, emotional, verbal, sexual, and mental suffering to women seafarers.

Table 7

Types of Gender Issues Experienced and Observed by Filipino Women Respondents

Item	Respondent	Type of Ship Experience (International or Domestic)	Gender Issues									
			Gender Stereotyping & Prejudice	Gender Discrimination	Racial and Gender Discrimination	Verbal Gender-based Violence	Bullying and Disrespect	Psychological and Emotional Harassment	Victim Blaming	Sexual Harassment		
										Physical Harassment	Verbal Harassment	Non-verbal harassment
1	Angel	International Vessel										
2	Bea	Domestic Vessel										
3	Cath	International Vessel										
4	Dianne	Domestic Vessel										
5	Esther	International Vessel										
6	Faith	International Vessel										
7	Gina	International Cruise ship										
8	Hannah	International Cruise ship										
9	Ira	International Vessel										
10	Jasmine	International Vessel										
11	Kiara	International Vessel										
12	Louise	International Cruise ship										
13	Mara	International Vessel										
14	Naya	International Vessel										
15	Olivia	International Cruise ship										
16	Phoebe	International Cruise ship										
17	Quinn	International Cruise ship										
18	Rachel	International Cruise ship										
19	Samantha	International Cruise ship										
20	Tessa	International Cruise ship										
21	Valerie	International Cruise ship										

Gender Stereotyping and Gender Prejudice

Gender stereotyping is one of the primary sources of gender issues in the maritime industry. In the study of Casad and Timko (2015), gender stereotyping is defined as having broad assumptions about the qualities and behaviors of individuals solely based on their gender, without considering the diverse range of characteristics found within different gender groups (p. 2). On the other hand, gender prejudice is ascribed as the presence of negative attitudes and discriminatory actions towards individuals based on their gender orientation, identity, or expression, which serves as a barrier to equality and inclusivity (Savin-Williams et al., 2008). It involves unjust treatment and prejudiced judgments against individuals, reinforcing harmful stereotypes and impeding efforts towards a more equitable and accepting society.

Consequently, women seafarers are usually given tasks based on the assigned traditional gender roles. Traditional gender role is the root of the existing gender stereotyping and prejudice which female seafarers experience. Larsen and Long (1988) argued that traditional gender role beliefs are inclined to be encouraged by men than women (p. 12). Therefore, once individuals are categorized into specific gender groups, there is a tendency to assume that they possess similar traits, often leading to the oversight of their unique qualities and individuality.

In the case of Respondent 1 (Angel), she experienced both gender stereotyping and gender prejudice from the male seafarers onboard the ship. In this narrative, the respondent met a traditional division of labor between female and male seafarers onboard, which demonstrates stereotyping and prejudice. This leads to questioning oneself the career pathway to pursue since gender inclusion is absent in the maritime setting.

“At first, I was really treated like a little girl who is not allowed to bring any heavy things. Sometimes, they would just crack a joke

out of nowhere, saying, 'Why did you choose this profession? You cannot stay long here' or 'You should be in the other department because we need strength every man has in our department.' Although I have been trained and talked about this a lot of times during my academy days, it still hurts a lot of times. I would just question myself if I really do belong in this profession and just cry alone. But despite every hurt, I remained calm and just smiled at them."

Respondent 10 (Jasmine) expressed similar sentiments, stating that she was expected to fulfill the traditional caregiving role for women instead of working onboard the ship. This kind of mindset instilled by male seafarers builds a barrier for female sailors, which limits their choices in achieving the fullest potential in the seafaring career.

"Sometimes, when there are heavy tasks, I am assigned to do other jobs instead, and I understand this because there are certain tasks that I cannot perform. But if I know that I can handle it, I really push myself to perform that job. Even if they tell me not to lift heavy objects, if I know I can do it, I still continue. They cannot really do anything about it, but I remain cautious because safety is always important. It's also crucial to know your limits. To be honest, it really annoys me when people ask me, 'Why did you choose this course?' especially coming from fellow crew members. Sometimes, I can sense their disagreement in the way they ask. While I answer their question respectfully, they would reply with statements like, 'It's difficult to work on a ship, not suitable for women. How will you find a husband? When will you have children?' For me, that is just traditional thinking because if I were a man, they would not ask me those things. I hate that women are expected only to bear children and be housewives. We have so much more to offer, but I still respect those who choose that path."

Respondent 14 (Naya) also encountered the same scenario, wherein she recounted her sentiments on the work dynamics inside the maritime sphere.

"There are sexual, physical, mental, emotional issues, and [limited] job opportunities. They prefer men over women. Women

have a different image in their eyes. The same issues still exist. It is very difficult to deviate from that idea."

As one may see, these experienced gender stereotypes tend to overlook women's unique traits and individuality, which reinforces unfair generalizations and limits opportunities for personal growth and self-expression. However, in the narrative of Respondent 11 (Kiara), she regarded gender stereotyping as a motivation to prove herself.

"I take it as a challenge to prove to myself, not for others, but for myself, that I can do it. Just because I am a woman does not mean I cannot work on a ship. I will handle all gender issues by saying 'Thank you' to them. I will show them that I am different from them. Here, we are twenty, and I am the only woman. There are nineteen men. So, thank you for noticing that I am different. It is really stereotyping because seafaring is still a male-dominated industry. The majority of the older [male] seafarers feel insecure. Nowadays, it is more focused on paperwork. Of course, when it comes to paperwork, women are good at it. They feel insecure and challenged like, 'Hey, it seems like we are being replaced. How can women handle the work that men do?' For the insecure male seafarers, I do not show off. For example, when I know they feel insecure, I give them a chance to teach me or show me the things they are good at so that they do not feel overshadowed."

In this account, gender imbalance is an apparent factor of existing gender discrimination onboard the ship. The significant disparity in the number of female seafarers compared to male seafarers worsens the gender issues experienced by women sailors. With this, women tend to downgrade their performance not to overshadow male seafarers intentionally. It is hard to defeat insecurities when the patriarchal system has been working in the maritime workplace for a long time. Then there is a woman who challenged the system, which is why male seafarers could not accept it.

Furthermore, this kind of gender imbalance was also confronted by Respondent 3 (Cath), highlighting the women's vulnerability in the dominant presence of males onboard. The apparent gender stereotyping and prejudice heighten gender imbalance and induce a sense of inferiority status to women seafarers. Thus, gender imbalance is parallel to power imbalance for women.

"When you are on board, and you are the only woman, it becomes difficult because you have no one to confide in when you have problems. It is even harder because sometimes there are 14-20 crew members, and I am the only woman. It is really tough. It is also unavoidable that others will try to test you in those kinds of situations. But that is not what concerns me the most. Most of the time, I encounter those who have been on the ship for a long time and think they know everything. And since you are a woman, they think you know very little and cannot handle certain things. Right from the start, they treat you as if you are inferior. So, you have to prove yourself to them ten times over just to keep up because if you do not, they will overpower you."

Gender Discrimination

Gender discrimination is one of the dominant gender issues experienced by the women respondents. Women seafarers usually encounter gender discrimination in the setting of international vessel ships, hiring, and employment. Consequently, gender discrimination in hiring and employment reflects an unfair and biased treatment faced by women respondents in the maritime industry based on gender.

In the case of Respondent 2 (Bea), she experienced gender discrimination during her application for employment in the maritime company. The respondent could not enter the company's building to process her employment application, given that she is a woman.

"I applied for jobs, but the guards would not let me enter the manning office because I am a woman. I was not even able to submit my resume. I never experienced any interviews because I was blocked by the guards. I felt discriminated against because"

all my resumes were not accepted because the guards blocked me. I felt like I had the ability, but my resume never reached the office. I also had a female classmate who applied, and she was even smarter than me, being a dean's lister. However, her resume did not pass either because she was a woman. So, no matter how talented you are, if you are a woman, nobody will hire you."

The same experience was also confronted by Respondent 12 (Louise) during her job application in the shipping industry. Being a woman equates to having difficulty finding work in the maritime sector.

There were times when I applied for a job and asked if they accepted female electricians, but I would be dismissed over the phone because they did not accept women. It was extremely difficult to find a job. And even after getting hired, there were still doubts and skepticism toward female workers. On ships, they were surprised to see a female seafarer, especially in my position as an electrician. They had doubts because they did not consider it a job for women.

Further, Respondent 4 (Dianne) also faced the same challenge in the hiring and employment process of the shipping companies. Favoring men over women in the marine workplace demonstrates gender-based barriers and biases that make it more difficult for female seafarers to secure job opportunities in this field.

"They say that males are still more needed onboard than females. Very few shipping companies accept women seafarers. They still prioritize males onboard. There is regret in choosing this kind of job. It is difficult to apply, and the expenses for studying to become a seafarer are quite high. It is so hard to apply just to practice your profession. If I had known that very few companies accept women, I would have chosen a different course. Even if a company accepts women, it is still not easy to get on board if you do not have connections inside."

Indeed, the maritime industry presents an overall difficulty for women seafarers in finding suitable employment opportunities within the maritime sector. These challenges encompassed the absence or limited job openings designated for women, the existence of stereotypes and prejudices that question their abilities and suitability for specific roles, and a predominantly male-dominated work culture that may discourage women from pursuing careers in the maritime industry.

Besides hiring and employment, gender discrimination is present in the workplace onboard the ship. Women respondents faced this kind of discrimination coming from fellow male seafarers. As Respondent 5 (Faith) shared:

“Seafaring itself is not an easy job. So, I started my career knowing that-I guess the challenges I had before were normal for a woman working in a male-dominated field. Men tend to look down on their female counterparts, especially in my line of work. Because when you are working in the engine department, not only should you be knowledgeable in what you are doing but also capable of carrying out a heavy workload.”

This was also suffered by Respondent 7 (Gina), wherein she combatted both discrimination and inequality onboard the ship.

“There is inequality. You can feel discrimination, especially when you are working in a male-dominated environment. There are times when you are capable of lifting something, but your male colleagues would say, ‘No, we can do it. You just stay there because you are a woman.’ That’s how it is. Although it is up to you how you take it. But I still feel the discrimination because I am capable of doing what men can do. We are capable too.”

As one may see, gender discrimination manifests in various forms, such as absence or limited job opportunities, unequal treatment, lack of career progression, and exclusion from specific roles or positions traditionally dominated by men. It undermines the rights and potential of women seafarers to excel in seafaring careers,

which perpetuates gender inequalities within the maritime sector. With this, one may view that gender discrimination is the root cause of gender imbalance.

Racial and Gender Discrimination

Discrimination based on race and gender poses a disproportionate disadvantage for women seafarers. Women respondents boarding in the international port tend to experience multiple discrimination in the international vessels as gender discrimination exists together with racial discrimination in the presence of other nationalities. According to the experience of Respondent 7 (Gina) with the mixed Filipino and Foreigners-crew vessels:

“There was a time when it was my first embarkation, and all my colleagues were Italian, so I was the only Asian and non-European in the group. Not everyone, but there were Europeans who looked down on Asians, so you could feel that they were talking about you because you could hear your name but could not understand it because it was in Italian. Although now I can understand, but before, no. Another thing is that they have a low opinion of Asian women. So, whether you are married or single, they try to make bets, so to speak, with either a Filipino, your fellow countryman, or someone of a different nationality. It is like if you can get or impress them, it becomes a big deal among the men.”

It is one thing that you are a woman in the marine setting, but being an Asian or Filipino invites another level of racial discrimination against female seafarers. Onboard the ship, Respondent 3 (Cath) also suffered the same scenario because she is a woman.

“There is discrimination present on every ship I have been on, even though I have been sailing for a long time. I had an experience with a white-Romanian crew member who shouted at me in front of many crew members because he took a dislike to me. You know, as a woman, it is easy to become a target.

The Filipino crew members also heard it because I was given orders, and it was communicated over the radio.”

On the other hand, Respondent 12 (Louise) endured racial and gender discrimination regarding promotion. One may see that gender and race-based discrimination have significant and enduring implications for the professional progression of women.

“It is difficult for Asians to get promoted. Usually, Europeans are officers on cruise ships.”

Going up the ladder of the maritime sphere is a process of struggle, especially the effect of the glass ceiling is still evidently experienced by women respondents in the industry. The existence of the glass ceiling phenomenon highlights workplace discrimination based on specific factors that perpetuate gender bias and impede women's progress in their careers (Abbas et al., 2021). Even having the position of Captain, Respondent 14 (Naya) still met the impact of the glass ceiling in the marine workplace.

“It was a very difficult phase for me, being a woman in this very male-dominated profession, which is also predominantly run by Europeans and Americans, while transitioning to another industry. It was never easy because the glass ceiling still existed even in my position. Sometimes it gets tiring to deal with the mindset.”

The effects of such discrimination can have long-lasting consequences on women's career advancement opportunities. Thus, one may see that the glass ceiling for women seafarers generates invisible barriers and discriminatory practices within the maritime industry that limit their career advancement and opportunities for leadership roles, impeding their professional growth and potential. Thus, promotion

due to gender preference for the position is one reason why women leave their careers in the maritime industry.

Verbal Gender-Based Violence

Verbal violence is also a rampant gender issue experienced and observed by women seafarers in the maritime industry. This kind of gender-based violence leads to engaging in detrimental or prejudiced conduct that singles out female seafarers based on their gender through spoken or written language, which has long-term consequences for the woman's psychological condition. It usually transpires in the onboard shipping workplace, which employs derogatory or offensive speech that intends to diminish, degrade, humiliate, and intimidate, one's well-being based on gender. Respondent 3 (Cath) shared her experience of verbal violence from a higher rank officer onboard who is also Filipino.

"Early in the morning, he would shout at me; just the sight of him made me tremble, and he would humiliate me in front of others, even in front of the ratings and my fellow officers. It was only my second vessel in the international setting, and I was still adjusting. And he was Filipino, which made it worse."

Respondent 5 (Faith) also suffered this verbal gender-based violence from her officer onboard. This shows that the power of verbal violence varies depending on the position of the perpetrator, wherein it is easier to inflict harassment if the offender is placed in the highest position onboard the ship.

"When I was a Fourth Engineer, my Chief Engineer was verbally abusive. Fortunately, I only had to endure it for six months, but it was the longest six months I ever had on board. He would shout at people and embarrass them. Even for simple things they forgot or could not do, he would call a meeting for the engine department and start yelling."

On the other hand, Respondent 12 (Louise) highlighted how male seafarers normalize the usage of green jokes in the workplace, which is usually referred to by seafarers as the maritime language of humor. The use of maritime language is problematic as it has become a source of verbal violence in the shipping industry. This phenomenon can be attributed to appropriating and utilizing specific terminologies and phrases in the maritime context, which perpetuate discriminatory behavior, harassment, and unequal treatment. Such practices create a hostile and exclusionary environment that promotes gender-based violence.

"Verbal harassment was often a problem because the ship environment was different from being on land. We do not have the same tolerance for jokes, especially when they involve green humor."

Moreover, Respondent 20 (Tessa) also shared the same experience with her office with the additional vulnerability factor as she is the only female seafarer onboard.

"So, at that time, I was the only female, and when he jokingly told me to go to the cabin and threw things at me, and verbally abused me, screaming foul words and calling me 'Stupid!'"

In the case of Respondent 19 (Samantha), she became immune to the maritime language of verbal violence. The respondent also stressed how tolerance to these offensive remarks became a way of defense mechanism to survive the working environment of the shipping industry. However, one may suggest that it is crucial to address this issue and promote a more inclusive and respectful language culture within the maritime sector to ensure the well-being and dignity of women seafarers.

It is probably innate that people have prejudices. Perhaps there are individuals who experience verbal harassment at a level that is already considered harassment for them. As for me, I am open to jokes and certain things. But if that fits the definition of

harassment, then maybe. I just let it go and ride along. At the end of the day, it is about getting along.

Bullying and Disrespect

In the setting of the maritime industry, bullying comes hand in hand with disrespect. Women, as individuals belonging to minority populations, are often seen as vulnerable targets for bullying due to perceptions of weakness, lack of power, and a perceived inability to defend themselves within non-minority populations (Sedivy-Benton et al. 2015). The existing power dynamics in the marine workplace cause women to experience this known social issue of bullying and disrespect.

Based on the first-hand experience of Respondent 3 (Cath) in an international vessel ship with a full-Filipino crew, bullying, and disrespect are typically inflicted by Filipino male seafarers.

“When I joined a full crew composed mostly of Filipinos, that was very challenging. You would encounter their disrespect, lack of camaraderie, and indifference toward you. Even if you are a woman, even if you have daughters, they do not consider those factors. I can say that out of 10 Filipino men, only four were respectful. The other six were overly rude.

When I had an all-Filipino crew, that was the most challenging because now I am mostly with foreigners who are very respectful, but with Filipinos, it is extremely challenging. You encounter how rude they can be, how they do not care about you, even if you are a woman or have daughters, they do not care. Maybe out of 1 to 10, I can say only four men are respectful. I also had the worst experience with a captain, and I had to undergo medical repatriation because of him. I was stressed because I was new to the position and did not know everything about the responsibilities. When I transferred there, I was suddenly promoted to Junior Mate, and he passed that responsibility to me. I accepted it because it was a once-in-a-lifetime opportunity. But, of course, being Filipino, I was envied because he had a sibling who had not been promoted to the same company.

This was also suffered by Respondent 19 (Samantha) as she stressed that male seafarers, regardless of nationality, are the perpetrators of bullying and disrespect to women sailors.

"Yes, indeed, there are instances of bullying and underestimating your capacity. Like, 'They cannot do it whatsoever.' But at the end of the day, you have to prove them wrong. Bullying really comes from males regardless of nationality, even Filipinos.

Meanwhile, Respondent 20 (Tessa) shared her bullying experience with foreign seafarers, which made her feel disrespected.

"Yes. I have experienced bullying from Indians because their behavior is different. They tend to bully."

Hence, one may suggest that gender plays a significant factor in the occurrence of bullying and disrespect to women seafarers. In the societal context of the maritime workplace, women seafarers are inclined to be at the receiving end of bullying and disrespect, implying power imbalance and inequality in the shipping environment.

Psychological and Emotional Harassment

As a known substantial threat on a global scale, workplace harassment has emerged as a social problem of gender issues. Harassment in the maritime workplace critically impacts women's psychological well-being and emotional health. In this study, psychological harassment and emotional harassment are frequently accompanied by mental stress and emotional trauma.

Respondent 3 (Cath) is not only traumatized by the harassment incident but also medically repatriated due to her worsening condition onboard. Additionally, because of the apprehension of employment termination, the respondent opted not to address the situation with the authorities.

“Whenever I saw him, I would tremble, thinking, ‘What will he say now? Will he embarrass me again?’ I was the only woman on board at that time. Even in front of the ratings and my fellow officers, he would shout at me. That was only my second vessel in an international setting. My confidence was still weak, and I was just starting to gain strength. And he was a Filipino.

I requested to see a doctor because I felt unwell and had a headache. Then he told me, ‘You are not fainting, so we will not take you to the hospital yet; I would not allow you to get medical treatment.’ Of course, as crew members, it is our right to seek medical attention if we need it. But he didn't grant my request. That is why I underwent medical repatriation because I insisted on leaving Mexico. I told the doctor about my problems and how I felt dizzy, had a worsening condition, and could not sleep. The doctor helped me with the medical repatriation. He wanted to involve the ITF, but I was afraid of losing my job and being dismissed from the company since I was still new, so I opted for medical repatriation. I realized that it is not the Filipinos who will help you; they can also bring you down. And he was the captain. He should be the one protecting you.”

On the other hand, the practice of workplace competitions also spawned inevitable pressure on women sailors affecting their psychological and emotional welfare, which was endured by Respondent 9 (Ira). The respondent also accentuated that the effects of harassment extended to her family.

“As much as I enjoyed my time working onboard, I felt like it was not really stable for me, especially since the competition within the field is too high. The fact that I have to compete with men all the time, I feel like there is immense pressure that I have to prove myself 10x more just because I am a woman. There were times that I went on board when I felt totally unsafe, not because of the working conditions, but because there were people sometimes who made you feel iffy while working. That also messed up my head a bit. And it is not just me who is worrying. Every time I leave, my family is also worried about me, the fact that I am compromising my safety. They were constantly worrying.”

Meanwhile, Respondent 13 (Mara) claimed she felt unsafe and unprotected in the onboard workplace since the maritime setting does not realistically practice gender equality as they claimed.

“Most female seafarers still experience that the entire industry is not as welcoming to women as it is to men. Even though many companies claim, ‘Here, we practice gender equality, we do not discriminate; we practice equality, acceptance, and inclusion for all,’ you eventually realize that it is all just politics. They say those things but do not actually practice them. They do not even protect their women, even those who experience harassment.”

Men doubting female seafarers in the workplace has also engendered a deep sense of self-doubt in women. Doubting one’s abilities is a known phenomenon of imposter syndrome, which women usually experience despite having deserving ranks in the workplace. This prevailed in the narrative of Respondent 12 (Louise) despite having an officer’s rank of Third Electro-Technical Officer (ETO).

“Being a woman in the maritime industry was not widely accepted in the past. If it was challenging for men, it was doubly difficult for women. It was not just physical; people always doubted you. It felt like you constantly needed to prove that you deserved to be hired and to hold your position. That is how it was. They were more doubtful of women.”

Victim Blaming

Victim blaming is typically an upshot of harassment which refers to the act of holding a person accountable for the harmful or abusive actions inflicted upon them rather than recognizing that the responsibility lies with the individual who caused harm. It involves attributing the blame to the victim's behavior rather than acknowledging the perpetrator's wrongdoing. In the study of Monsour et al. (2021), victim blaming is a known barrier to properly addressing sexual harassment, which marginalizes the victim (p. 979). This was substantiated by Kabat-Farr and Crumley (2019),

emphasizing that numerous individuals who have experienced harassment are reluctant to share their experiences due to the fear of being held responsible, facing negative judgments, experiencing adverse repercussions at work for reporting the incident, lacking credibility, and receiving negative social attention. This occurrence perpetuates gender inequality in the maritime industry and undermines efforts to create a safer environment for women seafarers. This is evident in the experience of Respondent 13 (Mara) when she faced sexual harassment onboard the ship, and she tried to report this incident to the company's top management in the land-based office. As Respondent 13 (Mara) narrated:

"The Vice President is a woman, and her handling of the situation was very disappointing. She asked me, 'What were you thinking? You did not take care of yourself. You knew you were surrounded by men.' I cannot remember all the things she said, but I felt like I was being blamed for what happened to me. Actually, before, I was not open to talking about it [sexual harassment] because I experienced victim-blaming. So, I genuinely believed that it was my fault. Of course, I also had some faults. I was still naive, I did not know what I should have done, and I did not know how to handle myself."

Following this narrative, it is a factor that the respondent addressed the sexual harassment to a fellow woman. It shows that this kind of approach escalates further psychological violence to the respondent, affecting her confidence to speak up and report the gender issue she encountered, even to a fellow woman. Aside from this first-hand experience, Respondent 13 (Mara) also observed the victim-blaming of her fellow women sailors who experienced sexual harassment. This narrative indicates that the person's rank and position play a significant role in exhibiting gender issues.

"Even now, my friends are afraid. They are afraid to speak up, especially if the people onshore are male because they think they would not be listened to. Actually, one time, there was an apparent

harassment. There was touching and damage to belongings. But in the end, it seemed like the woman was still at fault for reporting it because the Chief Engineer, Captain, and Chief Officer were involved. These people were included, so the woman was blamed, which should not be the case because it was their actions that caused it. So, until now, it is still happening.”

Sexual Harassment

Sexual harassment is the most predominant gender issue experienced and observed in this study. Following the ILO definition, sexual harassment is any behavior that impacts the dignity of both women and men, characterized as unwelcome, unacceptable, inappropriate, and offensive to the recipient, and resulting in an environment at work that is intimidating, hostile, unstable, or offensive (p. 1). In this study, sexual harassment comes in three forms 1) physical harassment, 2) verbal harassment, and 3) non-verbal harassment.

1. Physical Harassment

In this research, physical harassment involves purposefully engaging in actions such as touching, stroking, grabbing, embracing, and even progressing to the extent of sexual assault or rape. Respondent 12 (Louise) suffered this kind of sexual harassment with physical touching in the port in China.

“I was passing through, and someone touched my butt. It felt like he was mocking me; he was a Chinese worker at the port. I could not do anything but cry and go back to the accommodation. My colleagues saw me and informed the captain about it. The captain called the Supervisor at the port. The Supervisor gathered all the workers there. I could not exactly identify the man because they were Chinese and looked similar. The incident happened quickly.”

In the account of Respondent 13 (Mara), she had numerous first-hand sufferings of physical harassment onboard the ship being the only female seafarer on

the vessel. The unwanted touching, kissing, and rubbing brought the respondent a deep, disturbing, and distressing experience.

"So, someone tried to corner me in the small pantry. There was only one way to exit and enter, and this guy cornered me, tried to touch me, asked me to kiss him, and touched himself. I refused, of course. I did not have the power back then to get angry, scream, or curse, so I pleaded with him, saying, 'Please let me pass; otherwise, I will scream.' And there was this guy who would stay overnight in front of my cabin's window, just keeping watch. I do not know; they were crazy. The worst part was there was no toilet in the engine room, so I had to go to the deck. At that time, I would throw the tissue in the trashcan, and there was someone who would collect the tissue and smell it.

Every time I talked about it, it was very traumatic, and I would always cry. I regretted it so much; I could have done something for myself. I should have stood up for myself. But that is in the past, so sometimes, I share it with others, especially incoming female seafarers, so they can be more vigilant and aware. Sometimes, people are friendly to you, and you think you can trust them."

Moreover, Respondent 19 (Samantha) also narrated the experience of her fellow women seafarer who suffered physical harassment from her fellow seaman onboard the ship.

"One time during our night duty, there was a guy who was intoxicated, already drunk, but he still went to work. He jokingly started commenting about the attractiveness of my friend's buttocks. My friend just let it slide, but then he touched her once. My friend told him, 'You do not do that!' After a while, he did it again."

Respondent 17 (Quin) also witnessed the same scenario, wherein her superior physically harassed a fellow female seafarer. Unwanted touching and caressing were displayed in this account.

"I saw the video where the person touched her breasts and touched her buttocks when they were in a locker. The man was

the supervisor, and he was the one harassing her. Now, what the supervisor did was pretend to send her to the locker. The woman was doing something, then suddenly, the man entered and touched her inappropriately. He even bit her buttocks. It was really disrespectful."

Having access to the ship's records, Respondent 8 (Hannah) also recounted the experiences of female seafarers who endured physical harassment onboard the ship.

"On the ship, I work as a secretary, and there have been women who have reported to me about such incidents where their buttocks were touched. "

In the case of Respondent 21 (Valerie), she experienced sexual harassment from one of the passengers on the international cruise ship and from a fellow male seafarer onboard.

"He offered me to go to his cabin at night. He said he was alone. So, I was surprised. I said, 'No, Sir. No, Sir. I am not like that.' He seemed alarmed, surprised. He said, 'No. Just to talk to you.' I told him, 'Sir, I was just here in this line outside of your cabin. I am not allowed to stay in your cabin. If you want to talk to me, I will be outside in the hallway.'" I reported it to my Supervisor and Manager. I asked them if I could have someone accompany me when I make the room. Of course, because he might suddenly attack me. So, I was aware and worried. I hurried to finish because he might catch up with me. With fellow crew members, I have experienced body touching. I only experienced it last year. I was in the crew area standing while browsing the internet. Then I was surprised because suddenly someone grabbed my hand. I did not pay much attention because it seemed like he was drunk, intoxicated. I experienced that twice."

Going through the narratives of these women respondents, one may suggest that preventing the establishment of close social relationships among peers and colleagues is also a way to avoid experiencing harassment.

2. Verbal Harassment

In this study, this kind of harassment encompasses socially and culturally inappropriate remarks with sexual connotations, persistent solicitations, unwelcome requests, or continuous personal invitations to socialize that are considered unwanted. Respondent 9 (Ira), a Deck Cadet, had multiple encounters with verbal harassment from the ship's captain. This experience has brought a hostile and intimidating working environment to the respondent as she showed behavior charged with paranoia and trauma.

"Long story short, I felt like I was being harassed by our captain. I told him explicitly that I was not comfortable with what he was doing, but he kept on doing it anyway. He was onboard ship at the time he was messaging me. The weird part is, I do not really understand the point where he needs to message me, he was literally living in the same place as I am, and we talked every day. I was just trying to be civil with him, and he created another Facebook account and then added and messaged me saying, 'I really do not want anybody seeing this message...If you need anything again, just contact me.' That couch was stuck in the wall. I literally ruined that couch just to remove it from the wall so I have something to put up against my door like a barricade. So, the whole time I was sleeping on the couch that pressed up to my door because there was no double lock in my room. I feel like my safety is compromised. Things have been resolved, but I was not really sure who I could trust at that point. That was very traumatic."

Meanwhile, Respondent 16 (Phoebe) came across this kind of harassment onshore in the office during her initial job interview. This prompted her not to pursue her job application in the shipping company as there is fear and apprehension to further experience sexual harassment.

"Actually, I had more experiences here in the office than onboard. Before I applied to [my company], I applied to [another company]. Then the interviewer asked me, 'Are you free tonight?' That was the first question asked in the interview."

3. Non-verbal Harassment

While non-verbal harassment refers to a form of misconduct that does not involve explicit verbal communication but is conveyed through gestures, body language, or other non-verbal means (ILO, n.d.). This can include behaviors such as stalking someone, visually scanning an individual from head to toe (referred to as 'elevator eyes'), employing sexually suggestive imagery, employing sexual gestures through hand movements or body actions, and using facial expressions like winking, blowing kisses, or licking lips. This kind of harassment was observed by Respondent 6 (Faith), which her fellow female seafarer experienced.

"Some men will harass you if you just let them be, especially if they are under the influence of alcohol. One of the crew members became obsessed with our junior Third Mate. He went as far as stalking her and installing cameras to monitor her movements."

As a Third Engineer, Respondent 13 (Mara) also received some unwanted gestures from her officers wherein she found a tactic to prevent the harassment from further happening. This demonstrates that the more power and higher position you have, the lesser gender issues you will experience. However, gender issues are still present regardless of your position as long as you are a woman.

"In the next company, the Chief Engineer and Captain were making their moves. You could initially feel that something was not right. So, I learned that the best thing to do was to spread rumors about them, even though I did not know their intentions. During toolbox or engine meetings, I would say, "You know, the captain always comes to the Computer Room when I am there. He has so many questions." It is like you are not ruining his reputation, but you let people know that something is going on, so if something happens, like him trying to kiss you, you can tell people, and they would not be shocked because they already have an idea. For example, if someone joked that they had a crush on me, I would spread that rumor to make them feel ashamed and stop what they were doing. That was how I

handled gender issues after my cadetship. As you rank up, your confidence and courage increase. And knowing that you can always report to the company, sometimes if you tease them and say, 'Okay, I will report you to the office,' it really works because they know there is a strict policy about harassment onboard."

In the end, sexual harassment disrupts healthy social dynamics onboard, giving women a hostile work environment. Any woman can be a seafarer, but staying in the position is a process of struggle that female sailors need to endure every day, especially since there is a risk of being onboard as well as gender issues encounters just because you are a woman.

On the contrary, the other women respondents have neither experienced nor observed gender issues rooted in the reasons for pro-female hiring, employment, and promotion in the maritime industry. Respondent 15 (Olivia) shared how the company practices the culture of pro-female seafarers in the working environment.

"Actually, they tend to favor women on the ship. Sometimes, they do not assign difficult tasks to you anymore. In my experience, they treat women well. I have not experienced any harassment, discrimination, or stereotyping. About 60% of the onboard crew are women. There are more women. However, most of the superiors are men."

According to Respondent 18 (Rachel), having a lot of female seafarers onboard creates a healthier and safer environment for women. It makes a difference when the company has a culture of accepting women in the maritime industry.

"I have not experienced any gender issues since the percentage of females onboard is around 60%. They are cautious about such issues because there is a Human Resources department onboard, so if there are reports, they immediately go to Human Resources, but I have not heard anything happening. The women there are tough. They are the brave ones."

One may see that gender imbalance is the lack of women's physical representation in the industry, which feeds gender issues. However, if the maritime working environment promotes the existence of women onboard, gender issues are neutralized. There should be supportive working dynamics where women's presence proliferates with their careers in the seafaring profession.

Gender Issues in the Indonesian Maritime Industry

Indonesia, a known maritime setting, holds international recognition as a prominent shipping hub and a leading provider of seafaring personnel. According to the Seafarer Workforce Report 2021, Indonesia ranks top 3 seafaring-supplying countries worldwide. Even with this ranking in the maritime field, female seafarers from Indonesia still endure barriers and challenges due to their gender in a predominantly male environment. For instance, Indonesian women seafarers are vulnerable to workplace harassment, particularly from superiors or male co-workers (ILO, 2022). The prevailing adverse stigma against women working at sea has caused fewer Indonesian women seafarers than the neighboring sending country, the Philippines (Junus and Munandar, 2020). The issues related to gender within this specific work environment can be perceived as inherent, originating from the occupational culture that firmly upholds masculine norms and values to the extent that they are perceived as intrinsic to the nature of the profession (Purnama, 2018).

Aiming to collect information regarding women seafarers' challenges in the maritime industry, thirty-four (34) Indonesian women seafarers working in cargo vessels and cruise ships have participated in the research, *Gender Diversity: Heading towards an Inclusive Work Culture*, conducted by Anglo-Eastern Maritime Training Centre in 2022. The study found gender-based challenges experienced by women

seafarers comprising 1) Discrimination, 2) Harassment, 3) Bullying, 4) Isolation, and 5) Fixed Mindset.

Direct and Indirect Discrimination

The research distinguished types of direct or open discrimination and indirect or hidden, as experienced by the women respondents. Direct or open discrimination refers to the act of mistreating someone or less favorably based on specific attributes they possess or are perceived to possess. On the other hand, indirect or hidden discrimination as more covert and subtle in nature, occurs when an organization's practices, policies, or procedures put individuals with specific protected characteristics (such as age, sex, disability, or sexual orientation) at a disadvantage (Ibid, p. 13).

Harassment

In this study, female seafarers experienced sexual and mental harassment, which negatively impacted women's sense of dignity, personal security, physical and mental health, and overall well-being. These kinds of harassment are described as sending inappropriate text messages, making explicit or implicit comments of a sexual nature, sharing, or displaying pornography, engaging in physical contact, making demands or requests for sexual favors, and any other form of physical, verbal, or non-verbal behavior with a sexual nature (Ibid, p. 17).

Bullying

One respondent in the study expressed the belief that all forms of bullying, whether face-to-face or through technology, have a similar detrimental impact on the emotional well-being of female seafarers (Ibid, p. 19). Thus, this calls for proper

addressing and combating bullying in all its manifestations to safeguard women sailors' mental and emotional health.

Isolation

This research shows how the sense of isolation brought consequences to the seafaring career of women sailors. The male-dominated shipboard environment made women feel excluded or overlooked, facing doubts about their abilities, which led female sailors to exert extra effort to demonstrate their competence (Ibid, p. 20). Aside from the physically demanding nature of seafaring work, female sailors are also confronted with numerous challenges unique to their isolated life at sea, leading to psychological distress and separation from their families.

Fixed Mindset

According to this study, women respondents faced far-reaching consequences on their mental and emotional well-being, resulting in anxiety, sleep disturbances, depression, appetite loss, headaches, fatigue, and even nausea since society has ingrained bias on sailing as a predominantly male profession. This construed hostile workplace brought a range of negative emotions, including humiliation, mistrust, anger, fear, and sadness for women seafarers (Ibid, p. 21).

Furthermore, these gender-based issues are also identified in Mathew's study entitled *Significance of Women Seafarers in the Global Workforce* exhibited the gender-based issues encompassing emotional, physical, and professional obstacles for women seafarers, including Indonesia. Within the shipping industry, women seafarers face various issues, such as sexual harassment, bullying, and specific challenges related to pregnancy, maternity, menstruation, hygiene, and privacy

(Mathew, 2015). Sexual harassment is a prominent issue involving unwanted advances, behavior, gestures, or comments of a sexual nature that create an intimidating atmosphere for women seafarers coming from colleagues or superiors. Bullying is another concern, where women may experience verbal or physical abuse, intimidation, or unfair treatment based on gender. Women seafarers also face specific challenges related to their reproductive health. Pregnancy and maternity pose unique considerations, including the need for suitable accommodations, access to appropriate medical care, and understanding of maternity leave policies. Menstruation-related challenges may involve the availability and accessibility of sanitary products, proper hygiene facilities, and the need for privacy during this natural process. On the other hand, women sailors are also further burdened by the pressure to constantly prove their abilities, as they must work harder to overcome persistent sexual stereotypes and prejudices from their colleagues who consider them inferior. These profoundly ingrained stereotypes are so influential that some shipping company managers view women's employment as more problematic than it is worth, even during the recruitment process.

Gender Issues in Singaporean Maritime Industry

According to the United Nations Conference on Trade and Development (UNCTAD) report in 2021, Singapore is recognized as one of the top five countries in terms of ship ownership. This ranking features Singapore's significant presence and influence in the maritime industry. The country's thriving maritime industry contributes to its economy and plays a vital role in facilitating international trade and logistics. With its strategic location, robust infrastructure, and supportive regulatory framework, Singapore has established itself as a key player in the global shipping sector.

Nevertheless, Singapore has less than two percent (2%) share of female seafarers based on the International Maritime Organization's survey in 2021 (p. 12). Thus, the level of acceptance for women in the maritime industry remains alarmingly low, wherein the challenges women face in this sector begin from the very moment they consider pursuing a career in maritime and persist when they enter training institutes due to male-oriented infrastructure (Dragomir, 2015).

A Singaporean woman seafarer, Tan Huixian, shared her experience as a Fourth Engineer in the maritime industry revolving around personal attacks. Ms. Huixian states, *"I have met male colleagues who launched personal attacks or tended to be more judgmental towards female seafarers, and I try to deal with them by making sure I do my job well."* This experience sheds light on the gender dynamics and challenges women seafarers face in the industry. Ms. Huixian's proactive approach to maintaining professionalism and delivering high-quality work serves as a means to counter the personal attacks she has encountered. It highlights the resilience and determination of women seafarers to navigate such obstacles and excel in their roles, despite facing unwarranted criticism and unfair treatment based on gender.

Coming from Singapore Maritime Officers' Union, Sze Yi, a Deck Cadet, also recounted her encounters while serving onboard a ship. *"As a woman in a male-dominated industry, there are specific rules to follow. For example, [I am] not allowed to enter a man's cabin, or if I do, [I will] have to leave the door open and place [my] shoes outside."* These regulations exemplify the gender-specific expectations and limitations placed on women seafarers, reflecting the prevailing norms and practices within the industry. The aforementioned rules and restrictions stress the inherent gender dynamics and power imbalances that exist within the maritime sector. Such practices can contribute to feelings of exclusion and the need for women to constantly

navigate and conform to prescribed gender roles while on board. Sze Yi's account offers insights into the complexities and inequalities women face in this industry, where their presence is still seen as an exception rather than the norm.

On the other hand, Siti Ainul Nellisa, an Engine cadet of the Singapore Maritime Officers' Union, also shared the prevailing misconceptions and stereotypes for women seafarers wherein, *"Seafaring may feel like it is a man's world, but there are still female Chief Officers around who have proven to be equally tough and capable. Contrary to what most people think, women can be as capable as men when it comes to carrying out duties on board a ship. With experience, responsibilities and workload can be shared equally."* By acknowledging the abilities and potential of women seafarers, this view sought to break down the gender barriers and promote equal opportunities within the maritime sector. Ms. Nellisa's perspective sheds light on the importance of recognizing and valuing the skills, expertise, and contributions of women in the maritime industry, ultimately promoting a more inclusive and equitable environment where gender does not hinder professional growth and success debunking the notion that specific tasks are exclusively suited for one gender over the other. Her view encourages women aspiring to pursue careers in seafaring, inspiring them to challenge stereotypes and strive for equal recognition and opportunities in this traditionally male-dominated realm.

Singaporean women seafarers encountered a range of gender-related challenges comprising of 1) gender-specific expectations, 2) gender limitations, 3) gender misconceptions, and 4) gender stereotypes in the maritime industry. Gender-specific expectations imposed predefined roles and behaviors on women sailors based on their gender, limiting their opportunities for growth and advancement. Additionally, female seafarers also faced gender limitations, which could have

restricted their access to certain positions or responsibilities due to prevailing biases. Furthermore, these women had to confront gender misconceptions, dealing with inaccurate or unfair assumptions about their capabilities and competence as seafarers solely based on their gender. Lastly, they encountered gender stereotypes, subjecting them to preconceived notions and generalizations that may have undermined their professional abilities and contributions within the maritime sector. These factors collectively underscore the importance of addressing gender issues and promoting a more inclusive and equitable environment for women seafarers in Singapore's maritime industry.

Areas for Improvement within the ASEAN Framework

In the region, efforts are being made to address these identified gender issues through various ASEAN frameworks, which focus on heightening women's participation in labor and decision-making across member countries. This initiative falls within the purview of gender mainstreaming, which aims to integrate women's perspectives into frameworks, policies, and programs to promote gender equality and women empowerment. Therefore, this study intends to explore how the ASEAN framework can be improved to promote decent working conditions for women seafarers, which can be achieved through the women's narrative.

According to Respondent 1 (Angel), it is crucial to involve women's participation in discussing policies on establishing decent workplaces for female seafarers in the ASEAN Framework. The need for women seafarers' presence in creating policies not only combats sexual harassment but also addresses gender discrimination. By giving women seafarers a voice in policy creation, the resulting measures can be more comprehensive, responsive, and representative of their needs and concerns. This idea

is already stipulated in *Declaration on the Gender-Responsive Implementation of ASEAN Community Vision 2025* and the *Sustainable Development Goals*, wherein one of its commitments centered on the active involvement of women's full participation and equal access in decision-making bodies and mechanisms (p. 3). Through this inclusive and participatory approach, the ASEAN Declaration can make significant strides in promoting gender equality, protecting the rights of female seafarers, and fostering a more inclusive and equitable maritime industry.

“Implement more and remind everyone that there are already female seafarers working onboard. Do not just focus on harassment issues, but also include discrimination. Policies and always include women in any work possible. Open discussion with all female seafarers. This will help others have an idea of how to protect their rights and help others who are just starting with this profession.”

Meanwhile, Respondent 2 (Bea) calls for amplified gender mainstreaming of women seafarers in the maritime industry, particularly in recruitment and employment. The respondent highlights the importance of creating a more inclusive and equitable environment that recognizes and values women's skills, capabilities, and contributions in this field. Furthermore, Respondent 2 (Bea) also advocates for proactive measures to address gender disparities, such as implementing policies that promote equal opportunities, fair hiring practices, and career advancement for women seafarers. By prioritizing gender mainstreaming efforts, the maritime industry can provide decent working conditions that harness women seafarers' full potential, foster diversity and inclusion, and create a more balanced and thriving workforce.

“It would be great if they would give a chance to women who are determined to try jobs traditionally done by men because we are not inferior in any way when it comes to these tasks. We have actually chosen this profession. Even though we are women, we

should be given a chance, and we do not need special treatment because we are capable of doing the same work.

It would be good if they become open-minded and do not think that just because we are women, we are incapable. In fact, women can excel in maritime courses, but they have been hindered from experiencing it before, even at the entrance, because the guards supposedly did not hire women. But as you may know from the Crewing Manager, they actually do hire women. The guards may judge based on prejudices, thinking that women are incapable, but I know that I am capable. [They should] give women seafarers an opportunity to pursue careers in a field traditionally dominated by men. They should have an open mind and recognize that women are capable of any job. Nowadays, there are many women seafarers.”

Based on Respondent 3 (Cath), three key areas require attention to enhance the ASEAN framework concerning promoting decent working conditions for women seafarers. Firstly, establishing a dedicated women's seafarer's association can serve as a vital platform for advocacy, support, and empowerment. This association can provide a unified voice for women seafarers, address their specific needs and concerns, and work towards implementing policies that promote gender equality and protection in the maritime industry. Secondly, the development of a comprehensive psychological counseling program tailored specifically for women seafarers which provide much-needed support to address the mental and emotional challenges faced by women in a male-dominated profession, ensuring access to professional counseling, resilience-building workshops, and resources to help navigate the unique experiences and stressors encountered at sea. Lastly, social media usage holds great significance for communication and engagement in advocating and raising awareness about women seafarers' rights.

“There should be an association or program specifically for women because it would be significant to have counseling before onboarding, such as psychological counseling, where fellow

women who have experienced life at sea can advise them on what to do. It is important for them to have someone they can confide in who can relate to their experiences. Relying solely on the MARINA page is not sufficient because only a limited number of people are aware of it, unlike having a focused organization that can disseminate various types of information and draws attention to specific issues. We [also] have an organization in AMOSUP, but we only meet during International Women's Day. We just gathered to say hi and hello. That is, we come together, but there is no real push for women's advocacy. It would be great if there was something like GABRIELA that takes concrete action. It would be a significant contribution specifically for women in the maritime industry.

For me, social media is very important. Social media influencers should also become advocates for spreading women's rights. They can help promote the vision and objectives. Because on social media, it is easier and more accessible for people to stay informed about what is happening. Just like our Facebook Page in my current company, that is how we gained recognition. Sometimes, I am the one who posts there about our experiences with different seafarers we have encountered onboard to inform others about our experiences at sea. Because personally, even if I had millions of followers, if I do not receive support from the government, it would be difficult to make progress. Based on my past experiences with job applications, the problem often lies with the company itself, especially when it comes to Japanese companies. Once you have a bad experience, they will not accept you anymore. It seems to be part of their culture to be unwelcoming towards women at sea. That is why the government needs to step up and support women in the maritime industry. The problem with the government is that they excel at collecting money from seafarers and providing benefits, but they do not contribute much to the progress of seafarers.

In enhancing the ASEAN Framework, Respondent 4 (Dianne) focused on the inclusion of the development of maritime schools and fostering strong industry partnerships with manning companies. The respondent accentuated how these initiatives play a vital role in improving the overall quality of education and training provided to aspiring women seafarers. Investing in maritime schools and establishing

effective collaborations with manning companies ensures that women seafarers receive inclusive recruitment and employment and comprehensive and up-to-date training, which equips them with the necessary skills and knowledge for their maritime careers.

Perhaps, it would be great if the equipment in [maritime] schools could be improved and upgraded because they should also undergo audits. If a school does not pass the audit, it becomes challenging for female seafarers. Manning companies often inquire about the school you attended, and they still prioritize those from academy schools. If you come from a provincial school, your chances of getting hired by a shipping company are lower.

Partnerships between domestic shipping companies and [maritime] schools should be enhanced. There are also many vessels domestically, but I am not sure if they meet the standards of MARINA and the Coast Guard because, based on my experience, there are no bilge and sewage tanks. Your waste goes directly into the seawater. That is the significant difference between international and domestic vessels. In this [company], if you see the water in the toilet bowl moving, it means the waste goes straight into the seawater. The machinery setup is not complete.”

On the other hand, Respondent 5 (Esther) emphasized the importance of improving the ASEAN Framework by implementing gender-related training and courses specifically designed for women seafarers. Following the ASEAN Gender Mainstreaming Strategic Framework 2021–2025, ASEAN stakeholders have undergone various "gender training" that primarily cover general knowledge about gender, inclusion concepts, and analytical principles to enhance understanding and capability to incorporate gender and inclusion principles (p. 15). However, this is only implemented for ASEAN staff and officials. These gender training programs should also be available to the maritime industry as they can address the unique challenges

and issues faced by women seafarers, including gender discrimination, sexual harassment, and unequal opportunities through providing targeted training for female sailors wherein they can gain the necessary knowledge, skills, and awareness to navigate these challenges effectively. Moreover, the respondent's insights stress the need for proactive measures that address gender-related concerns and foster the professional development and well-being of women seafarers in the marine sector.

"I hope that more free training and courses, specifically gender-related topics, would be given to seafarers to widen our understanding of our roles and equality. Improve employment opportunities, especially for women, through improving employability through better education and training. A better workplace for everyone may also result from enhanced gender equality and gender-sensitive systematic work environment management."

One area of improvement in the ASEAN framework should prioritize the comprehensive support for all women seafarers employed in the industry. Like former respondents, Respondent 6 (Faith) accentuated the inclusion of training programs that specifically focus on promoting gender equality and preventing sexual harassment within the maritime workplace. By equipping seafarers with the knowledge and skills to recognize and address these issues, the shipping sector can foster a more inclusive and respectful environment for all seafarers, regardless of gender. Such initiatives will enhance the well-being and empowerment of women seafarers in the ASEAN region.

"Create policies that address the basic needs and maternity rights of female seafarers. Additionally, support all women working in the industry. It would also be beneficial for seafarers to undergo training that focuses on gender equality and sexual harassment."

To strengthen the ASEAN framework regarding decent working conditions for women seafarers, Respondent 9 (Ira) stressed that maritime companies should have

a whistleblowing hotline for sexual harassment onboard explicitly run by women, which is implemented internationally. This perspective stems from the belief that having women in charge of such a hotline would lead to better understanding and support for women who experience harassment. It is recognized that men may not always fully comprehend or relate to the experiences that women identify as harassment, as they may perceive certain behaviors as normal or acceptable. Having a women-led hotline builds a safe and empathetic space for women seafarers to report incidents of harassment and seek appropriate assistance, ensuring that their voices are heard, and their concerns are addressed effectively.

"You know the company [should have] whistle-blowing hotline or like policy things like that, right? I feel like a similar thing should be given to women. I cannot stress this enough. The whistle-blowing hotline for sexual harassment on board is run by women because I feel that if it is run by men, they would not be able 100 percent cannot relate because most of the things that women identify as harassment, men think that it was just normal. They will say no as an answer. It is very hard for them to be compassionate when it comes to these things, so I feel like it would be a great level in a seafarer community for women. Men are less compassionate to women when it comes to these things. Men are not the ones who are fighting for their lives, being safe, and having peace of mind. It does not mean that if you are not raped, then you are not harassed. It takes a lot of forms of harassment. I feel like it should be implemented internationally because these types of harassment do not only happen to Filipino seafarers. It is not really talked about, but these happen to everyone. I have heard some stories from different officers who have worked with different nationalities. They experienced the same thing that I have. It usually happens not because you are a Filipino but because you are a woman."

In order to reinforce the ASEAN framework while ensuring decent working conditions for female sailors in the maritime industry, Respondent 10 (Jasmine) shared several key areas of improvement to be considered. Firstly, implementing shorter contracts could greatly benefit women with families, enabling them to pursue career

advancement and maintain a healthy work-life balance. Secondly, it is crucial to increase awareness and understanding of gender rights and policies, particularly among companies that have recently started accepting women in the industry. These companies may need guidance and support in creating an inclusive and accommodating workplace environment. Additionally, attention should be given to issues such as proper personal protective equipment (PPE) sizing. This highlights the need for companies to address the specific needs of women seafarers regarding safety equipment and ensure equal access to properly fitting PPEs.

"Here in the company, the number of Japanese women seafarers is only around 10-15. Some of them stop seafaring because they start their own families and settle for office work. It is rare for someone to return to the ship after having children. Moreover, on social media platforms, I often connect with female seafarers even if I do not know them personally because women in the maritime are still quite rare. Some of the female seafarers I know who hold higher ranks, like Captains or Chief Engineers, still do not have husbands or families. It might be a contributing factor that there are still traditional gender roles regarding building a family. Sometimes, one needs to choose between their career and family.

Perhaps having shorter contracts would benefit those who already have families, providing them with a chance to advance in their ranks or pursue their careers while maintaining a work-life balance. It is important to make gender rights and policies widely known, especially to those companies that have recently started accepting women in the industry, as the workplace may not yet be fully accommodating for them. The inclusivity or diversity of thinking in the maritime industry.

One aspect that comes to mind is the issue of PPE sizing. Although I have not personally experienced it here since I have what I need, I am aware that other women have to sew their own PPEs to make them fit. This is because their companies do not provide smaller sizes despite employing women."

In augmenting an effective ASEAN Framework promoting decent working environments for women seafarers, Respondent 11 (Kiara) shared how important it is to establish a sustainable and inclusive support system for women seafarers throughout the year rather than limiting efforts to Women's Month during March. Collaboration between existing organizations for women seafarers and manning agencies can play a crucial role in gathering information about the population of women seafarers and establishing a registration process that enables connectivity and support. Manning companies should actively encourage women seafarers to join these organizations, creating awareness of their existence and providing a platform for sharing experiences and mentoring younger female seafarers. Maintaining consistent and effective management of such platforms is crucial to ensure their effectiveness. Organizing and managing a community of women seafarers requires passion and dedication, as the challenges are significant due to the large number of women in the industry and varying levels of participation. Nevertheless, having an accessible and active support network can greatly benefit women seafarers and contribute to a more inclusive and empowering maritime industry.

"For me, it seems unfair because sometimes, as women, we are not comfortable sharing or speaking to others who we know will not address the issue specifically for women, as it can be disregarded at times. So far, I have not reached out to any effective organization for women seafarers. It is necessary to have one, and it should not only reach out to us during March. If there is an existing organization for women seafarers, they should collaborate with manning agencies to gather information about the population of women seafarers. They should establish a registration process so that we can know and connect with each other. The manning company should also encourage us to join the organization, so we are aware of the group's existence and can share our experiences with younger female seafarers. At least we would know that there is something available, not just during Women's Month. There used to be a page for Filipino women seafarers, but no one was responding. Perhaps it was

not effective because there was no one managing it. It takes passion to organize something like that because it is challenging. There are so many women seafarers, and some may choose not to participate."

Like previous respondents, Respondent 12 (Louise) also underlined that the ASEAN framework takes significant strides in providing decent working setting to women seafarers by establishing organizations dedicated to supporting and empowering female seafarers, as there is a present deficiency of such organizations in the Philippines. In creating these organizations, female seafarers can have a venue to express their vulnerabilities, seek assistance, and pursue their rights. However, the unstable internet connection on ships hinders this kind of initiative. Hence, utilizing offline communication methods or implementing strategies that account for the limitations of onboard connectivity should be made to address these connection challenges. On the other hand, the respondent also stresses that gender equality campaigns and posters are utilized in some ships; however, its effectiveness in battling sexual harassment for female seafarers remains uncertain as individual attitudes and behaviors still contribute to gender issues, especially when alcohol is involved. Thus, the respondent emphasized that Zero Alcohol Policy should be strictly implemented in the maritime workplace.

"Creating more organizations specifically for female seafarers is important. I have not heard of any organizations for women seafarers in the Philippines yet. The unstable internet connection on the ship also makes it challenging to organize groups.

In our previous company, someone tried creating a group chat to discuss areas that needed improvement, and it was a positive movement. Many suggestions were made regarding what was lacking. For example, in terms of basic necessities, like sanitary napkins, there were none provided, even though free condoms were available on the ship. Additionally, there should be separate

changing rooms/locker rooms for women. These are the requests made by my fellow female seafarers.

In my last ship, they had a campaign with big posters. Each month, they would display posters promoting friendliness, which is not an invitation for anything. Despite having those large posters, there were still gender issues with one of my colleagues. So, I am not sure if those posters were effective. It really depends on the individual, especially when alcohol comes into play. Although we have a Zero Alcohol Policy, some still manage to slip through. It really depends on the person. This is one of the reasons why some men feel emboldened. They need to see the consequences. If they become more aware and fearful, it may make a difference. Perhaps, it would be beneficial to have programs specifically for women seafarers because the percentage of female seafarers is relatively small. Moreover, there are very few existing groups, if any at all. To become strong, unity is needed. "

In order to effectively foster decent working conditions for women seafarers, Respondent 13 (Mara) implied that it is developed through education on Anti-Bullying and Harassment Policies in the maritime workplace. This education should be integrated into the pre-departure briefings provided to seafarers, ensuring that all crew members are informed about their rights and the measures in place to prevent and address bullying and harassment. By equipping seafarers with knowledge and awareness, they will be better prepared to identify and respond to mistreatment, fostering a safer and more inclusive working environment for women in the maritime industry.

"...I informed the office and suggested that they include a briefing on the Anti-Bullying and Harassment Policies when dispatching seafarers. Sometimes, we have meetings onboard where we discuss these policies, including watching a video.

If you include it in the briefing before the seafarers' departure, you ensure that everybody is aware of it. You ensure that the

company will take action upon receiving a complaint against any seafarers.

Just to make sure that all the seafarers you dispatch to your vessels are informed about it. Include it in the dispatch or briefing and inform them about it. Since the company already requires the signing of other policies like the Drug & Alcohol Policies Declaration Form, why not include the Anti-Bullying and Harassment Policies as well? This will ensure that they understand and read about it. In my opinion, education is important for both genders. For women, we are doing fine, but the perception is that things get chaotic onboard or that we do not accept women. But it is actually the men who create the chaos, which leads ship owners or companies to have such beliefs. We need to educate the men first to dispel their skepticism about women. They often have preconceived notions like, 'They will cause trouble, they do not know how to work, they are weak.' We need to give them the opportunity to understand that female seafarers are just as capable as male seafarers.

We have to educate them about the existing policies that protect female seafarers in case they engage in any inappropriate behavior. They need to know that there are consequences for their actions. Because among my friends who confide in me, some of them have the audacity to say, 'Whom do you think the company will side with? You, a woman, or me, the Captain? They need me. Go ahead and complain; they will not believe you. And even if they do, they will make you the scapegoat.'

So, the first step is to educate them. It should start with the companies, ensuring they do not practice discrimination and create an environment where male seafarers feel that women are accepted. They should not have a choice but to accept it. Therefore, education is crucial for both parties involved."

According to Respondent 14 (Naya), everyone's commitment to gender equality and women empowerment is a must to adopt a strict and strong implementation of policies. This view is already incorporated in the strategic measures under the Empowered People and Strengthened Institutions of ASEAN Socio-Cultural Community Blueprint 2025. By adopting a strict approach to policy implementation,

the maritime industry can create a more inclusive and equitable environment that supports the rights and advancement of women seafarers. It requires collective effort and a shared understanding that gender equality is not just a concept but a tangible goal that requires active participation and commitment from all interested parties.

"It is having consequences or effects if they fail to follow and actually do some violence. It is one way to have a law, and it is another way actually to practice it. So, if it is only there just to have and make all excuses, all the hard work when it comes to reporting and raising the issues, then it only becomes a display. There is an effect, consequences, and result. That is how we use the policies and put it to work. To better promote understanding, it is important to emphasize the need for equal opportunities. It should be a fair trade for all, an understanding that guides how we live and work together. That is the main point because it becomes pointless if we simply state, 'This, this, and this,' but no one truly understands and embraces it. Everyone needs to believe in equality and be committed to providing fair opportunities for everyone."

On the other hand, Respondent 15 (Olivia) stressed the significance of regular training, not just during the initial onboarding process. The ASEAN Framework fortifies the commitment towards decent working conditions for women seafarers through continuous training on gender-related issues. The respondent also recommended assigning a dedicated representative for women seafarers, who serve as a point person for voicing concerns and submitting them to Human Resources. This approach is beneficial as it facilitates a quicker response and ensures that appropriate actions are taken in a timely manner.

"Perhaps there should be more training on these issues. It would be better if the training were ongoing, not just when you join the company. They could assign a person for women seafarers, like a female representative whom we can voice our concerns and then submit to HR. That way, action can be taken more quickly, as many people go directly to HR."

Meanwhile, Respondent 16 (Phoebe) highlighted genuine gender equality where there is no place for discrimination.

"For both women and men, equality is needed. Whatever is implemented for men should also apply to women to avoid discrimination and promote true equality."

A crucial step in heightening the decent working conditions for women seafarers within the ASEAN Framework is to boost seafarers' awareness of gender-related policies based on Respondent 17 (Quinn) and Respondent 21 (Valerie). This kind of awareness should be instilled from the beginning, during the first contract of female seafarers, so they can equip themselves with the threatening experience of gender-based violence. Empowering women seafarers through increased awareness and knowledge will contribute to a safer and more supportive maritime environment, fostering their rights and well-being throughout their careers.

"On the ship, some supervisors fail to explain the policies to us. They have shortcomings, but they tend to blame us for it. They have policies, but not everyone is aware of them because sometimes they lack proper instruction. That is why supervisors are there, to teach us. Especially during the first contract, it can be overwhelming and confusing. Some people panic because they are already busy, especially during embarking. In our case, in the cabins, it becomes more challenging because once passengers are there, you need to move faster. You do not know what to prioritize. That is why we really need guidance from supervisors."

- Respondent 17 (Quinn)

"All women should be oriented and provided with tips on how to avoid gender issues and be aware of them. They should know what to do if they encounter any uncomfortable experiences. Especially for those on their first contract, they may not be aware of the potential issues. They should have a specific briefing, especially for all female seafarers, to ensure their protection. To prevent female seafarers from feeling homesick, it would be beneficial to have activities such as Zumba lessons

and yoga onboard. There should be a crew welfare team that organizes entertainment for seafarers onboard.”

- Respondent 21 (Valerie)

As Filipino seafarers are required to undergo the Pre-Departure Orientation (PDOS), Respondent 7 (Gina) and Respondent 8 (Hannah) highlighted the need to incorporate gender-related topics as well as ways of dealing with gender-based issues in PDOS prior to the departure of female seafarers. PDOS serves as a fundamental platform to provide essential information and guidance to seafarers before they embark on their maritime careers. Including gender-related topics in PDOS allows women seafarers to be equipped with knowledge and awareness about the specific challenges they may encounter in the male-dominated maritime industry, which can include discussions on gender equality, sexual harassment prevention, and strategies for dealing with gender-based discrimination and bias. Early on, if these issues are adequately addressed, women seafarers are prepared to navigate their roles and responsibilities at sea while asserting their rights and dignity. Additionally, incorporating gender-related topics in PDOS sends a strong message about the maritime industry's commitment to designing a safe, inclusive, and supportive environment for all seafarers, regardless of gender. It demonstrates the recognition that gender equality and the prevention of gender-based issues are integral aspects of promoting a thriving and sustainable maritime workforce.

“Perhaps seminars, especially for first-timers like me, would be helpful. If I had been aware that such seminars exist, I would have gained more knowledge and enhanced my understanding. Unfortunately, they were not available. It would be much better if our government included these topics in seminars or Pre-Departure Orientation Seminars (PDOS). It would be beneficial to have similar sessions for women, addressing how to deal with harassment or discrimination, not only onboard but also in other industries. Perhaps exposure and immersion would be beneficial. For example, if there is a department that is predominantly male,

why not give aspiring women seafarers a chance to experience that department? Give them a tour to provide them with the idea that "Oh, I can do what they are doing too." It would help them realize that they are capable of performing tasks in male-dominated departments."

- Respondent 7 (Gina)

"Maybe on Women's Day, we have programs, but it would be great to have everyday training for all women so that men are also aware. Because we have programs for women, but there is no training on Do's and Don'ts that men cannot do to women. Every time we board, there should be that kind of training."

- Respondent 8 (Hannah)

Aside from inclusion in the Pre-Departure Briefing (PDOS), Respondent 18 (Rachel) also recommended that educational materials on gender-based violence and ways to exercise gender equality and women empowerment are included in the newsletters and live webinar. These platforms provide valuable opportunities for reaching a wider audience of seafarers and disseminating crucial information on these topics. By integrating such content into regular communication channels, maritime organizations can continuously reinforce awareness and understanding of gender-related issues, fostering a culture of respect, equality, and empowerment among seafarers. Regular updates and interactive sessions through newsletters and webinars can serve as effective tools for ongoing education, engagement, and the promotion of women's rights in the maritime industry.

"[It] should be included in the Pre-Departure Briefing or PDOS. [It] should also be included in the emails sent to you, like newsletters and live webinars. Because I like checking my email."

From the perspective of Respondent 19 (Samantha), regular and comprehensive briefings are essential in addressing harassment and bullying apart from continuous education. This will amplify the commitment to the path of ensuring

decent working conditions for women seafarers. Moreover, conducting surveys can also provide valuable insights into the evolving nature of these gender problems, given that it is critical to adopt policies and strategies based on the feedback results guaranteeing flexibility and effectiveness in combating harassment. This kind of survey encompassing the topic of harassment may be done through the exit interview process after the disembarkation of seafarers. According to the respondent, there seems to be a lack of consistency in conducting these interviews since the pandemic. Hence, it is vital to reinstate and maintain the practice of exit interviews to ensure that women seafarers have a platform to voice their concerns and experiences in a systematic procedure after disembarkation from the vessel.

"Well, aside from education, there should be regular and proper briefings. Surveys should also be conducted to ensure flexibility in addressing the evolving phases of harassment and bullying, including different types and experiences. It should also be covered during the Exit Interview after disembarkation. Since the pandemic, it seems like the Exit Interview has disappeared. It would be better if it is consistently covered because these issues are really happening."

Respondent 20 (Tessa) accentuated the need for a monitoring process to examine the working conditions of female seafarers in the shipping industry, which is already incorporated in the *ASEAN Gender Mainstreaming Strategic Framework 2021–2025* Section 9 of Monitoring, Evaluation, and Reporting on ASEAN's Gender Mainstreaming Commitments. Implementing Monitoring and Evaluation is one of the core strengths of ASEAN's commitment to gender mainstreaming. Indeed, an efficient monitoring and evaluation (M&E) system will generate evidence and knowledge to support ASEAN in enhancing its planning, design, and implementation of gender-responsive initiatives while also ensuring accountability for the commitments of the institutional mechanism, Sectoral Bodies and ASEAN as a whole (p. 21).

“Perhaps we need monitoring from the agency to check on their crew here, especially the women, to see if they are doing okay and how their experiences are and the people they encounter.”

In the end, ensuring better working conditions for women seafarers is of utmost importance in promoting gender equality and women empowerment situated in an inclusive maritime industry. Decent working conditions for women seafarers connote protection from gender-based violence. The table below demonstrates the conceptual approach in the areas for improvement within the ASEAN framework to promote better working conditions for women seafarers derived from the women narratives.

Table 8

Areas for Improvement in the ASEAN Framework for Decent Working Conditions of Women Seafarers

Item	Areas for Improvement in the ASEAN Framework	Description
1	Feedback enhancement policy	The policy of feedback enhancement capturing the implementation of surveys and exit interviews with female mariners aims to collect valuable insights from women seafarers, enabling the refinement and improvement of existing policies. The active engagement of women seafarers in sharing their experiences, challenges, and suggestions through this policy essentially contributes to the improvement of decent working conditions for women seafarers.
2	The Gender Inclusion Integration for Maritime Workforce	The initiative of Gender Inclusion Integration for the Maritime Workforce elevates gender mainstreaming within the maritime sector, focusing notably on the spheres of recruitment and employment for women seafarers. This approach aims to enhance the overall working conditions of women seafarers by increasing women's presence, promoting gender equality and women empowerment within the maritime industry.

Item	Areas for Improvement in the ASEAN Framework	Description
3	The Gender-Inclusive Maritime Ecosystem	The Gender-Inclusive Maritime Ecosystem is envisioned to advance maritime educational institutions and the forging of industry partnerships to provide robust support for women seafarers. Concurrently, heightened awareness and comprehension of gender rights and policies will be cultivated among maritime companies. Through nurturing a conducive environment that addresses gender disparities and empowers women seafarers, this initiative aspires to enhance decent working conditions within the maritime industry.
4	The Empowerment Education for Gender-Inclusive Maritime Preparedness.	Empowerment Education for Gender-Inclusive Maritime Preparedness is introduced to incorporate gender-focused training and educational programs tailored for women seafarers during the Pre-Departure Orientation Seminar (PDOS). The implementation of education pertaining to anti-bullying and harassment policies will be integrated into pre-departure briefings. The implementation of a comprehensive educational framework that addresses gender-based issues and discusses gender studies equips women seafarers with an essential understanding of their rights in the shipping industry.
5	The Empowerment Advocacy for Women Seafarers.	The approach of Empowerment Advocacy for Women Seafarers creates a platform for collective representation and empowerment of female mariners. The cornerstone of this approach is centered on the establishment of a dedicated women's seafarers' association tasked with fervently advocating for the rights and well-being of women seafarers.
6	The Synergistic Partnership for Gender-Inclusive Maritime Industry	The Synergistic Partnership for Gender-Inclusive Maritime Industry aims to enhance the decent working conditions of women seafarers through a collaborative effort between organizations dedicated to women seafarers and manning agencies. The creation of this strategic alliance seeks to create a harmonized and supportive ecosystem that addresses gender disparities, advocates for equitable practices and ensures the well-being of women seafarers. Through mutual cooperation and

Item	Areas for Improvement in the ASEAN Framework	Description
7	The Mental Well-being Enhancement for Women Seafarers	shared objectives, this approach strives to effect positive change within the maritime industry, ultimately leading to improved working conditions and enhanced opportunities for women seafarers. The Mental Well-being Enhancement for Women Seafarers Approach focused on the development of comprehensive psychological counseling programs meticulously crafted to address the unique needs and challenges faced by women seafarers. The provision of specialized support and guidance promotes mental well-being, resilience, and coping mechanisms among women seafarers, fostering an environment that prioritizes their psychological health and contributes to an overall enhancement of their working conditions within the maritime industry.
8	The Empowerment Accountability for Addressing Onboard Harassment	The pivotal element of the "Empowerment Accountability for Addressing Onboard Harassment" initiative is the establishment of whistle-blowing hotlines dedicated to reporting incidents of sexual harassment experienced by women seafarers onboard. This kind of confidential and accessible channel for reporting allows women seafarers to speak out against harassment and hold accountable those responsible, fostering an environment of safety, respect, and dignity within the maritime industry.
9	The Equitable Safety Enhancement for Women Seafarers.	The core facet of Equitable Safety Enhancement for Women Seafarers involves ensuring the provision of appropriate safety equipment and gender-responsive personal protective equipment (PPE) designed specifically for women seafarers. Addressing the gender-specific needs and considerations aims to create a safer and more inclusive working environment where women seafarers can effectively carry out their duties while prioritizing their well-being and safety within the maritime industry.
10	The Empowerment Education for Gender Equality and Safety.	A key aspect of Empowerment Education for Gender Equality and Safety involves incorporating educational materials focused on gender-based violence and equality into newsletters and webinars. Disseminating

Item	Areas for Improvement in the ASEAN Framework	Description
11	The Work-Life Balance Enhancement for Women Seafarers.	essential knowledge and fostering awareness empowers women seafarers with the information they need to recognize, address, and prevent gender-based violence. A fundamental element of Work-Life Balance Enhancement for Women Seafarers comprises the thoughtful consideration of implementing shorter contracts specifically designed to support and enhance work-life balance for women seafarers. The provision of manageable contract durations supports women seafarers to effectively navigate their professional responsibilities onboard while maintaining a fulfilling personal life onshore.
12	The Digital Empowerment for Women Seafarers' Rights Advocacy.	A vital component of Digital Empowerment for Women Seafarers intends to harness the power of social media platforms for communication and raising awareness about women seafarers' rights. Leveraging digital tools amplifies advocacy efforts, engages a broader audience, and drives meaningful conversations surrounding the rights and well-being of women seafarers. Through this digital empowerment, a more informed and supportive community can be fostered, contributing to a positive impact on the working conditions and overall environment within the maritime industry.

Some of the suggested fields of improvement are already stipulated in the ASEAN framework comprising women's participation in policy discussions on the establishment of decent workplaces for female seafarers, monitoring of working conditions for female seafarers in the shipping industry, and commitment to gender equality and women empowerment through strict policy implementation.

Chapter VI

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

This chapter presents the summarization of the study's findings and conclusions to solidify and validate the results obtained from the research.

Summary

This study of women seafarers revolved around the significance of the ASEAN Framework in protecting and promoting women's rights amidst gender-based issues in the working conditions of the maritime industry. It shed light on the critical role of the ASEAN Framework in safeguarding women seafarers' rights and addressing gender issues in the maritime industry, wherein the research aimed to foster an inclusive and equal environment that empowered women to thrive in their seafaring careers.

In the study, women seafarers played a crucial role as active agents in driving economic growth within the ASEAN maritime industry. Despite their dynamic contributions, gender imbalances persisted, giving rise to various gender-related challenges throughout their seafaring careers. Therefore, the research examined the role of the ASEAN Framework in protecting and promoting women seafarers' rights in selected ASEAN countries, namely the Philippines, Indonesia, and Singapore, employing the ASEAN Gender Mainstreaming Strategic Framework 2021–2025. This strategic framework evaluated working conditions in the maritime industry and identified gender issues experienced by women seafarers through an inclusive, participatory, and consultative approach.

In-depth interviews with Philippine women seafarers revealed eight prevalent forms of gender-based violence they encountered, including gender stereotyping and prejudice, gender discrimination, racial and gender discrimination, verbal gender-

based violence, bullying and disrespect, psychological and emotional harassment, victim blaming, and sexual harassment comprising of physical, verbal, and non-verbal. Similarly, Indonesian women seafarers discussed their struggles with discrimination, harassment, bullying, isolation, and a fixed mindset, while Singaporean women seafarers faced gender-specific expectations, limitations, misconceptions, and stereotypes entrenched in the maritime sector.

Furthermore, the study emphasized the importance of improving areas within the ASEAN framework to enhance working conditions, drawing insights from the experiences shared by women seafarers in the maritime industry. By acknowledging these experiences, the research sought to inform and contribute to the advancement of policies and strategies that promoted decent working conditions tailored specifically to women seafarers within the maritime sector.

Consequently, the research identified nine existing ASEAN frameworks that protected and promoted the rights of migrant women workers, encompassing guidelines, declarations, and blueprints to ensure the well-being and safety of women seafarers in the ASEAN region. Thus, the study findings demonstrated that the identified nine ASEAN frameworks addressed women seafarers' gender issues by promoting gender mainstreaming along with gender equality and women empowerment in the maritime industry. The presence of these frameworks empowered women seafarers to confront and overcome gender-related barriers, thus striving for better working conditions within the shipping industry.

Conclusion

One of the objectives of this study is to determine the existing ASEAN framework vis-à-vis the protection and promotion of women seafarers' rights. This study found nine (9) existing ASEAN frameworks that cover the protection and promotion of migrant women workers' rights, specifically 1) the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, also known as Cebu Declaration, 2) ASEAN Declaration on Strengthening Social Protection, 3) ASEAN Declaration on the Elimination of Violence Against Women and Children, 4) ASEAN Socio-Cultural Community Blueprint 2025, 5) ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, 6) Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals, 7) ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers, 8) ASEAN Guidelines on Gender Mainstreaming into Labour and Employment Policies towards Decent Work for All, and 9) ASEAN Gender Mainstreaming Strategic Framework 2021–2025. These frameworks encompass a scope of guidelines, declarations, and blueprints to ensure the well-being, safety, and equal treatment of women seafarers within the ASEAN region. Hence, the presence of ASEAN frameworks is essential in safeguarding women's rights amidst the threat of gender-based issues in the maritime industry.

The next objective of this study focuses on identifying the gender issues experienced by women seafarers in the selected ASEAN countries of the Philippines, Indonesia, and Singapore, which is accomplished using the ASEAN Gender Mainstreaming Strategic Framework 2021–2025 wherein an inclusive, participatory, and consultative methodology is applied. Through the experience and observation of the women seafarers from the Philippines, there are eight (8) identified gender-based

violence which is gender stereotyping and prejudice, gender discrimination, racial and gender discrimination, verbal gender-based violence, bullying and disrespect, psychological and emotional harassment, victim blaming, and sexual harassment in terms of physical, verbal, and non-verbal harassment. Filipino women seafarers often face gender stereotyping and prejudice rooted in traditional gender roles. Gender discrimination is also prevalent in the hiring and employment processes and often intersects with racial discrimination in international vessel settings. Other experienced gender-based forms such as verbal violence, bullying, psychological and emotional harassment, victim blaming, and sexual harassment, which are described as mistreatment and misconduct with inappropriate language, disrespectful behavior, and unwelcome advances, have detrimental effects on women seafarers' well-being. In this research study, the absence of gender issues among some respondents indicates that when the maritime working environment actively supports the presence of women on board, gender-related problems can be minimized; thus, it is crucial to cultivate a supportive work environment that encourages the inclusion and advancement of women in the seafaring profession.

Meanwhile, women seafarers in Indonesia suffered gender issues involving discrimination, harassment, bullying, isolation, and a fixed mindset. Discrimination in the forms of direct and indirect has unrivaled a hostile maritime workplace where harassment and bullying are rampant for Indonesian women seafarers. Moreover, the male-dominated shipboard environment leads to isolation and a fixed mindset among Indonesian women seafarers, causing psychological distress and self-doubt. Apart from these, Indonesian female sailors also faced challenges related to pregnancy, maternity, menstruation, hygiene, and the need to prove their abilities due to deep-rooted stereotypes constantly. On the other hand, Singaporean women seafarers

encountered gender-specific expectations, limitations, misconceptions, and stereotypes in the maritime industry. Gender limitations, misconceptions, and stereotypes vis-à-vis women's capabilities and suitability for seafaring careers have generated barriers to achieving their full participation and recognition in the maritime industry. Despite these challenges, Singaporean women seafarers have shown resilience and determination in breaking through these gender-related barriers and proving their competence at sea. These women's accounts shed light on the gender dynamics, stereotypes, and the determination of female seafarers to overcome obstacles and succeed in their careers. The identified gender-based issues in the selected ASEAN countries of the Philippines, Indonesia, and Singapore highlight how the gender dimension and migrant status became the factors that intensify inequality for women seafarers and hamper the protection and promotion of their rights in the maritime industry. The intersection of these two dimensions creates a complex set of barriers that disproportionately affect migrant women workers. As migrant workers, women seafarers encounter specific forms of exploitation rooted in their gender, which increases their vulnerability to various forms of violence and abuse. Hence, recognizing and addressing the gendered experiences of female seafarers through the aid of ASEAN Frameworks on protecting and promoting migrant women workers is essential to ensure women's rights are protected and promoted.

The other objective of this study revolved around the areas within the ASEAN framework that needs to be improved to promote decent working conditions specifically for women seafarers, which is attained through the women's narrative based on their experience in the maritime industry. In the ASEAN Framework, the areas for improvement include enhancing the Feedback Enhancement Policy, fostering the Gender Inclusion Integration for Maritime Workforce, developing the

Gender-Inclusive Maritime Ecosystem, advancing the Empowerment Education for Gender-Inclusive Maritime Preparedness, promoting the Empowerment Advocacy for Women Seafarers, establishing the Synergistic Partnership for Gender-Inclusive Maritime Industry, prioritizing the Mental Well-being Enhancement for Women Seafarers, implementing the Empowerment Accountability for Addressing Onboard Harassment, ensuring the Equitable Safety Enhancement for Women Seafarers, driving the Empowerment Education for Gender Equality and Safety, supporting the Work-Life Balance Enhancement for Women Seafarers, and leveraging the Digital Empowerment for Women Seafarers' Rights Advocacy.

Lastly, the main objective of this study is to examine how the ASEAN regional frameworks address the gender issues of women seafarers in the selected ASEAN countries of the Philippines, Indonesia, and Singapore. Initially, this is achieved through identifying the existing ASEAN frameworks which cover the protection and promotion of women's rights and determining the gender-based issues experienced by female seafarers in the maritime industry. Thereafter, this study found that the ASEAN frameworks address the gender issues experienced by women seafarers through the full realization and proper implementation of gender mainstreaming embodied with gender equality and women empowerment in the maritime industries of every member country. The presence of ASEAN frameworks empowers women seafarers to assert themselves against the barriers of gender issues and navigate their way toward decent working conditions in the shipping industry. The ASEAN organization offers frameworks equipped with the necessary mechanisms to engage member countries to design policies and establish measures that protect women seafarers from gender-based violence and promote decent working conditions in the shipping environment. The ASEAN framework also accentuates the significance of

capacity-building and training programs to amplify the female seafarers' skills and competencies, enabling women to advance their seafaring careers in the maritime sector.

Consequently, the contribution of this study to the ASEANOLOGY relies on the achieved objectives wherein it addresses the intersection of normative policies and women's narratives that engender a transformative process contributing to the advancement of the ASEAN framework. By intertwining established guidelines with the lived experiences and perspectives of women, this dynamic interaction generates a novel understanding that enriches the framework's scope and impact. This fusion of normative policies and personal narratives enhances the framework's responsiveness and relevance, enabling it to more effectively address gender-based challenges and foster a more inclusive and equitable environment within the ASEAN region.

Recommendations

Based on the above summary and conclusion, below are recommendations of the study to improve decent working conditions for women seafarers where gender-based issues are addressed, and women's rights are protected and promoted.

1. Educating women seafarers about ASEAN frameworks on women's rights protection and promotion is vital for empowering them, combating gender issues, and fostering decent working conditions. Thus, ASEAN and the maritime industry should devise mechanisms to educate women seafarers about the existence of ASEAN frameworks.
2. With the aim of advocating women's rights and building a platform for female seafarers' collective voice to be heard in the maritime industry, ASEAN countries should consider the establishment of a dedicated women seafarers'

association. This organization serves as a venue for a supportive and empowering entity that addresses the gender-based challenges faced by female seafarers and ensures equal treatment and opportunities for women.

3. To further support the professional seafaring career of female sailors, the ASEAN maritime industry should prioritize implementing gender-related training and courses, which should be included in the pre-departure orientation of women seafarers. These training programs should include education on anti-bullying policies, anti-harassment policies, and other gender-related issues, wherein educational materials on gender-based violence, gender equality, and women empowerment are included in newsletters and webinars.
4. It is suggested to design comprehensive psychological counseling programs tailored specifically for women seafarers to aid their mental and emotional challenges in a male-dominated profession. Additionally, establishing whistle-blowing hotlines onboard ships would provide a safe and confidential platform for women seafarers to report incidents of sexual harassment and ensure prompt action is taken. Furthermore, conducting surveys and exit interviews can serve as valuable tools to gather feedback from women seafarers, allowing for continuous improvement of policies and practices that support their rights and well-being.
5. The shorter contracts for female sailors must be considered as it promotes a healthy work-life balance for women seafarers, allowing them to pursue their career advancement while maintaining personal and family responsibilities. Furthermore, it is essential to provide proper safety equipment and gender-responsive personal protective equipment (PPE) to ensure the safety and well-being of women seafarers.

6. In further advancing the rights and empowerment of female seafarers, the ASEAN maritime industry should utilize social media to communicate effectively and increase awareness about women's rights and obstacles in gender issues.
7. ASEAN countries are highly encouraged to support the advancement of maritime educational institutions and its industry partnerships with manning companies since it can prepare women seafarers with the essential skills and competencies in their seafaring journeys. Furthermore, collaborative efforts between organizations supporting women seafarers and manning agencies are pivotal in fostering a supportive network, granting access to resources, and creating opportunities for women in the maritime sector.
8. ASEAN countries are encouraged to integrate ASEAN Frameworks and Gender Studies into the curriculum of maritime schools as it can play a pivotal role in shaping a generation of seafarers who are knowledgeable, sensitive, and committed to promoting gender equality in the shipping environment.
9. As the ASEAN member countries encompass a vast array of cultures and religions, each with its distinct traditions, beliefs, and practices, this study recommends that future researchers adopt culture and religion as critical lenses for studying and understanding the protection and promotion of women seafarers' rights in the ASEAN region. The profound impact of culture and religion on societal norms, gender roles, and attitudes towards women, the cultural and religious lens may shed light on the unique challenges and opportunities faced by women seafarers in the maritime industry.

In the end, the Philippines, Indonesia, and Singapore's maritime workplaces hold immense significance in the global seafaring industry. These ASEAN countries' rich maritime heritage, skilled seafarers, and commitment to addressing challenges contribute to its status as top seafaring-supplying and ship-owning countries worldwide. With continuous efforts to address gender-based issues, improve decent working conditions, protect women's rights, and promote inclusivity, these ASEAN countries strive to enhance its position and contribute to the sustainable growth and development of the global maritime sector.

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APPENDICES

APPENDIX A

Letter to the Respondent



Faculty of Management and Development Studies
UNIVERSITY OF THE PHILIPPINES
OPEN UNIVERSITY

Dear Respondent,

Greetings of peace!

I hope you are safe and healthy amidst this pandemic and the new normal.

I am April Rose I. Nalangan, a Human Resource Supervisor and Lead Quality Auditor at Magsaysay MOL Marine, Inc. Currently; I am enrolled at the University of the Philippines- Open University (UPOU) under the graduate program of Master of ASEAN Studies of the Faculty of Management and Development Studies (FMDS).

As part of the requirements for graduation, I am conducting a study on “**Navigating Gendered Waters: The Role of ASEAN Framework in Protecting and Promoting Women Seafarer’s Rights in the Maritime Industry.**”

With this, may I kindly request your participation in the in-depth interview? These interview questions cover basic demographics, ASEAN framework policies, work experience in the maritime industry, and other related issues in the seafaring profession.

Rest assured that all data gathered from you shall be kept at the highest level of confidentiality.

Your response to this request is greatly appreciated and is an invaluable contribution to the success of this study.

Thank you for your time and kind cooperation.

Sincerely,

April Rose I. Nalangan
Master of ASEAN Studies
Graduate Student

APPENDIX B

List of Respondents with Personal and Work Information

Alias	Age	Marital Status	Position/Rank	Years of Seafaring Experience	Type of Vessel Experience
Angel	23	Single	Engine Cadet	Less than one year	International Vessel ship
Bea	27	Single	Apprentice Deck Cadet	One year	Domestic Vessel ship
Cath	31	Married	2 nd Officer	Nine years	International Vessel ship
Dianne	26	Single	Apprentice Engineer	One year	Domestic Vessel
Esther	22	Single	Deck Cadet	Less than one year	International Vessel ship
Faith	29	Single	Chief Engineer	Eight years	International Vessel ship
Gina	27	Single	Adult Animation Assistant/Hosting	Two years	International Cruise ship
Hannah	31	Single	Waitress	Five years	International Cruise ship
Ira	24	Single	Deck Cadet	1 year & 3 months	International Vessel ship
Jasmine	23	Single	Deck Cadet	Less than one year	International Vessel ship
Kiara	29	Single	2 nd Officer	Ten years	International Vessel ship
Louise	40	Single	Third Electro-Technical Officer (ETO)	16 years	International Cruise ship
Mara	37	Single	3 rd Engineer	13 years	International Vessel ship
Naya	40	Single	Captain	19 years	International Vessel ship
Olivia	40	Married	Food & Beverage Hosting	Four years	International Cruise ship
Phoebe	43	Single	Assistant waitress	19 years	International Cruise ship
Quinn	30	Single mother	Stateroom steward	Five years	International Cruise ship
Rachel	31	Married	Food & Beverage Attendant.	Four years	International Cruise ship
Samantha	35	Single mother	Demi-Chef Pastry	Three years	International Cruise ship
Tessa	29	Married	Buffet Attendant	Two years	International Cruise ship
Valerie	44	With a partner and kids	Cabin Stewardess	20 years	International Cruise ship

APPENDIX C

Interview Transcription of Angel

Respondent: Angel

Date of Interview: January 02, 2023

Mode of Interview: Messenger

Researcher	Respondent	Code	Themes
Kindly share your experience being a woman in your seafaring profession.	<i>During those five months, we could really feel that there was special treatment for us. This special treatment always makes men jealous of us. However, we are still proving to them that we do not need any special treatment and can do whatever a man can do. We all know that this is a male-dominated profession, so we prove to everyone that we can do whatever they can do. Lastly, with the growing community of female seafarers, we can feel that we are somehow safe onboard.</i>	Male-dominated environment.	Verbal harassment, gender stereotyping, and gender discrimination in the assigned jobs.
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>Sometimes. They would just crack a joke out of nowhere, saying, "Why did you choose this profession? You can't stay long here," or "You should be in the other department because we need strength every man has in our department."</i>	Indecent jokes on gender roles	Proper and strict implementation of anti-harassment policy.
If yes, can you describe this/these experience/s?	<i>Although I have been trained and told about this a lot</i>	Crying and questioning oneself.	

Researcher	Respondent	Code	Themes
	<i>of times during my academy days, it still hurts a lot of times. I would just question myself if I really do belong in this profession and just cry alone. But despite every hurt, I remained calm and just smiled at them.</i> <i>So far, ma'am, I have not experienced any harassment.</i>		
How did you handle this/these experience/s?	<i>I have my buddy here, Lyra; she's my companion in everything here. We tell each other's problems so we comfort each other. When we do experience this, sometimes, lumalabas pagkamasungit namin kasi sobra na.</i>	Women are comforting to fellow women.	
Are you aware of any ASEAN framework, policy, or program which protects your rights in the maritime industry?	<i>No, ma'am- only company policies.</i>		
If yes, kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>No harassments. No man nor woman shall entry each other's cabin. I forgot the other things. But it mainly focuses on harassment.</i>	Focusing on harassment policy.	
How do these frameworks, policies, or programs address gender issues for women?	<i>Before we get on board, MOL Tokyo is already informing the ship that we will be boarding and some other introductions about us. So once the captain has received the information, he</i>	Informed policies.	

Researcher	Respondent	Code	Themes
	<i>will have a meeting with all the crew and inform them about these policies.</i>		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Yes, of course. Because there are still a lot of elder or older seafarers that do not understand why their female seafarers are onboard, promoting women's rights will help them understand that we are just like them and can do everything onboard.</i>	Promotion of women's rights.	
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>Implement more and remind everyone that there are already female seafarers working onboard. Do not just focus on harassment issues; also include discrimination.</i>	Implementation of Anti-Harassment Policies.	

APPENDIX D

Interview Transcription of Bea

Respondent: Bea

Date of Interview: January 06, 2023

Mode of Interview: Zoom

Researcher	Respondent	English Translation	Codes	Themes
Kindly share your experience being a woman in your seafaring profession.	<i>Owa ako masyado nakabaton its special treatment kasi maski bayi ka, dapat ubrahin mo gihapon ing duty. Sa experience ko, kung ano du naubra it eaki hay naubra ko man like gatiktik it kalawang kasi luma eon du barko. May mga officer's kami gahambae dati, "Walang babae-babae dito. Walang special treatment. Kung ano ang ginagawa ng lalaki, gagawin niyo rin." Pantay-pantay talaga. Ikaw mismo, nag-aalangan ka sa sarili mo kung hindi mo gagawin yun kasi yung mga kasama mo nag-iisp na may special treatment na nangyayari.</i> <i>Lagi kaming puyat kahit</i>	I have received too much special treatment because even as a woman, you should still perform your duties. Based on my experience, whatever tasks the men can do, I can do as well, like scraping off rust because the ship is old. We had officers before who would say, "No room for women here. No special treatment. Whatever the men do, you should do too." Equality for everyone. Even you yourself hesitate to not do it because your colleagues think there is special treatment happening. We are always sleep-deprived, even on short voyages. When we dock, we	Traditional gender roles	Gender discrimination in hiring and employment.

Researcher	Respondent	English Translation	Codes	Themes
	<i>short voyage. Pag dadaong na kami, dapat standby kami palagi kasi passenger ship. Palagi kaming naglilinis. Wala rin kaming day-off, tuloy-tuloy siya. Wala kasi kaming cook, yung mga cadets yung nagluluto. Wala kaming budget sa food. Wala ring water. Kahit lasang kalawang, iniinom naming kasi wala kaming tubig kapag hindi kami nakakadaong sa port. Kami nagpoprovide ng sarili naming food.</i> <i>Ang sabi nila, nagkakagulo yung barko pag may babae. Noong una kong sampa, ako lang yung babae dun. Mahirap kasi wala akong mapagtanungan. Depende sa babae kung paano mo ihahandle yung sarili mo kung kasama mo yung lalaki. Ngayon, may nagtatanong sa kin kung open pa ba ako</i>	should always be on standby because it's a passenger ship. We are always cleaning. We don't have days off; it continues. We don't have a cook; the cadets cook for us. We don't have a budget for food. We don't have water either. We drink rusty-tasting water because we don't have water when we're not docked at the port. We provide our own food. They say the ship becomes chaotic when there are women. When I first joined, I was the only woman there. It was difficult because I had no one to ask for guidance. It depends on the woman how you handle yourself when you're with men. Now, people ask me if I'm still open to working at sea because it seems like I don't want to anymore. It's like I deviated	Encouraging fellow women.	Women are empowering women.

Researcher	Respondent	English Translation	Codes	Themes
	magbarko kasi ako parang ayaw ko na. Parang naglihis na ako ng way. <u>Gusto ko siya dati kaso hindi ko siya napush kasi sa lahat ng agencies na nag-apply ako, ayaw nila kasi babae. Lalo sa guard pa lang, irereject kana agad. Nataqalan ako ng 1-year na hindi nakahanap ng trabaho. Noong nakahanap na ako ng work, Nawala na sa isip ko ang pagbabarko. Sayang yung mga certificates, training, and documents ko/</u> Matrabaho man ang ubra igto sa operation, gakutana man ako nga hamang nag seaman ako. Syempre ngani gatiktik kami it kalawang. <u>Gasink-in sa ang isip nga, baye ako tapos hamang daya ang napili na trabaho? Pero nakaya ko man datong trabaho sa sueod it 1 year ag may mga kaibahan</u>	from that path. I used to want it, but I couldn't pursue it because all the agencies I applied to didn't want women. Even at the security guard level, they would reject you right away. I had a hard time finding a job for one year. When I finally found work, I forgot about going to sea. My certificates, training, and documents went to waste. Even though the work is laborious in operations, I always wonder why I became a seafarer. Of course, we scrape off the rust. It sinks into my mind that I'm a woman, so why did I choose this job? But I managed to do the work for a year, and there were differences on board the ship that helped me with the tasks to make it easier. I had four women with me, all		

Researcher	Respondent	English Translation	Codes	Themes
	<i>man ako sa barko na nabuligan man ako sa mga trabaho para mapadali. May apat ako nga baying nakaibahan onboard, officers sanda tanan. Abi ko hay makaibahan ako nga bayi nga officer hay ilife-up na ako pero siya pa nga ang nagpapahirap. Iba yung treatment niya sa babaeng seafarers. Mas worst siya. Kaso siguro ienencourage niya ako na galingan ko pa para tumaas yung tingin ko sa sarili ko.</i>	officers. I thought that being a female officer would uplift me, but she made it even more difficult. Her treatment of female seafarers was worse. Maybe she was encouraging me to excel so that I would have a higher opinion of myself.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	Yes.	Yes.		
If yes, can you describe this/these experience/s?	<i>Tag nag-apply malang ako kase indi ako pasudlon it guards kase gani baye ako ag wa kuno sanda gabaton it baye. Wa gid</i>	I applied for jobs, but the guards wouldn't let me enter the manning office because I am a woman. I wasn't even able to submit	Discrimination in the hiring.	Gender discrimination

Researcher	Respondent	English Translation	Codes	Themes
	<i>an ako karanas it interviews kase gani naharang ako it guards.</i> <i>Nadismaya ako kasi nakaya ko gani nga maginter-island maski bukon its high technology du gamit, sa international pa kaya nga hi-tech eon.</i> <i>Nadiscriminate ako kasi tanan nga resume ko hay wa ko napasa kasi naharang eon its guard.</i> <i>Feeling ko kaya ko man galing wa eang nakaabot sa office du resumes. May classmate rin ako na babae dati mag-apply, mas matalino pa sakin kasi dean's lister.</i> <i>Kaso wa man maw nakapasa it resumes hay baye imaw.</i> <u><i>Kaya kahit anong talino mo, pag babae ka, walang kukuha sayo.</i></u> <i>Dati kung mag-apply hay ginausuyan ka nanda its backer du baye. Waa ko gasalig-salig sa</i>	my resume. I never experienced any interviews because I was blocked by the guards. I was disappointed because I was capable of working even in inter-island positions, even without high-tech equipment, so I thought I could handle international positions with advanced technology. I felt discriminated against because all my resumes were not accepted because the guards blocked me. I felt like I had the ability, but my resume never reached the office. I also had a female classmate who applied, and she was even smarter than me, being a dean's lister. However, her resume didn't pass either because she was a woman. So, no matter how talented you are, if you're a		

Researcher	Respondent	English Translation	Codes	Themes
	<i>backer hay kaya ko man ang sarili. Requirement gid a nanda du backer.</i> <i>Pero tag sa barko ako wala man ako nakaranas it genders issues kase gin ubra ko man ang part ag madya wa man baea ako nagpabebe o nag iinarte hay sayod ko man ang ginsudlan na trabaho ag napakita ko gid na kaya ko. Basi kung may una hay, nareport ko eon sanda. Mga mabuot mat an ang kaibahan.</i> <i>Whenever I try to apply for the job, I am not allowed by the guard to enter the manning office because I am a woman. I was not even able to submit my resume. I have a woman classmate who also experienced the same.</i>	woman, nobody will hire you. In the past, when applying, they would look for a backer for women. I didn't rely on having a backer because I believed in my own abilities. Backers were indeed a requirement for them. But when I was on board the ship, I didn't experience any gender issues because I did my part and contributed without acting overly feminine or being difficult. I knew the job requirements, and I showed that I was capable. If there were any issues, I reported them. Most of my colleagues were good-hearted and understanding.		
How did you handle this/these experience/s?	<i>Wa ko masyado gindibdib du natabo kase kung gin isip ko</i>	I didn't dwell too much on what happened because if I kept thinking	Trauma Rejection Stopped pursuing a	Experiencing trauma and facing rejection led her to halt her pursuit of a

Researcher	Respondent	English Translation	Codes	Themes
	<i>datong nangyari siguro hasta makara wa ghapon ako it progresses or trabaho it kakaisip ko basi sa trabaho ngato indi ko kaya. Siguro owa ako nagmove forward.</i> <i>Siguro hasta makara tambay gihapon ako kung gin inisip ko to kase datong profession ang ginapangarap dati tapos tag time na gina reject ako na realize ko na basi bukon ta ra its para kakon. Basi iba ta nga profession or trabaho ro para kakon so nag move on lang ako ag nag try lang ako it ibang trabaho.</i> <i>I stopped being a woman seafarer since I had a hard time looking for a job, even though it had been my dream since I was a kid. I was traumatized to pursue my career in the seafaring career.</i>	about it, maybe I wouldn't have made any progress or found a job in line with my aspirations. Maybe I wouldn't have moved forward. Perhaps I would still be stuck, contemplating, if I had dwelled on it because being a seafarer was my childhood dream, and every time I faced rejection, I realized that maybe it wasn't meant for me. Maybe there's another profession or job that is meant for me, so I just moved on and tried different jobs. I stopped pursuing my career as a woman seafarer because I faced difficulties in finding a job, even though it had been my dream since I was a child. I was traumatized by the challenges I encountered in pursuing a	seafaring career	seafaring career.

Researcher	Respondent	English Translation	Codes	Themes
		seafaring career.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>Kunta taw-a pa nanda it chances ro mga baye nga ga push na itry ro mga ueobrahon it eaki kase indi man namon bue on duyong trabaho ngaron kung indi namon kaya. Duyong profession hay ginusto man namon kunta. Na bisan kunta baye kami taw-a kami it chances ag indi man namon kailangan ro special treatment kase kaya man namon du ueobrahon it eaki.</i> <i>Kunta maging open minded sanda nga bukon porke baye kami hay indi namon kaya. Abong baye makara nga gabuoe makara it maritime course kunta hay indi nanda maexperience ang naagyan before na sa entrance pa eang hay naharangan eagi it guards kase wa kuno sanda ga hire it</i>	It would be great if they would give a chance to women who are determined to try jobs traditionally done by men because we are not inferior in any way when it comes to these tasks. We have actually chosen this profession. Even though we are women, we should be given a chance, and we don't need special treatment because we are capable of doing the same work. It would be good if they become open-minded and do not think that just because we are women, we are incapable. In fact, women can excel in maritime courses, but they have been hindered from experiencing it before, even at the entrance, because the guards supposedly didn't hire women. But as	Prejudice Inferiority Traditional gender role More opportunities for women	Challenging prejudice and overcoming feelings of inferiority associated with traditional gender roles are essential steps toward creating more opportunities for women.

Researcher	Respondent	English Translation	Codes	Themes
	<i>baye. Pero masayran mo man sa Crewing Manager hay gahire man gale. Gajudge abi du guard sa ang pang-eawason hay maniwang pero kaya ko man.</i> <i>To give a chance to women seafarers who pursue the work office dominated by men. We do not need special treatment. They should be open-minded that women can also do any work. Nowadays, there are a lot of women seafarers.</i>	you may know from the Crewing Manager, they actually do hire women. The guards may judge based on prejudices, thinking that women are incapable, but I know that I am capable. To give women seafarers an opportunity to pursue careers in a field traditionally dominated by men. We don't need special treatment. They should have an open mind and recognize that women are capable of any job. Nowadays, there are many women seafarers.		
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Dati kung mag apply ka gusto eagi nanda may experience ka, hay paaling kung fresh graduate ka palang ginausoyan ka eagi it experiences. Kaya gani nag apply ka kase need mo it experienced. Ag dati malisod mag usoy kung wa it backer</i>	Before, when you applied for a job, they always wanted you to have experience. It's frustrating because even if you're just a fresh graduate, they still demand experience from you. That's why when you apply, you need to have experience.	Frustration Seafaring experience	Her frustration grew as she navigated through her seafaring experience.

Researcher	Respondent	English Translation	Codes	Themes
	<i>hay gausoy sanda it backer.</i>	And in the past, it was difficult to get a job if you didn't have a backer; they prioritized those with backers. Work experience should not be a requirement for fresh graduate women seafarers. They should not only rely on having a backer.		

APPENDIX E

Interview Transcription of Cath

Respondent: Cath

Date of Interview: February 20, 2023

Mode of Interview: Zoom

Researcher	Respondent	English Translation	Codes	Themes
How many years have you been working as a seafarer?	<i>Nine years.</i> <i>Putol-putol iyong contract ko, nag-start ako 2011-2012 for my Apprenticeship as a Cadet and then after ng Apprenticeship ko nag take ako ng exam sa PMC at nakapasa ako noong 2013 and then after noon nag utility ako sa isang International company. Nag start ang kauna-unahang International company ko noong 2014, I was ratings that time. OS ako noon, isang contract lang 8-9 months lang ako noon. Tapos doon sa General Cargo na iyon ay hindi ako pinalad na mag akto at ayaw ko na bumalik sa pagka-ratings kasi napakahirap talaga ng buhay. Kaya</i>	Nine years. My contract was fragmented. I started in 2011-2012 for my apprenticeship as a cadet. After my apprenticeship, I took the PMC exam and passed it in 2013. After that, I worked as a utility in an international company. My very first international company was in 2014, and I was in the ratings position at that time. I was an Ordinary Seaman (OS), and I only had one contract for 8-9 months. Then, in that General Cargo vessel, I wasn't fortunate to act, and I didn't want to go back to the ratings position because life was really difficult. So, I transferred to another company and	Women promotion and retention.	They stay in the company as long as they feel protected.

Researcher	Respondent	English Translation	Codes	Themes
	<i>lumipat ako ng ibang company at na-promote ako bilang Junior 3rd mate sa Car Carrier, noong 2015.</i> <i>2015-2018 Junior 3rd mate ako and hindi naman ako na-promote as 3rd mate kasi yung kalahati na dapat na sahod ng 3rd mate is \$3,000 tapos iyong binibigay lang sa amin is \$1,700.</i> <i>Tapos iyong job is same lang, parang lugin-lugi ka naman tapos 9 months iyong contract. Samantalang, iyong regular 3rd mate is 6 months lang. So, nag decide ako na lumipat ulit.</i> <i>2018 ay na-promote ulit ako as full 3rd mate, itong present company ko Container Vessel. From 2018-Present is naka 5 contract na ako sa kanila. Na promote din ako sa current company ko as 2nd mate.</i>	was promoted to Junior 3rd Mate in a Car Carrier in 2015. From 2015 to 2018, I was a Junior 3rd Mate, but I wasn't promoted to 3rd Mate because half of the salary that a 3rd Mate should receive is \$3,000, but we were only given \$1,700. The job was the same, but it felt like I was at a disadvantage, and the contract was for nine months. Meanwhile, a regular 3rd Mate contract is only for six months. So, I decided to transfer again. In 2018, I was promoted again as a full 3rd Mate in my current company, a Container Vessel. From 2018 to the present, I have had five contracts with them. I was also promoted to 2nd Mate in my current company.		
Kindly share your experience	<i>Umpisahan ko muna sa</i>	Let me begin with the most	Challenging	Gender discrimination,

Researcher	Respondent	English Translation	Codes	Themes
being a woman in your seafaring profession.	<i>pinakamahirap. Pag nasa onboard ka tapos ikaw lang nag-iisang babae then pag may problema ka, wala kang mapagsabihan. And then kung problema lang psychology is mahirap talaga siya, minsan 14-20 crew is isa lang naman akong babae, napakahirap talaga.</i> <i>Hindi rin maiwasan na iyong iba ay susubok din sayo, yung mga ganung situation. Pero hindi naman iyong ang masyadong inaalala ko, mostly naeencounter ko iyong mga feeling matatagal na sa barko na alam na nila lahat. Tapos syempre babae ka, ang alam nila kaunti lang ang alam mo na hindi mo kaya yan. Doon pa lang parang dina-downgrade ka na nila. Kaya dapat ipakita mo sa sarili mo at sa kanila 10 times para din makasabay ka kasi kung hindi,</i>	challenging part. When you're on board, and you're the only woman, it becomes difficult because you have no one to confide in when you have problems. And when the issue is related to psychology, it's even harder because sometimes there are 14-20 crew members, and I'm the only woman. It's really tough. It's also unavoidable that others will try to test you in those kinds of situations. But that's not what concerns me the most. Most of the time, I encounter those who have been on the ship for a long time and think they know everything. And since you're a woman, they think you know very little and can't handle certain things. Right from the start, they treat you as if you're inferior. So, you have to prove yourself to them ten times over just to keep up	Less number of women onboard Feeling of inferiority	sexual harassment, verbal harassment, bullying, and disrespect from fellow Filipino seafarers. Gender issues persist even having an officer's rank.

Researcher	Respondent	English Translation	Codes	Themes
	ay kakayan-kayanin ka lang nila. Masayang part is yung maipakita ko na mas magaling ako sa kanila, katulad ng mga ratings ko na mas bata ako sa kanila pero kaya ko silang utusan which is hindi naman nilang pwedeng hindi-an kasi nga officer ako. Pero meron ding challenge pag bata kang Officer kasi matatanda yung uutosan mo ay hindi talaga madali yung ganon. Give and take din at kailangan mo din i-respect iyong decision nila at the same time na pag may inutos ka kailangan din gawin kasi at the end of the day is iyong responsibility is nasayo at wala sa kanila. Domestic ako nag-start sa inter-island, kasi mahirap lang naman kami. Iyong Mother ko is kumakayod lang din para maka-survive kami. Iyong allowance lang	because if you don't, they'll overpower you. The satisfying part is being able to show them that I'm better than them, like the ratings who are younger than me, but I can still give them orders, which they can't refuse because I'm an officer. However, there is a challenge when you're a young officer and the ones you give orders to are older, and it's not easy. It's a give and take, and you also need to respect their decisions while ensuring that the tasks you assign are carried out because, at the end of the day, the responsibility is on you, not on them. I started domestically, working on inter-island vessels because my family was financially struggling. My mother was also working	Disrespect The male target of gender issues. Verbal violence	

Researcher	Respondent	English Translation	Codes	Themes
	<i>naming sa inter-island is 250 pesos/month sobrang hirap talaga. Pero ang maganda lang doon is libre iyong pagkain naming. At katulad kong babae ako, wala kaming sariling kwarto natutulog lang ko doon sa mahabang sofa. Iyong biyahe naming is 7 AM-2 PM so iyon lang kami makakapagpahinga. Hamakin mo matutulog ako sa barko ma kasama yung mga tao na 'di ko naman kilala. Although iyong Kapitan naming napakabait talaga at prinoteksyonan talaga ako. Sa kanila kapatid lang talaga ang turing sakin, pero syempre tatlo kasa-kasama ko doon matutulog na lalaki na hindi ko pa naman masyadong kakilala, so far puro naman best ang experience ko doon.</i>	hard just to make ends meet. Our allowance for inter-island work was only 250 pesos per month, which was extremely difficult. But the good thing was that our meals were provided. And as a woman, we didn't have our own room; I would just sleep on the long sofa. Our trips were from 7 AM to 2 PM, so that was the only time we could rest. Imagine, I would sleep on the ship with people I didn't even know. However, our captain was very kind and protective of me. He treated me like a sibling, but of course, there were three other men sleeping there whom I didn't know much about, but overall, my experience there was mostly positive. When I joined a full crew composed mostly of Filipinos, that		

Researcher	Respondent	English Translation	Codes	Themes
	<i>Noong nasa full crew ako na puro Pinoy yung kasama, very challenging talaga yun. Doon mo maeencounter na ang babastos nila, wala silang pakikisama at pakialam sayo. Kahit babae ka, kahit may anak silang babae, hindi nila naiisip yun. Siguro masasabi ko from 1-10, 4 lang yung respectful na Filipino na lalaki. Yung 6, mga marites, sobra. Pero yung puti na nakasama ko, very respectful sa mga babae. May naencounter ako na worst before kasi namedical repatriation kasi sa kapitan. Nastress ako sa kanya. Alam mo yung bago ka pa lang sa position kaya 'di mo pa alam lahat yung responsibilidad. Napag-initan ako kasi paglipat ko dun, kakapromote ko lang as Junior Mate. Ipinasa sakín yun at tinanggap ko</i>	was very challenging. You would encounter their disrespect, lack of camaraderie, and indifference toward you. Even if you're a woman, even if they have daughters, they don't consider those factors. I can say that out of 10 Filipino men, only four were respectful. The other six were overly rude. But the foreigners I sailed with were very respectful towards women. I had the worst experience before due to a medical repatriation issue with a captain. I was stressed because I was still new to the position, so I didn't know all the responsibilities yet. He targeted me because when I transferred there, I had just been promoted as a Junior Mate. He passed that responsibility to me, and I accepted it	Discrimination in hiring.	

Researcher	Respondent	English Translation	Codes	Themes
	<i>kasi once in a lifetime lang na opportunity na bigyan ka ng promotion. Syempre Pilipino, doon talaga na iinggitan ka at may kapatid siya na 'di mapromote-promote na same company. Hamakin mo umaga pa lang, sinisigawan ka na. Yung makikita mo siya, manginginig kana. "Ano na naman kaya ang sasabihin nito? Ipapahiya na naman kaya ako nito?" Ako lang isang babae onboard nun. Kahit sa harap ng ratings o officers ko, sinisigawan niya ko. Second vessel ko pa lang yun sa international. Parang mahina pa lang loob ko, naggagain ka pa lang ng lakas. Tapos Pinoy pa. Nagrequest ako na gusto ko magpamedical kasi masama yung pakiramdam ko at masakit na batok ko. Tapos sabi niya sakin, "Hindi ka pa</i>	because it's a once-in-a-lifetime opportunity to be given a promotion. Of course, being Filipino, you would be envied, especially if they have siblings who haven't been promoted to the same company. Imagine, early in the morning, he would shout at me. Whenever I saw him, I would tremble, thinking, "What will he say now? Will he embarrass me again?" I was the only woman on board at that time. Even in front of the ratings and my fellow officers, he would shout at me. That was only my second vessel in the international setting. My confidence was still weak, and I was just starting to gain strength. And he was a Filipino. I requested to see a doctor because I felt unwell and had a headache. Then he told		

Researcher	Respondent	English Translation	Codes	Themes
	naman hinihimatay kaya 'di kapa namin dadalhin sa ospital, di pa kita ipapamedical." Syempre rights naming na crew yun if gusto naming magpamedical. Kaso 'di niya grinant. Kaya ako namedical repatriation kasi pinilit ko talaga makalabas sa Mexico. Sinabi ko sa Doctor yung problema at lahat ng nararamdaman ko na nahihilo ako, sumasama pakiramdam ko at hindi ako makatulog. Tinulungan ako ng doctor na mamedical repatriation. Gusto niya nga ITF kaso takot ako mawalan ng trabaho at matanggal sa company kasi bago pa nga lang ako kaya namedical repat ako. Kailan talaga kasi baka yung psychology ko, bumagsak na. Doon ko naisip na, 'di pala Pinoy yung tutulong sayo, sila rin ang babagsak sayo. Tapos Kapitan	me, "You're not fainting, so we won't take you to the hospital yet; I won't allow you to get medical treatment." Of course, as crew members, it's our right to seek medical attention if we need it. But he didn't grant my request. That's why I underwent medical repatriation because I insisted on leaving Mexico. I told the doctor about my problems and how I felt dizzy, had a worsening condition, and couldn't sleep. The doctor helped me with the medical repatriation. He wanted to involve the ITF, but I was afraid of losing my job and being dismissed from the company since I was still new, so I opted for medical repatriation. I realized that it's not the Filipinos who will help you; they can also bring you down. And he was the captain.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>pa yun. Dapat Kapitan yung magpoprotekta sayo. 'Di pa siya ganun katanda, 32 years old lang yun. Nakasurvive ako ng 3 months sa kanya. 'Di ko na kaya, kaya umuwi nalang ako.</i> <i>After ng medical repatriation ko, pinasakay nila ulit ako. Parang pampalubag loob lang at kumalma lang ako. Tapos sa next, meron na namang Kapitan na PMMA, same lang sa dati. Nagmumura pa talaga yun. Sasabihin, "Gaga ka. Gago ka." Lahat kami minumura nun ng harap-harapan. Sayang nga, 'di ako nakarecord. Ako pa yung isang babae dun sa barko ulit. Kapitan pa yung chichismis sakin tapos Pinoy pa. Pinauwi niya ako sa Kuwait kahit mahirap yung babae umuwi doon. Ganoon siya kalupit. 'Di na</i>	He should be the one protecting you. He wasn't even that old, only 32 years old. I survived with him for three months. I couldn't take it anymore, so I decided to go home. After my medical repatriation, they put me back on board. It was like a consolation, and I calmed down. But on the next vessel, there was another captain from PMMA, the same as before. He even cursed at us, saying, "You're a fool." He cursed at all of us openly. It's a shame I didn't record it. Again, I was the only woman on that ship. The captain was the one spreading gossip about me, and he was Filipino. He sent me back to Kuwait, even though it's difficult for a woman to return there. He was that harsh. I couldn't stay there anymore because I knew		

Researcher	Respondent	English Translation	Codes	Themes
	<i>ako tumagal doon kasi alam ko na 'di ako mago-grow. Napag-initan ako doon kasi puro scholar ng Kapitan yung nandoon. Nagpaalam ako kahit wala pa akong company na malilipatan. Ganoon kalakas yung loob ko. Samantalang, mahirap mag-apply pag babae.</i> <i>Noong nag-aapply ako, almost 100 companies yung naaplayan ko. Ang tagal kong nag-apply. Tumambay ako ng 9 months simula noong umalis ako sa company na yun. Palagi sinasabi sakin na hindi sila tumatanggap ng babae. Pag pinapasok ka nila sa office, sasabihan ka nila na maraming issues kaya 'di na tumatanggap ng babae, hindi naman pangtrabaho ng babae to. Sa security guard pa nga lang, haharangin ka nila at sasabihin sayo na bawal</i>	I wouldn't grow. I was targeted there because most of them were the captain's scholars. I asked for permission even though I didn't have another company to transfer to yet. I had the courage to do that. Meanwhile, it's difficult to apply as a woman. When I applied, I applied to almost 100 companies. It took me a long time to apply. They would always tell me that they don't accept women. When they let you inside the office, they would tell you that they have many issues, so they don't accept women, as it's not suitable to work for women. Even at the security guard, they would block you and tell you that women are not allowed there. So, I kept on transferring. Then, in V-Ship, I was held there. I didn't		

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	<i>yung babae dito. Kaya ayun, lipat-lipat lang. Tapos sa V-Ship, nahold ako. 'Di na ako nag-apply sa iba kasi ang pagkakaalam ko, tanggap na ako kasi tinanggap nila ang papers ko. Tapos in the end, noong inintroduce ako sa principal, 'di ako tatanggapin kasi hindi sila tumatanggap ng babae. Masakit talaga yun sakin.</i> <i>Nag 2nd Officer na ako, fulfillment siya kasi matagal ko na din pinangarap maging 2nd mate. Tapos na-promote kasi ako on-board before ako na-promote naka 6 contract na ako sa pagiging 3rd mate. Nagdaan ako sa pagiging Junior mate, 3rd mate for 5 contracts sa current company ko bago ako na-promote as 2nd mate. Pinilit ko talagang ma-promote on-board kasi pag hindi, sasabihin</i>	apply to other companies because I thought I was already accepted since they accepted my papers. But in the end, when they introduced me to the principal, they didn't accept me because they don't accept women. That was really painful for me. I am now a 2nd Officer, and it's fulfilling because I've dreamed of being a 2nd Mate for a long time. I was promoted on board after completing six contracts as a 3rd Mate. I went through being a Junior Mate and being a 3rd Mate for five contracts in my current company before being promoted to 2nd Mate. I really pushed for the promotion on board because if not, they would say to wait for the next contract. I tried twice to get promoted while on land, but		

Researcher	Respondent	English Translation	Codes	Themes
	<i>na naman nila na next contract nalang.</i> <i>Dalawang beses ko nang sinubukan magpa-promote habang nasa baba pero hindi talaga pinayagan, kaya hindi na ako pumayag na hindi ma-promote while on-board. Kahit gaano ka kagaling, kapag 'di ka nakikita ni Kapitan na nag-aaral, waley pa rin. Kaya inaabangan ko kung anong gising ni Kapitan at doon ako nag-aaral para makita niya ako.</i>	they didn't allow it, so I didn't agree to not be promoted while on board. No matter how skilled you are, if the captain doesn't see you studying, it's still not enough. So, I would wait for the captain to wake up and study at that time to be seen by him.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	Yes.	Yes.		
If yes, can you describe this/these experience/s?	<i>Meron, alam sa kada barko ko hindi nawawala iyong discrimination. Every vessel yan kahit matagal na akong nag-babarko. Pero ang difference lang is natutunan ko paano intindihin</i>	Yes, there is discrimination present on every ship I've been on, even though I've been sailing for a long time. But the difference now is that I've learned how to understand and avoid such issues. When I	Discrimination.	

Researcher	Respondent	English Translation	Codes	Themes
	<i>o iwasan ang ganoong issue. Kasi noong bata-bata pa ako dati mga year 2015 is lumalaban pa talaga ako at hindi nagpapatalo. Pero ngayon ang iniisip ko na lang is magkaroon ako ng peace of mind as long as hindi ka hinahawakan, hindi ka minamanyak or gino-gossip sa harap ko. Pag-gino-gossip ako, kinoconfront ko kaagad.</i> <i>About sa sexual harassment naman, simula noong naging 2nd Officer ako is binibigyan ko ng boundary iyong sarili ko lalo na sa mga ratings. Kasi napakahirap sa barko. Alam mo pag kakatok ka lang sa kabina kasi may kailangan ka sa isang crew, chismis agad iyon pag may nakakita sayo. Kaya kung may kailangan ako is pinapatawag ko na lang sa bridge or sa</i>	was younger, around 2015, I used to fight back and not let myself be defeated. But now, I focus on having peace of mind as long as no one harasses me, touches me inappropriately, or gossips about me in front of me. If someone gossips about me, I confront them immediately. Regarding sexual harassment, since I became a 2nd Officer, I have set boundaries for myself, especially with the ratings. It's very challenging on the ship. You know, even if you just knock on someone's cabin because you need something from a crew member, it immediately becomes gossip when someone sees you. That's why if I need something, I prefer to call them to the bridge or send a message to them in the crew mess. So,		

Researcher	Respondent	English Translation	Codes	Themes
	<i>crew mess ko na lang pinapasabi. Kaya ayun grabe, be careful talaga.</i> <i>Sa harassment naman is puro verbal, pero sa physical, wala naman.</i> <i>Palaging chinichismis kung may relasyon si ganyan dahil laging kasamang kumain or mag-duty. Tsaka sa social media naman is hindi kasi ako pala-post pag hindi grupo, kasi yung mga misis madali akong pag-selosan kaya umiiwas talaga ako.</i> <i>Pero dito ngayon sa Career Philippines is iyong mga babae is very protected kaya kaunting salita lang namin against sa kanila kahit walang ebidensya, malaki na ang laban naming doon. Kaya iyong mga lalaki ay palaging nagbe-behave pero mostly sa</i>	yeah, you have to be really careful. In terms of harassment, it's mostly verbal, not physical. People often gossip if there's a relationship because they see you always eating together or on duty together. As for social media, I don't post unless it's a group photo because the wives of the crew members easily become jealous, so I try to avoid that. But now, in Career Philippines, women are very protected, so even if we say a few words against them without evidence, we have a strong case. That's why the men always behave, but with the ratings, we still need to be cautious. When I had an all-Filipino crew, that was the most challenging because now I'm mostly with		

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	<i>mga Ratings iyon mag-iingat lang talaga.</i> <i>Noong nagkaroon ako na kasamang all pinoy crew, iyon talaga ang pinaka-challenging kasi ngayon puro kasama ko mga puti at very respectful talaga sila pero noong mga pinoy sobrang challenging.</i> <i>Doon mo ma-encounter na ang babastos nila, wala silang pakisama sayo, wala silang pakialam sayo tapos kahit babae ka, kahit may anak silang babae or whatsoever wala sila pake. Siguro from 1-10 ang masasabi ko lang na respectful na lalaki lang is 4. Meron pa akong isang na-encounter the worst kasi na Medical repat pa ako dahil sa Kapitan na iyon. Na-stress ako sa kanya, kasi pag bago ka pa lang sa position mo, hindi mo pa alam ang lahat yung about sa responsibilidad</i>	foreigners who are very respectful, but with Filipinos, it's extremely challenging. You encounter how rude they can be, how they don't care about you, even if you're a woman or have daughters, they don't care. Maybe out of 1 to 10, I can say only four men are respectful. I also had the worst experience with a captain, and I had to undergo medical repatriation because of him. I was stressed because I was new to the position and didn't know everything about the responsibilities. When I transferred there, I was suddenly promoted to Junior Mate, and he passed that responsibility to me. I accepted it because it was a once-in-a-lifetime opportunity. But, of course, being Filipino, I was envied because he had		

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	na iyon kasi pagkalipat ko doon is bigla na lang akong na-promote as Junior mate so ipinasa sakin ang responsibility e ako tinaggap ko kasi once in a lifetime opportunity lang iyon. Pero syempre ayon Pilipino, kinainggitan ako kasi may kapatid siyang hindi pa ma-promote promote sa same company. Umaga pa lang sinisigawan kana, iyong makikita mo pa lang siya mangiginig kana, ipapahiya kapa. Ako lang naman isang babae on-board tapos ipapahiya niya ako, sisigawan sa maraming tao kahit sa Ratings, sa harap ng mga Officers ko sinisigawan pa rin ako. Second vessel ko pa lang iyon sa International nandoon pa yung windang pa ako, pinapanatag mo pa lang iyong loob mo tapos iyong pa yung	a sibling who hadn't been promoted to the same company. Early in the morning, he would shout at me; just the sight of him made me tremble, and he would humiliate me in front of others, even in front of the ratings and my fellow officers. It was only my second vessel in the international setting, and I was still adjusting. And he was Filipino, which made it worse.		

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	ma-encounter mo tapos Pinoy pa. Nag-request pa ako na mag pa-medical kasi nga masama iyong pakiramdam ko, masakit na yung batok ko pero sinagot lang ako na, hindi pa naman hinihimatay hindi pa naming dadalhin sa Ospital, hindi pa kita ipapa-Medical pero syempre rights namin ng crew iyon pero hindi niya grinant. Ginawa ko, pinilit ko talaga lumabas nasa Mexico iyon, at sinabi ko sa Doctor kung bakit ako nahihilo, hindi ako makatulog kasi nga stress na ako sa Kapitan. Tapos iyong ginawa ng Doctor is tinulongan niya ako na mag Medical repat at gusto niya pa mag ITF, pero ako syempre takot rin mawalan ng trabaho sinabi ko na lang na mag pa-Medical repat na lang. Doon ko lang din naisip na Pinoy pala ang magpapabagsa			

Researcher	Respondent	English Translation	Codes	Themes
	<i>k sayo, imbis na tumulong sayo tapos Kapitan pa iyon.</i>			
How did you handle this/these experience/s?	<i>For example, sa verbal harassment, meron akong nakasamang puti-Romano na sinigawan ako sa harap ng maraming crew kasi napag-initan ako. Alam mo naman, pag babae ka, madali ka mapag-initan. Tapos narinig ng mga Pinoy crew din kasi inutusan ako at na-radio iyon pero hindi ko ginawa kasi hindi ko naman talaga alam gawin, kaya ang ginawa ko sinigawan ko rin pabalik dahil ang paniniwala ko na hindi pwedeng tapak-tapakan ang pagkatao ko kahit pa sabihin natin Senior ko siya. Pero ang nangyari is pinatawag ako ni Kapitan at nag closed door meeting kami. Pinagsabihan ako, pero ang response ko naman, pwede naman akong kausapin ng personal at</i>	For example, in terms of verbal harassment, I had an experience with a white-Romanian crew member who shouted at me in front of many crew members because he took a dislike to me. You know, as a woman, it's easy to become a target. The Filipino crew members also heard it because I was given orders, and it was communicated over the radio, but I didn't do it because I really didn't know how to do it. So, what I did was shout back at him because my belief is that my dignity shouldn't be trampled on, even if he's my senior. But what happened was the captain called me, and we had a closed-door meeting. I was reprimanded, but my response was that he could	Verbal harassment Foreign	

Researcher	Respondent	English Translation	Codes	Themes
	<i>hindi naman kailangan pahiyain ako sa mga crew na nandoon.</i> <i>Yung isa pang experience ko with bading. Wala akong problema sa mga bading. Pero first ko nakasama, ako na namimintura, nagtitiktik ng kalawang, at naghuhugas sa kusina kasi Ordinary Seaman ako that time. Pagod na yung kamay ko at babasain pa. Nakakapagod noon. Habang namimintura ako, sinabihan niya ako na pag nawala ako sa barko, gaganda na yung barko namin. Akala niya, ikokompetensiy a ko siya.</i> <i>Hinahandle ko iyong mga ganitong bagay, first, mahabang pasensya talaga pero natutunan ko na to dahil na din sa experiences. Sa barko, kailangan 100x, 'di ka mauubusan ng pasensya. Kasi kung maubos at</i>	have talked to me personally, and there was no need to embarrass me in front of the other crew members present. Another experience I had was with a gay crew member. I have no problem with gay individuals. But when I was with him, I was doing the painting, rust scraping, and kitchen cleaning because I was an Ordinary Seaman at that time. My hands were tired, and they would get wet. It was tiring. While I was painting, he told me that once I was gone from the ship, our ship would look better. He thought I was competing with him. I handle these kinds of situations by first having a lot of patience, which I learned through experience. On a ship, you need 100 times more patience.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>papatol ka, magkakasakitan nalang. Hindi naman ako pwede sumuntok at 'di rin ako makakasuntok.</i> <i>Second, hindi ko na lang din pinapansin ang mga bagay-bagay.</i> <i>Halimbawa, pag chinichismis ka nila na may relasyon ka kay ganyan. Pero ang ginagawa ko na lang is kinakausap ko na lang nang direktahan iyong tao para matapos na agad ang usapan. Pag may meeting kami, kinoconfront ko si Kapitan at yung mga crew. Sabi ko, "Ako lang yung isang babae rito, syempre kailangan respetuhin niyo ako dito. Any verbal discrimination, isusumbong ko agad kayo sa Kapitan at sa company. Una pa lang, nagbibigay na agad ako ng gusto ko.</i> <i>Third, nakikisama ako</i>	If you run out and engage, it will just lead to violence. I can't throw punches, and I shouldn't. Secondly, I try not to pay attention to these things. For example, when they gossip about me having a relationship with someone. But what I do is I talk to the person directly to put an end to the conversation quickly. When we have meetings, I confront the captain and the crew members. I tell them, "I'm the only woman here, so you need to respect me. If any verbal discrimination occurs, I will immediately report to the captain and the company. Right from the start, I make my preferences known. Thirdly, I try to get along with them, but within limits. I set boundaries from the beginning and clearly		

Researcher	Respondent	English Translation	Codes	Themes
	<i>sa kanila pero limited lang. Nagse-set ako ng boundaries sa simula pa lang at sinasabi ko talaga sa kanila na ganito ang gusto ko, hanggang dito lang tao. Tapos sinasabi ko talaga na isusumbong ko agad kay Kapitan at sa Company mismo if may mangyayaring bagay na lalagpas sa <u>boundaries</u> ko. Pero nakikisama pa rin ako lalo na may mga oras na may party sa barko pero pag may inuman nandoon lang ako sa cabina ko doon ako umiinom, maliban na lang pag Christmas or New Year ay kailangan talaga sumama ako kasi may toast doon.</i>	state what I want and up to where people should go. I also make it clear that I will report any incidents that go beyond my boundaries to the captain and the company. But I still get along with them, especially during times when there's a party on the ship. But when there's drinking, I stay in my cabin and drink there, except during Christmas or New Year's when I really have to join because there's a toast.		
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	<i>Familiar ako sa Protection of Migrant Workers pero hindi ako familiar sa ASEAN Framework on Women Migrant Workers.</i>	I am familiar with the Protection of Migrant Workers, but I am not familiar with the ASEAN Framework on Women Migrant Workers.	Not familiar	No familiarity with ASEAN Framework.

Researcher	Respondent	English Translation	Codes	Themes
How about any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>Pagdating sa MARINA, wala talaga. Pero nakarating sa POEA iyong reklamo ko about sa Kapitan, tsaka may naririnig lang ako about sa GABRIELA. Pero, hindi na rin na push through yung reklamo about sa Kapitan kasi pag tinuloy ko malaki ang chance na matanggap ako sa company sa kadahilanang ayaw din ng company na masangkot iyong name nila sa ganoong issue.</i> <i>Actually, hindi lang naman ako ang nakapag-reklamo sa company ko before pero marami na din nagtangkang mag-reklamo. May mga pisikal din. Pero hindi rin matuloy-tuloy dahil may samahan silang mga PMMA na sobrang tataag na hindi mabalibali. Nagtatakipan sila sa mga kasalanan ng kada isa, pinoproteksyon an nila ang isa't</i>	When it comes to MARINA, there's really no assistance. However, my complaint about the Captain reached POEA, and I've also heard about GABRIELA. But the complaint about the Captain didn't push through because if I pursued it, there's a high chance I would be terminated by the company because they don't want their name involved in such an issue. Actually, I wasn't the only one who filed a complaint in my company before; many others attempted to complain as well. There were even physical cases. But it didn't progress because they have a strong association with PMMA that cannot be easily broken. They cover up each other's wrongdoings, protect one another, and settle things internally to	Victim-blaming	Victim-blaming is still a recurring issue when it comes to gender issues experienced by women.

Researcher	Respondent	English Translation	Codes	Themes
	<i>isa, at ise-settle na lang inside the company para walang lumabas.</i> <u><i>Ang sakit lang at lungkot at the same time kasi ayaw kang paniwalaan dahil takot silang mawalan ng Kapitan compare naman sa akin na Junior mate lang na madali nilang mahanapan ng kapalit. Sino ba naman ako, Junior Mate lang ako? Tuloy-tuloy yan. Maraming harassment sa company na yun.</i></u> <i>Unlike sa company ko ngayon na ang lakas ng proteksyon namin sa mga ganitong uri ng harassment kaya nagtagal ako. Malungkot ako sa mga babae na nagstay kasi alam ko na wala silang voice. Unlike ngayon sa company ko, napakalakas ng proteksyan. Kaya nagtagal din talaga ako sa kanila.</i>	prevent anything from leaking out. It's painful and sad at the same time because they refuse to believe you, fearing that they might lose the Captain, compared to me, just a Junior Mate who can be easily replaced. Who am I, just a Junior Mate? It continues like that. There's a lot of harassment in that company. Unlike my current company, where we have strong protection against this kind of harassment, that's why I stayed for so long. I feel sorry for the women who stayed because I know they have no voice. It's different in my current company; the protection is very strong. That's why I really stayed with them. They stay in the company as long as they feel protected.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>They stay in the company as long as they feel protected.</i>			
Based on your known framework, policy, or program, were you able to avail any of them?	<i>Sa GABRIELA, wala akong na-avail, nalaman ko lang ito dahil sa kapatid ko na nakaexperience same nang naexperience ko. Hindi nagtagal yung ate ko kasi sa bullying sa company na yun. Nagka-idea lang din ako about sa GABRIELA kasi may mga ibang babae na same company sa Höegh lines na nagreklamo against sa kanila about sa sexual harassment. Kasi sinusulong gender equality para sa mga babae. Gumawa ng letter of complaint ang GABRIELA against Höegh lines asking for explanation. Matagal at malakas na association ang GABRIELA sa Pilipinas para sa kababaihan.</i> <i>Sa POEA naman wala din masyado kaso</i>	<i>In GABRIELA, I didn't avail of any services. I only learned about it through my sister, who had a similar experience to mine. However, my sister didn't stay long in that company due to bullying.</i> <i>I became aware of GABRIELA because there were other women in the same company, Höegh Lines, who complained about sexual harassment. GABRIELA advocates for gender equality for women, and they wrote a letter of complaint against Höegh Lines, asking for an explanation. GABRIELA is a strong and long-standing association in the Philippines that fights for women's rights.</i> <i>As for the Philippine Overseas Employment Administration (POEA), there</i>	Promotion issues for women.	<i>Promotion due to gender preference for the position is one of the reasons why women choose to leave their careers in the maritime industry.</i>

Researcher	Respondent	English Translation	Codes	Themes
	<i>hindi ko na rin pinush-through yung reklamo dahil takot din akong mawalan ng trabaho that time at akala ko hindi na nila ako papasakayin pa ulit pero pinasakay naman ako yun nga lang hindi na ako na-promote as 3rd mate. After one contract, gusto na naman nila ako mag 3rd mate kaya 'di na ako pumayag at umalis nalang ako. 'Di ako maglevel up dun.</i>	weren't many cases. I didn't push through with my complaint because I was afraid of losing my job at that time, and I thought they wouldn't let me board a ship again. However, they did let me board another ship, but I wasn't promoted to the position of a 3rd Mate. After one contract, they wanted me to become a 3rd Mate again, but I declined and decided to leave. I realized that I wouldn't be able to advance in my career there.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Magaling yung POEA dahil may legal counsel sila na doon kami dumiretso kasi inaaddress nila yung issues, pina-follow up ka nila kung gusto mo ituloy yung reklamo. Hinihikayat ka talaga nila na ituloy ang case para matuto ang company at sayang kung hindi mo mabigyan ng justice ang</i>	The Philippine Overseas Employment Administration (POEA) is commendable because they have a legal counsel that we can directly approach to address our issues. They follow up with you if you want to pursue the complaint. They really encourage you to continue the case so that the	Women seafarers' organization.	Implementation of women seafarer's organization.

Researcher	Respondent	English Translation	Codes	Themes
	<i>napagdaanan mo.</i> <i>Pero ako gusto ko pa rin bumalik ng barko, natakot na din ako baka mawalan ako ng trabaho at kinausap na din ako ng company ko kaya wala akong choice kung hindi mag withdraw. Very helpful talaga sila kasi kahit papaano may tatakbuhan ka sa problema mo. Sa gender issue kasi hihikayatin ka talaga nila na ipush through ang case, pero sa case ko naman is ako talaga yung problema kasi inatras ko dahil takot akong mawalan ng trabaho sa company ko before.</i> <i>Hindi lang talaga vocal iyong sa POEA pero pag nagkaroon sila ng organization para sa mga babae sa Maritime, napakalaking tulong kasi for sure maraming babaeng makikinabang</i>	company learns from it, and it would be a waste if you don't get justice for what you've been through. However, I still want to go back to working on ships. I became afraid that I might lose my job, and my company also talked to me, so I didn't have a choice but to withdraw the complaint. They are very helpful because at least you have someone to turn to with your problems. Regarding gender issues, they really encourage you to push through with the case. But in my case, I was the problem because I backed out due to fear of losing my job with my previous company. The POEA may not be very vocal, but if they establish an organization for women in the maritime industry, it would be a huge help		

Researcher	Respondent	English Translation	Codes	Themes
	<i>kasi marami talagang babaeng naabuso pero hindi lang nila alam kung saan sila magsusumbong kasi takot rin sila mawalan ng company at ma-blocklist sa lahat ng shipping companies. Yun yung problema sa Filipino mentality na ayaw ka na nila tanggapin kung may issue ka sa previous company mo without knowing kung bakit nagkaroon ng issue. Ang sisi kasi palagi, nasa babae. Sasabihin nila, kasi ang babae ang 'di umiiwas. But actually, ginagawa naman naming lahat. Umiiwas kami, yung mga lalaki talaga. Kahit walang ginagawa yung babae, sa babae pa rin yung sisi.</i>	because many women have been abused but don't know where to seek help because they are also afraid of losing their jobs and being blacklisted by all shipping companies. That's the problem with the Filipino mentality; they don't want to accept you if you have issues with your previous company without knowing why the issue arose. The blame is always placed on women. They would say that women don't avoid such situations. But actually, we do everything we can to avoid them; it's the men who don't. Even if the woman did nothing wrong, the blame still falls on her.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks,	<i>Para sakin napakaimportante yung social media. Yung mga social media influencers maging</i>	For me, social media is very important. Social media influencers should also become advocates for	Social media.	Utilization of social media for advocacy of women empowerment for female sailors.

Researcher	Respondent	English Translation	Codes	Themes
policies, or programs?	<i>Advocate din sila sa pag palaganap ng women's rights. Tumulong sila sa pagpromote ng vision and objectives.</i> <i>Kasi sa social-media mas madali at maraming access ang mga tao na mas mapapadali ang pagpapaalam sa kung ano ang nangyayari. Katulad ng sa Facebook Page namin sa current company ko. Kaya rin kami nakilala dahil sa Facebook Page.</i> <i>Minsan ako din yung nagpo-post doon about sa experiences naming sa iba't-ibang seaman na nakakasama naming sa barko para mapaalam naming sa ibang tao kung ano yung mga experiences namin sa barko.</i> <i>May organization kami sa AMOSUP pero nagkikita lang naman kasi yun during</i>	spreading women's rights. They can help promote the vision and objectives. Because on social media, it's easier and more accessible for people to stay informed about what's happening. Just like our Facebook Page in my current company, that's how we gained recognition. Sometimes, I'm the one who posts there about our experiences with different seafarers we've encountered on board to inform others about our experiences at sea. We have an organization in AMOSUP, but we only meet during International Women's Day. We just gathered to say hi and hello. That's it, we come together, but there's no real push for women's advocacy. It would be great if there was		

Researcher	Respondent	English Translation	Codes	Themes
	<i>International Women's Day. Doon lang kami nagkikita to say Hi and Hello. Yun lang, nagsasama-sama lang pero wala talagang nagpupush through ng women advocay. Maganda sana katulad ng GABRIELA kasi ginagawan talaga ng action. Meron sanang ganoon na puro maritime lang kaso wala. Malaking bagay sana yun sa mga babaeng nagseseaman.</i>	something like GABRIELA that takes concrete action. It would be a significant contribution specifically for women in the maritime industry.		
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Magkaroon ng isang association/pro grama lalo na para sa mga babae kasi napalaking bagay na magkaroon ng counseling before on-boarding just like psychological counseling kasi mapapaalam sa kanila ng kapwa nila babae mismo na may mga experiences na sa barko kung ano ang dapat nilang gawin. Maganda na may</i>	There should be an association/pro gram specifically for women because it would be significant to have counseling before onboarding, such as psychological counseling, where fellow women who have experienced life at sea can advise them on what to do. It's important for them to have someone they can confide in	Women seafarers' organization.	Implementation of women seafarer's organization.

Researcher	Respondent	English Translation	Codes	Themes
	<i>mapagsasabiha n sila ng someone who can relate.</i> <i>If ever na mangyari sa kanila yung same situation. Hindi talaga sapat ang MARINA page lang kasi limited lang na tao ang may alam doon, unlike pag may focus organization mas mapapalaganap ang iba't ibang uri ng impormasyon at matutuonan ng pansin ang isang bagay.</i> <i>Sa promotion onboard or onshore, regardless sa gender, kahit sobrang talino mo pero hindi ka nagpapakita ng consistency at napapakita mo na deserving ka sa mga Officers mo, hindi ka talaga mapromote. Need lang talaga mag-improve ka sa sarili mo. Dapat consistent ka.</i> <i>Sa naexperience ko dati sa pag-apply yung</i>	who can relate to their experiences. Relying solely on the MARINA page is not sufficient because only a limited number of people are aware of it, unlike having a focused organization that can disseminate various types of information and draws attention to specific issues. When it comes to promotions onboard or onshore, regardless of gender, even if you are highly skilled, if you don't demonstrate consistency and show that you deserve the trust of your superiors, you won't be promoted. Self-improvement is essential, and consistency is key. Based on my past experiences with job applications, the problem often lies with the company itself,		

Researcher	Respondent	English Translation	Codes	Themes
	<i>problema na is sa Company talaga, just like sa mga Hapon at pag may bad experiences ka hindi ka na talaga matatanggap. Parang culture talaga nila na ayaw ng babae sa barko. Kaya need talaga ng government na mag step up para tulungan ang mga babae sa maritime. Kasi ang problema sa government magaling lang silang kumuha ng pera sa mga marino at sa benefits, pero sa ikakaunlad ng mga seafarers is wala talaga.</i> <i>Kasi kung ako lang, kahit may million followers pa ako at kung walang tutulong sakin galing sa government, mahirap iusad yun.</i>	especially when it comes to Japanese companies. Once you have a bad experience, they won't accept you anymore. It seems to be part of their culture to be unwelcoming towards women at sea. That's why the government needs to step up and support women in the maritime industry. The problem with the government is that they excel at collecting money from seafarers and providing benefits, but they don't contribute much to the progress of seafarers. Because personally, even if I had millions of followers, if I don't receive support from the government, it would be difficult to make progress.		

APPENDIX F

Interview Transcription of Dianne

Respondent: Dianne

Date of Interview: March 07, 2023

Mode of Interview: Face-to-face

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
Kindly share your experience being a woman in your seafaring profession.	<i>Mahirap kasi yung kasamahan mo sa department puro lalaki. Yung iba dun, iba-iba yung ugali. Kung magkamali ka ng move, magiging victim ka ng sexual harassment. If hindi mo sila kaclose, iba yung treatment sayo. Pero may mga co-apprentice ako na same school kaya hindi naging okay yung experience ko regarding sa mga officers ko onboard.</i> <i>Yung work, mahirap siya bilang babae kasi yung bigat ng makina onboard at pag-maintenance ng makina, hindi ka pwede maging babae na maselan. Kasi yung langis, mga grasa, kailangan imaintain yung</i>	It's difficult when your colleagues in the department are all men. Each of them has a different attitude. If you make a wrong move, you become a victim of sexual harassment. If you're not close to them, they treat you differently. But I have some co-apprentices from the same school, so my experience regarding my onboard officers wasn't okay. The work is tough for women because the machinery onboard is heavy, and machine maintenance requires you to be not delicate as a woman. You need to maintain the cleanliness of the machines, including the oil and grease. So,	Different treatment from men	Gender discrimination

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>linis ng mga makina. Kaya pag may talsik sa engine room, kailangan iwash-paint at imaintain yung cleanliness and orderliness. Lalo na yung mga materials na pangrepair, mabibigat siya. Bilang babae, kailangan mag-adjust. Minsan, ititreat ka nila na heto nalang gawin mo kasi heto ang magaan para sayo. Binabased nalang nila sa tingin nila ang kaya mo nalang gawin. Ang pinapagawa nalang sakín noon, yung documentation nila, yung requests ng mga supplies, at pagcheck ng materials pag kailangan na magrepair or washpaint. Pag underway, before departure and during bellbook, yung pagrecord ng commands ng Kapitan. Yun yung pinapatrabaho sakín kasi babae ako. Pag may activity like paglilinis ng airfilter na</i>	when there's a splash in the engine room, it needs to be washed, painted, and maintained for cleanliness and orderliness. Especially the repair materials, they are heavy. As a woman, you need to adjust. Sometimes, they would assign you tasks that they think are lighter for you. They base it on their perception of what you can handle. They assigned me to handle their documentation, supply requests, and checking of materials for repairs or wash painting. During underway, before departure, and during bell book, I recorded the captain's commands. They assigned me to do these tasks because I'm a woman. When there's an activity like cleaning the heavy air filter, I need to have someone with me; I can't do it		

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>mabigat, kailangan may kasama ako, hindi pwede na ako lang. Pag sa documents, pinabayaan ka nila mag-isa.</i> <i>After ng apprenticeship, hindi ako makaproceed because of financial. Kailangan mo bayaran lahat ng tuition fee at expenses mo before irelease ng school yung documents mo. Kailangan mo rin magbayad sa review center para sa exam. One-year bago ko natapos lahat yun kaso nagka-pandemic naman.</i> <i>Unsure na bumalik pa ako sa pagbabarko kasi ang daming license na kailangan. Sa MARINA, sobrang daming trainings na costly. Kailangan talaga malaki yung allowances mo kasi may training sa STCW, MARINA, company. May</i>	alone. When it comes to documents, they let me do it on my own. After the apprenticeship, I couldn't proceed due to financial constraints. You need to pay all your tuition fees and expenses before the school releases your documents. You also need to pay for the review center for the exam. It took me a year to complete all of that, but then the pandemic happened. I'm unsure if I'll return to working on a ship because there are so many licenses required. In MARINA (Maritime Industry Authority), there are numerous costly trainings. You really need a significant allowance because of the training in STCW (Standards of Training, Certification, and Watchkeeping),		

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>board and lodging kapa. Magastos talaga siya, kailangang paghandaan. Gusto ko pa rin maexperience yung international vessel if given the chance. Kaso tumatanda na rin yung parents ko kaya risk siya. Hindi na nila kaya magpa-aral sakin. Pag onboard, iba pa yung lahi na kasama mo. Kaya yung mama ko, ayaw na talaga. Pinoy pa nga lang, iba na yung trato sayo na kababayan mo. Paano pa yung ibang lahi.</i>	MARINA, and the company. There are also board and lodging expenses. It's really expensive and needs thorough preparation. I still want to experience working on an international vessel if given the chance. However, my parents are getting older, so it's a risk. They can no longer support my education. Even when you're onboard, it's different when you're with people of a different nationality. So, my mother really doesn't want me to pursue it. Even with fellow Filipinos, the treatment is already different. How much more with other nationalities?		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>Yes, but in other departments.</i>	<i>Yes, but in other departments.</i>		

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
If yes, can you describe this/these experience/s?	<i>Sa navigational department may apprentice na gay na may nakarelasyon na apprentice na guy. Tinutukso nila na kahit personal na yung inuutos sa kanila katulad ng paglaba ng gamit ay ginagawa niya kasi gay siya. Pinagtritripan siya. Sa kanya, hinahayaan niya nalang para 'di lumaki.</i> <i>After ng apprentice, doon na ako nakaexperience ng gender issues sa pag-aapply. Sinasabi nila na mas kailangan pa rin ang male onboard kaysa sa female. Madalang at konti lang yung shipping company na tumatanggap ng women seafarers.</i> <i>There is a regret why I choose this kind of job. Ang hirap mag-apply tapos yung ang mahal ng gastos sa pag-aaral ng seaman. Sobrang hirap mag-apply para</i>	In the navigational department, there is an apprentice who is gay and has a romantic relationship with a male apprentice. They are teased, and even personal tasks like doing laundry are assigned to him because he is gay. They make fun of him. He just let it slide to avoid making the situation worse. After the apprenticeship, that's when I experienced gender issues in job applications. They say that males are still more needed onboard than females. Very few shipping companies accept women seafarers. There is regret in choosing this kind of job. It's difficult to apply, and the expenses for studying to become a seafarer are quite high. It's so hard to apply just to practice	Few shipping companies accept women seafarers. Regret	Regret settled in as she realized that only a few shipping companies were willing to accept women seafarers.

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>lang maiakto mo yung profession mo. Sana kung alam ko lang na kaunti lang yung tumatanggap ng babae, nag-ibang course nalang ako. Kahit tumatanggap ng babae yung company, kung wala kang kakilala sa loob, hindi ka rin madaling makakasampa. Sa course namin, mas madaling makasampa yung HRM graduates kaysa sa marine courses. Siguro dahil sa standard at mas maraming cruise ships kaysa sa cargo vessels. Mas priority pa rin nila ang male onboard at HRM graduates.</i> <i>Sa navigational department, mayroong isang apprentice na girl na napromote kasi may something sila ng 2nd Mate. Parang ang gaan lang ng trabaho niya. Pag deck apprentice ka</i>	your profession. If I had known that very few companies accept women, I would have chosen a different course. Even if a company accepts women, it's still not easy to get on board if you don't have connections inside. In our field, HRM (Hotel and Restaurant Management) graduates find it easier to get on board compared to marine courses. Perhaps it's because of the standards and the fact that there are more cruise ships than cargo vessels. They still prioritize males onboard and HRM graduates. In the navigational department, there is a female apprentice who got promoted because she has something going on with the Second Mate. Her work seems so easy. As a deck		

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>kasi during departure, kailangan gising ka palagi. Pero siya, kahit departure or arrival, hindi siya gumigising. Okay lang din naman sa Officers, hinahayaan lang. Unfair lang sa ibang apprentices na babae. Kahit sa Steward Department, ganoon din. There is a company, MERSK, which has vessels with a lot of women seafarers onboard. But yung inaaccept na applicants ay recommended ng Senior Officers or Relatives. Tumatanggap naman sila ng babae kaso dapat may matagal ka na onboard experience bago ka maka-apply sa kanila.</i>	apprentice, you always need to be awake during departure. But she doesn't wake up even during departure or arrival. The officers just let it slide. It's unfair to other female apprentices. The same goes for the Steward Department. There is a company called MERSK that has vessels with a lot of women seafarers onboard. However, they only accept applicants who are recommended by senior officers or relatives. They do accept women, but you need to have extensive onboard experience before you can apply to them.		
How did you handle this/these experience/s?	<i>Parang binibiro ko nalang sila na, "Paano ako matututo kahit theoretical or experience sa makina kung</i>	It's like I'm just joking with them, saying, "How can I learn the theoretical and practical	Humor as Coping Learning and Machinery Observational Role	Coping Mechanisms: The use of humor as a coping mechanism to navigate

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>hindi ako mag-aakto?" Kaya pinapanood ko nalang sila. Taga-abot nalang ng magagaan na bagay na kailangan. Kailangan ko nalang i-accept yun kasi kung mas lalo kong iisipin, hindi ko matatapos ang apprenticeship onboard.</i>	aspects of the machinery if I don't take action?" So, I just watch them. I just hand them the lighter tasks that are needed. I just need to accept that because if I dwell on it too much, I won't be able to complete the apprenticeship onboard.	Assigning Lighter Tasks Acceptance of Gender Roles Apprenticeship Experience	gender-based challenges and biases within the seafaring environment. Gendered Learning: The struggle to learn theoretical and practical aspects of machinery due to gender-based barriers and expectations. Observational Role: The adoption of an observational role due to limited opportunities, watching and handing lighter tasks to male counterparts. Gender Role Acceptance: Acceptance of traditional gender roles in certain tasks to ensure progression and completion of the onboard apprenticeship.
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	Yes, po.	Yes.		

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
If yes, kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>Familiar ako sa ASEAN Framework na Gender Equality Program kaso dito sa atin, hindi rin siya inimpose sa shipping companies kasi mas gusto pa rin nila yung male onboard. Nalaman ko siya kasi nakailang apply na rin ako sa ibang company kaso sinasabi nila, wala pang hiring ng female onboard. Kung academy school, meron pero madalang. Hindi katulang ng ibang countries na nagboboom na yung number ng female seafarers.</i> <i>Yung mga girls ng ibang lahi, tinatanggap sila onboard. I followed a Facebook page na female seafarers onboard. Most of them are foreigners in ASEAN countries. Mas priority pa nila yung mga babae.</i>	I am familiar with the ASEAN Framework on Gender Equality Program, but here in our country, it is not imposed on shipping companies because they still prefer males onboard. I found out about it because I have applied to several other companies, but they say that there is no hiring for females onboard yet. There may be some in academy schools, but it's rare. It's not like in other countries where the number of female seafarers is booming. The girls from other countries are accepted onboard. I follow a Facebook page dedicated to female seafarers onboard, and most of them are foreigners in ASEAN countries. They prioritize females more.	Awareness of the ASEAN Framework Gender Equality Program Preference in Shipping Companies Limited Opportunities for Females Onboard Gender Disparity in Hiring Female Seafarers' Visibility on Social Media International Acceptance of Female Seafarers	Gender Discrepancy in Implementation: The awareness of the ASEAN Framework on Gender Equality Program contrasts with the current practice in the country's shipping industry, where gender preference remains skewed towards males. Despite personal efforts, the respondent's experience reflects the limited hiring of females onboard shipping companies within the country.

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
How do these frameworks, policy, or program address gender issues for women?	<i>Dito sa atin, if ipupush through nila ang Gender Equality Program sa manning companies, mas mabibigyan ng opportunities yung female seafarers. Sa amin, madami kaming marine graduates na babae kaso yung iba napunta nalang sa ibang job. Kung ipupush through yun ng government sa malalaking kompanya, mas may edge tayo kasi compared sa ibang bansa, pinupush nila yung ganoon. Natutulog kasi yung gobyerno. 90-95% pa rin kasi ng male seafarers ang kailangan ng companies onboard. Hinahayaan lang nga gobyerno kung sino lang na company ang mag-accept ng female seafarers. Mas maraming lalaki pa rin ang kailangan nila kaysa sa babae.</i> <i>Actually, sabi ng teacher ko</i>	Here in our country, if they push through with the Gender Equality Program in manning companies, female seafarers will be given more opportunities. In our case, we have many female marine graduates, but some end up in other jobs. If the government pushes for it in large companies, we will have an edge because, compared to other countries, they prioritize that. The government is slacking off. Companies still require 90-95% male seafarers. The government just allows whichever company wants to accept female seafarers. They still need more males than females. Actually, my teacher told me when I was studying, "Do not be discouraged because you have already	Gender Equality Program Impact	Gender Equality Program's Potential: The notion that the implementation of the Gender Equality Program in manning companies within the country could lead to increased opportunities for female seafarers reflects the potential impact of deliberate gender-inclusive initiatives on career prospects.

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>noong nag-aaral ako, "Do not be discouraged kasi naumpisahan mo nay an." First year college pa lang ako, yung mga classmates kong lalaki, nagkikwentuhan sila regarding female onboard na darating din ang araw na innovative na ang lahat, computerized na lahat, so mag-aaccept na sila ng female onboard. Sabi ng teacher ko, may nakasama siya na mga opisyal na babae kaso ibang lahi. Sa Philippines, wala pa rin talaga, rare lang ang nabibigyan ng opportunities.</i>	started." I was only in my first year of college, and my male classmates were discussing that there would come a day when everything becomes innovative and computerized, so they would start accepting female seafarers. My teacher said she had encountered female officers, but they were of different nationalities. In the Philippines, opportunities for female seafarers are still rare.		
Based on your known framework, policy, or program, were you able to avail any of them?	<i>Hindi, kasi nakailang apply ako sa mga companies pero wala pa ring tumatanggap. Pag domestic, may tumatanggap kung license holder kasi sa domestic, may nakakasail na vessels kahit hindi okay ang makina, hindi</i>	No, because I have applied to several companies, but none of them have accepted me yet. For domestic positions, some companies accept you if you hold a license because, in domestic shipping, there	Challenges in Acceptance	Differential Acceptance Criteria: The variation in acceptance criteria for seafaring positions, particularly in domestic versus international shipping, underscores the distinctions in standards and

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>kompleto yung machineries. Yun yung big difference na makasampa ka ng international vessel compared sa domestic.</i>	are vessels that can sail even if the machinery is not in perfect condition and the machinery set-up is not complete. That's the big difference in being able to board an international vessel compared to a domestic one.		requirements that impact the opportunities available to prospective female seafarers.
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Yes, helpful siya kung ipupush talaga nila sa lahat ng shipping companies. Although meron naman na tumatanggap ng babae kaso ipapriority nila yung may recommendation ng Senior Officers. Paano naman yung mga babae na nagpupursigelang at walang kakilala, pero kaya naman?</i>	Yes, it would be helpful if they really pushed for it in all shipping companies. Although there are some companies that accept women, they prioritize those who have recommendations from Senior Officers. But what about the women who are determined and don't have any connections but are still capable?	Importance of Equal Push for Gender Equality	Equity in Opportunities: The plea for a comprehensive and impartial implementation of gender equality initiatives across shipping companies highlights the necessity of providing equal opportunities for all prospective female seafarers, irrespective of personal connections or recommendations.
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>Dapat yung mga big manning companies, tumatanggap sila ng applicants kahit walang recommendations from Senior Officers. Kahit walk-in applicants basta qualified.</i>	The big manning companies should accept applicants even without recommendations from Senior Officers. They should consider qualified walk-in applicants as well. They can also promote		

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>Or ipromote rin nila sa mga schools na nag-reenroll ng mga babaeng maritime na mag-apply.</i>	the opportunity to apply for female maritime students in schools.		
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>This Gender Equality program should be implemented in all maritime schools.</i> <i>Equipment at school should be upgraded in other provincial maritime schools since Manning companies only prioritized big academy and maritime schools, which have better training machinery and equipment.</i> <i>Strict inspection by MARINA and Coast should be implemented since there are vessels that have incomplete machinery.</i> <i>Seafaring poses a great risk for women seafarers.</i>	This Gender Equality program should be implemented in all maritime schools. Equipment at school should be upgraded in other provincial maritime schools since Manning companies only prioritized big academy and maritime schools, which have better training machinery and equipment. Strict inspection by MARINA and Coast should be implemented since there are vessels that have incomplete machinery. Seafaring poses a great risk for women seafarers.		

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Siguro, sana maimprove at maupgrade yung mga equipment sa schools kasi dapat ina-audit din siya. Pag hindi nakapasa yung school, kawawa yung mga babaeng seafarers. Yung mga manning companies, nagtatanong sila ng school mo. Ipapapriority pa rin nila yung galing sa academy na schools. Kung province school ka lang, less yung chance mo na maka-apply sa shipping company.</i> <i>Dapat ienhance ang partnerships ng domestic shipping companies sa schools. Marami ring vessels domestically kaso hindi ako sure kung passed yun sa standard nga MARINA and Coastguard kasi sa experience ko walang bilge at sewage tank. Your poop directly falls into</i>	Perhaps, it would be great if the equipment in schools could be improved and upgraded because they should also undergo audits. If a school doesn't pass the audit, it becomes challenging for female seafarers. Manning companies often inquire about the school you attended, and they still prioritize those from academy schools. If you come from a provincial school, your chances of getting hired by a shipping company are lower. Partnerships between domestic shipping companies and schools should be enhanced. There are also many vessels domestically, but I'm not sure if they meet the standards of MARINA and the Coast Guard because, based on my experience,	Challenges in Maritime Education and Employment	Inequities in Maritime Education and Hiring: The disparities in educational resources and partnerships between different types of maritime schools, compounded by the divergent standards of domestic and international vessels, highlight the inequities faced by aspiring female seafarers in terms of training and job prospects. The descriptions of apprentice experiences underscore the financial and sustenance difficulties, emphasizing the disparity between the treatment of cadets and officers onboard.

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
	<i>the seawater. Yan talaga yung big difference ng international sa domestic vessel. Sa 2GO kapag nakita mo na nagmomove yung water sa toilet bowl, ibig sabihin yung poop diretso sa seawater. Hindi talaga kompleto yung machineries.</i> <i>Walang sweldo pag apprentice ka sa barko pero libre yung food. But the food is the same in jail. May allowance pero hindi enough. Swerte mo kung mabait yung officers kasi sumasahod sila. Gugutomin ka doon kasi sukat yung meal per day. Nakatakal yung kanin. Swerte mo pag may day na may egg at cornbeef. Happy meal na yun pero once in a blue moon. Kasi iba yung food ng cadets and officers onboard.</i>	there are no bilge and sewage tanks. Your waste goes directly into the seawater. That's the significant difference between international and domestic vessels. In 2GO, if you see the water in the toilet bowl moving, it means the waste goes straight into the seawater. The machinery setup is not complete. There is no salary when you're an apprentice on a ship, but the food is provided for free. However, the food is similar to what you get in jail. There is an allowance, but it's not enough. You're lucky if the officers are kind because they receive salaries. You will often feel hungry because the meals are just enough to sustain you per day. The rice is measured. You're fortunate		

Researcher	Respondent	English Translation	Codes	Themes ^[JB1]
		if there's a day with an egg and corned beef. That's already considered a happy meal, but it's a rare occurrence. The food for cadets and officers onboard is different.		

APPENDIX G

Interview Transcription of Esther

Respondent: Esther

Date of Interview: March 8, 2023

Mode of Interview: Messenger

Researcher	Respondent	Codes	Themes
Kindly share your experience being a woman in your seafaring profession.	<i>I wish to be promoted after ten years because every time I disembark the ship, I'm going to attend training to further enhance my skills.</i>	Aspirations for Career Progression	Professional Aspirations: The desire to achieve career advancement through continuous skill enhancement and training over a decade demonstrates a commitment to personal growth and development within the maritime field.
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>None so far.</i>		
Are you aware of any ASEAN framework, policy, or program which protects your rights in the maritime industry?	<i>Sincere to say, I do not know anything about ASEAN programs or regulations pertaining to the rights of female seafarers. However, I have seen some articles, though, that discuss some programs of the International Maritime Organization (IMO).</i> <i>How to empower female seafarers by giving us the same rights as males and preventing prejudice against us?</i>	Lack of Familiarity with ASEAN Programs Awareness of International Maritime Organization (IMO) Programs Empowerment of Female Seafarers	Limited Knowledge of ASEAN Programs: The acknowledgment of a lack of familiarity with ASEAN programs, while being aware of certain IMO initiatives, highlights the need for improved dissemination of information about regional and international programs that can contribute to the empowerment of female seafarers.

Researcher	Respondent	Codes	Themes
If yes, kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>IMO celebrates every year the Day of Seafarers. Their theme for 2019 was gender equality, which was anticipated to have a powerful and broad impact. Also, they have been strongly committed to helping its members achieve their Agenda for Sustainable Development and the 17 Sustainable Development Goals (SDGs), particularly Goal 5, which is to Achieve gender equality and empower all women and girls.</i>		Empowerment and Equality: The call for equal rights and the elimination of prejudice against female seafarers reflects the overarching theme of gender empowerment, underlining the importance of creating an environment in which female seafarers are treated with parity and respect.
How do these frameworks, policy, or program address gender issues for women?	<i>Males have traditionally dominated the shipping industry. Yet, several maritime schools are now welcoming female students due to these kinds of initiatives. Whatever other efforts ASEAN and IMO take, in my opinion, they would benefit women working in the marine industry, especially by eradicating stereotypes and lessening prejudice against female seafarers.</i>	Male Dominance in the Shipping Industry Maritime Schools Embracing Female Students ASEAN and IMO Initiatives for Gender Equality Eradicating Stereotypes and Prejudice	Shifting Gender Dynamics: The acknowledgment of the traditionally male-dominated shipping industry and the inclusion of female students in maritime schools due to proactive initiatives signifies a shift towards a more inclusive landscape in the maritime sector. Regional and International Initiatives: The recognition of the potential impact of ASEAN and IMO efforts in promoting gender equality within the maritime industry underlines the significance of these initiatives in dismantling stereotypes and
Based on your known framework, policy, or program, were you able to avail any of them?	<i>My personal experience suggests that I was able to get something from these initiatives. My job is not toxic, and none of my coworkers are</i>		

Researcher	Respondent	Codes	Themes
	<i>judgmental, and they have been fair and compassionate to us, the women.</i>		biases against female seafarers.
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>These programs did certainly help. Based on my experience, stereotypes, and discrimination against women seafarers lessen. I was also offered the opportunity to start working right away after graduating. I was accepted by the company first, then by my male classmates.</i>	Positive Impact of Gender Programs Reduction of Stereotypes and Discrimination Favorable Employment Opportunity Call for Gender-Related Training	The affirmative impact of gender-related programs is evident in the respondent's experience, where stereotypes and discrimination have been visibly reduced, and immediate job opportunities were provided after graduation, showcasing the potential effectiveness of gender-inclusive initiatives.
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>I hope that more free training and courses, specifically gender-related topics, would be given to seafarers to widen our understanding of our roles and equality.</i>	Enhancing Employment Opportunities Gender Equality and Work Environment Improvement	Personal Employment Experience: The respondent's acceptance into a company ahead of male classmates suggests a positive shift towards offering equal opportunities for female seafarers.
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Improve employment opportunities, especially for women, through improving employability through better education and training. A better workplace for everyone may also result from enhanced gender equality and gender-sensitive systematic work environment management.</i>		Demand for Comprehensive Training: The call for specialized gender-related training reflects a need for a more thorough understanding of roles, equality, and related issues among seafarers, emphasizing the importance of continuous learning and awareness.

Researcher	Respondent	Codes	Themes
			Enhancing Employability: The improvement of education and training to broaden employment opportunities, especially for women, signifies an approach that can address gender disparities by empowering women through increased skills and qualifications. Workplace Transformation: The anticipation of improved work conditions through gender equality initiatives highlights the potential for a more balanced and sensitive work environment management, potentially benefitting all individuals working within the maritime sector.

APPENDIX H

Interview Transcription of Faith

Respondent: Faith

Date of Interview: March 11, 2023

Mode of Interview: Messenger

Researcher	Respondent	English Translation	Codes	Themes
Kindly share your experience being a woman in your seafaring profession.	<i>Seafaring itself is not an easy job. So, I started my career knowing that I guess the challenges that I had before were normal for a woman working in a male-dominated field. Men tend to look down on their female counterparts, especially in my line of work. Because when you're working in the engine department, not only should you be knowledgeable in what you're doing but also capable of carrying out a heavy workload. But I found out early on that anyone will give you respect if you earn it. And that's what I did. Honestly, most of the people I worked with are good people. And I'm blessed with a boss who has this dream of having a ship</i>	Seafaring itself is not an easy job. So, I started my career knowing that I guess the challenges that I had before were normal for a woman working in a male-dominated field. Men tend to look down on their female counterparts, especially in my line of work. Because when you're working in the engine department, not only should you be knowledgeable in what you're doing, but also capable of carrying out a heavy workload. But I found out early on that anyone will give you respect if you earn it. And that's what I did. Honestly, most of the people I worked with are good people. And I'm blessed with a boss who has this dream of having a ship	Challenges in Male-Dominated Industry Harassment Prevention Strategies Addressing Bullying and Harassment Call for Systemic Change	Steering Gender Challenges: The narrative unveils the difficulties of women seafarers in a traditionally male-dominated sector. It reflects the dual nature of challenges that stem from gender-related stereotypes and workload demands in the engine department, showing the journey of earning respect through competence and determination. Harassment Prevention and Awareness: The narrative underscores the significance of fostering safe environments through initiatives like prohibiting alone-time for female officers on board and promoting peer

Researcher	Respondent	English Translation	Codes	Themes
	<i>manned by female officers and crew.</i>	manned by female officers and crew.		support. The account also delves into the effects of bullying and harassment and the need for comprehensive training on gender equality and harassment prevention.
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry? If yes, can you describe this/these experience/s?	<i>-I learned to distance myself from men who don't have good intentions because that's the truth; some men will harass you if you just let them be, especially if they're under the influence of alcohol. Luckily, we have a company policy that female officers should never be alone on board. So, I haven't experienced that; I'm always with another female officer. There have been some advances, but hanggang dun lang. Sa tagal kong nagbabarko, somehow, I now have this knowledge of how men on board think.</i> <i>-Yayain ako for some drinks and sometimes they get 'touchy' kahit hindi naman kami close. Aside from the usual banter of men na kesyo</i>	I learned to distance myself from men who don't have good intentions because that's the truth. Some men will harass you if you just let them be, especially if they're under the influence of alcohol. Luckily, we have a company policy that female officers should never be alone on board. So, I haven't experienced that. I'm always with another female officer. There have been some advances, but only to a certain extent. In my long experience at sea, I've gained knowledge of how men on board think. I would be invited for drinks, and sometimes they would get "touchy," even though we're not close. Aside from the usual banter from men saying that I should be	Shortage of Seafarers and Recruitment	Legal and Ethical Concerns: The narrative exposes the gaps in handling harassers and abusers, especially when they simply move to other companies after investigations. The call for proper background checks and a centralized national-level system reflects the urgency of addressing this systemic issue to ensure safety and accountability. Seafarer Shortage and Training: The narrative highlights the pressing issue of seafarer shortage and inadequate recruitment systems, underscoring

Researcher	Respondent	English Translation	Codes	Themes
	<i>babae ako dapat sa office na lang ako nagtatrabaho o kaya mag change ako ng line of work, wala naman na ring iba. Just the usual discrimination, I guess.</i> <i>-I had this experience last 2021, so we were five female officers on board; I was already a 2nd Engr then one of the crew got obsessed with our junior 3rd mate, to the point of literally stalking and installing cameras to monitor her movements. Late na namin nalaman, but when we found out, we restricted the guy's movement, hindi na siya pwedeng umakyat sa bridge during his off-duty hours, and definitely cannot talk to junior 3rd mate unless during an emergency.</i> <i>I took it as a challenge. After all, I know my</i>	working in an office or changing my line of work because I'm a woman, there's nothing else, really. Just the usual discrimination, I guess. I had this experience in 2021. We were five female officers on board, and I was already a Second Engineer. One of the crew members became obsessed with our junior Third Mate. He went as far as stalking her and installing cameras to monitor her movements. We found out about it late, but when we did, we restricted the guy's movements. He was no longer allowed to go to the bridge during his off-duty hours, and he definitely couldn't talk to the junior Third Mate unless it was an emergency. I took it as a challenge. After		the need for systemic reforms and the role of government and international organizations in creating positive industry-wide changes.

Researcher	Respondent	English Translation	Codes	Themes
	<i>work won't be easy. Hindi naman lahat kasi ganun, ung iba naman, they encouraged me to do better and work well.</i> <i>When I was a 4th Engr, my Chief Engineer was verbally abusive. But not just to me but to everyone in the engine dept. Fortunately, six months ko lang siya nakasama, but it was the longest six months I ever had on board.</i> <i>Naninigaw ng tao, talagang ipapahiya nya, simple things na nakalimutan, hindi nagawa, he will call a meeting for the engine department at dun sya magsisigaw.</i> <i>Tapos magdadabog na parang bata.</i>	all, I know my work won't be easy. Not everyone is like that. Some others actually encouraged me to do better and work well. When I was a Fourth Engineer, my Chief Engineer was verbally abusive. But not just to me but to everyone in the engine department. Fortunately, I only had to endure it for six months, but it was the longest six months I ever had on board. He would shout at people and embarrass them. Even for simple things they forgot or couldn't do, he would call a meeting for the engine department and start yelling. And he would throw tantrums like a child.		
How did you handle this/these experience/s?	<i>I experienced these during my junior years. So, most of them are older than me and senior officers. I just distanced myself from</i>	I experienced these things during my junior year. Most of the individuals involved were older than me and senior officers. I simply		

Researcher	Respondent	English Translation	Codes	Themes
	<i>them and limited interaction to only work-related stuff. Literal na social distancing, ganun. It helped na may kasamang babae sa barko, kasi we talk about these things. I pity them because they cannot see beyond gender.</i> <i>We have complaint procedures onboard, syempre we talked to Jr 3rd mate, kung magiging kumportable pa rin ba sya if the guy's still onboard and if she would like to send him home. Sabi naman nya ayaw nya na mapauwi ung guy dahil may sinusuportahan din na pamilya. We had everything written down, lahat ng ginawa nya. Everything was ready para mapauwi siya should he try to do something that he was warned about.</i>	distanced myself from them and limited my interactions to work-related matters. It was literal social distancing, like that. It helped to have other women on the ship because we could talk about these things. I feel sorry for them because they can't see beyond gender. We have complaint procedures on board, of course. We talked to the junior Third Mate to see if she would still feel comfortable with the guy on board and if she wanted him sent home. She said she didn't want him to be sent home because he also supports a family. We documented everything he did. Everything was prepared in case he attempted something he had been warned about, so he could be sent home.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>The Jr 3rd mate found his phone hidden in the hallway outside her cabin. It was really crazy. Kung ako lang, I would have sent him packing right away.</i> <i>I had to work extra hours and sometimes iiyak na lang sa pagtulog. Ung kasama kong babae that time was 3rd officer, she knew how he treated his subordinates and then there was one-time na inaway nya rin ung chief engineer namin. What we did in the engine dept then was to console each other every time na may drama ung chief Engr. I knew that there were more good people out there. He ultimately became a lesson for me. He's someone I shouldn't turn into, yun ung sinasabi ko sa sarili ko. Back in 2020, I was lined up to work with him again. I declined. Nung</i>	The junior Third Mate found his phone hidden in the hallway outside her cabin. It was really crazy. If it were up to me, I would have sent him packing right away. I had to work extra hours, and sometimes I would cry myself to sleep. The female colleague I was with at the time was a Third Officer, and she knew how he treated his subordinates. There was one instance when she confronted our Chief Engineer as well. In the engine department, we would console each other whenever the Chief Engineer caused drama. I knew that there were more good people out there. He ultimately became a lesson for me. He's someone I shouldn't become; that's what I tell myself. In 2020,		

Researcher	Respondent	English Translation	Codes	Themes
	<i>tinanong ako bakit, sinabi ko he doesn't have good personnel management skills.</i> <i>Right now, seafarers are getting younger. And younger generations are more open-minded, so I think they are more accepting of changes. They don't think that women don't belong sa mga barko; therefore, they treat us equally with respect. So that's less hassle for us women. Onshore, most companies prefer women sa office work kasi alam nila, magsastay for a longer period than men, especially those who stay for their families. But men have the tendency to belittle women di ba. I guess it boils down to the individual's character and attitude na lang.</i>	I was scheduled to work with him again, but I declined. When asked why, I said he doesn't have good personnel management skills. Currently, seafarers are getting younger, and the younger generations are more open-minded. So, I think they are more accepting of changes. They don't believe that women don't belong on ships, and therefore they treat us equally with respect. That's less hassle for us women. Onshore, most companies prefer women for office work because they know they will stay for a longer period, especially those who stay for their families. However, men have the tendency to belittle women, right? I guess it all comes down to the individual's		

Researcher	Respondent	English Translation	Codes	Themes
		character and attitude.		
Are you aware of any ASEAN framework, policy, or program which protects your rights in the maritime industry?	<i>As a seafarer, yes. I work in a Singapore-flagged vessel; we have Singapore Maritime Officer's Union. But as a female seafarer, I'm not aware of any.</i>	As a seafarer, yes. I work in a Singapore-flagged vessel; we have Singapore Maritime Officer's Union. But as a female seafarer, I'm not aware of any.		
If yes, kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>They have this CBA or collective bargaining agreement, basically setting the standard for wages of officers and crew. They also enforce the 11 months maximum contract onboard; sometimes kasi our company lacks crew and officers, so late ung disembarkation.</i> <i>Basically, enforcing MLC onboard ships. Proper complaints procedures.</i>	They have a Collective Bargaining Agreement (CBA), which essentially establishes the standard wages for officers and crew members. They also ensure that the maximum contract duration onboard is limited to 11 months. However, there are instances when disembarkation is delayed due to a shortage of crew and officers in our company. In essence, they are implementing the Maritime Labour Convention (MLC) onboard ships, along with proper procedures for		

Researcher	Respondent	English Translation	Codes	Themes
		addressing complaints.		
How do these frameworks, policies, or programs address gender issues for women?	<i>I think what they cover is only the basic rights of a seafarer, regardless of gender. If I have complaints, I will still have to go through their complaint procedures, even if it's gender-related.</i>	I think what they cover is only the basic rights of a seafarer, regardless of gender. If I have complaints, I will still have to go through their complaint procedures, even if it's gender-related.		
Based on your known framework, policy, or program, were you able to avail any of them?	<i>Fortunately, hindi pa. So far, when it comes to issues onboard, ginagawan agad ng action ng Capt.</i> <i>I did not complain about the gender issues I encountered before. I tried to deal with them personally. Social distancing really works.</i>	Fortunately, not yet. So far, when it comes to issues onboard, the Captain takes immediate action. I did not complain about the gender issues I encountered before. I tried to deal with them personally. Social distancing really works.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>So far, yes. When the top management of the ship is not really helping (or, for example, sila ung nasa complaints), as per procedure, you can direct your complaints to the company and then to the union kung</i>	So far, yes. When the top management of the ship is not really helpful, or if they are the ones involved in the complaints, according to the procedure, you can report your complaints to the company and then to the union if the		

Researcher	Respondent	English Translation	Codes	Themes
	<i>walang action ung company.</i>	company takes no action.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>Create policies that would cater to the basic needs as well as maternity rights of a female seafarer. And also support all women working in the industry.</i> <i>It will also help if seafarers will go through training that tackles gender equality or sexual harassment.</i> <i>Seafarers are contractual workers, so hindi sya nabibigyang halaga talaga. And I'm not really sure if there's an existing policy for this in SMOU.</i>	Create policies that address the basic needs and maternity rights of female seafarers. Additionally, support all women working in the industry. It would also be beneficial for seafarers to undergo training that focuses on gender equality and sexual harassment. Seafarers are contractual workers, so they are often undervalued. I'm not certain if there is an existing policy for this in SMOU (Seafarers' Union).		
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Not just for women, but for men also, and this really needs to be addressed on board ships - bullying and harassment.</i> <i>I'm not being homophobic, no, but I worked with gay seafarers, and unfortunately, some of them,</i>	Not just for women but for men as well, bullying and harassment on board ships really need to be addressed. I'm not being homophobic, but I have worked with gay seafarers, and unfortunately, some of them in		

Researcher	Respondent	English Translation	Codes	Themes
	<i>who are in the top rank, would sometimes harass younger crew.</i> <i>It's hard when you work in a closed environment like a ship. And when there's a lack of support from your company, it gets harder.</i> <i>Well, we tried to talk to the crew, but they got afraid na baka mawalan sila ng trabaho dahil nga mataas na position nung nang haharass sa kanya. But one of the crew got bolder and filed a complaint, so the company suspended that top rank officer.</i> <i>Unfortunately, dahil nga contractual, lumipat lang sya sa ibang company.</i> <i>They carried out an investigation, talked to the parties involved individually, as well as possible witnesses, then either suspended or not rehired if the</i>	higher positions would sometimes harass younger crew members. Working in a closed environment like a ship makes it hard. And when there's a lack of support from your company, it becomes even harder. We tried to talk to the crew, but they were afraid of losing their jobs because the harasser held a high-ranking position. However, one crew member became bolder and filed a complaint, so the company suspended the high-ranking officer. Unfortunately, since the officer was only under contract, they simply moved to another company. The company conducted an investigation, speaking to the individuals involved and possible witnesses, and		

Researcher	Respondent	English Translation	Codes	Themes
	<i>complaints were proven true.</i> <i>They also did this dun sa issue ng Jr 3rd mate, although no complaints were officially filed (na marites lang sa kanila, we don't have any idea who); they carried out an investigation and then later on kicked out ung crew na un. Yes, unless nasampahan ng kaso and blacklisted sa owwa or poea, they can still work sa ibang company.</i> <i>Lalo na top rank, some companies don't even do background checks dahil kailangan nila ng tao. Even if maraming Filipino seafarers, kulang pa rin ung mga officers. With regards to shortage of seafarers, I think walang system ang Pilipinas when it comes to this issue. Walang common avenue for the seafarers and companies who</i>	then either suspended the crew member or chose not to rehire them if the complaints were proven true. They also did this in the case of the junior Third Mate. Although no complaints were officially filed (probably due to fear), they conducted an investigation and later removed the crew member involved. Yes, unless they face legal charges and are blacklisted by OWWA or POEA, they can still work for another company. Especially for higher-ranking positions, some companies don't even conduct proper background checks because they need people urgently. Even though there are many Filipino seafarers, there is still a shortage of officers. Regarding the		

Researcher	Respondent	English Translation	Codes	Themes
	<i>are in need of people to meet. Sure, there's Facebook, usually nagpopost lang mga company ng kailangan nilang tao. But on the national level, something that's centralized, wala pa.</i> <i>Also, napakaraming training ng mga seaman sa Pilipinas. Some are not even necessary. Unfortunately, kahit sa lupa, ung mga nasa position, they still abuse their power to gain money.</i> <i>The government or international organizations like IMO or ILO should extend their efforts to arrest these gender issues. Definitely, after all, they set the minimum standard for everything in the Maritime Industry.</i>	shortage of seafarers, I don't think the Philippines has a proper system in place to address this issue. There is no common avenue for seafarers and companies in need to connect. While there are postings on Facebook by companies seeking personnel, there is no centralized national-level system. Moreover, there is too much unnecessary training for seafarers in the Philippines. Unfortunately, even on land, those in positions of power often abuse their authority for personal gain. The government or international organizations like IMO or ILO should make greater efforts to address these gender issues. Definitely, after all, they set the minimum standards for		

Researcher	Respondent	English Translation	Codes	Themes
		everything in the maritime industry.		

APPENDIX I

Interview Transcription of Gina

Respondent: Gina

Date of Interview: March 30, 2023

Mode of Interview: Face-to-face

Researcher	Respondent	English translation	Codes	Themes
How many years have you been working as a seafarer?	Two years. I came from a BPO company. I pursued a seafaring career because it has been my dream since I was a high school. I still remember that I had this paper in school activity where we had to write, "In 5-10 years, where would you want to be? With the BPO kasi, hindi siya maayos so I took advantage of my experience para mas maimprove yung communication skills ko kasi I'm an introvert. Sobrang hirap sakín mag-open up. Before, kung icocompare ko sarili ko, pag may kausap akong ibang tao, nasastutter ako. So ngayon mas madali ko na siyang naexpress yung	Two years. I came from a BPO (Business Process Outsourcing) company. I pursued a seafaring career because it has been my dream since high school. I still remember having to write a paper for a school activity where we had to answer the question, "Where would you want to be in 5-10 years?" The BPO job wasn't suitable for me, so I took advantage of my experience to improve my communication skills because I'm an introvert. Opening up was really difficult for me. Before, if I compared myself, I would stutter when talking to other people. But now, it's easier	Career Transition and Dream Pursuit	Steppingstones to Dream Fulfillment: The narrative unveils a journey of transformation and determination, highlighting a significant career transition from a BPO company to the seafaring industry.

Researcher	Respondent	English translation	Codes	Themes
	sarili ko with my communication skills which I improved in BPO. Nung naging confident na, doon na ako nag abroad at nag-aapply sa cruise ship industry which is COSTA yung nagbigay ng opportunity sakin. Yung kapatid ko po yung unang nag-apply sa Magsaysay.	for me to express myself with the improved communication skills I gained from working in the BPO industry. Once I became confident, that's when I applied abroad for the cruise ship industry, and COSTA was the company that gave me the opportunity. My sibling was the first one to apply at Magsaysay.		
Kindly share your experience being a woman in your seafaring profession.	Merong inequality. Mararamdaman mo yung discrimination especially you are working in a male-dominated environment. So merong time na kaya mo namang buhatin yung isang bagay pagkatapos yung mga kasama mo ay mga boys. Sasabihin nila na, "No, we can do it. Stay ka lang dyan kasi babae ka. Ganun." So nararamdaman	There is inequality. You can feel discrimination, especially when you are working in a male-dominated environment. There are times when you are capable of lifting something, but your male colleagues would say, "No, we can do it. You just stay there because you're a woman. That's how it is." So, I still feel it. However, it's up to you how you take it. But I still	Gender Bias and Discrimination	Breaking Barriers with Capability: The narrative underscores the persistent issue of gender bias and discrimination that lingers within a male-dominated workspace. It articulates instances where capability is overshadowed by gender stereotypes, with colleagues dismissing a woman's potential solely due to her gender. Despite personal determination

Researcher	Respondent	English translation	Codes	Themes
	ko pa rin. Although, it's up to you kung paano mo itatake. Pero nararamdaman ko pa rin yung discrimination kasi kaya ko namang gawin kung ano ang kayang gawin ng mga lalaki. Kaya rin naman natin.	feel the discrimination because I am capable of doing what men can do. We are capable too.		and competence, the speaker acknowledges the continuing existence of discrimination.
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry? If yes, can you describe this/these experience/s?	Yes, more on language barrier kasi COSTA is an Italian flagship. There was a time na first time ko mag embark, Italian lahat ng kasama so I was the only Asian and non-European sa group. Hindi naman lahat but there are Europeans kasi na mababa ang tingin sa Asians so mararamdaman mo na ikaw yung pinag-uusapan kasi rinig-rinig mo yung pangalan pero hindi mo na naiintindihan kasi Italian. Although ngayon, nakakaintindi na ako pero before as in no. More on familiarization	Yes, it's more on the language barrier because COSTA is an Italian flagship. There was a time when it was my first embarkation, and all my colleagues were Italian, so I was the only Asian and non-European in the group. Not everyone, but there were Europeans who looked down on Asians, so you could feel that they were talking about you because you could hear your name but couldn't understand it because it was in Italian. Although now I can understand, but before, no.		Racial and gender discrimination Inequality

Researcher	Respondent	English translation	Codes	Themes
	yung pinag-uusapan nila sakin kasi first contract ko kaya kailangan ko pa aralin pa kung anong gagawin ko sa work. So, gusto nila, perfect na. Ayun naman, comparison between Asian and European, pag may tinuro sila, dapat alam mo na next gawin mo. Sa Asian kasi spoonfeeding. Another one is mababa ang tingin nila sa mga Asian na babae. So even married ka man or single ka man, they try to kumbaga "pustahan" ng either Filipino, kababayan mo or ibang nasyonalidad. Kumbaga, kapag nakuha mo siya or napasagot mo siya, parang may usapan sa mga lalaki, malaking bagay yun sa kanila. Pero it is up to you nalang. Pag mahina ka talaga.	They mostly talked to me about familiarization because it was my first contract, so I still needed to study what I had to do at work. They wanted it to be perfect. That's where the comparison between Asians and Europeans comes in. When they teach something, you should already know what to do next. In Asian culture, it's more like spoonfeeding. Another thing is that they have a low opinion of Asian women. So, whether you're married or single, they try to make bets, so to speak, with either a Filipino, your fellow countryman, or someone of a different nationality. It's like if you can "get" or impress them, it becomes a big deal among the men. But it's up to you. If you're weak, then it's		

Researcher	Respondent	English translation	Codes	Themes
		a different story.		
How did you handle this/these experience/s?	I always try to have a reflection every end of the day, napakaimportante yun especially if you are working in an isolated place like the cruise. Syempre iba-ibang tao yung nakakasalamuh a mo, dapat meron pa ring time na parang baliw ka na kinakausap mo yung sarili mo na, "Kung paano pa nag-end yung day ko? Ano ba yung highlights and lowlights ko?" And that is one thing also that I have learned from my previous industry na pinagworkan ko na parang "me time" is very important. For example, for those discrimination, kapag hinayaan mo siya, talagang lalamunin ka at mapapasign-off ka. Uuwi ka nalang. So, it is very important na maging matatag ka at mas kilala mo	I always try to have a reflection at the end of the day; it's very important, especially when you are working in an isolated place like a cruise ship. Since you interact with different people, there should still be a time when you talk to yourself like you're crazy, asking, "How did my day end? What were the highlights and lowlights?" That's one thing I learned from my previous industry that "me time" is very important. For example, when it comes to discrimination, if you let it happen, it will consume you, and you'll just sign off and go home. So, it's very important to be strong and have a good understanding of yourself. Because if you give in to what they're saying,		

Researcher	Respondent	English translation	Codes	Themes
	rin dapat yung sarili mo. Kasi kapag nagpadala ka sa sinasabi nila, "You are loser." Kumbaga, hindi mo kaya yung ginagawa namin pag hinayaan mo nalang. For me, it is a small thing yung mga gender issues kaya 'di ko narereport sa HR. Kung isashare ko na siya, looking back sa experiences na yun- parang 'di ko na siya inaabsorb para ireport ko pa siya sa HR kasi paran 'di naman siya issue sakin. But when I try to share it with my colleagues, sabi nila it is really important. Siguro, moving forward- just in case maencounter ko ulit siya in this contract, I will speak up which is one of the core values and mission of the company. Ang nagstop sakin na magspeak-up before an Introvert ako.	"You are a loser," it's like you can't handle the work we're doing if you just let it happen. For me, gender issues are small things, so I don't report them to HR. If I were to share them, looking back at those experiences, it's like I don't absorb them enough to report them to HR because they're not really issues for me. But when I try to share them with my colleagues, they say it's really important. Maybe moving forward, in case I encounter such issues again in this contract, I will speak up, which is one of the core values and missions of the company. What stopped me from speaking up before was that I'm an introvert. As much as possible, in all the experiences I've had, I keep them to myself, whether they're		

Researcher	Respondent	English translation	Codes	Themes
	As much as possible, sa lahat ng naexperience ko ay sinasarili ko siya either victories, failures, or anything. I just keep it to myself. It is heavy. Parang yung one time pa lang ako sa barko, gusto ko na magsign-off because of my experience. Pero tinataas ko nalang yung sarili ko na if ever na magsign-off ako na 1 week pa lang ako dito, paano nalang yung mga pinaghirapan ko? Yung mga pinapangarap ko noon, ngayon nangyayari na. Bakit susuko agad ako? Kumbaga parang dinidivert ko yung attention. 'Di ko na siya iniisip. At yung work din namin, sobrang busy kaya wala ka nang time mag-isip. Yung pagbangon mo, nandun ka nalang din sa work-lakad ka lang at work kana rin. Kaya lahat ng iniisip	victories, failures, or anything else. It's heavy. There was one time when I wanted to sign off from the ship because of my experience. But I just lifted myself up, thinking that if I were to sign off after being here for just a week, what about all the hard work I'd put in? What about the dreams I had before that are now coming true? Why would I give up so easily? It's like I diverted my attention. I stopped thinking about it. And our work is so busy that you don't have time to think. When you wake up, you're already at work. You just walk, and you're already at work. So, you don't have time to think about anything else.		

Researcher	Respondent	English translation	Codes	Themes
	mo, wala ka nang time para dun.			
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	To be honest, hindi. Pero familiar po ako sa ASEAN organization.	To be honest, no. But I am familiar with the ASEAN organization.		
Do you have regular training or briefings in the maritime industry?	I am not sure pero parang wala. In general, yung briefing for Safety and Harassment either lalaki ka or babae. Pero yung specific sa babae, parang wala.	I'm not sure, but it seems like there isn't. In general, the briefings for safety and harassment apply to both men and women. But specifically for women, it seems like there isn't one.		
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	I do not know the exact term, but it is about women's rights. Kumbaga, nakaexperience ka ng discrimination or harassment. Nalaman ko siya sa news at school before kasi merong subject. Pero hindi na ganun yung knowledge ko about the subject.	I don't know the exact term, but it's about women's rights. It's like experiencing discrimination or harassment. I learned about it from the news and school before because there was a subject on it. But my knowledge about the subject is not that extensive anymore.		

Researcher	Respondent	English translation	Codes	Themes
	Merong naman sa company. Sa international, same lang din naman sa Magna Carta for Women pero I do not know exactly kung ano ang tawag. May mga times na nagbrowse lang ako sa Facebook or sa Internet, may mga nakikita ako na Republic Act, mga ganyan. And ngayon, napaisip ako-dapat alam ko.	There are regulations within the company. Internationally, it's similar to the Magna Carta for Women, but I don't know the exact term for it. There are times when I just browse through Facebook or the Internet, and I come across Republic Acts and such. And now, I'm realizing that I should know more about it.		
How do these frameworks, policies, or programs address gender issues for women?	Mas maraming opportunities kasi yung industry nga dominated by men. So, mas higher at mas marami pang opportunities for women like us na makapagwork sa maritime industry. Kasi dati, pag narinig mo yung cruise, "Ah mga seaman, puro lalaki." Ngayon, marami nang babae.	There are more opportunities because the industry is dominated by men. So, there are higher and more opportunities for women like us to work in the maritime industry. In the past, when you heard about cruises, you would think, "Ah, seamen, all men." But now, there are many women as well.		
Based on your known framework, policy, or	Hindi.	No.		

Researcher	Respondent	English translation	Codes	Themes
program, were you able to avail any of them?				
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	I think, it is important with the mental health kasi tayong mga babae, vulnerable tayo at napakaemotional natin. Konting ano lang is nagiging emotional na tayo so it is really important na aware tayong meron palang inooffer na laws yung country and pinapasukang industry. Aware tayo na it is not only that they value our work but also the overall mental and physical health.	I think it is important to prioritize mental health because, as women, we are vulnerable and tend to be highly emotional. Even small things can trigger our emotions, so it is really important for us to be aware that there are laws in the country and industries we enter that offer support. We should be aware that it is not only our work that is valued but also our overall mental and physical well-being.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	Siguro, seminars especially for first timers like me before. Kasi kung aware ako na may ganito pala, siguro mas madami pa akong knowledge. Mas naenhance ko pa siya pero wala eh. So, it would be much	Perhaps seminars, especially for first-timers like me, would be helpful. If I had been aware that such seminars exist, I would have gained more knowledge and enhanced my understanding. Unfortunately,		

Researcher	Respondent	English translation	Codes	Themes
	better sana na kung yung government natin, iinclude yung topics na ganito sa mga seminars or sa PDOS. May ganun din sana for women, paano nila idedeal yung harassment or discrimination, hindi lang onboard but sa iba ring industry.	they were not available. It would be much better if our government included these topics in seminars or Pre-Departure Orientation Seminars (PDOS). It would be beneficial to have similar sessions for women, addressing how to deal with harassment or discrimination, not only onboard but also in other industries.		
What are the areas which need to be improved to promote decent/better working conditions for women?	Siguro exposure at immersion. Kumbaga merong isang department na puro lalaki so why not give chance for all aspiring women seafarers kung gusto nila lumipat sa ganitong department na dominated by men? Live give them a tour to give them an idea na "Ah. Okay. Kaya ko rin pala yung ginagawa nila.	Perhaps exposure and immersion would be beneficial. For example, if there is a department that is predominantly male, why not give aspiring women seafarers a chance to experience that department? Give them a tour to provide them with the idea that "Oh, I can do what they are doing too." It would help them realize that they are capable of performing		

Researcher	Respondent	English translation	Codes	Themes
		tasks in male-dominated departments.		
What are your suggestions/recommendations to educate the women seafarers about the existence of the ASEAN Framework?	It should be mandatory. Before you go onboard or magwork sa industry na 'to, dapat aware ka na eto yung mga kailangan. Include it in the law like walang makakaalis na seafarer if 'di sila nagtrain neto. Parang nakafocus lang ang mga training sa work. Why not iconsider din natin na maging mandatory or required na bago ako sumampa ng barko, kailangan ko makakuha ng training sa ASEAN framework on Women Migrant Workers.	It should be mandatory. Before going onboard or working in this industry, you should be aware of the necessary training. It should be included in the law such that no seafarer can leave without undergoing this training. It seems like the training is solely focused on work. Why not also consider making it mandatory or required that before stepping on a ship, you need to undergo training on the ASEAN framework for Women Migrant Workers?		

APPENDIX J

Interview Transcription of Hannah

Respondent: Hannah

Date of Interview: March 30, 2023

Mode of Interview: Face-to-face

Researcher	Respondent	Translation	Codes	Themes
Kindly share your experience being a woman in your seafaring profession.	<i>First, sa line kasi namin sa cruise line hindi naman sya nagkakaiba sa hotel dito satin. So pag nagwork ka doon, meron paring respect for each other lalo na for women. Priority women sa barko, lalo pag nalaman na may mag-eembark na babae, mas ipaprioritize nila kung sa ipipwesto yung bababe.</i> <i>May makakausap ka rin namang babae kasi maraming department na makilala ka. Tsaka approachable naman ang mga HR doon unlike sa Food & Beverage and Bar & Beverages, 'di ka nila iisnabin dun. Pag nagkaproblema ka pag 'di ka inapproach ng supervisor mo pwede ka</i>	First, in our line of work on the cruise line, it's not much different from working in a hotel here. So, when you work there, there's still respect for each other, especially for women. Women are given priority on the ship, especially when it's known that a woman will embark. They prioritize her placement. You can also talk to women because there are many departments where you can get to know them. And the HR (Human Resources) department there is approachable, unlike in Food & Beverage and Bar & Beverages, where they won't ignore you. If you have a problem and your supervisor doesn't address	Respectful Work Environment and Priority for Women Approachable HR and Hierarchical Communication Female Leadership in Maritime Industry Unhealthy Sleeping Schedule	Inclusive and Responsive Work Environment: The narrative highlights the cruise line industry's semblance to working in hotels, where mutual respect prevails among colleagues, including a positive atmosphere for women. The theme underscores the priority accorded to women, demonstrating the value placed on their presence. Accessibility to HR departments for issue resolution is emphasized, with a hierarchy in place, allowing concerns to be addressed by supervisors, HR, and even the Captain. The narrative also alludes to the emerging prominence of women in

Researcher	Respondent	Translation	Codes	Themes
	<i>dumarekta sa HR. Pag hindi parin nag-act ang HR, didiretso na kasi sa Captain. Nakikinig naman sila.</i> <i>Wala akong nameet na babaeng Captain, pero meron akong nakita sa Royal Caribbean. Sa Costa, wala pa.</i> <i>Ang unhealthy ng sleeping time mo.</i>	it, you can go directly to HR. If HR still doesn't take action, you can go straight to the Captain. They do listen. I haven't met a female Captain, but I saw one on Royal Caribbean. There isn't one yet on Costa. Your sleeping schedule is unhealthy.		maritime leadership, evidenced by the sighting of a female Captain. Amid these positive aspects, the theme also touches on the challenging sleeping schedules, shedding light on an aspect of the industry that impacts well-being.
Have you experienced/ any incidents of gender issues during your seafaring career in the maritime industry?	<i>Wala pa naman, sana wala talaga.</i> <i>Meron akong nakita.</i>	Not yet, hopefully never. I have seen some incidents.		
If yes, can you describe this/these experience/s?	<i>Sa barko secretary kasi ako doon, may mga babae na nag-rereport sa kin na mga ganyan, hinahawakan yung pwet nila. Kaya, I help them na kausapin yung head namin at doon ireresolve ang problema pero sa kin wala pa naman. Nakaencounter ako na yung ibang colleagues ko na experience. Yung process</i>	On the ship, I work as a secretary, and there have been women who have reported to me about such incidents where their buttocks were touched. So, I helped them by talking to our department head, and the issue was resolved there, but personally, I haven't experienced it yet. I have encountered cases with		Sexual Harassment

Researcher	Respondent	Translation	Codes	Themes
	<i>dun, mag-iinvestigate sila. Ang gagawin ng amo ay kakausapin yung victim at magpoprocess sila through HR. Nandun na rin si Staff Captain at Captain. Imbestigahan yung nangyari at sino yung mga witnesses. Si Captain at si HR yung magdedecide pero usually pinapadisembar k talaga yung lalaki. Usually, lalaki talaga yung offender.</i> <i>Sa 5 years ko, nakaencounter ako ng 6-7 cases ng gender issues na napadisembark yung offender sa iba't ibang department. Usually, nahahawakan yung pwet, o nadadanggi yung hinaharap.</i> <i>Para kasi sa kanila, "Babae lang yan!" Pero para sa atin, "We can do what men can do."</i>	some of my colleagues, though. The process involves an investigation. The superiors will talk to the victim, and they will go through HR. The Staff Captain and Captain are also involved. They investigate what happened and who the witnesses are. The Captain and HR make the decision, but usually, the male offender disembarked. Usually, it's a male who commits the offense. In my five years, I have encountered 6-7 cases of gender issues where the offender was disembarked from various departments. Usually, it involves unwanted touching of the buttocks or harassment of the face. For them, it's like, "She's just a woman!" But for us, "We can do what men can do."		

Researcher	Respondent	Translation	Codes	Themes
How did you handle this/these experience/s?	<i>Yung sa kaibigan ko, iyak siya ng iyak. Pero sabi ko sa kanya, "Kailangan mong maging matatag kasi nandito ka, hindi pwede na iyak ka lang ng iyak. Kailangan mong harapin din kung anong nangyari. At the end of the day, may tutulong sayo. Nandito lang kami, 'pag may nangyari."</i> <i>Nahawakan kasi yung pwet niya at pumunta siya sa kuhaan ng uniform. Tapos, ang ginawa sa kanya ay binigyan siya ng jacket pero may paghawak sa pwet. For free kasi yung pagbigay ng jacket sa kanya kahit sa department namin ay 'di free yung jacket. 'Di naman niya akalain na ganun yung gagawin sa kanya. Ibang lahi yung nagharass sa kanya. Kaya napauwi yun ng maaga. Okay na siya ngayon pero lumipat na</i>	My friend was crying a lot. But I told her, "You need to be strong because you're here. You can't just cry and cry. You have to face what happened. At the end of the day, there will be people to help you. We're here if something happens." Her buttocks were touched, and she went to get her uniform. Then they gave her a jacket, but there was touching of the buttocks involved. The jacket was given to her for free, even though it's not free in our department. She didn't expect that to happen to her. The harasser was of a different nationality. So she was sent home early. She's okay now, but she transferred to another company.	Emotional Support and Empowerment Sexual Harassment Incident and Nationality Supportive Work Environment and Resolution Transfer to Another Company	Empowerment and Solidarity in the Face of Harassment: The narrative revolves around a distressing incident involving a friend and highlights the theme of emotional support and empowerment. The protagonist's response of urging her friend to be strong underscores the camaraderie and unity among colleagues in challenging situations. The incident itself, where the friend experienced inappropriate touching, resonates with the theme of confronting sexual harassment. The fact that the harasser belonged to a different nationality adds an element of cross-cultural dynamics to the theme. The narrative also reflects a supportive work environment, as evidenced by the gesture of providing a free

Researcher	Respondent	Translation	Codes	Themes
	<i>siya ng ibang company.</i>			jacket and the assurance of help from colleagues. Ultimately, the friend's recovery and decision to switch companies touch upon the theme of seeking resolution and a safer workplace.
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	<i>Wala po. 'Di rin ako familiar sa ASEAN.</i>	No, I'm not familiar with ASEAN.	Lack of Familiarity with the ASEAN Framework	Onboard Training and Personal Boundaries: This segment emphasizes the theme of onboard training and maintaining personal boundaries. The protagonist's lack of familiarity with ASEAN hints at the need for more awareness about gender-related frameworks. The focus shifts to the comprehensive training provided on security, safety, and ship policies, highlighting the theme of preparing seafarers for various aspects of ship life. The discussion on privacy and cabin etiquette
Do you have regular training or briefings in the maritime industry?	<i>Pag sumasampa kasi kami, meron kaming training pagpunta diyan, security, safety, policy sa room, at barko. May mga Do's & Don't's sa mga babae sa mga lalaki.</i> <i>May privacy kayo, kunwari yung kasama mo sa cabin, pwedeng 'di mo payagan pag dinala niya yung boyfriend niya. Dalawa kasi kami ni cabin. Pwede siyang</i>	When we board the ship, we undergo training on security, safety, and policies in the rooms and on the ship. There are dos and Don'ts for women regarding men. You have privacy; for example, if your cabin mate brings her boyfriend, you can refuse to allow him in. There are two of us in the cabin. She can be complained about to HR,	Onboard Training and Policies Privacy and Cabin Etiquette Reporting and Consequences	

Researcher	Respondent	Translation	Codes	Themes
	<i>ireklamo sa HR, yung kasama mo at boyfriend ay pwedeng mapauwi dahil sa reklamo mo.</i>	and your cabin mate and her boyfriend can be sent home because of your complaint.		delves into the theme of maintaining personal space and comfort, ensuring that seafarers are informed about their rights to a respectful living environment. Lastly, the section underscores the significance of reporting inappropriate behavior, linking to the theme of consequences for actions that breach established boundaries.
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>Meron po sa company.</i>	There are policies in the company.		
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>Meron po katulad ng yung room girls for girls lang. Tapos yung mga ladies, dapat sila yung priorities sa mga linya. Madami. Halos lahat sa lupa, naiimplement din naman sa barko.</i>	There are separate rooms, girls for girls. And ladies are given priority in lines. There are many. Almost everything implemented on land is also implemented on the ship.		
How do these frameworks,	<i>Sakin kasi nakakahelp sya</i>	For me, it helps because you		

Researcher	Respondent	Translation	Codes	Themes
policy, or program address gender issues for women?	<i>kasi hindi ka kakabahan, hindi ka magwoworry kasi pag walang policy ang management nila doon kakabahan ka magtrabaho. 'Di mo alam ang safety mo dun, lalo na mga babae kasi mas marami ang lalaki dun. Pag sumampa ka doon tapos pag babae, parang ngayon lang nakakita ng babae.</i> <i>Ang sakin kasi, nasa tao yan kung magpapakita ka ng motibo sa isang lalaki. Hindi ka ipupush na iharass 'pag 'di ka nagpapakita ng motibo. Pag magpapakita ka ng motibo na weak ka or takot ka, they will push themselves na lapitan ka, suyuin ka. Para sayo, ayaw mo naman pero parang feeling niya, gusto. Usually doon, pag naging mabait ka, feeling ng lalaki, may gusto kana sa kanya.</i>	won't be nervous or worried when the management there doesn't have policies. You don't know your safety there, especially for women, since there are more men there. When you board, and you're a woman, it's like they've never seen a woman before. For me, it's up to the person to show any motive to a man. They won't push to harass you if you don't show any motive. If you show a motive that you're weak or scared, they will push themselves to approach you and woo you. For you, you don't want it, but they feel like you do. Usually, when you're nice to them, the man thinks you're already interested in him.		

Researcher	Respondent	Translation	Codes	Themes
Based on your known framework, policy, or program, were you able to avail any of them?	<i>Wala pa naman kasi sa kinunyawari regarding sa policies kanina. May papers kasi kami noong kaya pg sumasampa ako sarili ko yung cabina hindi ako nakikicabina sa iba talagang privacy ayoko rin naman kasi yung makipagtulog, self-respect.</i>	So far, I haven't experienced anything regarding policies earlier. We have papers, and when I board, I have my own cabin; I don't share with others because I value privacy. I don't want to sleep with someone; it's about self-respect.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Oo naman, thankful nga kami pag may nakikinig lalo na yung HR naming. Kasi nagiging kaibigan ko yung HR tsaka yung Crew Welfare. Pag may problema, sila yung tumutulong.</i>	Yes, of course, we are thankful when someone listens, especially our HR. They become like friends to me, along with the Crew Welfare. When there's a problem, they're the ones who help.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>Siguro kasi pag Women's Day, meron din namang kaming program. Pero yung everyday na training sana for all women para din aware din yung mga lalaki. Kasi samin may mga program for women pero wala namang training na Do's & Don'ts na</i>	Maybe on Women's Day, we have programs. But it would be great to have everyday training for all women so that men are also aware. Because we have programs for women, but there's no training on Do's and Don'ts that	Women's Day Programs Need for Everyday Training Lack of Training on Gender Awareness Gender-Related Training During Boarding Impact of COVID-19 on	Continuous Training and Information Dissemination: This passage brings forth the theme of continuous training and the need for consistent awareness efforts. Women's Day programs are mentioned as a step, but the

Researcher	Respondent	Translation	Codes	Themes
	<i>hindi nila pwedeng gawin sa mga babae mga ganyan. Every sumasampa sana, merong ganung training.</i>	men can't do to women. Every time we board, there should be that kind of training.	Women Seafarers Appreciation for Prioritizing Women Dissemination of Information through Flyers and Websites	focus shifts to the importance of daily training for both men and women to promote mutual understanding and respect. The lack of training specifically addressing gender dynamics raises the theme of addressing gender awareness gaps within the maritime industry. The idea of incorporating gender-related training during boarding highlights the theme of preparing seafarers for respectful interactions from the outset. The discussion of the effects of COVID-19 underscores the theme of gender-related challenges faced during the pandemic. The appreciation expressed for prioritizing women aligns with the theme of recognizing the significance of such efforts.
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Parang wala naman kasi kahit sa ibang bansa 'di naman kami pinapabayaan noon. Lalo na pag COVID, lahat ng babae is pinapasok ng cabin tapos 'di pinalabas kahit di naman kami positive di na kami pinagwork na kasi ayaw nila kaming mahawa. So ang nagtrabaho noon puro lalaki. Yun naman ang kinagandahan sa kanila.</i> <i>Salamat sa pagprioritize saming mga babae.</i>	It seems like there isn't, even in other countries. We weren't neglected back then. Especially during COVID, all women were allowed to enter the cabins, and we weren't allowed to leave even if we weren't positive because they didn't want us to get infected. So only men were working. That was the good thing about it. Thank you for prioritizing us, women.		
What are your suggestions/recommendations to educate the women seafarers about the existence of the ASEAN Framework?	<i>Siguro pagdating sa Pilipinas, magbigay sila ng flyers regarding ASEAN. Maybe they can post it kasi meron din kaming mga websites sa COSTA. Pag nagpopost sila, nakikita namin lahat mga taga-Magsaysay so</i>	Perhaps when they arrive in the Philippines, they can distribute flyers regarding ASEAN. Maybe they can post them because we also have websites in COSTA. When they post, we can see them, all of us from Magsaysay, so		

Researcher	Respondent	Translation	Codes	Themes
	<i>we can read as well. Even 'di kami matrain, at least we know our rights.</i>	we can read them as well. Even if we're not trained, at least we know our rights.		

APPENDIX K

Interview Transcription of Ira

Respondent: Ira

Date of Interview: March 13, 2023

Mode of Interview: Zoom

Researcher	Respondent	Codes	Themes
What is your current designation/rank?	<i>Deck Cadet, but I decided to pause sailing because of two reasons.</i> <i>As much as I enjoyed my time working onboard, I felt like it was not really stable for me, especially since the competition within the field was too high. The fact that I have to compete with men all the time; I feel like there is an immense pressure that I have to prove myself 10x more just because I am a woman.</i> <i>The second reason is that there were times that I went on board when I felt totally unsafe, not because of the working conditions, but because there were people sometimes who made you feel iffy while working. That also messed up my head a bit. And it is not just me who is worrying. Every time I leave, my family is also worried about me, the fact that I am compromising my safety. They</i>		Sexual Harassment, Psychological harassment

Researcher	Respondent	Codes	Themes
	were constantly worrying. <i>That certain chapter of my life was paused, but if there are any opportunities in the future, I will go back.</i>		
How many years have you been working as a seafarer?	One year & 3 months in 2 contracts (international port)		
Kindly share your experience being a woman in your seafaring profession.	<i>So, the first one, I had a contract under a ship called MPAMI. It was for four months, but eventually, it was sold. I was working with the Full Filipino crew. The first time I went on board was a culture shock for me, especially since I was the only woman there. There were a lot of thoughts running through my head, basically, and I had a hard time adjusting, not just like being homesick, but it was a hard environment because not all the people on board were supportive. Though, I'm very thankful to those officers who guided me throughout my contract there. Workwise? It was okay; I have been taught a lot of different things every day. I was getting my hand dirty. I was working outside the ship,</i>		

Researcher	Respondent	Codes	Themes
	doing maintenance, things like that. Alongside learning, all the paper works all the things that are administrative that need to be done by the officers as well. As much as I could carry, I learned those things, and they guided me along the way. Just learn as much as possible since it was my first time. I am just trying to absorb every piece of information that I get from everyone. The first contract was just four months, it was cut four months, and it was supposed to be nine months, but definitely, it was a blessing in disguise when the ship got sold because I was having a problem with the Captain and Chief mate.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	Yes.		
If yes, can you describe this/these experience/s?	Long story short, I felt like I was being harassed by our captain which. I told him explicitly that I was not comfortable with what he was doing, but he kept on doing it anyway. There was no physical contact, and there was no	Harassment by Captain Emotional and Mental Damage Mediation and Intervention Unwanted Messaging and Advances	

Researcher	Respondent	Codes	Themes
	<i>physical harm done, but you know the emotional damage and the mental stress that was going on especially being away from my family, working in rough conditions, and the fact that your safety is compromised. It was very stressful, to begin with.</i> <i>I did handle that situation properly with the captain, though I had an intervention with him. One of our crews which is the Pumpman and our Third Officer, just have someone to be witnesses during the conversation and mediation. I think it was okay because, after that conversation, he stopped doing those things that made me uncomfortable. Although the moment our Chief Officer replied, this one was sort out of his good friend, so I felt like he started antagonizing me to that Chief Mate. So, the Chief mate made everything so hard for me on the ship. So that was that.</i> <i>Also, during my first contract in my first month, I was working with an Ilonggo captain; he</i>	Emotional Manipulation and Guilt-Tripping Privacy Invasion and Creepy Behavior Uncomfortable Portraits and Gifts Safety Concerns and Barricades Traumatic Experience	

Researcher	Respondent	Codes	Themes
	<i>was old, but he was very sweet and competent. After a month, he left, and then that captain, the one who let us say, let us call him "Popeye." Popeye was the one who replaced the first captain. So that first captain, basically, I felt already awkward with him the first week we met. I know that he was just trying to be nice at first, he did not really do anything, nor did he advances with me. But after a couple of weeks went by, he started to talk about personal things that were happening in his life. He was telling me about other people's stories, how he cheated on his relationship before, and how he was like using 'WhatsApp' as a tool to keep things hidden from his wife. I was like, I did not need to know things about that, but then he started messaging me on Facebook. He was like, "Oh, how are you?" "Is there anything I can do for you?" Those things did not matter. I was just trying to keep it civil and professional. He was onboard the ship at the time he was messaging me. The weird part is, I</i>		

Researcher	Respondent	Codes	Themes
	do not really understand the point where he needs to message me, he was literally living in the same place as I am, and we talked every day. I was just trying to be civil with him, and he created another Facebook account and then added and messaged me saying, "I really don't want anybody seeing this message...If you need anything again, just contact me." However, I really didn't reply, and it was just stuck on my message request as I felt awkward. Then a couple of days after, he messaged me again on Facebook asking me to download 'WhatsApp,' but then I was like, I don't really need to download it as I was talking with my Family and my previous boyfriend on messenger. That same night he messaged me using the Secret Conversation tool on Messenger, which has an encryption feature. That's when I was like, this is not going to work. I told him right away; I am not really comfortable with you messaging me in different types of messaging apps.		

Researcher	Respondent	Codes	Themes
	<i>You were trying to contact me in multiple ways. I feel like it is not being professional anymore, and I am trying to be open at the same time and respect you a lot. This is why I am telling you directly because I do not want any more issues, and I just want a little bit of peace of mind, but you are not giving it to me. I am not saying what you are doing is wrong; I am just saying what you are doing is making me uncomfortable. However, even though me telling him that, it still went on for a couple of days, and he was sending guilt trip quotes, things like that. He was trying to manipulate me emotionally and mentally by texting me like, "Can you tell the 3rd Officer to wake me up in the morning, as I might not make it anymore". He was telling me how his life was so miserable despite being in the top position; despite being a captain, he felt that he was alone. I was like that it was not my problem anymore as I well as have my own life issues. Aside from those messaging things,</i>		

Researcher	Respondent	Codes	Themes
	<i>he was just being creepy overall.</i> <i>Another happening 3rd officer's birthday celebration, and he drew a portrait of him; then 3rd officer was like, "Oh, Nicole's birthday was coming up as well, can you please draw a portrait for her?" but then I was like, it is not necessary for things like that.</i> <i>However, little did I know he also made a portrait for me and gave it to me on my birthday. I just say thank you, and there's no problem with that. But, aside from the fact telling him regarding me being uncomfortable, he also made a different portrait of me without me knowing, but then I thought it wasn't true because some of my crewmates told me that they had seen my photos stuck on the wall on the captain's cabin, and I do not know what it is for, and I don't really understand.</i> <i>I just realized one night, when he handed it to me on the bridge, he was drunk, he gave it to me, and I obviously had a disgusted look on my face,</i>		

Researcher	Respondent	Codes	Themes
	<i>and he picked up on that, then he got so mad. He just left it there, and I said, "Thank you."</i> <i>After a couple of minutes, he got back and took the portrait away, then went down. Then, he went back up and told the Able-Bodied Seaman and 3rd Officer as we were doing an 8–12-night watch at the time. He embarrassed me in front of them, telling me how ungrateful I was and being rude to him while he was just being nice. He put all the effort in.</i> <i>During the intervention part, I told him it was not really fair for him to act like the one being hurt as I was the one who was being compromised here. Sexual harassment is not limited only to physical contact; it is also about the emotional and mental harassment you are doing to me. I have been honest with you since the beginning; I told you all the things I am not comfortable with. He didn't understand the fact; he thought that he was doing nice. He kept calling me in the middle of the night, which was</i>		

Researcher	Respondent	Codes	Themes
	<i>very unprofessional. I don't want to deal with this. That is why I told him right off the bat. Imagine how scared I am knowing that I have no one to turn to, you're the captain here, and people here are loyal to you; I'm the only woman here. I don't really know what's going on anymore. I feel like instead of me running to you when I have a problem, you're the one who is causing me a problem, and he got offended by the things that I told him. And to be honest with you, during that time that he was there, we had our own small cabin, right? Also, bed and couch. That couch was stuck in the wall. I literally ruined that couch just to remove it from the wall so I have something to put up against my door like a barricade. So, the whole time I was sleeping on the couch that pressed up to my door because there was no double lock in my room. I feel like my safety is compromised. Things have been resolved, but I was not really sure who I could trust at that point. So yeah, that was very traumatic.</i>		

Researcher	Respondent	Codes	Themes
	<i>During my second contract, I was working with a multinational crew; I was working with Russian, Bangladesh people, and Turkish. I was working with four other women seafarers. It was fun and very culturally diverse, and we were sailing in the Middle East, which was the condition there is extreme. It was so hot in the Middle East, but workwise, I learned a lot of things there. During that time, It was a longer contract. I feel like that was the time when I learned the most because I was actually involved in the cargo operation. I was tasked with bigger things, bigger responsibilities, and I got rotated regularly, working on deck and working with Officer. From all the negative things that I experienced during my first contract, the second one was really good. However, I also experienced harassment, but I spoke about it. The worst part about it is I was working with multicultural seafarers, but the harassment came from your people, Filipinos. There was</i>		

Researcher	Respondent	Codes	Themes
	a 50-year-old Able-Bodied Seaman who was being weird to me, calling my cabin late at night. He would just stare at me and talk about inappropriate things all the time when I was around. I was not even listening at that time as he was on duty and talking with another guy about me. I do not know the details. He was giving me a hard time, and I spoke up about it to my Chief Officer. After that day, the Crewing Officer in the Philippines contacted me, asking me if I was doing okay as I was harassed by this guy. She called me telling me that the guy's wife was worried because he was saying crazy things to his wife like he was engaged to a Russian cadet onboard even though we did not have a Russian cadet, treated me like I was dead, and you could have the house, and everything I owned, I am never going home. So, his wife reached out to the company, telling him that his mental well-being was not really stable. As the Crewing Officer told me, it made sense to me why he was		

Researcher	Respondent	Codes	Themes
	<i>acting like that. Maybe because he has a problem in his head, and he does need help.</i> <i>He was actually reprimanded. I felt like I was seen and heard during that time. It was a good working environment at that time, maybe because the people I worked with were more open-minded when it came to the sexual harassment clause. There were a lot of people who were protecting me even if I was not there. He was not such a bothersome compared to the Captain because the Captain can do anything compared to a rating. (The power of sexual harassment varies depending on the position of the offender).</i> <i>Our Superintendent was very hands-on because they were actually promoting the presence of women seafarers onboard. So, there were a lot of women during that contract, and constantly women were being replaced with women. Most ships have a visible presence onboard. Every time you messaged him personally about</i>		

Researcher	Respondent	Codes	Themes
	<i>your concern, he would immediately respond. I feel like we need more kinds of people onboard who are very positive when it comes to situations onboard where there are women. He is caring and basically hands-on, which made a huge difference. Not all people are open about having women seafarers onboard now, so they need to attend the seminar; however, I doubt if they would agree to it. They will automatically reject it the moment they hear it. But if we do not start now, when will we start? Eventually, there is a starting point. People would not have negative opinions towards it as we go along the way because they will see the benefits of it. But the repercussions of doing something will definitely cause a backlash.</i> <i>People are really looking down on you aside from the fact that I am a woman; just being a cadet overall gives people the pass to make your life miserable hell, to be honest.</i> <i>I also experienced when applying for a</i>		

Researcher	Respondent	Codes	Themes
	company the moment I stepped in; the guards were already rejecting me. I have not got in inside or sent my CV. Just because I am a woman, I was immediately rejected. Every time I answer the reason why I pursued this career, I feel like I have to prove myself. At first, I was positive about pursuing this career during college, but when I graduated, I got slapped by the reality of how hard it was even to look for a company that would cater to women seafarers. It took me a year before I found a company. I walked in the streets of Manila and all of the places. I always buy a pair of shoes because it always gets ruined. I was running out of money. My parents have no position to support me anymore. Thankfully, an opportunity came along, and I got accepted into Pacific Ocean Manning. Actually, I was the first woman there.		

Researcher	Respondent	Codes	Themes
How did you handle this/these experience/s?	<i>During that time, I was just thankful that I had this 3rd Officer who was very supportive and constantly helping me to go through it. He is an LGBTQA member, which is why I felt very comfortable with him. I felt like I could really open up, and he was the one who had been supporting me. We have a really good relationship up until now. He was one of the reasons why did I survive, aside from the fact that I was desperate to finish my cadetship at that time, so I was trying to put up with it.</i> <i>I could go back in time; I know I was strong because I stood my ground, but I wish I was stronger because I felt like I could have made a difference during that time. I know I should have spoken up about it; I should have talked to someone in a higher power to do it. But I was just excited for the contract to be over, thinking just surviving, basically. Other people were not my concern at that time.</i> <i>Regarding bullying and discrimination, that is very</i>		

Researcher	Respondent	Codes	Themes
	<i>subjective because being a woman on board does not only come a long with negative things. If you see from a different perspective, it is also like easier for you. But it was not only negative because, during that time, I had perks as a woman like they were understanding, like if, the example, I had a time of the month, but they also gave me rest, and I feel like that was a good thing. I feel like since woman is very organized as human beings, I was given more administration tasks. I did not suck at manual physical tasks, but I was just given more administrative tasks because I am an organized woman.</i> <i>When it comes to promotion, it is hard to get promoted. Just thinking of promotion brings a whole level of anxiety because we could not have that kind of privilege in the Philippines.</i>		
Are you aware of any ASEAN framework, policy, or program which protects your rights in the maritime industry?	<i>No, in that sector, not really. It was the first time that I heard it.</i> <i>As a woman, I do not really think so. I never heard of an organization that has been doing that.</i>		

Researcher	Respondent	Codes	Themes
	<i>I feel like all the organizations were built to cater to both genders. During the time that I was sailing, I had never heard of an organization that caters to a specific gender.</i>		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>No. Not necessarily, because I think all organizations cater to both genders. Most of them just cater to men; there was no clause there in the Maritime Labour Convention (2006) or International Maritime Organization (IMO) that protects women or gives consideration the women.</i>		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>You know the company is a whistle-blowing hotline or policy things like that, right? I feel like a similar thing should be given to women. I cannot stress this enough.</i> <i>The whistle-blowing hotline for sexual harassment on board is run by women because I feel that if it is run by men, they won't be able 100 percent can't relate because most of the things that women identify as harassment, men think that it was just normal. They will say no as an</i>		

Researcher	Respondent	Codes	Themes
	<i>answer. It's very hard for them to be compassionate when it comes to these things, so I feel like it would be a great level in a seafarer community for women. Men are less compassionate to women when it comes to these things. Men are not the ones who are fighting for their lives, being safe, and having peace of mind. It does not mean that if you are not raped, then you are not harassed. It takes a lot of forms of harassment.</i> <i>I feel like it should be implemented internationally because these types of harassment do not only happen to Filipino seafarers. It is not really talked about, but these happen to everyone. I have heard some stories from different officers who have worked with different nationalities. They experienced the same thing that I have. It usually happens not because you are a Filipino but because you are a woman.</i> <i>Whistleblower policy for Sexual Harassment should</i>		

Researcher	Respondent	Codes	Themes
	<i>be implemented and run by women. Maritime language is problematic as it has become a source of harassment in the industry.</i>		
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>I feel like most of the things that are happening are on board. Women are capable, to be honest; it's just that the sometimes most basic things aren't available for us, for example, sanitary products. I feel like all catering for women should have fixed sanitary products inside the ship and should be handed out freely. For me, I remember bringing a suitcase full of sanitary pads because you have a long contract, and you can't tell how long you will be able to get a chance to buy sanitary pads. You cannot ask the agent to buy it for you. So even a small basic thing can actually be a big help in my eyes.</i> <i>When it comes to work, I feel like everything with work is okay, but some people...Can you upgrade people?</i> <i>All the men that are going on board the ship is that catering to women should also be given a briefing like Pre-</i>		

Researcher	Respondent	Codes	Themes
	<i>Departure Orientation Seminar (PDOS). They should be given a short briefing of things to do and what not to do when working with women. I know it seems like a hassle for other people to see as that way, but it would help the conditions of women seafarers just working generally with men on board. I think it would be worth a shot.</i>		

APPENDIX L

Interview Transcription of Jasmine

Respondent: Jasmine

Date of Interview: March 10, 2023

Mode of Interview: Messenger

Researcher	Respondent	English Translation	Codes	Themes
Kindly share your experience being a woman in your seafaring profession.	During my eight months here onboard the ship, never ko naisip na. This profession is not for me. I enjoy all the things this profession has to offer. It gives me such fulfillment, thinking na I am a part of a very important operation and I am doing my part to make it happen. These past eight months taught me that even though seafaring for a woman is physically challenging, being mentally strong helps a whole lot. Because sometimes meron padin talagang nga taong 'traditional' magisip lalo na dito sa barko, but then again, if you really love what you do, negative comments and	During my eight months here onboard the ship, I never thought that this profession was not for me. I enjoy all the things this profession has to offer. It gives me such fulfillment, knowing that I am a part of a very important operation, and I am doing my part to make it happen. These past eight months taught me that even though seafaring for a woman is physically challenging, being mentally strong helps a whole lot. Because sometimes, there are still people who hold 'traditional' beliefs, especially here on the ship, but then again, if you really love what you do, negative comments and	Physically challenging	Gender discrimination, gender stereotyping, traditional gender roles

Researcher	Respondent	English Translation	Codes	Themes
	stereotypes won't matter.	stereotypes won't matter.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry? If yes, can you describe this/these experience/s?	Yes. To be honest po pet peeve ko talaga matanong ng 'Bat ito ang course mo' specially po ng mga crew, minsan mafifeel din sa way nila magtanong na disagree sila. While I would answer their question respectfully, they would reply back with, 'mahirap magbarko, hindi para sa babae, pano ka magkakaasawa , kelan ka magaanak'. For me yan po yung traditional thinking, because If lalake po ako, di naman nila ako tatanungin ng mga ganyan. I hate that women are expected only for childbirth and housewives, we have too much to offer, but still, I respect those who choose that path. May times po na napapagod or iniwasan ko nalang iexplain, kase di ko dapat ijustify	Yes. To be honest, it really annoys me when people ask me, "Why did you choose this course?" especially coming from fellow crew members. Sometimes, I can sense their disagreement in the way they ask. While I answered their question respectfully, they would reply with statements like, "It's difficult to work on a ship, not suitable for women. How will you find a husband? When will you have children?" For me, that's just traditional thinking because if I were a man, they wouldn't ask me those things. I hate that women are expected only to bear children and be housewives. We have so much more to offer, but I still respect those who choose that path.	Gender Bias in Career Choice Traditional Expectations vs. Personal Aspirations Responding to Judgmental Questions Striving to Defend Career Choice Balancing Tasks and Contributions Embracing Challenges and Limitations Pushing Boundaries and Proving Competence Empowerment through Self-Confidence Prioritizing Safety and Responsibility	Breaking Gender Norms and Defying Expectations: The narrative addresses the frustration caused by judgmental questions regarding career choice and personal life decisions, especially when it comes to women's roles and ambitions. The protagonist's determination to pursue a career in a male-dominated field, despite such questioning, highlights the theme of empowerment and self-confidence. The passage emphasizes the importance of standing up for oneself and one's choices while acknowledging the potential limitations and safety concerns that come with specific tasks. It portrays the ongoing process of challenging boundaries, proving

Researcher	Respondent	English Translation	Codes	Themes
	why pinili ko itong course na to. I remember one-time ang sinagot ko sa ganong question is "trip ko lang" hahaha to cut the conversation short. Nasanay nalang din po ako. As long as I know my reasons it wouldnt matter if positive or negative yung response nila kase ginagawa ko to para sa sarili ko. Sometimes if may mabibigat na trabaho I would be designated other jobs instead, although I understand this very much since may jobs talaga na di pwede. So pag mga ganto I just help out in any way I can, para iwas burden nadin. If alam ko po talaga na dko kaya or masyado delikado hinahayaan ko nalang sila since if cadet more on study and	There are times when I get tired, or I simply avoid explaining myself because I shouldn't have to justify why I chose this course. I remember one time, in response to such a question, I simply said, "I just felt like it," to cut the conversation short. I've gotten used to it. As long as I know my reasons, it doesn't matter whether their response is positive or negative because I'm doing this for myself. Sometimes, when there are heavy tasks, I'm assigned to do other jobs instead, and I understand this because there are certain tasks that I can't perform. In such cases, I just help out in any way I can to alleviate the burden. If I truly know that I can't handle		competence, and striving to excel regardless of gender stereotypes. The protagonist's commitment to both personal growth and safety forms a central theme throughout the narrative.

Researcher	Respondent	English Translation	Codes	Themes
	familiarization padin. But if I know ko po na kaya ko pinupush ko talaga iperform yung job na yun. Kahit sabihin nila na wag ko buhatin if kaya ko tinutuloy ko padin, wala naman na sila nagagawa pero cautious padin po kase dapat safe lagi so know your limits lang din	something or it's too dangerous, I let others take care of it because, as a cadet, my focus is more on studying and familiarizing myself. But if I know that I can handle it, I really push myself to perform that job. Even if they tell me not to lift heavy objects, if I know I can do it, I still continue. They can't really do anything about it, but I remain cautious because safety is always important. It's also crucial to know your limits.		
How did you handle this/these experience/s?	As for me po hindi naman po, kase meron talagang pros and cons pagiging babae sa barko, may other jobs na ibibigay sayo kase mas kaya or mas magagawa mo ng maayos. and may iba naman na ibibigay sa iba. Parang matter of acceptance nalang din po.	As for me, it's not really an issue because there are indeed pros and cons of being a woman on a ship. There are other jobs that will be assigned to you because you are more capable or can handle them better, while others may be given to someone else.		

Researcher	Respondent	English Translation	Codes	Themes
		It's just a matter of acceptance, too.		
Are you aware of any ASEAN framework, policy, or program which protects your rights in the maritime industry?	I know there are some already, but I don't know the details.	I know there are some already, but I don't know the details.		
If yes, kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	Yung sa IMO po, legal approaches in case of sexual or verbal harassment sa workplace and MLC equal employment opportunities	Regarding the International Maritime Organization (IMO), there are legal approaches in place to address cases of sexual or verbal harassment in the workplace, as well as equal employment opportunities under the Maritime Labour Convention (MLC).		
How do these frameworks, policies, or programs address gender issues for women?	Nagkakaroon po ng platform or ng basis yung mga issues na need bigyan ng pansin. And in turn naeducate yung mga lalake sa maritime industry about sa mga negative actions nila. since pansin ko	Issues that need attention are being given a platform or basis. And in turn, it educates men in the maritime industry about their negative actions. I've noticed that they would try to justify that there's nothing wrong with a simple touch or		

Researcher	Respondent	English Translation	Codes	Themes
	po they would try to justify na theres nothing wrong with a simple touch or a simple inside joke, but these policies bring light into these issues. minsan po talaga di maiiwasan madanggil lalo po pag mga nagmamadali and busy, but yung malicious po wala naman po. And with MLC since some companies are still not accepting female seafarers. It helps bring diversity and equal opportunities.	an innocent inside joke, but these policies shed light on these issues. Sometimes, it's inevitable to be wrongly accused, especially when people are in a hurry and busy, but malicious intent is a different matter. Regarding the Maritime Labour Convention (MLC), it helps promote diversity and equal opportunities, as some companies still do not accept female seafarers.		
Based on your known framework, policy, or program, were you able to avail any of them?	Yes po, prior boarding this vessel, meron pong guidelines regarding sexual harassment na binigay sa crew and during seminars binabanggit din po, and dun naman po sa MLC, previously po kasi hindi natanggap ang MOL ng filipina onboard, they have female seafarers but only japanese	Yes, prior to boarding this vessel, guidelines regarding sexual harassment were provided to the crew, and they were also mentioned during seminars. As for the MLC, previously, the MOL (Mitsui O.S.K. Lines) did not accept Filipina seafarers onboard. They had female		

Researcher	Respondent	English Translation	Codes	Themes
	and indonesians. and now slowly sila nagiging inclusive	seafarers, but only from Japan and Indonesia. However, now they are slowly becoming more inclusive.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	Yes, because it helps protect our rights as women in the male-dominated industry and gives us the voice we need since napakababa talaga ng percentage ng women seafarers.	Yes, because it helps protect our rights as women in the male-dominated industry and gives us the voice we need, especially considering the very low percentage of women seafarers.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	Here po sa MOL, Japanese women seafarers are only around 10-15, some stop seafaring because nagkaka-family na and settles for office work and rare case nalang din yung bumalik sa barko despite may anak na. And also, sa social media platforms, I often add female seafarers even tho I dont know them personally, kase rare padin talaga na, na yun nga women	Here in MOL, the number of Japanese women seafarers is only around 10-15. Some of them stop seafaring because they start their own families and settle for office work. It's rare for someone to return to the ship after having children. Moreover, on social media platforms, I often connect with female seafarers even if I don't know them personally because women in the		

Researcher	Respondent	English Translation	Codes	Themes
	in maritime. Some of those I knew na in higher ranks na like Captain or chief engineers, still dont have a husband or a family. Factor nadin siguro na mababa padin, because meron padin talaga tayong gender roles like building a family. And sometimes need pumili between careers. Maybe shorter contracts would do for those na nagkaron na ng family, para still may chance to rank up or to pursue a career. Making it widely known, since I think di widespread ang gender rights & policies, especially to those companies who have just started accepting women, and the workplace may not yet be suited for one	maritime are still quite rare. Some of the female seafarers I know who hold higher ranks, like Captains or Chief Engineers, still don't have husbands or families. It might be a contributing factor that there are still traditional gender roles regarding building a family. Sometimes, one needs to choose between their career and family. Perhaps having shorter contracts would benefit those who already have families, providing them with a chance to advance in their ranks or pursue their careers while maintaining a work-life balance. It's important to make gender rights and policies widely known, especially to those companies that have recently		

Researcher	Respondent	English Translation	Codes	Themes
		started accepting women in the industry, as the workplace may not yet be fully accommodating for them.		
What are the areas which need to be improved to promote decent/better working conditions for women?	Pagiging inclusive or diverse ng thinking ng maritime industry po. Some of what I can think of are PPE sizing, though it is not my personal experience, kase here, I have what I need, but for other women, what they do is they sew their ppes themselves to make them fit. kase their companies do not provide smaller sizes despite employing women	The inclusivity or diversity of thinking in the maritime industry. One aspect that comes to mind is the issue of PPE sizing. Although I haven't personally experienced it here since I have what I need, I am aware that other women have to sew their own PPEs to make them fit. This is because their companies do not provide smaller sizes despite employing women.		

APPENDIX M

Interview Transcription of Kiara

Respondent: Kiara

Date of Interview: March 15, 2023

Mode of Interview: Messenger

Researcher	Respondent	Translation	Codes	Themes
What is your current designation/rank?	<i>2nd Officer in Bulk Carrier. Dati, gusto ko maging plane pilot kaso mahal kasi yun kaya humanap ako ng iba na magtatrabaho habang nagtatrabaho. Blessed din ako sa career ko.</i>	I am a 2nd Officer in a Bulk Carrier. In the past, I wanted to become a plane pilot, but it was expensive, so I looked for other opportunities to work while traveling. I am also blessed with my career.		Gender stereotyping, gender imbalance
Kindly share your experience being a woman in your seafaring profession.	<i>I started sailing when I was 19 years old as a Deck Cadet year 2012. Then I passed my license for OIC in 2014 and then immediately naging 3rd Officer. So far, maayos at maganda naman yung experience ko wala akong naexperience na any bullying, harassment, or anything. I find my crewmates and vessel very supportive sa progress ng career ko especially with my Senior Officer. I cannot share anything negative. It</i>	I started sailing as a Deck Cadet when I was 19 years old in 2012. Then I obtained my license as an Officer in Charge (OIC) in 2014 and immediately became a 3rd Officer. So far, my experience has been good and positive. I haven't encountered any bullying, harassment, or negative experiences. I find my crewmates and the vessel very supportive of my career progress, especially my Senior Officer. I		

Researcher	Respondent	Translation	Codes	Themes
	<i>begins with yourself naman if you expose yourself to like being the only woman onboard, if you expose yourself to sexual na icon then that is a different story. Kumbaga, magsisimula kasi sa sarili kung magkakaroon ka ba ng maganda experience or hindi. That is for me. As of now, ako lang ang woman seafarer. Pero 3 months back, I have women seafarers' company.</i>	cannot share anything negative. It really depends on you. If you expose yourself to being the only woman onboard or if you expose yourself to a sexualized environment, then that is a different story. In other words, it starts with oneself whether you will have a good or bad experience. That's my perspective. As of now, I am the only woman seafarer. But three months ago, I had women seafarers in my company.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>Personally, no, because our company and principals are pro-female seafarers.</i>	<i>Personally, no, because our company and principals are pro-female seafarers.</i>		
If yes, can you describe this/these experience/s?	<i>Kasi yung company kasi namin prone naman sila female. Bale cadet program po kasi ako ng Northern which is our principal so hindi naman ako nakaexperience</i>	Our company is actually open to hiring females. I was part of the cadet program of Northern, which is our principal, so I didn't experience any rejections because I went	Inclusive Hiring Practices Progress in Gender Diversity Advocacy for Women Seafarers	Pioneering Gender Inclusivity and Personal Growth: This section highlights the theme of pioneering gender inclusivity and personal growth

Researcher	Respondent	Translation	Codes	Themes
	ng any rejections kasi immediately after school diretso sa company. Immediately, after school dito na sa company. They paid for everything para makasampa. Then dito naman when we transferred to Synergy, 'di naman ako nakaexperience ng any gender issues kasi prinopromote din nila na magkaroon then ng mas marami pang babae onboard. Kaso ngayon, 1 out of 10 seafarers lang ang babae kasi sa principal lang naming may women seafarers. Sa principal naming ngayon, meron kaming 6 na women seafarers. Bale, stereotyping talaga siya kasi seafaring is still a male-dominated industry. But also happy because I can see the growth and progress of female seafarers. There are female seafarers who	straight to the company after school. Immediately after school, I joined the company. They paid for everything to get me on board. When we transferred to Synergy, I didn't experience any gender issues either because they also promoted having more women on board. However, currently, only 1 out of 10 seafarers are female because our principal only has women seafarers. In our current principal, we have six women seafarers. It's really stereotyping because seafaring is still a male-dominated industry. But I am also happy because I can see the growth and progress of female seafarers. There are female seafarers who are advocating and making vlogs to	Striving for Equity and Opportunity Challenges and Growth Supportive Environment and Family Overcoming Doubts and Proving Abilities Achieving Milestones and Professional Growth	within the seafaring industry. The passage discusses the positive shift in the company's hiring practices, promoting opportunities for women seafarers. The author emphasizes the importance of awareness and advocacy for women in the industry, challenging stereotypes, and inspiring others through vlogs and role modeling. The concept of equity rather than complete equality is explored, acknowledging inherent differences while advocating for equal work opportunities. The narrative reflects on the challenges faced as a Deck Cadet, a pivotal point that tests one's commitment to the career path. The support of the company, colleagues, and family is highlighted as a crucial factor in overcoming doubts and

Researcher	Respondent	Translation	Codes	Themes
	are advocating and making vlogs na nanghihikayat na mas marami pang babae ang magseafaring. This kind of awareness really helps since in this industry, many are stereotyping na lalaki lang ang sa barko, babae ka naman? This is unfair because ako, I do not fantasize equality. Hindi naman magiging equal talaga. At least siguro sa opportunities, mabigyan din ng work ang mga babae onboard. Hindi naman magiging equal ang babae sa lalaki at mas lalong hindi magiging equal ang lalaki sa babae. So, we have our strengths in all aspects. More on equity ako. Deck Cadet yung pinakamahirap na position kasi yun yung starting point. Doon mo matatanong yung sarili mo, "Heto ba talaga yung gusto ko?" Ito yung turning	encourage more women to join seafaring. This kind of awareness really helps since many people in this industry stereotype that only men are on board and question why a woman would be there. This is unfair because I don't fantasize about equality. It won't truly be equal. But at least, I hope women will also be given work opportunities on board. Women won't be equal to men, and men won't be equal to women. We have our strengths in all aspects. I believe more in equity. Being a Deck Cadet is the most challenging position because it's the starting point. That's when you question yourself, "Is this really what I want?" It's the turning point in my career. But so far, I didn't struggle because the company I		proving oneself. The passage encapsulates the journey of growth, progression, and the determination to shatter gender norms within a traditionally male-dominated field.

Researcher	Respondent	Translation	Codes	Themes
	<i>point sa career ko. Pero so far, hindi rin ako nagstruggle kasi supportive rin yung napuntahan kong company, environment, mga nakasama ko at family. Before kasi nung nagpaenroll ako sa college, tinanong ako nga papa ko kung sigurado na ako sa kukunin kong kurso. Doubtful siya na heto yung kinuha. Ako lang yung seaman sa pamilya naming kaya doubtful yung tatay ko. But I proved him wrong kaya proud din siya kung nasaan na ako ngayon. Buti nalang diretso yung program ko from Cadet to Officer pero madugong laban yun dahil ang daming iaassment. Kailangan naming iprove sa sarili naming na kaya naming magdala ng barko. Obsessed with proving themselves.</i>	joined, the environment, the people I worked with, and my family were all supportive. Before when I enrolled in college, my father asked me if I was sure about the course I was taking. He had doubts about it. I'm the only seafarer in our family, so my father was doubtful. But I proved him wrong, so he's proud of where I am now. Thankfully, my program went smoothly from Cadet to Officer, but it was a tough battle because there were many challenges. We had to prove to ourselves that we could handle the ship.		
How did you handle	<i>I take it as a challenge kasi kung iisipin mo</i>	I take it as a challenge because if you		

Researcher	Respondent	Translation	Codes	Themes
this/these experience/s?	<i>na ididiscourage mo yung sarili mo na bakit ako nandito? Parang dinisregard mo rin lahat ng reasons mo kung bakit ka nagsikap, nag-aral, at bakit ito yung kinuha mong kurso.</i> <i>I take it as a challenge para maproof ko rin sa sarili ko na hindi para sa kanila kundi para sa sarili ko na kaya ko, hindi naman ibig sabihin na babae ako ay hindi ko kaya na magtrabaho sa barko.</i> <i>Lahat ng gender issues, ihahandle ko to sa pamamagitan ng pag-Thank you sa kanila. Ipapakita ko sa kanya na iba ako sa kanila. Kami dito beinte at ako lang yung isang babae. 19 silang lalaki. Edi thank you kasi napapansin mo na iba pala ako. Sa mga oldies na seafarers, majority sa kanila, naiinsecure. Ngayon kasi, more on paperworks na.</i>	think about it if you start discouraging yourself and questioning why you're here, it's like disregarding all the reasons why you worked hard, studied, and chose this course. I take it as a challenge to prove to myself, not for others, but for myself, that I can do it. Just because I'm a woman doesn't mean I can't work on a ship. I will handle all gender issues by saying "Thank you" to them. I will show them that I am different from them. Here, we are twenty, and I am the only woman. There are nineteen men. So, thank you for noticing that I'm different. The majority of the older seafarers feel insecure. Nowadays, it's more focused on paperwork. Of course, when it comes to paperwork, women are good at it. They feel insecure		

Researcher	Respondent	Translation	Codes	Themes
	<i>Syempre pag babae, tayo ang magaling dyan. Parang naiinsecure at nachachallenge sila like, “<u>Uy, parang napapalitan na tayo. Bakit kinakaya na ng babae yung trabaho ng lalaki?</u>”</i> <i>Syempre, the world is improving. Technology and everything is why it is evolving. So yung mga vessels ngayon, mas friendly na siya sa mga babae. Hindi na siya is physically exhaustive in terms of work. Sa mga insecure na male seafarers, ‘di ako nagpapakitang-gilas. For example, pag alam kung naiinsecure sila kumabaga binibigyan ko sila ng chance na turuan ako or ipakita sa akin kung ano yung mga bagay na magaling sila para hindi rin naman nila mafeel na nalalamangan. Ayoko rin naman yung</i>	and challenged like, "Hey, it seems like we're being replaced. How can women handle the work that men do?" Of course, the world is improving. Technology and everything else is evolving. That's why vessels are now more female-friendly. The work is no longer physically exhaustive. For the insecure male seafarers, I don't show off. For example, when I know they feel insecure, I give them a chance to teach me or show me the things they are good at so that they don't feel overshadowed. I don't want to be superior. I believe that experience is the best teacher, so I respect them, especially those who have been on the ship for a long time. I respect their experience. Women tend to intentionally		

Researcher	Respondent	Translation	Codes	Themes
	<i>nanlalamang. Kasi, I believe na experience is the best teacher so nirerespeto ko sila lalo na sa matagal na barko. I respect their experience. Women tend to intentionally downgrade their performance in order not to shadow the male seafarer.</i>	downgrade their performance in order not to overshadow male seafarers.		
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	<i>Actually hindi, sa side lang sa company namin rules namin na anti-harassment and bullying. Hindi ako aware sa ganyang Framework for women kasi di rin naman siya known sa lahat. Pero aware po ako sa ASEAN.</i>	Actually, no, in our company, we have rules against harassment and bullying. I'm not aware of any specific framework for women because it's not widely known. But I am aware of ASEAN.		
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>Wala din, pero meron akong nakikitang sa flag internationally. For example, sa flag meron din kaming mga third party na mga call points if there is anything na kailangan naming i-report for any form harassment. Bali sa company namin hindi talaga siya specifically for women but for</i>	No, but I have seen it on an international level, especially through flag states. For example, under our flag, we have third-party contact points where we can report any form of harassment. In our company, it's not specifically for women, but for everyone. Our company doesn't have specific rules		

Researcher	Respondent	Translation	Codes	Themes
	<i>all. Like sa company kasi namin wala siyang specific for example, third party contact person namin wala talagang nakalagay na for women is dapat doon tatawag. Yun na po pag babae na yung binigyang pansin, pag babae na yung may nireraise na issue nga, kumbaga walang specific rules dito sa company namin na specific para sa babae.</i> <i>Nagparticipate din ako sa survey study rin siya from UK about women welfare port based kasi nga minsan daw nagconduct sila ng study kasi most of the time puro pang daw lalaki yung mga bumibisita sa seafarer center. Last week lang din nagparticipate din ako sa another study sa flag naman yun ng Danish tapos nagdiscuss din kami kung paano mastrengthen</i>	that indicate women should contact a particular third-party person. So, when it comes to addressing issues raised by women, there are no specific rules in our company that are exclusively for women. I also participated in a survey/study from the UK about women's welfare in port areas because they conducted a study as most of the visitors to seafarer centers are predominantly male. Just last week, I also participated in another study conducted by the Danish flag, and we discussed how to strengthen the women's seafarer community. I suggested creating a group or organization dedicated to women seafarers. I always participate because, without respondents, the study might fail. It's not good		

Researcher	Respondent	Translation	Codes	Themes
	yung about community ng women seafarer. I suggested to make a group or organization dedicated for women seafarers. I always participate because pag walang respondents, baka magfail yung study. 'Di siya maganda for future kasi 'di rin mamomotivate yung future female seafarers na magjoin. Familiar po ako sa WISTA International parang nakita ko na yung logo pang siguro niya like kasama siya pag nag-Women's month kasi sponsor. Doon ko pa lang siya nakita pero 'di ako nakapagparticipate.	for the future because it won't motivate future female seafarers to join. I am familiar with WISTA International. I have seen their logo, probably during Women's Month events, because they are sponsors. However, I haven't been able to participate myself.		
How do these frameworks, policies, or programs address gender issues for women?	Dito kasi sa company namin, yung policies are not specifically for women, it is dedicated for all. Not specific set of rules for women seafarers na ganoon ka depth yung policy or	In our company, the policies are not specifically for women; they are dedicated to everyone. There is no specific set of rules for women seafarers that have in-depth policies or rules. They pay more		

Researcher	Respondent	Translation	Codes	Themes
	<i>rules. Mas binibigyan nila ng pansin pag babae na yung nagraraise ng issue. The call points are not only for women, but it is for all.</i>	attention when a woman raises an issue. The call points are not only for women but for everyone.		
Based on your known framework, policy, or program, were you able to avail any of them?	<i>So far wala naman po, as I said po 'di naman ako nakaexperience ng anything negatives sa workplace ko na umabot sa ganyang level. Before, if there are issues especially when the women seafarers' numbers have grown, the office verbally said that na magsabi kami kaagad kapag may anything para maaddress agad yung issue. Lumaki ako na puro lalaki kasama ko. Personally, adjusted na ako kung paano magsalita yung mga lalaki. May nakasama ako na sensitive talaga kaya sinasabihan ko yung iba na wag muna yan kasi bata pa yun, kailangan pa mag-aral.</i>	So far, I haven't experienced anything negative in my workplace that has reached that level. Before, especially when the number of women seafarers increased, the office verbally mentioned that we should immediately report anything so that the issue could be addressed promptly. I grew up surrounded by mostly men. Personally, I have adjusted to how men speak. There was someone I worked with who was sensitive, so I advised others not to engage with that person because they were still young and needed to learn.		

Researcher	Respondent	Translation	Codes	Themes
	<i>Women were supporting women.</i>			
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Yes, helpful po siya kasi mas mafefeel namin na safe, at acknowledge kasi different pa rin ang babae sa lalaki. Mas momotivate rin na mas magtagal sa barko kasi palakasan at patigasan ng loob talaga dito. Siyempre puro lalaki kasama mo kung mahinang nilalang ka, wala talaga. Pag makafeel ka kunwari may magharass sayo kahit by words lang, syempre madidiscourage ka. Tapos pag wala pang mga ganyang set of rules or anything na pwede naming masumbungan. Mas lalong madidismaya yung mga babae.</i>	Yes, it is helpful because it makes us feel safe and acknowledged, as there are still differences between women and men. It also motivates us to stay longer on the ship because it requires strength and resilience. Of course, when you are surrounded by mostly men, if you are a weak individual, it becomes challenging. If you ever feel harassed, even if it's just through words, it can be discouraging. And if there are no specific rules or avenues for us to report such incidents, it can be even more disheartening for women.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>For me parang unfair lang siya kasi minsan talaga satin mga babae hindi parin tayo comfortable magshare o magsalita sa ibang tao na</i>	For me, it seems unfair because sometimes, as women, we are not comfortable sharing or speaking to others whom we know will not		

Researcher	Respondent	Translation	Codes	Themes
	<i>alam nating di naman mag-aaddress na para sa babae lang kasi minsan nadidisregard din talaga.</i> <i>So far, wala talaga akong nagrereach out na effective organization for women seafarers. Kailangan na, hindi lang every March yung magrereach out sa mga babae. Pag merong existing organization for women seafarers, they should tap manning agencies about the population of women seafarers. They should device registration process so that we will know each other. The manning company should be also the one to encourage me to join the organization so that we will know the existence of the group where we can share our experiences to the younger female seafarers. At least we know</i>	address the issue specifically for women, as it can be disregarded at times. So far, I haven't reached out to any effective organization for women seafarers. It's necessary to have one, and it shouldn't only reach out to us during March. If there is an existing organization for women seafarers, they should collaborate with manning agencies to gather information about the population of women seafarers. They should establish a registration process so that we can know and connect with each other. The manning company should also encourage us to join the organization, so we are aware of the group's existence and can share our experiences with younger female seafarers. At		

Researcher	Respondent	Translation	Codes	Themes
	that there is something. Hindi mo lang makikita during Women's Month. Dati merong page for Filipino women seafarers kaso wala namang nagrereply. Siguro, 'di rin effective kasi walang nagmamanage. Passion din kasi siya to organize things like that kasi mahirap siyang gawin. Napakadaming women seafarers. At meron ding iba na ayaw magparticipate.	least we would know that there is something available, not just during Women's Month. There used to be a page for Filipino women seafarers, but no one was responding. Perhaps it wasn't effective because there was no one managing it. It takes passion to organize something like that because it's challenging. There are so many women seafarers, and some may choose not to participate.		
What are the areas which need to be improved to promote decent/better working conditions for women?	So far, okay naman. Hindi pa kasi ako nakatry ng inter-island so parang di ko pa naexperience yung mga napagdaanan nung mga nakainter-island. Dito sa amin naman internationally, very good naman yung working environment namin kasi protected naman kami ng MLC at CBA. So wala pa talaga akong	So far, it's been okay for me. I haven't tried working on inter-island vessels, so I haven't experienced what those who have gone through that have experienced. In our international working environment, it's very good because we are protected by the Maritime Labour Convention (MLC) and Collective		

Researcher	Respondent	Translation	Codes	Themes
	<i>nakikitang urgently na kailangang mabigyan ng pansin. Siguro yung equal opportunity lang talaga kasi madalas nangyayari sa ibang company, meron parin talagang 'di tumatanggap ng babae.</i> <i>Sa promotion, ayaw ko rin i-lower yung standard based sa babae na kakayanan.</i> <i>Since male-dominated yung industry, para sa akin, ako dapat ang mag-adjust sa rules o SOP. Wala pa akong naencounter na gender issues sa promotion ko kasi blessed naman kami mabigyan ng equal opportunity.</i>	Bargaining Agreement (CBA). So I haven't encountered any urgent issues that need immediate attention. Perhaps the only thing is equal opportunity because, in other companies, there are still those who do not accept women. Regarding promotions, I don't want to lower the standards based on gender capabilities. Since the industry is male-dominated, I believe it's up to me to adjust to the rules and standard operating procedures (SOP). I haven't encountered any gender issues in my promotions because we are blessed to be given equal opportunities.		

APPENDIX N

Interview Transcription of Louise

Respondent: Louise

Date of Interview: March 15, 2023

Mode of Interview: Zoom

Researcher	Respondent	English Translation	Codes	Themes
What is your current designation/rank?	<i>Third Electro-Technical Officer (ETO) at Princess Cruises Corporation. I worked previously at MERSK for 15 years. Medyo mahirap yung requirements ni MARINA sa ETO kaya konti lang yung ETO ngayon. At magastos po yung mga ETO o ETR courses.</i>	Third Electro-Technical Officer (ETO) at Princess Cruises Corporation. I previously worked at MERSK for 15 years. The requirements set by MARINA for ETOs are quite challenging, which is why there are only a few ETOs currently. Additionally, the ETO or ETR courses can be expensive.	Historical Gender Bias Challenging Early Experiences Limited Opportunities and Dismissals Overcoming Barriers to Job Applications Changing Dynamics with Online Applications Shift Towards Diversity and Inclusion	Verbal harassment & physical harassment
Kindly share your experience being a woman in your seafaring profession.	<i>Noon, 'di pa talaga uso ang diversity, inclusion, and equality unlike ngayon. So may time na nag-aapply ako, tapos nagtatanong ako kung tumatanggap ba sila ng female Electrician so binababaan ka ng telephone kasi 'di sila nag-aaccept.</i>	In the past, diversity, inclusion, and equality were not really emphasized, unlike today. There were times when I applied for a job and asked if they accepted female electricians, but I would be dismissed over the phone because they didn't accept women.	Breaking Gender Norms in Transition to More Acceptance	

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	May mga ganoong pagkakataon or sometimes sa guard palang, tinatanong ka na kung may experience ka. Tapos kung wala, 'di na rin iaaccept yung application mo. So, mas mahirap talaga noon. Unlike ngayon, at least yung effort mo medyo less kasi online ka nalang magpapasa. 'Pag 'di ka pansinin, pasa ka nalang sa iba. Pero dati, pupuntahan mo, ipapasa mo yung resume mo. Minsan, 'di ka talaga makapagpasa ng resume kasi guard pa nga lang, 'di na natatanggap. Tapos sa barko naman, nagugulat sila sa may babaeng seafarer at sa position ko pa as Electrician. So medyo doubtful sila tingin hindi naman	There were occasions when even the security guard would ask about my experience right at the entrance. If I didn't have any, they wouldn't accept my application. So, it was definitely more challenging back then. Unlike now, at least the effort is somewhat reduced because you can submit your application online. If they don't pay attention to you, you can just apply elsewhere. But in the past, you had to physically go to the company and submit your resume. Sometimes, you couldn't even pass your resume because the guard would turn you away. On ships, they were surprised to see a female seafarer, especially in my position as an electrician. They had doubts because they didn't		

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	<i>pambabae yung trabaho.</i> <i>Meron ding harassment. Before kasi, parang 'di pa ganoon ka-open kaya parang normal nalang. Ngayon, marami ring companies ang nag-aaccept ang babae. Pero dati, sobrang hirap maghanap ng trabaho. Tapos pag nakapasok kana, medyo doubtful pa rin sila sayo.</i>	consider it a job for women. There was also harassment. In the past, it seemed less open and almost normal. Nowadays, many companies accept women. But in the past, it was extremely difficult to find a job. And even after getting hired, there were still doubts and skepticism toward female workers.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>Yes, madalas verbal harassment kasi baka iba kasi yung environment sa barko compared sa lupa. Tapos 'di sila sanay makipagbiruan sa mga ladies.</i>	Yes, verbal harassment was often a problem because the ship environment was different from being on land. They weren't used to joking around with women.		
If yes, can you describe this/these experience/s?	<i>Yung mga biro-biro hindi naman tayo pare-parehas ng tolerance lalo pag green jokes. Lalo na pag 'di naman kayo close.</i> <i>Minsan nagbibiro na siya yung boyfriend mo</i>	We don't have the same tolerance for jokes, especially when they involve green humor, especially if you're not close to the person making the jokes.	Differing Tolerance Levels Reporting to the Captain Video on Harassment and Bullying	Gender-Insensitive Humor Addressing Uncomfortable Jokes Company's Proactive Response

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	<i>dun. Pag ganun, medyo off na.</i> <i>Parang ininform po si Captain kasi ayoko rin mawalan ng trabaho. 'Di kasi ganun kastrong dati yung acceptance sa female sa pagbabarko. Kaya nagplay siya ng video noon about harassment and bullying para marefresh din yung mga tao. Medyo, 'di tinotolerate ng company yung ganung sitwasyon.</i> <i>And physically naman sa isang port in China, dumaan ako tapos may kumuha ng radio sa pocket ko. So parang niloloko niya ako, Chinese siya na nagtatrabaho sa port. Wala na akong nagawa kundi umiyak. Tapos pumasok nalang sa accommodation . Nakita nalang ako ng mga kasama ko at sinabi nila kay</i>	Sometimes, even your boyfriend would make jokes like that, and it becomes uncomfortable. I informed the Captain about it because I didn't want to lose my job. Acceptance of women in the maritime industry wasn't that strong back then. So, the Captain played a video about harassment and bullying to refresh everyone's understanding. The company doesn't tolerate such situations. Regarding a physical incident in a port in China, I was passing through, and someone took the radio from my pocket. It felt like he was mocking me; he was a Chinese worker at the port. I couldn't do anything but cry and go back to the accommodation . My colleagues saw me and informed the Captain about it. The Captain	Mockery and Immediate Action An incident in a Chinese Port	

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	<i>Kapitan tungkol doon. Tapos si Kapitan pinatawag niya yung Supervisor sa port. Yung Supervisor pinatawag niya lahat ng nagtatrabaho dun. 'Di ko na maidentify kung sino yung lalaki exactly. Nahirapan na rin ako i-identify kasi Chinese tapos magkakamukha sila. Ang bilis lang kasi yung pangyayari. Nabigyan naman ng Disciplinary Action yung tao. Noon, 'di pa kasi sanay yung mga tao na makakita ng babae na nagtatrabaho sa barko. Sabi nga nila, male-dominated industry. Pero ngayon sa nakikita ko, napakarami na ring babaeng seafarers. Medyo strong na rin kasi yung mga policies ng company when it comes to diversity, inclusion, and equality. Ako</i>	called the Supervisor at the port. The Supervisor gathered all the workers there. I couldn't exactly identify the man because they were Chinese and looked similar. The incident happened quickly. The person received disciplinary action. Back then, people weren't used to seeing women working on ships. They say it's a male-dominated industry. But now, from what I see, there are a lot of female seafarers. The company has implemented stronger policies when it comes to diversity, inclusion, and equality. I used to be the only woman on the cargo ship. Sometimes, I had female companions on the ship, mostly deck officers rather than engine officers. But most of the time, I was the only woman. Now, on the cruise ship,		

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	<i>lang kasi yung isang babae sa barko dati sa cargo ship. Minsan, meron din akong nakakasama sa barko. Mostly, Deck Officers kaysa Engine. Kaso mas madalas na ako lang talaga yung babae. Dito na nasa Cruise Ship ako ngayon, marami nang babae.</i> <i>Dati talaga medyo di pa accepted ang pagiging female sa pagbabarko. Kung mahirap yung pagbabarko para sa mga lalaki, mas doble ang hirap para sa mga babae. 'Di lang siya sa pisikal, yung mga tao laging in-doubt sayo. Parang lagi mong need na may patunayan na deserve mo na nahire ka at deserve mo na nasa posisyon ka. Ganun palagi. Noon, mas doubtful talaga sila sa mga babae. Pero ngayon,</i>	there are many women. Being a woman in the maritime industry was not widely accepted in the past. If it was challenging for men, it was doubly difficult for women. It wasn't just physical; people always doubted you. It felt like you constantly needed to prove that you deserved to be hired and to hold your position. That's how it was. They were more doubtful of women back then. But now, it's better, and the perception is more equal. Women are being given opportunities. Even in the Cruise Ship Technical Department, I'm glad they have opened up. It's difficult for Asians to get promoted. Usually, Europeans are the officers on cruise ships. It's better on a cruise ship because the contract is only four months		

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	<i>mas okay na at equal na yung tingin. Binibigyan na talaga ng opportunities yung mga babae. Kahit dito rin sa Cruise Ship Technical Department, natuwa rin ako na nag open na rin sila.</i> <i>Mahirap makapasok sa promotion ang mga Asians. Usually, Europeans talaga yung mga officers sa Cruise Ship. Mas okay sa Cruise Ship kasi 4 months lang yung contract compared sa Cargo na 5 months. Mas makakauwi ako sa mga kids. At mas madaming tao sa Cruise katulad ng mekanikal compared sa Cargo na konti lang kaya walang tumutulong sayo.</i>	compared to 5 months on a cargo ship. I can go home to my kids sooner. And there are more people on a cruise ship, like mechanics, compared to the cargo ship, where there are fewer people to help you.		
How did you handle	<i>Syempre that time bata pa kasi ako kaya</i>	Of course, at that time, I was still young, so I		

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this/these experience/s?	<i>natatakot akong lumaban o sagutin sila kaya umiwas nalang ako sa kanila. Mahigpit talaga yung pangangailangan kaya kinaya ko. Inisip ko na rin na lahat naman mahirap. Inisip ko nalang if worth it ba? Kahit mahirap siya, worth it naman kasi yung yung natapos ko na course. Sayang naman if igigive-up ko, okay naman yung salary. Yung trabaho, okay naman. Ganon, tiyaga-tiyaga lang talaga. Lahat naman kasi ng bagay, mahirap.</i>	was afraid to fight back or respond to them, so I just avoided them. The need was really strict, so I endured it. I also thought that everything was difficult. I just thought it was worth it. Even though it was tough, it was worth it because that was the course I finished. It would be a waste if I gave up, and the salary was good. The job itself was fine. That's how it was, just persevering because everything in life is difficult.		
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	<i>I am aware of the ASEAN organization sa school and sports but with regards to the women seafarers in the maritime industry at programs sa women migrant workers, 'di po ako aware.</i>	I am aware of the ASEAN organization in school and sports, but when it comes to women seafarers in the maritime industry and programs for women migrant workers, I am not aware.		
Do you have regular training or briefings in	<i>Generally, yung PDOS lang po pero walang</i>	Generally, only the Pre-Departure Orientation		

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the maritime industry?	<i>discussion sa gender issues.</i>	Seminar (PDOS) is provided, but there is no specific discussion on gender issues.		
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>Sa company, ang alam ko parang 'di naman tinotolerate yung discrimination. Recently in Women's Day, nakareceive rin ako ng email from female network of seafarers. So parang nagstart na silang maging strong ang community ng mga babae sa company.</i>	In the company, from what I know, discrimination is not tolerated. Recently, on Women's Day, I also received an email from the female network of seafarers. It seems like they have started to build a strong community of women within the company.		
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>About bullying, discrimination, and harassment policies.</i>	About bullying, discrimination, and harassment policies.		
How do these frameworks, policies, or programs address gender issues for women?	<i>Kasi dun sa last company ko, parang same sa company ko ngayon na nagbibigay na sila ng direct na communication kung nakakaexperien</i>	In my previous company and in the current one, they have implemented direct communication channels for reporting harassment or voicing		

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	<i>ce ka ng harassment or kung may gusto kang i-voice out. Meron na sila direct people na pwede mong padalhan ng email. So 'di mo na kailangan magkwento kay Kapitan. Factor din kasi yun. Minsan, 'di mo rin maalís na may ego si Kapitan at ayaw niya na nasa barko niya nagaganap yung mga ganun kaya tinatry niyang isettle. Kaya ang nangyayari, naka-kept siya at 'di siya nararaise sa higher positions. Mas maganda kasi na nararaise para aware yung marami tungkol sa mga issue na kinakaharap. Mas maganda yung direkta talaga.</i>	concerns. They have designated individuals whom you can send an email to. This eliminates the need to personally approach the Captain. It's also a factor because sometimes the Captain may have an ego and prefers to settle issues within the ship to maintain control. As a result, these issues remain unaddressed, and the Captain's career progression may be hindered. It's better to raise such issues directly so that more people are aware of the challenges being faced. Direct communication is indeed more effective.		
Based on your known framework, policy, or program, were you able to avail any of them?	<i>So, after nong past issue sa China, ngayon parang wala naman akong nang</i>	So, after the previous issue in China, I haven't experienced any problems so far. Yes, that is a significant		

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	<i>naexperience na issue.</i>	factor because when people know that there are reporting mechanisms in place, they will think twice before engaging in inappropriate behavior. Female seafarers no longer have to fear speaking up or reporting incidents because they can do so directly without having to go through any specific individuals.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Yes po, malaking factor yun kasi syempre kung may mga ganong tao na ganun magisip, magdadalawan g isip sila na hindi gumawang 'di maganda. Anytime, pwede kana magsabi at magsumbong, hindi na matatakot ang mga female seafarers kasi direkta na at wala nang dadaanan na kung sino.</i>	Yes, that is a significant factor because when there are individuals who think that way, they will hesitate to engage in inappropriate behavior. With the ability to speak up and report at any time, female seafarers no longer have to fear because they can do so directly without having to go through anyone else.		
Based on experience, what are your suggestions/co	<i>Yung sa last na barko ko, nagkaroon sila ng campaign</i>	In my last ship, they had a campaign with big posters.		

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mmments to further enhance these existing frameworks, policies, or programs?	<i>with big posters monthly nagbibigay sila ng poster tungkol sa pagiging friendly which is not an invitation to something.</i> <i>May mga malalaking poster silang ganyan pero nagkaroon pa rin ng gender issue sa kasama ko. So hindi ko alam kung magiging effective ba yung mga ganoong posters. Parang nasa tao na rin talaga, lalo pag may influence pa ng alcohol. Although may Zero Alcohol Policy kami pero meron paring nakakalusot. Depende talaga sa tao. Isang bagay din talaga eto kaya nagkakaroon ng lakas ng loob ang mga lalaki. Kailangan talaga may ma-samplean. Mas magiging aware sila at mas matatakot.</i>	Each month, they would display posters promoting friendliness, which is not an invitation for anything. Despite having those large posters, there were still gender issues with one of my colleagues. So I'm not sure if those posters were effective. It really depends on the individual, especially when alcohol comes into play. Although we have a Zero Alcohol Policy, some still manage to slip through. It really depends on the person. This is one of the reasons why some men feel emboldened. They need to see the consequences. If they become more aware and fearful, it may make a difference.		
What are your suggestions/rec	<i>Ngayon, ang way lang lagi is</i>	Nowadays, the most common		

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ommendations to educate the women seafarers about the existence of the ASEAN Framework?	<i>social media kasi halos lahat ng tao dun na rin naka focus sa social networks. Andun na lahat kaya kahit sino makakaalam. Ngayon, kahit anong balita, makikita mo na sa Facebook.</i> <i>So yun ang pinakabest way na nakikita ko n means para maging aware yung mga tao.</i> <i>Also, through different women seafarers or migrant workers. Transfer of knowledge po sa mga kakilala.</i>	way is through social media because almost everyone is focused on social networks. Everything is there, so anyone can become aware of news and information. Now, you can see any news on Facebook. So, that's the best means I see for people to become aware. Additionally, knowledge transfer can happen through interactions with different women seafarers or migrant workers in the industry who can share their experiences with acquaintances and colleagues.		
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Siguro, yung magkaroon talaga ng program para sa mga women seafarers kasi parang maliit lang percentage yung female seafarers Tapos wala pa talagang group, kung meron man, parang</i>	Perhaps, it would be beneficial to have programs specifically for women seafarers because the percentage of female seafarers is relatively small. Moreover, there are very few existing groups, if any at all. To		

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	<i>mangilan-ngilan lang. Diba, para maging strong, kailangan maging united.</i> <i>Sa company din namin dati may nagtry narin gumawa ng groupchat tungkol sa ano ba yung nakikita natin na kailangan iimprove, magandang movement din yun. Maraming nagsusuggest dun kung anong wala.</i> <i>Kumbaga sa slap chess, wala ngang pambabae necessities like sanitary napkin. Meron ngang libre na condom sa barko pero sanitary napkin, wala. Tapos, dapat mayroon na separate changing room/locker room para sa mga babae. Yun yung mga hinihiling ng mga kasama kong female seafarers.</i> <i>Create more organizations</i>	become strong, unity is needed. In our previous company, someone tried creating a group chat to discuss areas that needed improvement, and it was a positive movement. Many suggestions were made regarding what was lacking. For example, in terms of basic necessities, like sanitary napkins, there were none provided, even though free condoms were available on the ship. Additionally, there should be separate changing rooms/locker rooms for women. These are the requests made by my fellow female seafarers. Creating more organizations specifically for female seafarers is important. I haven't heard of any organizations for women seafarers in the		

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	<i>for female seafarers. Kasi wala pa akong naririnig na organization for women seafarers sa Pilipinas. Unstable rin yung internet sa barko kaya mahirap din mag-organize ng group.</i>	Philippines yet. The unstable internet connection on the ship also makes it challenging to organize groups.		

APPENDIX O

Interview Transcription of Mara

Respondent: Mara

Date of Interview: March 21, 2023

Mode of Interview: Zoom

Researcher	Respondent	English Translation	Codes	Themes
What is your current designation/rank?	<i>Since 2010, 3rd engineer with Chief Engineer License; that is why I call myself Miss Chief because I will be there someday.</i>	<i>Since 2010, 3rd engineer with Chief Engineer License; that is why I call myself Miss Chief because I will be there someday.</i>		
How many years have you been working as a seafarer?	<i>13 years</i>	<i>13 years</i>		
Kindly share your experience being a woman in your seafaring profession.	<i>Initially, when I was an engine cadet, I was sailing with Filipino and Greeks; it was a Greek company. As a first-timer, I did not know, even though I was always with boys in college. Pagdating ko doon it was all new to me, and I did not know how to handle myself or the situation, so it was very chaotic and bait-baitan pa ako noon like "Yes Sir" "Yes Sir" parang 'di pa ako marunong mag speak up for myself or even</i>	<i>Initially, when I was an engine cadet, I sailed with Filipino and Greek crew members in a Greek company. Being a first-timer, I wasn't aware of what to expect, even though I had always been surrounded by male classmates in college. When I arrived there, everything was new to me, and I didn't know how to handle myself or the situation. It was quite chaotic, and at that time, I was still trying to please everyone,</i>		Sexual Harassment and victim blaming by the woman Vice President of the manning company

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	<i>sobrang magalit. That time I was scared pa and the internet that time was not the same as it is right now. You have to go onshore pa, in an internet café to talk with somebody or chat, go online. If you do not have somebody to support you onboard, it is very difficult to reach out to other people.</i> <i>Doon sa first company ko, 'di sila sanay sa babae, parang bago lang sa kanila na merong babae on board. So they also did not know how to handle the presence of a woman on board, magulo sila. But when I went to MAERSK, they have been hiring female seafarers from way before, so this equality thing has gathered popularity. So yung mga tao dun, medyo sanay na sila na may babae sa barko. I did not feel any special</i>	always saying "Yes, Sir," as if I didn't know how to speak up for myself or express anger. I was still scared, and, unlike now, the internet back then wasn't as accessible. You had to go to an internet café onshore to talk to someone or chat online. If you didn't have someone supporting you on board, it was very difficult to reach out to others. In my first company, they weren't accustomed to having women on board. It was as if it was a new thing for them. They didn't know how to handle the presence of a woman on board, so it was chaotic. However, when I joined MAERSK, they had been hiring female seafarers for a long time, so the concept of equality had gained popularity. The people there were somewhat		

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	<i>treatment. 'Di katulad ng before, pagsampa ko pa lang, all eyes were on me na. Sa MAERSK, 'di ko masyado nafeel na ginugulo nila ako. And I was sailing with Indian and Filipino crews that time. When I transferred to Maritime Resource Management Philippines, it was better naman. I thought, MAERSK was okay but here in Maritime Resource Management Philippines, it was so much better. They were hiring women seafarers but mostly French. When I go onboard, parang wala nalang na may babae sa barko. May mga tuksuhan pa rin naman like, "Uy! May dadating na babaeng cadet." pero parang wala nalang. If the people feel safety from the Top, it will go down and</i>	used to having women on board. I didn't feel any special treatment. It was different from before when all eyes were on me as soon as I stepped on board. In MAERSK, I didn't feel like they were making a fuss over me. I sailed with Indian and Filipino crews at that time. When I transferred to Maritime Resource Management Philippines, things got even better. I thought MAERSK was okay, but here at Maritime Resource Management Philippines, it was much better. They also hired women seafarers, mostly French. When I went onboard, it was as if there were no longer any women on the ship. There was still playful teasing like, "Hey, a female cadet is coming," but it felt like it didn't matter		

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	<i>becomes culture.</i> <i>(It makes a difference when the company has a culture of acceptance in the presence of women in the maritime industry.)</i>	anymore. If people feel safe from the top, that feeling trickles down and becomes part of the culture. (It makes a difference when the company has a culture of accepting women in the maritime industry.)		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry? If yes, can you describe this/these experience/s?	<i>Oo. Siguro yung naeexperience ng karamihan until now ng mga female seafarers is yung the whole industry itself is not as open to women as they are to men. Kahit sabihin man ng maraming companies na "Dito, ano kami we practice gender equality, we do not practice discrimination; we practice equality, acceptance and inclusion to all." Malalaman mo nalang na it is all just politics, sinasabi lang nila yun pero 'di naman nila pinapractice talaga. They do not even protect their women, kahit yung mga</i>	Yes. Most female seafarers still experience that the entire industry is not as welcoming to women as it is to men. Even though many companies claim, "Here, we practice gender equality, we do not discriminate; we practice equality, acceptance, and inclusion for all," you eventually realize that it's all just politics. They say those things but don't actually practice them. They don't even protect their women, even those who experience harassment.	Harassment Realities	Silenced Struggles in the Maritime Industry

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	<i>nakakaexperience ng harassment.</i> <i>For me, doon sa first company ko there are a lot of harassments even sexual harassment that happened.</i> <i>Doon sa MAERSK, there was only one incident where the Chief Engineer was trying to refuse me as Motorman. They were trying to hire me as a Motorwoman at that time, but when the Chief Engineer found out that I was a woman, he refused me. MAERSK did not listen to him, so I was sent onboard. Parang politics lang talaga ng ibang company.</i> <i>Actually, before I was not open to talking about because I experienced victim blaming. So, I really thought that it was my fault. Of course, may kasalanan din ako, I was naive pa, 'di ko pa alam na I</i>	In my first company, there was a lot of harassment, including sexual harassment. In MAERSK, there was only one incident where the Chief Engineer tried to refuse me as a Motorman. They wanted to hire me as a Motorwoman, but when the Chief Engineer found out that I was a woman, he rejected me. MAERSK didn't listen to him, so I was sent onboard. It was just politics in some other companies. Actually, before, I wasn't open to talking about it because I experienced victim-blaming. So, I genuinely believed that it was my fault. Of course, I also had some faults. I was still naive, I didn't know what I should have done, and I didn't know how to handle myself. But now, it's okay to talk about it. So, the experience was		

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	<i>should have done this. 'Di ko pa alam kung paano ihandle sarili ko. Pero now, it is okay to talk about it.</i> <i>So, the experience was someone tried to corner me in the small pantry. So, one way to exit and enter, and then this guy cornered me and tried to touch me and asked me to kiss him and touch him. I was refusing, of course. Wala pa akong power para magalit, sumigaw, o magmura so ang ginawa ko nalang, nakiusap nalang ako sa kanya na , "Please let me pass, otherwise I will scream." Later on, may narinig ako na movement, so there was somebody else next door which was the TV room. One time then, I came to my room where somebody else was there. Normally, I would lock my room especially</i>	someone tried to corner me in the small pantry. There was only one way to exit and enter, and this guy cornered me, tried to touch me, asked me to kiss him, and touched himself. I refused, of course. I didn't have the power back then to get angry, scream, or curse, so I pleaded with him, saying, "Please let me pass; otherwise, I will scream." Later on, I heard some movement, so there was somebody else next door, which was the TV room. Another time, I entered my room, and somebody else was there. Normally, I would lock my room, especially when I was going to work, but I didn't. He grabbed me. The same thing happened again; I cried and pleaded, "Please, just leave." It was frustrating! It		

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	<i>when I was going for work. He grabbed me. Tapos ganun na naman, inulit ko yung iyak-iyak, "Parang awa niyo na po, lumabas na po kayo."</i> <i>Nakakainis! It was a different person. So ako that time, I was just scared na gusto ko nalang matapos yung kontrata ko. It was about to end soon. I do not know where to go and whom I tell about it. Will they support me? Kaya sige, matapos lang tong kontrata na 'to.</i> <i>Pinalampas ko and then when I came back to the company dun ko sinabi. Yung Crewing Personal that time, he was with me in the earlier part of that contract; he was 2nd officer. So, when I came there, I saw him in the office; I said, "Okay, maybe I can complain to him." Then he brought it to the higher position up to the Vice</i>	was a different person. At that time, I was just scared, and I wanted my contract to end soon. I didn't know where to go or whom to tell about it. Will they support me? So, I just wanted to finish that contract. I let it go, and when I returned to the company, that's when I spoke up. The Crewing Personnel who was with me in the earlier part of that contract was the 2nd officer. When I saw him in the office, I thought, "Okay, maybe I can complain to him." Then he escalated it to higher positions, up to the Vice President. The Vice President is a woman, and her handling of the situation was very disappointing. She told me, "What were you thinking? You didn't take care of yourself. You knew you were surrounded by men." I can't remember all		

Researcher	Respondent	English Translation	Codes	Themes
	<i>President. The Vice President is a woman, and she handled it very disappointingly. She told me, "What were you thinking? 'Di ka nag-iingat. Alam mong nasa puro sa lalaki ka."</i> <i>Basta, I cannot remember all the things she said, but I felt like I was being blamed for what happened to me.</i> <i>Ang dami pa. I even found out that they were going to my room. Initially, kasi, I was not locking my room. That is why Chief Cook asked me if I was locking my door whenever I went out. I said no. Then he told me that I should lock it, but he did not tell me why because he was afraid that they would come to him if he told me the truth. So, from then, I locked my room, only during the signing off when Chief Cook told me all these stories that there were people coming</i>	the things she said, but I felt like I was being blamed for what happened to me. There were many more incidents. I even found out that they were going into my room. Initially, I didn't lock my room. That's why Chief Cook asked me if I locked my door whenever I went out. I said no. Then he told me that I should lock it, but he didn't tell me why because he was afraid that they would come to him if he told me the truth. So, from then on, I locked my room. Only when I was signing off, did Chief Cook tell me all these stories that people were coming to my room and taking my underwear. They would return it after a few days, so I wouldn't notice. And there was this guy who would stay overnight in front of my cabin's window,		

Researcher	Respondent	English Translation	Codes	Themes
	<i>to my room and taking my underwear. They just get it back after a few days, so you would not notice it. And this guy is staying overnight in front of your cabin's window, nagbabantay lang. I do not know; they are crazy. The worst part was- there was no toilet in the engine room, so I was going to the deck. That time, I was throwing the tissue in the trashcan, and there was someone who was collecting the tissue and smelling it. Every time I talked about it, it was very traumatic, and I always cried. Full of regret, I could have done something for myself. I should have stood up for myself. But past na yun, so sometimes, I just share it with others, especially incoming female seafarers, so they will be more vigilant</i>	just keeping watch. I don't know; they were crazy. The worst part was there was no toilet in the engine room, so I had to go to the deck. At that time, I would throw the tissue in the trashcan, and there was someone who would collect the tissue and smell it. Every time I talked about it, it was very traumatic, and I would always cry. I regretted it so much; I could have done something for myself. I should have stood up for myself. But that's in the past, so sometimes, I share it with others, especially incoming female seafarers, so they can be more vigilant and aware. Sometimes, people are friendly to you, and you think you can trust them. Even now, my friends are afraid. We have a group chat for		

Researcher	Respondent	English Translation	Codes	Themes
	<i>and aware. Sometimes, they would be friendly to you, and you think-you can trust people.</i> <i>Even now, my friends are afraid. We have this group chat for female seafarers, but they will not open up in that group chat. They will just pick up certain people to talk to. There are a couple of women who are directly messaging me and sharing the problem onboard. This is what I experienced also; they are afraid to speak up, especially if the people onshore are male, because they think na 'di sila pakinggan. Actually, noong one time has there any apparent harassment. There was touching and pagbabasag ng gamit. But in the end, parang babae pa rin yung mali for reporting because nasama yung</i>	female seafarers, but they won't open up in that group chat. They only choose certain people to talk to. There are a couple of women who directly message me and share their problems onboard. This is what I also experienced; they are afraid to speak up, especially if the people onshore are male, because they think they won't be listened to. Actually, one time, there was an apparent harassment. There was touching and damage to belongings. But in the end, it seemed like the woman was still at fault for reporting it because the Chief Engineer, Captain, and Chief Officer were involved. These people were included, so the woman was blamed, which shouldn't be the case because it was their actions that caused it. So, until now,		

Researcher	Respondent	English Translation	Codes	Themes
	Chief Engineer, Captain, and Chief Officer. These people were included kaya at fault ng woman which is 'di naman because it was their actions that did it. So, until now, nangyayari. (Absence of awareness with regards to the different kinds of harassment.)	it's still happening.		
How did you handle this/these experience/s?	Initially, lalo na sa first vessel ko iniyak ko lang talaga. Noong ashore na ako, naisip ko na safe na ako from people on board who were abusive of me. Then dito ko pa naexperience yung sa Vice President. But there are very close friends that I was able to open up to. And one of them told me na "Antanga tanga mo, 'di ka manlang sumigaw? 'Di ka manlang nagmura? Sana sinipa mo yung ano niya." Pero syempre, while you were there, you were very afraid kasi diba nasa gitna ka	Initially, especially on my first vessel, I just cried a lot. When I was ashore, I thought I was safe from the people on board who were abusive towards me. Then I experienced something with the Vice President. But I had very close friends whom I was able to open up to. And one of them told me, "You're so foolish; why didn't you scream? Why didn't you curse? You should have kicked him." But of course, while you were there, you were very afraid because you were in the	Apparent gender issues and Overcoming Challenges	Empowerment and Resilience of Female Seafarers

Researcher	Respondent	English Translation	Codes	Themes
	<i>ng dagat, wala kang internet connection noon. It was very difficult to decide then and to fight back. So, I learned from it nalang and then moved on from it with a different company na alam kung they have this better culture of accepting women on board and taking care of you. Yung parang they really have this policy na that will protect you if something happens to you onboard. Kaya, I moved on with another company.</i> <i>The next company when I was with MAERSK na, the Chief Engineer and Captain were doing their moves. Mafifeel mo na initially na this is not right. So, I learned what best to do is itsismis sila, even though I did not know their intentions. Sinasabi ko during toolbox or engine</i>	middle of the ocean with no internet connection. It was very difficult to decide and fight back. So, I decided to learn from it and moved on to a different company that I knew had a better culture of accepting women on board and taking care of them. It was like they really had policies in place to protect you if something happened onboard. That's why I moved on with another company. In the next company, MAERSK, the Chief Engineer and Captain were making their moves. You could initially feel that something was not right. So, I learned that the best thing to do was to spread rumors about them, even though I didn't know their intentions. During toolbox or engine meetings, I would say, "You		

Researcher	Respondent	English Translation	Codes	Themes
	meeting, "You know, si Kapitan laging punta ng punta sa Computer Room pag nandun ako. Ang daming tanong." It is like, 'di mo siya sisiraan but you let people know na may nangyayari para if something happens like he tries to kiss you na, and you will tell people- they will not be shocked kasi nagka-idea na sila. So ayun yung ginagawa ko ever since na tinitsismis ko na sila. Halimbawa, may nagbiro na may crush sila saakin, itsitsismis ko na para mahiya at tigilan na nila yung ginagawa nila. Ganun ko hinandle yung mga gender issues after ng cadetship. As your rank ups, your confidence and courage increased. And to know that you can always tell the company, minsan pag biniro mo sila na, "Oh, sige, isusumbong kita sa office" it	know, the Captain always comes to the Computer Room when I'm there. He has so many questions." It's like you're not ruining his reputation, but you let people know that something is going on, so if something happens, like him trying to kiss you, you can tell people, and they won't be shocked because they already have an idea. So, that's what I've been doing since then, spreading rumors about them. For example, if someone joked that they had a crush on me, I would spread that rumor to make them feel ashamed and stop what they were doing. That's how I handled gender issues after my cadetship. As you rank up, your confidence and courage increase. And knowing that you can always report to the company, sometimes, if		

Researcher	Respondent	English Translation	Codes	Themes
	<i>really works. Kasi alam nila na there is a strict policy about harassment onboard.</i> <i>Before I came to MRM, my previous company, MAERSK, had reduced their minimum safe manning. So wala nang 4th Engineer. I was not their Deck Cadet, so I had a slim chance in the competition kasi they had their Indian, Chinese, and Filipino cadets. I was 4th engineer already at that time, and 'di ko na mahintay kasi I want to be 3rd engineer, so I transferred to another company.</i> <i>Before I came to MRM, nag-apply pa ako sa ibang companies but they refused kasi 'di sila tumatanggap ng babae.</i> <i>Sa work, wala naman masyado. Merong mga Engineers who make me feel that they do not</i>	you tease them and say, "Okay, I'll report you to the office," it really works because they know there is a strict policy about harassment onboard. Before I came to MRM, my previous company, MAERSK, had reduced their minimum safe manning. So there was no longer a 4th Engineer position. I wasn't their Deck Cadet, so I had a slim chance in the competition because they had Indian, Chinese, and Filipino cadets. I was already a 4th engineer at that time, and I couldn't wait because I wanted to be a 3rd engineer, so I transferred to another company. Before I came to MRM, I applied to other companies, but they refused because they don't accept women.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>trust me enough sa una. But if they see how you work, they can slowly change their mind.</i> <i>With all the gender issues that I experience, it did not stop me to pursue the profession kasi breadwinner ako. Like, "Why are you sailing? Money, of course. Marami akong nababasa na 'di sila masaya sa trabaho nila but ako, personally, I really enjoy my work. Isa pa dun, naiinspire rin ako ng ibang female seafarers to continue sailing and nagrarank-up. I will continue para 'di kumonti yung number of female seafarers. Alam ko isa lang ako, pero parang makakaapekto sa number of female seafarers who are actively sailing 'pag nagquit ako. Parang ganun yung pakiramdam ko kaya laban lang.</i>	At work, it's not that bad. There are some engineers who initially made me feel like they didn't trust me enough. But if they see how you work, they can slowly change their minds. Despite all the gender issues I've experienced, it didn't stop me from pursuing this profession because I'm the breadwinner. Like, "Why are you sailing? Money, of course." I've read about many people who are not happy with their jobs, but personally, I really enjoy my work. Another reason is that I'm also inspired by other female seafarers to continue sailing and progressing in ranks. I will continue so that the number of female seafarers doesn't decrease. I know I'm just one person, but it can have an impact on the number of		

Researcher	Respondent	English Translation	Codes	Themes
	<i>Sa mga friends ko, they stopped sailing na because nadidiscourage na agad sila sa mga negative experiences they faced. Slowly it is changing na, so hopefully, it will continue.</i> <i>Also, mas mahirap mapromote kapag babae. Kahit kindat-kindatan mo, 'di yan nagagamit. Yung iba 'di talaga open-minded at vocal pero nahihirapan sila magtrust sa babae. I was not sure sa Deck, pero sa Engine kasi ganun, mahirap ang trabaho, kailangan ng physical strength kaya 'di sila nagtitiwala. Minsan naman, natatapakan yung pride nila kapag may nag-iexcel na women. Sa younger generation, wala naman masyado. I have experienced these difficulties lang from older</i>	female seafarers who are actively sailing if I quit. That's how I feel, so I keep fighting. As for my friends, they stopped sailing because they were immediately discouraged by the negative experiences they faced. Slowly, things are changing, so hopefully, it will continue. It's also harder to get promoted as a woman. Even if you flirt with them, it doesn't work. Some people are not open-minded and vocal, so they have a hard time trusting women. I wasn't sure about the Deck department, but in the Engine department, it's like that because the work is difficult and requires physical strength, so they don't trust women. Sometimes, their pride is hurt when women excel.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>generations. Medyo old-fashioned pa kasi sila.</i> <i>Minsan din, maeexperience mo yung mga people sa social media. These people are skeptical and say negative things about women seafarers when in fact, they have not experienced working with female seafarers. But they already have many negative things to say. In my current company, I always have 1-2 female seafarers as companions onboard. They also send even female Captains but no Engineers, always Deck. It is helpful to have fellow women seafarers onboard. Even the workplace culture is better; their eyes are still on you kasi mas mahilig magtsismis yung mga seaman. But when you have female onboard,</i>	With the younger generation, it's not that bad. I've only experienced these difficulties with the older generations because they're somewhat old-fashioned. Sometimes, you also encounter people on social media. These people are skeptical and say negative things about women seafarers even though they haven't worked with female seafarers themselves. But they already have many negative things to say. In my current company, I always have 1-2 female seafarers as companions onboard. They also send female Captains, but there are no female Engineers; it's always Deck. It's helpful to have fellow women seafarers onboard. Even though the workplace		

Researcher	Respondent	English Translation	Codes	Themes
	<i>if dalawa kayo then hati yung atensyon. Plus, you can make friends without malice. Kasi, if you make friends with males onboard, there is always risk na matsismis ka. But with another female, it is liberating.</i> <i>(Your rank/position plays a big role in terms of experiencing gender issues. The more power and higher position you have, the lesser gender issues you will experience. However, gender issues are still present regardless of your position as long as you are a woman.)</i> <i>(It plays an essential role when the company implements stringent policy vis-à-vis sexual harassment to prevent gender issues.)</i> <i>Any woman can be a seafarer, but staying in</i>	culture is better, their eyes are still on you because sailors love to gossip. But when you have another female onboard, if there are two of you, the attention is divided. Plus, you can make friends without any ulterior motives. Because if you make friends with a male onboard, there's always a risk of being gossiped about. But with another female, it's liberating.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>the position is a process of struggle that women need to endure every day. The risk of being onboard as well as gender issues experienced because you are a woman.</i> <i>It is hard to kill insecurities when their patriarchal system has been working for them for a long time. Then there is a woman who challenged the system, which is why they could not accept it.</i>			
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	<i>No, I am not aware. But I am familiar with the organization.</i> <i>Actually, I have not heard a body that does this. Only the company policies and some studies. There is AMOSUP Women, but I have not heard of any organization that makes changes in the laws and policies for all.</i>	<i>No, I am not aware. But I am familiar with the organization.</i> <i>Actually, I have not heard a body that does this. Only the company policies and some studies. There is AMOSUP Women, but I have not heard of any organization that makes changes in the laws and policies for all.</i>	Organizational efforts	Gender Sensitivity and Company Policies

Researcher	Respondent	English Translation	Codes	Themes
Do you have regular training or briefings in the maritime industry?	<i>Walang regular, pero merong minsan nagpopost sila ng events or meetings pero regular briefings, wala. This is in AMOSUP Women.</i> <i>The last time we had Gender Sensitivity Training, yung invitation na sinend nila, but I was not able to attend. However, this is not a regular thing.</i>	There is no regular schedule, but sometimes they post events or meetings. However, there are no regular briefings. This is within AMOSUP Women. The last time we had Gender Sensitivity Training, they sent an invitation, but I was not able to attend. However, this is not a regular occurrence.		
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>Yung Harassment Policy and how to handle it on board pero not specifically or especially for women; it is for all. Kasi, even men can experience bullying and harassment.</i>	The Harassment Policy and how to handle it onboard is not specifically or exclusively for women but for everyone. This is because even men can experience bullying and harassment.		
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>Last year, some representatives from the United Kingdom conducted an interview. It is the same thing, Naman; it was an interview about female experiences onboard. And they sent a link to the report,</i>	Last year, a representative from the United Kingdom conducted an interview. It was about female experiences onboard, similar to what we've been discussing. They also provided a link for reporting,		

Researcher	Respondent	English Translation	Codes	Themes
	<i>but I have not read it yet. She told me one more thing that you can connect with regard to issues about gender or female problems onboard. And sa company naman about bullying and harassment lang talaga siya, it is not about gender equality specifically.</i>	but I haven't read it yet. She mentioned that there is another connection you can make regarding issues related to gender or female problems onboard. However, in the company, it primarily focuses on bullying and harassment rather than gender equality specifically.		
How do these frameworks, policies, or programs address gender issues for women?	<i>When people know na the company is implementing this Anti-Bullying And Harassment Policies, parang may backer ka na. When you say na bawal or I can tell you this, you have the support, and you have evidence na talagang bawal. Kasi pwede mong sabihing bawal, but yung iba, 'di naniniwala. When you have this, parang mas matibay ang argument mo.</i>	When people know that the company is implementing Anti-Bullying and Harassment Policies, it's like having a backer or support behind you. When you say that certain behaviors are not allowed or that you can report them, having evidence that it is truly prohibited strengthens your argument. You can say that it's not allowed, but some may not believe you. With these policies in place, your	Policy Implementation	Importance of Clear Company Policies (There should be a Declaration Form prior to the embarkation of seafarers so that they understand and know about the existence of these policies.)

Researcher	Respondent	English Translation	Codes	Themes
		argument becomes more solid and credible.		
Based on your known framework, policy, or program, were you able to avail any of them?	<i>Wala pa naman, fortunately sa experience ko recently is okay naman. So 'di ko pa sya nagagamit like I did not have to complain or tell somebody from the office na merong masamang nangyari sa kin. Wala pa naman.</i>	So far, fortunately, in my recent experiences, everything has been okay. I haven't had to use it yet, meaning I haven't had to complain or report any misconduct or incidents to someone from the office. So far, nothing has happened.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>Before I told them na kasi one time there was this one guy na very makulit, bago lang siya. Sa company, so he is not like other crewmates na who are used to sailing with women onboard, so kakaiba siya makulit. So, when I went back, I told the office and suggested when you brief your seafarers during the dispatch, you should tell them about Anti-Bullying and Harassment Policies. Kasi, sometimes, if</i>	Before, I mentioned to them that there was this one guy who was very persistent. He was new to the company, so he wasn't like other crewmates who were accustomed to having women onboard, which made him behave differently. So, when I returned, I informed the office and suggested that they include a briefing on the Anti-Bullying and Harassment Policies when dispatching seafarers.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>we have a meeting onboard about Anti- Bullying and Harassment Policies, there is a video.</i> <i>If you include it in the briefing before flight ng mga seafarers, at least you make sure na everybody knows about it. You make sure na the company will act upon it once they receive a complaint against the seafarers.</i> <i>Just to make sure na all seafarers na dinidispach niyo na sinenend niyo sa vessels niyo, all of them know about it. To make sure na they know all about it sa dispatch or sa briefing, you tell them about it na. Since nagpapasign naman ng other policies like Drug & Alcohol Policies Declaration Form, why not include the Anti-Bullying and Harassment Policies? To</i>	Sometimes, we have meetings onboard where we discuss these policies, including watching a video. If you include it in the briefing before the seafarers' departure, you ensure that everybody is aware of it. You ensure that the company will take action upon receiving a complaint against any seafarers. Just to make sure that all the seafarers you dispatch to your vessels are informed about it. Include it in the dispatch or briefing and inform them about it. Since the company already requires the signing of other policies like the Drug & Alcohol Policies Declaration Form, why not include the Anti-Bullying and Harassment Policies as well? This will ensure that they understand and read about it.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>make sure that they understand and read about it.</i> <i>(There should be Declaration Form prior to embarking of seafarers so that they understand and know about the existence of these policies.)</i>			
Based on experience, what are your recommendations to educate the women seafarers about the ASEAN framework?	<i>Parang marketing lang yan, social media. There is no better place other than social media to spread it to because everyone uses social media na. Like me, ha, I do not know about this wala akong idea, but you reached out to me; if not, I do not know how I will know about it. They can reach out through social media, reach through organizations and companies na nag-accept ng female seafarers, or set up a gathering to talk about this. From the people in the gathering, you</i>	It's like marketing, social media. There's no better place to spread it than social media because almost everyone uses it. Like for example, I had no idea about it until you reached out to me. Otherwise, I wouldn't know how to find out about it. They can reach out through social media, connect with organizations and companies that accept female seafarers, or organize gatherings to discuss this topic. Through these gatherings, the information can be spread		

Researcher	Respondent	English Translation	Codes	Themes
	<i>can spread it out, diba.</i>	further among the participants and beyond.		
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>For me, education like for both genders. Sa women okay naman tayo, pero kasi sinasabi nila na magulo on board or kaya 'di kami tumatanggap ng mga babae. But it is actually the men na nagpapagulo kaya akala ng ship owners or company. To educate the men then na before they become skeptical on women kasi parang iniisip na nila na agad na, "Magulo yan, 'di naman yan marunong magtrabaho, mahihina yung mga yan." We must educate them first; they give chance to female seafarers. They have to look at us the same way that they look at male seafarers.</i> <i>We have to educate them that there are</i>	In my opinion, education is important for both genders. For women, we're doing fine, but the perception is that things get chaotic onboard or that we don't accept women. But it's actually the men who create the chaos, which leads ship owners or companies to have such beliefs. We need to educate the men first to dispel their skepticism about women. They often have preconceived notions like, "They'll cause trouble, they don't know how to work, they're weak." We need to give them the opportunity to understand that female seafarers are just as capable as male seafarers. We have to educate them about the existing policies	Gender Education	Importance of Educating Both Genders

Researcher	Respondent	English Translation	Codes	Themes
	<i>policies working for female seafarers for us incase na may gawin silang 'di maganda. They have to know na may kinalalagyan sila. Kasi sa mga friends ko na nagsusumbong sakin, malalakas yung loob ng iba kasi- "Sino ba yung pipiliin ng company? Ikaw na babae o ako na Kapitan? They need me. Magsumbong ka dyan, 'di ka naman paniniwalaan. O kahit maniwala man sila, ikaw yung ididispalya nila."</i> <i>So first, we should educate them. It should start with the companies. The company is accepting and not practicing discrimination, so when these male seafarers feel it, na ganito ang pagtanggap nila sa mga babae, they do not have a choice but to go with it or be accepting. So, educate both parties talaga.</i>	that protect female seafarers in case they engage in any inappropriate behavior. They need to know that there are consequences for their actions. Because among my friends who confide in me, some of them have the audacity to say, "Who do you think the company will side with? You, a woman, or me, the Captain? They need me. Go ahead and complain; they won't believe you. And even if they do, they'll make you the scapegoat." So, the first step is to educate them. It should start with the companies, ensuring they don't practice discrimination and create an environment where male seafarers feel that women are accepted. They shouldn't have a choice but to accept it. Therefore, education is		

Researcher	Respondent	English Translation	Codes	Themes
		crucial for both parties involved.		

APPENDIX P

Interview Transcription of Naya

Respondent: Naya

Date of Interview: March 30, 2023

Mode of Interview: Zoom

Researcher	Response	English Translation	Codes	Themes
What is your current designation/ rank?	<i>Captain</i>	Captain		
How many years have you been working as a seafarer?	<i>19 years</i>	19 years		
Kindly share your experience being a woman in your seafaring profession.	<i>My journey is different because I worked in two different industries. Yung mga passenger, container, VLCC ang tawag namin dyan are conventional vessels.</i> <i>So more on constructions po siya. When we say Conventional Vessel when we are going to compare it kunyare sa lupa let's say ang conventional vessels is jeepney, the cars. Kami ang gumagawa ng building kumbaga we are building something subsea sa ilalim ng dagat. We</i>	My journey is different because I have worked in two different industries. We call the passengers, containers, and VLCCs conventional vessels. So it's more focused on construction. When we say conventional vessels, let's say we compare them to land vehicles; they're like jeepneys or cars. We are the ones who construct buildings, but in our case, we build something underwater. We send divers to perform tasks and transport cargo and products to specific		Physical & psychological harassment,

Researcher	Response	English Translation	Codes	Themes
	<i>are sending diver kung may kailangan gawin, dadala kami ng kargada, mga products kung saang location don naming ilalagay sa ilalim ng dagat. It is kinda different. Way back 25, when I was supposed to be Chief Officer, I went back again to zero to become a trainee in this company. It was difficult pa kase sa conventional vessels, it was common kumbaga yung mga Filipinos there. So basically, ang majority is hawak sila ng European. Nowadays may nagkakapitan naman na mga Pilipino pero on a smaller vessel like tugboat. I actually handling is specialized vessels. It is very difficult because I have to <u>pave the way for Asians, Filipinos, and babae pa ako.</u></i> <i>In this company, we</i>	underwater locations. It's kind of different. Back in 25, when I was supposed to be a Chief Officer, I went back to being a trainee in this company. It was difficult because Filipinos were common in conventional vessels. Basically, the majority were Europeans. Nowadays, there are Filipinos working on smaller vessels like tugboats. I actually handle specialized vessels. It is very difficult because I have to pave the way for Asians, Filipinos, and a woman. In this company, we had to work our way up because I already surpassed the rank and wealth levels. I went from being a cadet and took the Chief Mate and Master exams during the time of the PRC. When I obtained my		

Researcher	Response	English Translation	Codes	Themes
	went to work our way because <i>sobra-sobra na ako sa rank wealth. Nalagpasan ko na lahat, coming from cadet. Nag exam pa kami ng Chief Mate and Master sa time ng PRC. When I got my master's license, I said to myself that I would try another industry.</i> <i>Then I try another industry, itong company na ito so I went back again from the start na trainee ulit. Then I have to work again my way up going to DPO. And first time nila nagkaroon ng babae na Senior DPO Chiefmate. And we manage to get na maging Kapitan and it happened in this company and maliit lang siya. Kaunti lang ang barko naming compare sa other vessels, sometimes lima lang. Hintay-hintay lang.</i>	master's license, I told myself that I would try another industry. So I tried another industry, this company, and I went back to being a trainee again. Then I had to work my way up to become a DPO. I was the first female Senior DPO Chief Mate in this company. We managed to become a Captain, and it happened in this company, which is small. We have only a few ships, sometimes just five. We just have to wait. It was a very difficult phase for me, being a woman in this very male-dominated profession, which is also predominantly run by Europeans and Americans while transitioning to another industry. It was never easy because the glass ceiling		

Researcher	Response	English Translation	Codes	Themes
	<i>It was a very difficult phase ang pinunta ko from being a woman in this very male-dominated profession, which is also run by purely Europeans and Americans, and at the same time, going to another industry. It was never easy kasi nandun pa rin yung glass ceiling, even in this position of mine. Minsan nakakapagod na rin imindset. Psychology is a never-ending process. The only thing we can handle is ourselves and the way we respond to things.</i>	still existed even in my position. Sometimes it gets tiring to deal with the mindset. Psychology is a never-ending process. The only thing we can control is ourselves and how we respond to things.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>Of course, yes.</i>	<i>Of course, yes.</i>	<i>The way the respondent answer indicates that it is necessary to experience gender issues.</i>	
If yes, can you describe this/these experience/s?	<i>There are sexual, physical, mental, and emotional issues and job opportunities. They prefer the male instead of a woman, iba</i>	There are sexual, physical, mental, and emotional issues and job opportunities. They prefer men over women.	Maritime Challenges	Challenges and Gender Biases in Maritime Industry

Researcher	Response	English Translation	Codes	Themes
	<i>yung image ng woman sa kanila. It is the same issue; they still do exist. It is very difficult to deviate from that idea. It is still a two-way road, which has many issues.</i> <i>The government, organization, and company are trying their best naman; it is always the collaboration parties talaga.</i> <i>People take advantage of you, most especially in those moments na I was innocent pa. I thought that nobody would hurt me. I will be treated the way I want to be treated. I learned the hard way people take advantage of different cultures; for example, normal sayo pero hindi is normal for many. Pero it is the realities of life na you cannot rely on kung ano ka, like ganun din</i>	Women have a different image in their eyes. The same issues still exist. It is very difficult to deviate from that idea. It is still a two-way road with many problems. The government, organizations, and companies are trying their best; it's really about collaboration. People take advantage of you, especially when I was still innocent. I used to think that nobody would hurt me and I would be treated the way I wanted. I learned the hard way that people take advantage of different cultures. What may seem normal to you may not be normal for others. But it's the reality of life that you can't rely on others being the same as you. The world is so big. Regarding mental and		

Researcher	Response	English Translation	Codes	Themes
	<i>ang iba. The world is so big.</i> <i>About sa mental and emotional, because it is very stressful job, and it is all about maturity. There are people na they are forgetting to think what the consequences of their actions are. They are only thinking and acting to things instead of looking for a big picture or appreciating that it's a real team. Kasi ang iba they tend to take it personally, like immature. It's a big, big world na kinaliit ng mundo sa pagbabarko so basically para kang nasa office na pwede kang kumawala and then lahat ng frustrations or immaturities ay pwede mo mailabas pero dito lahat ipinapakita sayo. That's the stress being away and being alone. And the job opportunities especially if the perception the one seeing it</i>	emotional issues, the job is very stressful, and it requires maturity. Some people forget to consider the consequences of their actions. They only think and act based on immediate things instead of seeing the bigger picture or appreciating the team effort. Some tend to take things personally and act immaturely. It's a big world that feels small when you're at sea. It's like being in an office where you can't escape, and all your frustrations and immaturities are exposed. That's the stress of being away and being alone. And job opportunities, especially if those around you are affected and experiencing difficulties, will make you feel the same way. If they struggle, they will make it hard for you because they think you can't handle it. You		

Researcher	Response	English Translation	Codes	Themes
	<i>like mga kasama mo is affected also na kung naexperience nila so yun din ang ipaparamdam sayo. Kung nahirapan sila, pahirapan ka rin kasi iniisip nila hindi mo rin kaya. You cannot give what you don't have. Yan ang job opportunities na naexperience ko.</i>	cannot give what you don't have. That's the job opportunity experience I've had.		
How did you handle this/these experience/s?	<i>On each level, iba iba.</i> <i>Siguro sa umpisa having realized the learnings, once you learned something parang nasa level 1 ka then you passed the level 1.</i> <i>On another level, iba nanaman na lesson, taking up the lesson along the way and trying to drop it, leave it fair, and move on. And the end of it, narealize ko na what is important you have your peace. What I learned from all that is you must</i>	On each level, it's different. Perhaps at the beginning, having realized the learnings, once you learn something, it's like you're at level 1, and then you pass level 1. On another level, there's a different lesson. You take up the lesson along the way and try to let it go, leave it behind, and move on. And at the end of it, I realized that what's important is to have peace. What I've learned from all of that is you	Continuous Growth	Personal Growth and Learning Through Challenges

Researcher	Response	English Translation	Codes	Themes
	<i>give your best all the time because regardless of what you do, there is always a command that you are not enough, but you know, in fact, that you give your best and you love yourself. That's all that matters. You learn from the mistakes of others; you learn from your mistakes and never be afraid to take all your mistakes.</i> <i>It is by level kase, hindi ka makakapunta sa level 10 kung hindi ka dumaan sa level 1. Kahit mag shortcut kapa, you need to take the lessons. So, appreciate that whatever is happening with me or around me, there is always a lesson for me to learn. That's how I handle it.</i>	must always give your best because no matter what you do, there will always be a voice saying that you're not enough. But deep down, you know that you've given your best and you love yourself. That's all that matters. You learn from the mistakes of others, you learn from your own mistakes, and never be afraid to own up to your mistakes. It's done by levels because you can't reach level 10 without going through level 1. Even if you try to take shortcuts, you still need to learn the lessons. So, I appreciate that whatever is happening to me or around me, there's always a lesson for me to learn. That's how I handle it.		
Are you aware of any ASEAN framework, policy, or program which protects your rights as	<i>I am aware of the organization, which I learned from school. But I am not familiar with</i>			

Researcher	Response	English Translation	Codes	Themes
women migrant workers in the maritime industry?	<i>their frameworks and programs. All I know is my basic human domestic rights, and that's for everyone.</i>			
Do you have regular training or briefings in the maritime industry?	<i>We have regular training for our job, but with women's rights, there is nothing.</i>	<i>We have regular training for our job, but with women's rights, there is nothing.</i>		
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	Yes.	Yes.		
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>Internationally, we have been trying to work in ITF in United Nations, yung Elimination of Violence Against Women.</i> <i>It was not clear wala pang clear definition even law itself, so it is still happening palang or in the past few years. So it is all about embracing or eliminating violence against women.</i>	Internationally, we have been trying to work with the International Transport Workers' Federation (ITF) and the United Nations on the Elimination of Violence Against Women. It is not clear yet, there is still no clear definition or even a specific law, so it is still happening or has been happening only		

Researcher	Response	English Translation	Codes	Themes
	<i>With regard sa opportunities, wala pang masyadong nagbibigay ng emphasis like specific numbers of women seafarers in the manning company. It is still whoever and whatever they like. Everybody is saying diversity. It is nothing concrete, pa.</i> <i>Yung mga batas sa Pilipinas, yung Women's law yung alam ko. While in my company, I am not really sure.</i>	in the past few years. It's all about embracing or eliminating violence against women. Regarding opportunities, not many companies are giving emphasis on specific numbers of women seafarers in their manning companies. It's still based on personal preference and whomever they like. Everyone talks about diversity, but there is nothing concrete yet. In terms of laws in the Philippines, I am only familiar with the Women's Law. As for my company, I'm not really sure.		
How do these frameworks, policies, or programs address gender issues for women?	<i>It is basically empowering women to speak up and stand up, telling them that they are enough. And also for other gender to be aware that what they are doing is not right.</i>	It is basically empowering women to speak up and stand up, telling them that they are enough. And also for other gender to be aware that what they are doing is not right.	Empowerment, Exposure	Empowerment through Speaking Up and Enforcing Consequences

Researcher	Response	English Translation	Codes	Themes
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Yes, of course. It is something that there is a framework that helps to protect women. And it is another when there is something saying that you should stop the violence. Having something compared to nothing is very special; it is okay.</i>	<i>Yes, of course. It is something that there is a framework that helps to protect women. And it is another when there is something saying that you should stop the violence. Having something compared to nothing is very special; it is okay.</i>		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>It has consequences or effects if they fail to follow and actually do some violence. It is one way to have a law, and it is another way to actually practice it. So, if it is only there just to have and make all excuses, all the hard work when it comes to reporting and raising the issues, then it only becomes a display. There is an effect, consequences, and result. That is how we make use of the policies and put it to work.</i>	<i>It has consequences or effects if they fail to follow and actually do some violence. It is one way to have a law, and it is another way to actually practice it. So, if it is only there just to have and make all excuses, all the hard work when it comes to reporting and raising the issues, then it only becomes a display. There is an effect, consequences, and result. That is how we make use of the policies and put it to work.</i>		
What are the areas which need to be	<i>To better promote its understanding</i>	<i>To better promote its understanding</i>		

Researcher	Response	English Translation	Codes	Themes
improved to promote decent/better working conditions for women?	<i>that, again, there should have equal opportunities. It is a fair trade for all. It is an understanding that is how we are to live and work together. So yon muna, kasi kung sasabihin na, "Eto, eto, eto." But no one understands, and it is futile. Everybody has to buy into equality and giving fair opportunities for everyone.</i>	<i>that, again, there should have equal opportunities. It is a fair trade for all. It is an understanding that is how we are to live and work together. So yon muna, kasi kung sasabihin na, "Here, here, here." But no one understands, and it is futile. Everybody has to buy into equality and giving fair opportunities for everyone.</i>		
What are your suggestions/recommendations to educate the women seafarers about the ASEAN Framework?	<i>We give them exposure, like advertisements, social media, or any platform. We have to see them. We have to hear about them through workshops, meetings, or gatherings, and we have to feel them so they can feel the support. If we are just looking at the advertisements visually and we do not do any actions, then it is nothing.</i> <i>We can feel them by assisting in providing equal</i>	<i>We give them exposure, like advertisements, social media, or any platform. We have to see them. We have to hear about them through workshops, meetings, or gatherings, and we have to feel them so they can feel the support. If we are just looking at the advertisements visually and we do not do any actions, then it is nothing.</i> <i>We can feel them by assisting in providing equal</i>		

Researcher	Response	English Translation	Codes	Themes
	<i>opportunities, training, and education and eliminating these biases and violent situations. Those are the things.</i>	<i>opportunities, training, and education and eliminating these biases and violent situations. Those are the things.</i>		

APPENDIX Q

Interview Transcription of Olivia

Respondent: Olivia

Date of Interview: 30 March 2023

Mode of Interview: Face-to-face

Researcher	Respondent	English Translation	Codes	Themes
What is your current designation/rank?	<i>Food & Beverage Hosting. Yung nasa harap ng restaurant.</i> <i>Just came back to the maritime industry after 3-year hiatus.</i>	Food & Beverage Hosting. It's the one in front of the restaurant. Just came back to the maritime industry after a 3-year hiatus.		
How many years have you been working as a seafarer?	<i>Started as Assistant Waiter 4 years ago.</i>	Started as Assistant Waiter 4 years ago.		
Kindly share your experience being a woman in your seafaring profession.	<i>Sa maritime industry kasi mas naano mo yung career mo, kung ano yung gusto mo. Pwede ka magchange ng position. 'Di kagaya rito na kailangan mo muna mapromote. Magpa-interview ka, okay lang. Yan yung gusto ko sa barko. Pag may hiring sila, pwede ka mag-apply. 'Di siya ganun kahirap.</i> <i>'Di naman ako nahirapan mag-apply before kasi nagstart kami as group of Japanese-</i>	In the maritime industry, you have more control over your career and can pursue what you want. You can change positions if you desire, unlike here, where you need to be promoted first. It's okay to interview for a new position. That's what I like about working on a ship. When they have job openings, you can apply. It's not that difficult. I didn't have a hard time applying before because we	Controlling Career	Empowerment, Opportunities, and Gender Dynamics in the Maritime Industry

Researcher	Respondent	English Translation	Codes	Themes
	<i>speaking crew. Tapos, Asia yung Costa kaya dun kami nahire.</i>	started as a group of Japanese-speaking crew. Plus, Costa operates in Asia, so that's why we were hired there.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>'Di naman. Actually, mas pinapaboran nga nila yung mga babae sa barko. Minsan, yung mga mahihirap na trabaho, 'di na nila binibigay sayo.</i> <i>Sa nasakyan ko, okay naman sila. Nirerespeto nila yung mga babae. Wala naman akong naexperience na harassment, discrimination, o stereotyping.</i> <i>Mahirap yung work, magbubuhay ka kasi nasa restaurant. 'Di kasi kami gumagamit ng tray.</i> <i>Malulungkot kasi iniisip mo yung mga anak mo. Pero Mabuti, mabilis lang yung araw doon. Magiging ka, magwowork ka, mapapagod, at matutulog nalang ulit.</i>	Not really. Actually, they tend to favor women on the ship. Sometimes, they don't assign difficult tasks to you anymore. In my experience, they treat women well. I haven't experienced any harassment, discrimination, or stereotyping. The work is challenging since we have to carry things in the restaurant. We don't use trays. It's sad because you think about your children. But luckily, the days go by quickly there. You wake up, work, get tired, and just go back to sleep. About 60% of the onboard crew are		

Researcher	Respondent	English Translation	Codes	Themes
	60% women kasi yung onboard. Mas madami yung babae. Kaso yung mga superior, halos lalaki. Yung first sampa ko talaga, sobrang hirap kasi Assistant Waiter. Pero maiintindihan mo naman kung bakit ang sungit nila. Healthier and safer environment for women if there are a lot of female seafarers onboard.	women. There are more women. However, most of the superiors are men. My first assignment was really tough as an Assistant Waiter. But you understand why they can be strict.		
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	Familiar with the ASEAN organization but not aware of the framework. Yung acronym lang yung alam ko.	I'm familiar with the ASEAN organization, but I'm not aware of the framework. I only know the acronym.	Awareness and Training	Gender-Based Violence Awareness and Training in the Maritime Industry
Do you have regular training or briefings in the maritime industry?	Yung harassment, 'di rin siya masyado nasasama sa briefings. more on safety kasi yung training dun.	Harassment is not extensively covered in the briefings either. The training there is more focused on safety.		

Researcher	Respondent	English Translation	Codes	Themes
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>Familiar lang ako sa local.</i>	I am only familiar with the local context.		
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>VAW-C lang po alam ko. About sa bata yun at babae kapag sinaktan ka.</i> <i>Sa company naman, 'di ko masyado pinapansin yun.</i>	I only know about VAW-C, which is about violence against women and children.		
How do these frameworks, policies, or programs address gender issues for women?	<i>Siguro, nakakatulong siya para 'di ka matakot sa mga tao na pwedeng gumawa nun sayo. Meron kang rights.</i>	In the company, I don't pay much attention to that. Maybe it helps in not being afraid of people who might do that to you. You have rights.		
Based on your known framework, policy, or program, were you able to avail any of them?	<i>'Di ko naman siya naexperience.</i>	I haven't personally experienced it.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing	<i>Siguro, nagiging aware rin yung mas mataas samin na may rights kami. 'Di nila kami pwedeng ganun-ganunin</i>	Maybe it makes those above us more aware that we have rights. They can't just mistreat us. It serves as a		

Researcher	Respondent	English Translation	Codes	Themes
gender issues and promoting women's rights in the maritime industry? Why?	<i>lang. Parang warning sa kanila yun.</i>	warning to them.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>Siguro, mas madagdagan pa sana yung mga trainings about those issues. Kasi yung mga trainings pag sampa lang, siguro mas okay kapag palagi.</i>	Perhaps there should be more training on these issues. It would be better if the training were ongoing, not just when you join the company.		
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Maglagay ng isang tao para sa women seafarers. Parang female representative na pwede kaming magvoice out dun and then isubmit sa HR. Mas mabilis maaksyonan yung ganon, kasi madaming tao yung dumidiretso sa HR.</i>	They could assign a person for women seafarers, like a female representative whom we can voice our concerns and then submit to HR. That way, action can be taken more quickly, as many people go directly to HR.	Support and Representation	Providing Support and Representation for Women Seafarers
What are your suggestions/recommendations to educate the women seafarers about the existence of the ASEAN Framework?	<i>To include the ASEAN framework in the PDOS discussion. Ilang years kasi bago maexpire yung PDOS.</i>	To include the ASEAN framework in the Pre-Departure Orientation Seminar (PDOS) discussion. It takes several years before the PDOS expires.	ASEAN Framework Integration	Integration of ASEAN Framework in Pre-Departure Orientation Seminar (PDOS)

APPENDIX R

Interview Transcription of Phoebe

Respondent: Phoebe

Date of Interview: 30 March 2023

Mode of Interview: Face-to-face

Researcher	Respondent	English Translation	Codes	Themes
What is your current designation/rank?	<i>Assistant waitress</i>	Assistant waitress		
How many years have you been working as a seafarer?	<i>19 years</i>	19 years		
Kindly share your experience being a woman in your seafaring profession.	<i>Siguro, yung difference nalang noon as first contract before syempre, hindi pa ganun kabroad yung mindset. Puro travel-travel palang naisip namin by that time, compared ngayon mas serious na kasi syempre mas nagseset ka na ng goal for future. Let say us dun sa salary, mas nag-iipon na kesa compared first contract. Pag first contract, spend ka lang ng spend, ine-enjoy mo pang yung pera mo, ginagawa mo lahat ng gusto mo. Pero</i>	Maybe the only difference back then, as a first contract, of course, the mindset wasn't as broad yet. We were only thinking about traveling at that time, compared to now, where it's more serious because you start setting goals for the future. Let's say in terms of salary, we're saving more compared to the first contract. During the first contract, you just spend and enjoy your money, doing whatever you want. But now, you have your goals set.		Sexual and verbal harassment during hiring.

Researcher	Respondent	English Translation	Codes	Themes
	<i>ngayon nakaset na yung goals mo.</i> <i>Sa working conditions, siguro mas masasabi ko na kailangan lang resiliency, magaling makisama at yung respect kailangan mo para magtagal ka. Okay naman ang working conditions.</i> <i>Nasa sa iyo na naman yun kung pano mo ia-accept.</i> <i>Noong nagstart ako sa Restaurant Department, tatlo lang kami. Nasa 30% lang yung babae sa 100% population onboard.</i>	As for working conditions, I would say resilience, good interpersonal skills, and respect are necessary for you to last. The working conditions are okay. It's up to you how you accept them. When I started in the Restaurant Department, there were only three of us. Women made up only 30% of the total population onboard.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>Noong time na yun, wala.</i> <i>Actually, may naexperience pa ako dito sa office kaysa onboard.</i>	During that time, nothing. Actually, I had more experiences here in the office than onboard.	Inappropriate Interview	Inappropriate Interview Questions and Company Culture
If yes, can you describe this/these experience/s?	<i>Before ako nag-apply sa Costa, nag-apply ako sa Princess Cruises. Tapos ang tanong nya saakin, "Are you free tonight?"</i>	Before I applied to Costa, I applied to Princess Cruises. Then the interviewer asked me, "Are you free		

Researcher	Respondent	English Translation	Codes	Themes
	<i>Yun yung first question sakin sa interview. Pag onboard ka, syempre magisa ka nalang. Dapat alam mo gagawin mo. Noong time na yun, bata pa ako. So hindi po ako nagproceed sa Princess kasi ayoko ng question niya. Talagang pinipilit nila kasi meron daw silang principal kaya kailangan nila mag-goodtime sa labas. 'Di na ko nagreport kasi bata pa ko noon. Sabi ko, meron pa naming ibang company.</i>	tonight?" That was the first question asked in the interview. When you're onboard, of course, you're on your own. You should know what to do. During that time, I was still young. So I didn't proceed with Princess Cruises because I didn't like the question. They really insisted on it because they had a principal, so they needed to have a good time outside. I didn't report anymore because I was still young. I said there are other companies for me.		
How did you handle this/these experience/s?	<i>Kinuha ko lang resume ko, sabi ko, "Di po ako free tonight." Noong time na yun, bata pa naman ako. Marami pa naming maapplyan.</i>	I just took my resume and said, "I'm not free tonight." At that time, I was still young. There were still many other places I could apply to.		
Are you aware of any ASEAN framework, policy, or program which	<i>Sa ASEAN po familiar ako, pero sa framework wala pa naman.</i>	I'm familiar with ASEAN, but when it comes to the framework,	Women Protection Awareness	Awareness of Women's Protection and Policies Onboard

Researcher	Respondent	English Translation	Codes	Themes
protects your rights as women migrant workers in the maritime industry?	<i>Locally po meron.</i>	there isn't one yet. We have it locally, though.		
Do you have regular training or briefings in the maritime industry?	<i>Noong time ko, wala.</i>	During my time, there was none.		
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>Yes, po, sa women's rights.</i>	Yes, in terms of women's rights.		
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>Yung mga organization for women ang alam ko like Gabriela. Nalaman ko lang sa pagbabasa at internet. Pero sa women protection, wala. Wala rin kasi siya sa training.</i> <i>On board, meron na mga ganung policies. Yung mga Anti-bullying at Anti-harassment.</i>	I'm familiar with women's organizations like Gabriela. I learned about them through reading and the internet. But in terms of women's protection, there was none. It wasn't included in the training either. On board, there are already such policies in place, such as Anti-bullying and Anti-harassment policies.		

Researcher	Respondent	English Translation	Codes	Themes
How do these frameworks, policies, or programs address gender issues for women?	<i>Mas okay sya kasi protection siya for us. Nakapost yun sa mga bulletin. Nakapost din siya outside HR department so readable siya ng lahat. Walang HR kaso dati, ngayon lang.</i>	It's better because it provides protection for us. It's posted on bulletin boards and also outside the HR department, so it's readable for everyone. We didn't have an HR department before; it's only recently that we have one.		
Based on your known framework, policy, or program, were you able to avail any of them?	<i>Wala naman po pero aware kami na may protection. 'Di naman siya masyado nangyayari onboard kasi kami lahat aware. Siguro, bihira lang-yung narinig mo lang.</i>	There wasn't really anything, but we were aware that there was protection. It doesn't happen frequently onboard because we are all aware. Maybe it's rare, something you just hear about.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Okay siya kasi protected kami. Let us say, kapag may naexperience tayo na harassment o bullying, meron tayong malalapitan. Oo, nakatutulong talaga siya kasi meron agad kaming malalapitan pag may nangyari samin. Meron agad kaming</i>	It's good because we are protected. Let's say if we experience harassment or bullying, we have someone to turn to. Yes, it really helps because we have someone specific to approach when something happens to us. There's a specific point of contact.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>specific na mapupuntahan.</i>			
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>For women and men, parang equality ang kailangan. Kung ano yung ini-implement sa men, yun din sa women para walang discrimination, equality talaga.</i>	For both women and men, equality is needed. Whatever is implemented for men should also apply to women to avoid discrimination and promote true equality.	Equal Rights PDOS	Equal Rights Awareness During Pre-Departure Orientation Seminar (PDOS)
What are your suggestions/recommendations to educate the women seafarers about the existence of the ASEAN Framework?	<i>Siguro upon hiring, malaman na nila yung rights nila para mas mabrief sila. Sa Pre-departure or PDOS, pwede isali dun. Parang wala pang discussion ng gender issues at women rights sa PDOS. Kaka-PDOS ko lang kasi, pero parang 'di yan sinali.</i>	Perhaps upon hiring, they should be informed of their rights to provide them with a better understanding. It can be included during the Pre-Departure Orientation Seminar (PDOS). It seems that there hasn't been a discussion on gender issues and women's rights during PDOS. I recently attended a PDOS, but it doesn't seem to be included.		

APPENDIX S

Interview Transcription of Quinn

Respondent: Quinn

Date of Interview: March 30, 2023

Mode of Interview: Face-to-face

Researcher	Respondent	English Translation	Codes	Themes
What is your current designation/rank?	<i>Stateroom steward, the one who makes up the cabin. With 10% of women onboard. Bilang na bilang lang po ang babae onboard.</i>	Stateroom steward, the one who tidies up the cabin. With only 10% of women onboard. The number of women on board is very limited.		
How many years have you been working as a seafarer?	<i>Five years</i>	Five years		
Kindly share your experience being a woman in your seafaring profession.	<i>Para sa kinabibilangang kasi kung kaya nga lalaki, kaya din naming mga babae. Kahit na konti yung tao sa barko, kaya din naman. Tsaka ano lang po give and take lang. Unang una sa ugali, kailangan mong pakisamahan yung mga ibang lahi kasi iba't-iba tayong culture. Nagkakaintindiha n kayo ng mga kasamahan mo kung marunong ka rin umintindi. Kaya pag nagbabarko, kailangan talaga may</i>	For me, the principle is that if men can do it, women can do it too. Even if there are fewer people on the ship, it's still doable. It's all about give and take. Firstly, in terms of attitude, you need to get along with people of different nationalities because we have diverse cultures. You can better connect with your colleagues if you're understanding.	Equality and Respect on Board	Promoting Equality, Respect, and Dealing with Harassment Onboard Physical and sexual harassment

Researcher	Respondent	English Translation	Codes	Themes
	<i>tiyaga. Kahit yung Supervisor mo, kailangan mor in tyagain. Minsan kasi, kapwa Pinoy pa natin yung nagpapahirap. Alam mo yung nakalevel-up lang ng konti, parang kung sino na. Ako kasi, hangga't kaya kong tiisin, okay lang.</i>	So, when working on a ship, patience is essential. Even with your Supervisor, you have to be patient. Sometimes, it's our fellow Filipinos who make things difficult. You know, when someone progresses just a bit, they act like they're superior. Personally, I'll endure it as long as I can handle it.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>Wala po, pero may nawitness po akong kapwang pinay na hinarrass. Ayun pina disembark yung nang harrass sa kanya. Ang alam ko pang ganun na Not To Rehire (NTR) na, 'di na makakasampa pag ganun. Hinihipoan daw siya, yung babaeng pinay nagvideo. Kailangan talaga may proof kahit san ka pumunta kailangan ng proof para mapatunayan na totoo yung sinasabi nila. Kung sasabihin mo lang, 'di ka</i>	I haven't experienced that personally, but I did witness another Filipina being harassed. They ended up disembarking the person who harassed her. As far as I know, if something like that happens, it could lead to a "Not To Rehire" (NTR) status, which means they won't be able to work on board again. She was allegedly touched inappropriately, and the Filipina woman recorded a video of the incident. It's		

Researcher	Respondent	English Translation	Codes	Themes
	<i>paniniwalaan. Nira ise nila yung security at pinababa yung nangharass kasi nasa puerto. Pag sa puerto kasi, mabilis lang yun. Nakita ko yung video hinawakan yung dede nya, hinawakan yung pwet nya nasa locker sila noon. Ngayon ang ginawa ng supervisor, kunwari pinapunta siya ng locker. Yung lalaki ay supervisor at siya yung nagharass. Tapos yung babae may ginagawa, tapos biglang pinasok nung lalaki tapos ayon hinawakan nga, ang bastos nga. Kinagat yung pwet. Buti sakín in 5 years wala talaga, sa awa ng Diyos. Pag ayaw mo kasi, wag ka rin magpakita ng motibo na parang gusto mo rin. Kasi minsan ang kasalanan ay nasa babae rin. Pag nagpakita ka ng motibo, ang iniisip ng</i>	really important to have proof wherever you go to substantiate what you're saying. If you just verbalize it, people might not believe you. They escalated the matter to security and had the harasser disembarked because they were at a port. Things move quickly at ports. I saw the video where he touched her breast and buttocks while they were in a locker. What the supervisor did was pretend to send her to the locker. The man was a supervisor, and he was the one who harassed her. The woman was doing something, then suddenly, the man entered and started touching her inappropriately; it was really disrespectful. He even bit her buttocks. Fortunately, I haven't experienced anything like		

Researcher	Respondent	English Translation	Codes	Themes
	<i>lalaki ay gusto mo rin. Halimbawa, offeran ka, bigyan ka ng ano at wala kang reaksiyon, iisipin ng lalaki na gusto mo rin. Parang pakipot, pabebe. Meron kasi akong narinig na inoofferan ng allowance monthly at binibigyan ng susi para pumunta sa kabina. Ngayon, kinuha niya so ibig sabihin, gusto niya. Wala talagang nag-attempt, maldita kasi ako. 'Di naman sa pagmamayabang, halos lahat sa barko ay nanligaw sa kin. Sinasabi ko sa kanila na may anak at asawa na ako kaya ganun di sila nag-aattempt, 'di ko sinasabing single ako. Mahirap mawalay sa pamilya kasi ako lang inaasahan. Ako pa nagpapalaral sa kapatid ko. Kami ng nanay ko, pareho kaming widowed. Noong nagka-</i>	this in my five years on board, by the grace of God. If you're not interested, you shouldn't show any signs that might make it seem like you're interested. Sometimes the fault also lies with the woman. If you show interest, the man might think you're interested too. For example, if someone offers you something or gives you gifts and you don't react negatively, the man might think you're interested. It's like playing hard to get. I've heard of cases where they're offered a monthly allowance and given a key to a cabin. If she accepts, that means she's interested. No one has attempted anything with me, probably because I come off as strong-willed. Not to brag, but almost everyone on the ship has tried to pursue me. I tell		

Researcher	Respondent	English Translation	Codes	Themes
	<i>aksidente, pareho kaming nawalan ng asawa noong 2010.</i>	them that I have a child and a husband, so they don't attempt anything, but I don't say that I'm single. It's hard to be away from my family because they rely on me. I'm also supporting my younger sibling's education. My mother and I are both widowed. We both lost our husbands in an accident in 2010.		
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	<i>Di kasi ako aware sa mga ganyan. 'Di rin ako aware sa ASEAN.</i>	I wasn't aware of those things either. I also wasn't familiar with ASEAN.	Onboard Safety and Behavior	Safety Training and Consequences for Harassment and Misconduct Onboard
Do you have regular training or briefings in the maritime industry?	<i>Yes po, pagka-embark samin sa barko May 1 week training for safety para sa barko. Kung halimbawa, in case of emergency pag magdrill na kami kung may nalulunod or malunod ka na kung anong gagawin kung saan station. Kasama rin</i>	Yes, when we embark on the ship, we undergo a one-week safety training for the ship. For example, in case of emergencies, during drills, we are taught what to do and where to go if someone is drowning or in danger of		

Researcher	Respondent	English Translation	Codes	Themes
	<i>yung sexual harassment at bullying. Pag ginawa mo, Not To Rehire (NTR) kana. Pag may nakaaway ka, nagkasuntukan kayo, 'di kana makakasampa.</i>	drowning. This also includes training about sexual harassment and bullying. If you engage in such behavior, you can be labeled as "Not To Rehire" (NTR), which means you won't be able to work on board again. If you get into a fight or physical altercation, you won't be able to continue working.		
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>'Di ko alam, pero sa company meron.</i>	I'm not sure about other places, but in our company, this is the procedure.	Company Policies and Supervisor Guidance	Enforcement of Company Policies and Need for Supervisor Guidance
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>Part of briefing po ayun nga pag nagharass ka bawal agad agad papauwiin ka na NTR ka na pag may nakaaway ka or suntukan di ka na makakasampa ulit</i>	Yes, as part of the briefing, they emphasize that if you engage in harassment, you will be immediately sent home and labeled as "Not To Rehire" (NTR). Similarly, if you get into an altercation or physical fight, you won't be		

Researcher	Respondent	English Translation	Codes	Themes
		allowed to work on board again. This strict policy is enforced to ensure a safe and respectful environment on the ship.		
How do these frameworks, policies, or programs address gender issues for women?	<i>Okay, lang po.</i>	It is okay.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Pag sa kanila kasi, kahit anong gender inaaccept naman nila. Kasi normal naman yun kahit dito satin sa Pinas. Kung meron dito sa Pinas, meron din sa kanila. Kailangan mo lang iaaccept. Kailangan mo silang pakisamahan kung ano yung bawal susundin mo na lang din.</i>	With them, they generally accept people of any gender. It's considered normal, just like it is here in the Philippines. Whatever exists here also exists there. You just need to accept it. You have to get along with them and follow the rules that are set.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>Siguro kung ako sa kanila wag silang magpakita ng motibo na ganun. Ako kasi pag may lumalapit sakin na manliligaw, binabara ko na agad sinasabihan na 'di pwede may asawa na ako, 'di pwede ganun.</i>	Maybe if I were in their shoes, they shouldn't show that kind of interest. Personally, when someone tries to court me, I immediately make it clear that I'm not available because I'm already married. It's not allowed.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>Sa policy, 'di ko alam kasi iba-iba tayo. Depende rin siguro sa sitwasyon din.</i>	Regarding the policy, I'm not sure because we're all different. It might also depend on the situation.		
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Ayun sa barko naman yung ibang mga Supervisor hindi rin pinapaliwanag kung ano yung mga policy. May pagkukulang sila samin tapos isinisi nila samin. May policy rin sila hindi naman lahat sa amin kasi minsan kakulangan din nila yung pagtuturo kaya hindi alam ng iba. Kaya nga may Supervisor para sila yung magturo. Mas lalo na pag first contract, mangangapa ka talaga. Natataranta na yung iba kasi busy na. Lalo na pag embarking. Samin kasi sa kabina, pag embarking, mas mahirap kasi pag andyan na yung pasahero, automatic mas mabilis ka gumalaw. 'Di mo alam kung anong uunahin mo. So</i>	On the ship, some of the Supervisors don't explain the policies either. They have shortcomings towards us, and then they blame us. They have policies, but not everyone is informed because sometimes they lack proper instruction, so some of us don't know. That's why there are Supervisors to provide guidance. Especially during the first contract, you really feel lost. Some people get flustered because they're already busy, especially during embarking. In our case, in the cabin, during embarking, it's more challenging because once the passengers are there, you		

Researcher	Respondent	English Translation	Codes	Themes
	<i>kailangan talaga ng gabay pa ng mga Supervisor.</i>	have to move faster. You don't know what to prioritize. That's why the guidance of the Supervisors is really needed.		
What are your suggestions/recommendations to educate the women seafarers about the existence of the ASEAN Framework?	<i>Siguro po yung mas magandang kayo yung magtuturo saakin para alam ko rin at aware din ako mas maganda po yung ganun. Yung meron na Pre-Departure Discussion sa lupa. 'Di nila iniisa yung pagdiscuss ng gender issues.</i>	Perhaps it would be better if you could be the one to teach me, so I'll be informed and aware. That kind of approach is preferable. It would be great to have a Pre-Departure Discussion on land where they discuss gender issues as well, not just other topics.	Gender Awareness Training and Discussion	Promoting Gender Awareness Through Training and Discussion

APPENDIX T

Interview Transcription of Rachel

Respondent: Rachel

Date of Interview: March 30, 2023

Mode of Interview: Face-to-face

Researcher	Respondent	English Translation	Codes	Themes
What is your current designation/rank?	<i>Food & Beverage Attendant. We have approximately 60% female population onboard while 40% for males.</i>	Food & Beverage Attendant. We have approximately 60% female population onboard while 40% for males.		
How many years have you been working as a seafarer?	<i>Four years</i>	Four years		
Kindly share your experience being a woman in your seafaring profession.	<i>Actually pag first contract ko, doon palang magaan din kasi helpful naman mga kasama mo doon. Tapos marami ring magtatake advantage sayo pero alam mo nay un.</i> <i>Actually, doon na naman ako napangasawa. We were married since 2010 tapos may anak kami isa.</i> <i>Sa experience ko, hindi madali syempre wala namang</i>	Actually, during my first contract, it was quite light because my colleagues were helpful. There are also some who take advantage of you, but you'll know how to handle them. Actually, I met my spouse there. We got married in 2010, and we have one child. Based on my experience, it's not easy; of course, no job is easy. I mean, fair treatment is	Gender Equality at Sea	Gender Equality and Fair Treatment Onboard Ships

Researcher	Respondent	English Translation	Codes	Themes
	<i>trabahong Madali. I mean, nandun naman yung patas na pagtatatrato. Pag babae nga, 'di naman sila nagbibigay masyado ng work kaya magaan-gaan kaysa sa work ng mga lalaki.</i>	there. When it comes to women, they don't give them too much work, so it's lighter compared to the work given to men.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>Wala naman akong naexperience ng gender issues. Yung percentage ng female onboard samin is mga nasa 60%.</i> <i>Tsaka ingat sila sa mga ganyang issue kasi may HR onboard naman so pag may mga ganyan report agad kay HR pero wala naman akong naririnig na nangyayari.</i> <i>Yung mga babae kasi doon, parang maton. Sila pa yung matapang.</i> <i>Mas may naexperience pa akong harassment dito sa atin, sa public transportation.</i>	I haven't experienced any gender issues. The percentage of females onboard is around 60%. They are cautious about such issues because there is an HR department onboard, so if there are reports, they immediately go to HR, but I haven't heard of anything happening. The women there are tough. They are the brave ones. I have actually experienced more harassment here, in our public transportation. But within the		

Researcher	Respondent	English Translation	Codes	Themes
	<i>Pero sa company, wala talaga.</i>	company, there is none.		
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	<i>Hindi po, pero yung ASEAN naririnig ko lang sa mga news.</i>	No, but I've heard about ASEAN in the news.		
Do you have regular training or briefings in the maritime industry?	<i>Meron po sa on board.</i>	Yes, there is one onboard.		
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>Hindi po pero may mga naririnig lang po ako.</i>	No, but I hear things sometimes.		
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	<i>Meron po on board. Meron sila during embarkation, na inaattendan naming na seminar about sa women's rights. Every sakay po yun.</i>	There is one onboard. They have a seminar during embarkation that we attend, which is about women's rights. Every time we board, we have that.	Onboard Gender Programs	Promoting Awareness and Equal Treatment

Researcher	Respondent	English Translation	Codes	Themes
How do these frameworks, policy, or program address gender issues for women?	<i>I feel secured na meron palang ganung program pala on board.</i> <i>Dati nakakatakot magsumbong, ngayon hindi na. Parang mas sila pa yung matatakot pag sinabi mong isusumbong sa HR ganun kaya di sila naprovoke na i-harrassed ka.</i>	I feel secure knowing that there is such a program onboard. Before, it was scary to report, but not anymore. It's like they get scared when you say you'll report it to HR so they don't get provoked to harass you.		
Based on your known framework, policy, or program, were you able to avail any of them?	<i>Hindi pa naman.</i>	Not yet.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>Helpful siya kasi nalalaman din ng mga ibang gender, hindi lang mga babae ang nakakaalam.</i> <i>Meron din kaming seminar about sa mga bisexual para equal ang lahat. Sa seminar namin, may nagsalita na bisexual about sa naranasan niya onboard.</i>	It's helpful because people of different genders are informed, not just women. We also have a seminar about bisexuality to ensure equality. In our seminar, a bisexual individual shared their experience onboard. So there is equal treatment, and everyone is aware onboard.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>Kaya equal naman ang pagtingin sa kanya. Aware naman ang lahat onboard.</i>			
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>As of now, I am happy naman sa working conditions. Accessible naman lahat, same lang sa land. May mga mamimeet ka lang na ibang lahi.</i>	As of now, I am happy with the working conditions. Everything is accessible, just like on land. You only get to meet people from different nationalities.	Seafarer Wellbeing	Positive Working Conditions and Continuous Education
What are your suggestions/recommendations to educate the women seafarers about the existence of the ASEAN Framework?	<i>Dapat kasama siya sa Pre-Departure Briefing or PDOS. Isama rin siya sa email na pinapadala sayo, like newsletter at Live Webinar. Kasi mahilig ako magcheck sa email.</i>	They should be included in the Pre-Departure Briefing or PDOS. They should also be included in the emails sent to you, like newsletters and live webinars, because I like checking my email.		

APPENDIX U

Interview Transcription of Samantha

Respondent: Samantha

Date of Interview: March 30, 2023

Mode of Interview: Face-to-face

Researcher	Respondent	English Translation	Codes	Themes
What is your current designation/rank?	<i>Demi-Chef Pastry</i>	Demi-Chef Pastry		
How many years have you been working as a seafarer?	<i>Three years</i>	Three years		
Kindly share your experience being a woman in your seafaring profession.	<i>Well, as I always do to everyone. Being a seafarer as a woman is not for the fainthearted talaga kasi dito pa lang sa Pilipinas. If you have experienced working in a male-dominated place, it is really hard. How much more if onboard? If onboard kasi, walang babae at walang la-lalaki. I mean, what they can do is you can do as well. Minsan nga sinasabi ko, as you work onboard, kargador ka. You can ask for help, but they also have their own jobs, so</i>	Well, as I always say to everyone, being a female seafarer is not for the faint-hearted. Even here in the Philippines, if you have experienced working in a male-dominated place, it is really hard. How much more so when you're onboard? Because onboard, there are no women or men. I mean, what they can do, you can do as well. Sometimes I even say that as you work onboard, you're like a laborer. You can ask for help, but they also have their own jobs, so	Challenging Stereotypes and Overcoming Obstacles	Gender stereotyping, bullying, & verbal harassment

Researcher	Respondent	English Translation	Codes	Themes
	<i>you must do your own. It is hard, really, but at the end of the day, you are compensated naman. But it is hard.</i> <i>Growing up, I was surrounded with seafarers and even my father was also an OFW.</i> <i>Parang lumaki ako sa idea na maraming pera sa barko. It is like houses having a lot of souvenirs from all over the world. So at an early age, sabi ko talaga, "I will be a seafarer."</i> <i>Long and behold, doon ako napunta na path. This will be my fourth contract and I was thinking that I am getting old, and the job is really tough.</i> <i>Nagkakasakit na rin kasi pisikalan talaga yung work.</i> <i>Walang day off.</i> <i>Sabi ko nga sa iba, "If you have an option to work on land based and the same lang naman yung sahod, I will rather have land based. Pero I am not taking</i>	you must do your own. It is hard, really, but at the end of the day, you are compensated. But it is hard. Growing up, I was surrounded by seafarers, and even my father was also an overseas Filipino worker (OFW). It's like I grew up with the idea that there is a lot of money in ships. It's like houses having a lot of souvenirs from all over the world. So at an early age, I really said, "I will be a seafarer." Lo and behold, I ended up on that path. This will be my fourth contract, and I was thinking that I am getting old and the job is really tough. I'm also starting to get sick because the work is physically demanding. There are no days off. I even tell others, "If you have the option to work on land and the salary is the same, I would rather choose		

Researcher	Respondent	English Translation	Codes	Themes
	<i>away naman the benefits and experience, syempre yung traveling for free somehow. Nakakapunta ako sa ibang bansa but then it is really tough.</i>	land-based work. But I'm not taking away the benefits and experience, of course, like traveling for free somehow. I get to visit other countries, but then it is really tough.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	<i>I guess yes, but parang hindi rin lang ako that affected others na it is really getting into their nerves. Maybe I was mentally prepared also, and yeah, I am tough as my job is. Sabi nga nila, I am tibo, parang 'di ako babae. But then, taking into consideration na requirement ng job. Hindi ka lang dapat is physically tough, but also mentally and emotionally.</i> <i>Yes, meron talaga is like bullying and underestimating your capacity. Like, "Di naman kayang gawin nila or whatsoever." But at the end of the day, you should have to prove them wrong. Bullying really comes</i>	I guess, yes, but it seems like I am not affected as much as others who really get on their nerves. Maybe I was mentally prepared, and yeah, I am as tough as my job. They say I'm tomboyish like I'm not a woman. But then, taking into consideration that it's a requirement of the job. You should not only be physically tough but also mentally and emotionally. Yes, there are indeed instances of bullying and underestimating your capacity. Like, "They can't do it whatsoever." But at the end of the day, you have to prove them wrong.		

Researcher	Respondent	English Translation	Codes	Themes
	<i>from males regardless of nationality, even Filipinos. It is really innate siguro na may prejudice talaga yung mga tao.</i>	Bullying really comes from males regardless of nationality, even Filipinos. It's probably innate that people have prejudices.		
If yes, can you describe this/these experience/s?	<i>Siguro, meron na kind ng tao na at the level of verbal ay harassment na sa kanila. Then parang ako, I am so open to jokes and some things. But if that is the definition of harassment, then yes, maybe. I just let it go and ride along. At the end of the day, pakikisama. If they go through the boundaries, naman, I just call them out.</i> <i>I called out once before. "It is not good what you are saying. I do not like what you are saying. I can bring you to the HR." I have seen one instance when my colleague reported kasi physical na talaga yung ginawa. Siguro is normal in a way that it is really</i>	Perhaps there are individuals who experience verbal harassment at a level that is already considered harassment for them. As for me, I am open to jokes and certain things. But if that fits the definition of harassment, then maybe. I just let it go and ride along. At the end of the day, it's about getting along. If someone crosses the boundaries, then I call them out. I called someone out before, saying, "It is not good what you are saying. I do not like what you are saying. I can bring you to HR." I witnessed a colleague reporting an incident because it	Verbal harassment Assertive Stand	Facing Harassment with Assertiveness

Researcher	Respondent	English Translation	Codes	Themes
	<i>happening, but it is not normal because it is not good.</i> <i>One time during our duty at night, there certain guy was intoxicated, nakainom na but he still went to work. He started jokingly na maganda daw yung pwet ng friend ko. Hinahayaan lang siya ng friend ko tapos yun sinipat niya one time. Sabi ng friend ko, "You don't do that!" After a while, he did it again. Sinumbong ng friend ko sa boyfriend niya. Nagalit yung boyfriend niya. After ng duty, nagkita sila sa cafeteria, at inulit ulit. Sinumbong na sa Chef's office na Supervisor, tapos pumunta sa HR. Binigyan ng chance yung friend ko to decide. Actually, pwede siya ipadisembark agad pero binigyan siya ng chance ng friend ko. If yung organization</i>	involved physical actions. It may be considered normal in the way that it is happening, but it is not normal because it is not good. One time during our night duty, there was a guy who was intoxicated, already drunk, but he still went to work. He jokingly started commenting about the attractiveness of my friend's buttocks. My friend just let it slide, but then he touched her once. My friend told him, "You don't do that!" After a while, he did it again. My friend reported it to her boyfriend. Her boyfriend got angry. After our duty, they met at the cafeteria, and he did it again. My friend reported it to the Chef's office, to the supervisor, and then to HR. My friend was given the chance to decide. Actually, she could have requested for		

Researcher	Respondent	English Translation	Codes	Themes
	<i>yung magdedecide, ipapadisembark na agad.</i> <i>Maawain yung friend ko, sabi niya, "Just promise not to do it again, and it is fine."</i> <i>Naawa rin siya kasi everyone is going onboard for their family.</i> <i>So ayun, 'di naman naulit.</i>	the guy to be disembarked immediately, but she gave him a chance. If the organization had decided, he would have been disembarked right away. My friend, being compassionate, said, "Just promise not to do it again, and it is fine." She also felt sorry because everyone is on board for their family. So, it didn't happen again.		
How did you handle this/these experience/s?	<i>As I have said, I was prepared mentally for this job. And nagwowork na rin ako sa hospitality industry, and through that, I was really prepared with the languages, the way people think, and the colleagues. So somehow, even though I experienced it, I was able to brush it off. 'Di lang siya ganun kagrade for me. May mga taong nacuculture shock sa ganyan, but then in this industry,</i>	As I mentioned earlier, I was mentally prepared for this job. I also have experience in the hospitality industry, which helped me become prepared for dealing with different languages, people's mindsets, and colleagues. So, even though I have experienced certain things, I was able to brush them off. They didn't affect me to a severe extent. Some people		

Researcher	Respondent	English Translation	Codes	Themes
	<i>sometimes it is just a joke, not a good joke.</i> <i>60% male and 40% female population onboard.</i> <i>Regarding harassment, 'di lang girls yung nahaharass even male. But mas marami lang talagang female.</i>	experience culture shock in situations like these, but in this industry, sometimes it's just a joke, although not a good one. Onboard, there is a population of around 60% male and 40% female. Regarding harassment, it's not only girls who experience it; even males can face harassment. However, there are more incidents involving females.		
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	<i>I think there is, but I am not totally aware of it. I am not well aware of the definition and coverage. I just have a general knowledge of what there is, but I do not have an idea about it.</i> <i>I am aware of the ASEAN organization.</i>	I believe that it exists, but I don't have a complete understanding of it. I'm not well-informed about its definition and extent. I only have general knowledge that it exists, but I lack specific information about it. I am familiar with the ASEAN organization.	Empower Awareness	Empowering Through Awareness and Education
Do you have regular training or briefings in	<i>I think it has been mentioned in PDOS, which is every five</i>	I think it has been mentioned in PDOS, which is every five		

Researcher	Respondent	English Translation	Codes	Themes
the maritime industry?	<i>years. Also, onboard, it is mentioned in the briefing.</i>	years. Also, onboard, it is mentioned in the briefing.		
If none, are you aware of any framework, policy, or program in your company, internationally or locally, which protect your rights in the maritime industry?	<i>I know about the local policy on Violence Against Women. Lalo na lately na palagi siyang namemention. The company also has a policy, but I myself do not know the details because I just focused on my job.</i>	I know about the local policy on Violence Against Women, especially since it has been frequently mentioned lately. The company also has a policy, but I am not familiar with the details because I have been primarily focused on my job.		
Based on your known framework, policy, or program, were you able to avail any of them?	<i>I availed it because of bullying with regard to work. It was my first contract, and he thought maybe, "Hey! Do this." So sinumbong ko sa amo ko, and pinagalitan siya.</i>	I sought assistance regarding bullying in the workplace. It happened during my first contract when someone thought they could tell me, "Hey! Do this." So I reported it to my supervisor, and he was reprimanded.		
In your opinion, are these known frameworks, policies, or programs helpful in	<i>I guess, mas kailangan lang ieducate yung lahat. Like, really sit down and define. At least, if we are</i>	I believe that it is necessary to educate everyone. We should sit down and clearly define what		

Researcher	Respondent	English Translation	Codes	Themes
addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>onboard, we know that we can address the situation. Because for me, I just brush it off. If I know that even the smallest instances ay kayang i-address, then I can.</i>	constitutes harassment. At least, if we are onboard, we know that we can address the situation. Personally, I tend to brush off minor incidents, but if I know that even the smallest instances can be addressed, then I am willing to do so.		
Based on experience, what are your suggestions/comments to further enhance these existing frameworks, policies, or programs?	<i>Well, aside from education, from time to time, proper briefing. Also, surveying so at least they can be flexible if there are any evolution of the phases of harassment and bullying, including the types and experiences. It should also be covered during the Exit Interview after disembarkation. Since pandemic, parang nawala Exit Interview. Mas magandang macover talaga siya kasi it is really happening.</i>	Well, aside from education, there should be regular and proper briefings. Surveys should also be conducted to ensure flexibility in addressing the evolving phases of harassment and bullying, including different types and experiences. It should also be covered during the Exit Interview after disembarkation. Since the pandemic, it seems like the Exit Interview has disappeared. It would be better if it is consistently covered because these issues are really happening.		

Researcher	Respondent	English Translation	Codes	Themes
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>'Di ko naman pwedeng sabihin na bawasan yung oras kasi dapat lahat equal sa time of work. Being a seafarer sa isip ko, walang ispesyal. So we have to empower women. Natanim ko sa isip ko na kung kaya nila, kaya ko rin.</i> <i>In that area lang talaga, mas kailangan ieducate, mas turuan yung women. At least, they will be sensitive. Malaking bagay yun kasi makakatulong yun like for example to my friend since she was traumatized for a lifetime.</i>	I can't say that we should reduce working hours because everyone should have equal working time. In my mind, as a seafarer, there is no special treatment. So we have to empower women. I have ingrained in my mind that if they can do it, I can do it too. In that area, there is a greater need for education and training, particularly for women. It's important to make them more aware and sensitive to these issues. It's significant because it can help people like my friend, who has been traumatized for a lifetime.		
What are your suggestions/recommendations to educate the women seafarers about the existence of the ASEAN Framework?	<i>Not only education by the book, but also it should have forums, workshops, and a day devoted to it, like Women's Month, but</i>	Not only should education be provided through books, but there should also be forums, workshops, and a dedicated day for discussions on this	Empower Forum	Fostering Empowerment through Education, Awareness, and Advocacy

Researcher	Respondent	English Translation	Codes	Themes
	<i>specifically for discussion like this framework. At least merong increase the popularity in social media. Since it is a big organization, they can appoint someone who really advocates women's empowerment in the ASEAN so it could transcend and reach a lot of women.</i>	framework, similar to Women's Month but specifically focused on these topics. It would be helpful to increase awareness through social media. Since it is a large organization, it can appoint someone who truly advocates for women's empowerment in ASEAN so that it can reach and benefit a larger number of women.		

APPENDIX V

Interview Transcription of Tessa

Respondent: Tessa

Date of Interview: March 29, 2023

Mode of Interview: Face-to-face

Researcher	Respondent	English Translation	Codes	Themes
What is your current designation/rank?	<i>Buffet Attendant in Cruise Ship</i>	Buffet Attendant in Cruise Ship		
How many years have you been working as a seafarer?	<i>Two years</i>	Two years		
Kindly share your experience being a woman in your seafaring profession.	<i>Being a seafarer siyempre po di madali siyempre andun po yung homesick, andun po yung tipong pakikisama mo sa ibang lahi kasi sa barko kasi you need to adjust in the environment.</i> <i>Noong first time ko ang pinakamahirap talaga is pagkain, yung pagod mo and kahit may sakit ka kailangan mo paring magduty tapos walang day off, yung nine months mo na kontrata, walang day off yun tapos broken time po yun.</i>	Being a seafarer, of course, is not easy. Homesickness is there, and you have to get along with people from different nationalities because you need to adjust to the environment on the ship. During my first time, the most difficult part was the food, exhaustion, and even if you're sick, you still have to fulfill your duties with no days off. Your nine-month contract has no days off, and it's broken time.		

Researcher	Respondent	English Translation	Codes	Themes
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry? If yes, can you describe this/these experience/s?	Yes. <i>Nakaexperience po ako ng pambubully ng mga Indian kasi iba talaga yung ugali ng mga Indian, mahilig sila magbully.</i> <i>So ayun nga ako lang kasi isa yung babae tapos that time na sinabihan niya ako na pumunta sa cabin in a joke way tapos like mga pambabatos, tapos mga verbal foul words na pansisigaw nya at pagsasabi nya ng "Stupid" kasi nga ayon pina-HR ko siya tapos sinumbong ko sa amo. Naresolve naman po yun.</i>	Yes. I have experienced bullying from Indians because their behavior is different. They tend to bully. So, at that time, I was the only female, and when he jokingly told me to go to the cabin and threw things at me, and verbally abused me, screaming foul words and calling me "stupid," I reported him to HR and told my superior. It was resolved.	Inappropriate Jokes	Verbal harassment and bullying
How did you handle this/these experience/s?	<i>Sa una po siyempre mahirap pero una ko lang ginaea it nagprat po ako na makasurvive ako dito kasi nga first time ko palang pero I have experience naman how to deal with people kasi nagwork po ako before sa qatar pero sa barko</i>	At first, it was difficult, but I focused on surviving there because it was my first time. I have previous experience in dealing with people because I worked in Qatar before, but the working industry on the ship is very different from a land-based environment. I	Maritime issues for women	Challenges and Diversity at Sea

Researcher	Respondent	English Translation	Codes	Themes
	<i>kasi is very different ang working industry compared to landbased environment. Sinesit aside ko muna yung galit ko kahit nakakapikon na so hindi na ko na sya pinatulan kasi mahahantong yun sa away kasi kung the more na makipag away ka sa barko is kayong dalawa ipapauwi kasi ang behavior nga sa barko is very strict.</i>	set aside my anger, even though it was infuriating, so I didn't engage with him anymore because it would only lead to a fight, and if you kept getting into fights on the ship, both of you would be sent home because the behavior on the ship is very strict. No.		
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	<i>Wala po.</i>	None.		
Do you have regular training or briefings in the maritime industry?	<i>Yes po, may training po pero like para sa bullying pang or harassment pero women empowerment is wala po</i>	Yes, there is training for bullying or harassment, but there is no training specifically for women's empowerment.	Empowered Ship	Empowering Women at Sea: Equality and Protection
How do these frameworks, policies, or programs address gender	<i>About sa gender issue di po talaga kami nagfofocus sa in talaga dito sa barko. Dito kasi</i>	Regarding gender issues, we don't really focus on that here on the ship. When we		

Researcher	Respondent	English Translation	Codes	Themes
issues for women?	<i>sa barko is unang sampa palang namin may contrata na kami kung ano yung bawal, kung ano yung dapat so yung barko po ksi namin is passenger so parang di big deal na may babae o nageexist po yung gender issue nagfofocus po kami sa nationality na kumbaga respeto talaga sa isat isa, kailangan naming magadjust, magadopt ng culture nila yun lang maam di ko naman po nexperience yung gender issue</i>	first board, we have a contract that specifies what is prohibited and what is expected. Our ship is for passengers, so it's not a big deal to have women on board or to have gender issues. We focus on respecting each other and adapting to their culture. I haven't personally experienced gender issues.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	<i>About sa harrassment na naeencounter namin we need protection kasi nga babae kami kumabaga special treatment kumabaga may policies talaga na specific for women. Nakakadissapoint na hindi mahigpit yung right naming mga babae dito sa barko and mabagal yung</i>	Regarding harassment that we encounter, we need protection because we are women. It's like special treatment, and there should be specific policies for women. It's disappointing that our rights as women on the ship are not strictly enforced, and the response is slow because		

Researcher	Respondent	English Translation	Codes	Themes
	<i>action kasi babae lang kami tapos sana magkarron ng monitoring para sa aming mga female sea fearers</i>	we're just women. It would be great to have monitoring for us female seafarers.		
What are the areas which need to be improved to promote decent/better working conditions for women?	<i>Siguro kailangan namin ng monitoring sa agency na kakamustahin sila yung mga crew nila dito especially sa mga babae minomonitor nila kung okay pa at kung kamusta ang experience at mga taong naeencounter nila</i>	Perhaps we need monitoring from the agency to check on their crew here, especially the women, to see if they're doing okay and how their experiences are, and the people they encounter.		

APPENDIX W

Interview Transcription of Valerie

Respondent: Valerie

Date of Interview: April 28, 2023

Mode of Interview: Face-to-face

Researcher	Respondent	English Translation	Codes	Themes
What is your current designation/rank, and what/who inspired you to be a seafarer?	Cabin stewardess. Actually, sang nagawork ako sa Supercat, may ara ko friend nga nagyaya sakon nga mag apply kami sa Manila. Without knowing kung ano ang appylyan. Una ko nga gin-applyan kay Magsaysay tapos Jebsen. Ang una nga nagcall sakon kay Magsaysay. So didto na nagstart pero wala gid ko ya naghope, pasimpalad ya. Kung mabaton, edi salamat. So sang nainterview na ko ni Sir, ginpamangkot ya ko if may experience na ako sa hotel. Hambal ko, "Sir, wala ko experience pero may sea experience ako kay nagsakay ko sa Supercat."	Actually, while I was working at Supercat, I had a friend who invited me to apply in Manila without knowing what we were applying for. The first company I applied to was Magsaysay, then Jebsen. The first one to call me was Magsaysay. So that's where it started, but I didn't have much hope; just trying my luck. If I get accepted, then great. So when I was interviewed by Sir, he asked me if I had any experience in a hotel. I said, "Sir, I don't have any experience, but I have sea experience because I worked on Supercat." He said, "You'll have to undergo training in a hotel. If it were up to me, I		

Researcher	Respondent	English Translation	Codes	Themes
	Siling niya, "Training ka muna sa hotel. Kung ako lang, tatanggapin na kita kasi may shipboard experience kana. Kaso wala ka pang idea sa mga ganito." So nagplan ako umuwi ng Iloilo. The next day, tinawagan ako, principal's interview sa kin. Sang mapuli na tani ko sa Iloilo, they called me for medical. That time, gahiring gid sila sang mga babaye gid. Dasig lang ang training. Wala gid ako nabudlayan mag-apply sang time ngato. Daw hapos lang sakon maski layo akon kurso. Wala gid ko ya gaexpect kay abi ko budlay ang classifications. Di gid ko ya pagsugtan sang lola ko sang una.	would accept you because you already have shipboard experience. But you still have no idea about these things." So I planned to go back to Iloilo. The next day, they called me for a principal's interview. Just when I was about to return to Iloilo, they called me for a medical examination. At that time, they were specifically hiring female applicants. The training went smoothly. I didn't have a hard time applying during that time. It seemed easy for me despite it being far from my field of study. I didn't expect it because my grandmother didn't approve of it before.		
How many years have you been working as a seafarer?	From 2003 to 20 years.	From 2003 to 20 years.		
In 20 years, kindly share	Kay syempre babaye ka, di	Of course, being a woman,		Physical and Verbal

Researcher	Respondent	English Translation	Codes	Themes
your experience being a woman in your seafaring profession.	mo mathink nga kaya mo ang work. Pero sa sige-sige mo sa sakay, damo ka nalelearn. Pero ang budlay lang da kay ang temptation especially sa barko. Like for 7 months, mag-ululupod kamo. May time nga nahaharass ka so fight lang kay napanumdom mo imo family. Kung maggive up ka, wala na. Depende man sa babayi, kung mahina ka edi madala ka sa tukso. May ara man nga kung maisog ka, te fight lang. Depende man siguro sang character personality sang tao. Kay damo man ang iban nga, isa lang o duwa ka-kontrata, wala na. Tapos may iban nga, wala nila ginahalongan ila work. Basta makaubra lang, abi nila kung makasakay ka, you are free. Everything is free. Dapat paghirapan mo man.	you might not think that you're capable of the work. But with your determination in boarding ships, you've learned a lot. However, the difficulty lies in the temptation, especially on the ship. For seven months, you'll be confined together. There are times when you might face harassment, but you fight because you remember your family. If you give up, it's over. It depends on the woman; if you're weak, you'll succumb to temptation. But some are courageous, and they fight. It probably depends on a person's character and personality. Because there are many others who, after just one or two contracts, they're done. Then there are others who don't pay attention to their work. As long as they can do it, they believe		Harassment from male passengers, sexual harassment from fellow male seafarers

Researcher	Respondent	English Translation	Codes	Themes
		that if you can board, you are free. Everything is free. But you should also work hard for it.		
Have you experienced any incidents of gender issues during your seafaring career in the maritime industry?	Oo, sa pasahero. Sometimes, sa kapwa mo crew. Sa ibang lahi.	Yes, with passengers. Sometimes with fellow crew members. With people from different nationalities.		
If yes, can you describe this/these experience/s?	Carpenter or plumber to siya. Sa pasahero naman, nakaexperience man ako. Sometimes, physical siya but majority of the times, verbal siya. Ang sa guest, I was cleaning the room. Isa lang siya sa room. Una, naghatag siya tip. Syempre, batunon mo. Before, hesitant ko magbaton sang tip. Hambal ko, "Sir, it is okay. Thank you." Hambal ya, "No, no. It is for you." As a cabin stewardess, if we are in the cabin, we must be nice to the guest. We must be approachable.	He is a carpenter or plumber. With passengers, I have experienced it. Sometimes it's physical, but most of the time, it's verbal. With guests, I was cleaning the room. There was only one person in the room. First, he gave me a tip. Of course, I accepted it. Before, I was hesitant to accept tips. I would say, "Sir, it is okay. Thank you." He said, "No, no. It is for you." As a cabin stewardess, if we are in the cabin, we must be nice to the guest. We must be approachable. Maybe he found me	It is an advantage to go on board with your partner if the company gives that option.	

Researcher	Respondent	English Translation	Codes	Themes
	Siguro naano siya sakon kay approachable and charming ko. Then, he offered to me to go to his cabin in the night. He said that he was alone. So I was surprised. Sabi ko, "No, Sir. No, Sir. I am not like that." Daw naalarma man siya, nakibot siya. He said, "No. Just to talk to you." I told him, "Sir, I was just here in this line outside of your cabin. I am not allowed to stay in your cabin. If you want to talk to me, here outside in the hallway." I reported it to my Supervisor and Manager. I asked them if pwede, may upod ako nga isa when I make the room. Syempre, basi bigla niya ako nga hakson. So aware man ako and worried. Gadali-dali ako maghimos kay basi maabtan ako. Sa klase sang ubra ko, damo issues ka nga maencounter. Di mo mabal-	approachable and charming. Then, he offered for me to go to his cabin at night. He said he was alone. So I was surprised. I said, "No, Sir. No, Sir. I am not like that." He seemed alarmed, surprised. He said, "No. Just to talk to you." I told him, "Sir, I was just here in this line outside of your cabin. I am not allowed to stay in your cabin. If you want to talk to me, I'll be outside in the hallway." I reported it to my Supervisor and Manager. I asked them if I could have someone accompany me when I make the room. Of course, because he might suddenly attack me. So I was aware and worried. I hurried to finish because he might catch up with me. In the type of work I do, I encounter many issues. You never know;		

Researcher	Respondent	English Translation	Codes	Themes
	an, basi mapagbintangan ka. May something nga ginkuha ka. Damo ka gid maencounter. Ang sa fellow crew, nakaexperience ako body touching. Last year ko lang naexperience. I was in the crew area standing while browsing the internet. Then nakibot ako, gulpi lang may naghakos sa hawak ko. Daw wala ko lang ginmind kay daw nakainom siya, hubog siya. Two times ako nakaexperience sang amo na. Tapos, ginsugid ko sa bana ko. Sabi niya, "Bakit hindi ka tumawag ng security? Bakit hindi mo sinabi sa kin?" Sinabi ko lang noong gising siya. Tapos, pagka-aga gintudlo ko sa iya. "Amo na ang nag-ano sakon." Kinausap niya. Sabi niya sa lalaki, "Alam mo ba pwede kitang ireport? Sa susunod na ginawa mo yan,	you might be accused. There might be something that goes missing. You encounter a lot. With fellow crew members, I have experienced body touching. I only experienced it last year. I was in the crew area standing while browsing the internet. Then I was surprised because suddenly someone grabbed my hand. I didn't pay much attention because it seemed like he was drunk, intoxicated. I experienced that twice. Then I told my husband. He asked me, "Why didn't you call security? Why didn't you tell me?" I only told him when he was awake. Then in the morning, I told him, "This is what happened to me." He talked to him. He told the man, "Do you know that I can report you?"		

Researcher	Respondent	English Translation	Codes	Themes
	siguraduhin mo lang na uminom ka lang." Sabi nung crew, "Sorry Sir. Sorry po talaga, Sir." Gusto ko gid siya ireport kaso pag na-alcohol test siya, uuwi siya. Tapos ang isa naman, during the crew party. Indiano naman. Ara kami sa crew bar, nagapungko ako. Gulpi siya nagtupad sakon tapos nag uyat siya sakon. Nakibot ko. Tapos, ginsugid ko sa bana ko. Ginhambalan siya sang bana ko na indi ako pagbastoson. Kis-a, damo nga may ara gasag-id sag-id lang. Amo na aware na ako. Sa ila wala pero syempre sa imo may something. Lalo tong, Indonesia. Nakibot gid ko ya. Daw may ginhambal siya nga word pero wala ko kabati kay gatawag ko sa bata ko. Nagkupo gid siya sakon. Ang iya nga face ara sa abaga ko. Nakibot ako. Wala ko naghibi	Next time you do that, make sure you're just drunk." The crew member said, "Sorry, Sir. I'm really sorry, Sir." I really wanted to report him, but if he undergoes an alcohol test, he'll be sent home. Then there was another incident during the crew party. It was an Indian. We were in the crew bar; I was sitting. Suddenly, he sat next to me and hugged me. I was surprised. Then I told my husband. My husband told him not to disrespect me. Sometimes, many people take advantage. That's when I became aware. They don't notice, but of course, you do. Especially when it's an Indonesian. I was really surprised. I think he said something, but I didn't understand because I was calling my child. He sat very close to me. His face was near		

Researcher	Respondent	English Translation	Codes	Themes
	kay daw naunahan ko sang kibot. Pagbugtaw sang bana ko, ginsugid ko sa iya. Wala gid ko kabalo nga ara malang sa tupad sang security. Daw blackout ako bala. Gin-ignore ko lang kay gatawag ko sa bata ko. Ulihe ko na nadumduman, amo na ginsugid ko sa bana ko. Hambal ya sakon, "Tani, ginpukaw mo ako." Naga-request kami sa Costa nga updanay kami magsakay onboard kag updanay sa cabin.	my shoulder. I was shocked. I didn't cry because I was taken aback. When my husband woke up, I told him. I didn't realize that security was right next to us. It was like a blackout for me. I ignored it because I was calling my child. Later on, I remembered, and that's when I told my husband. He said to me, "I wish you had woken me up." We requested to be assigned together onboard and to have the same cabin at Costa.		
How did you handle this/these experience/s?	Maifeel mo naman if may ara something so ako na ang gaiwas. I reported it sa Supervisor, then sa Manager. Aware na ako sa upod ko so ako na gahatag distance. Kaya wala na ako totally gaclose. If mabal-an ko	You can feel it when there's something off, so I take the initiative to distance myself. I reported it to the Supervisor and then to the Manager. I am aware of my companion, so I'm the one creating distance. I don't get too close	Self-Awareness Initiative amidst gender issues	Maintaining Professional Boundaries

Researcher	Respondent	English Translation	Codes	Themes
	nga may something, ako na mismo gapalayo. Wala na ko masyado gatambay-tambay o nakikipag-istorya. Ako na mismo ang gaiwas kay if too much close ka sa ila, gahatag sila malisya simo. "Ah. Maybe, there is something." Ako sang una nga first contract, halos tanan kay "Kuya, kuya." Daw gaclose ka sa ila kay dugay mo sila maupdanay. Sa ila, daw may iba nga meaning kaya ang iba, gatake advantage. Ako nalang ang nag-iwas sa guest. Wala na siya ginhambalan o ginpabalo. Ako nalang nag-adjust. Prevention in establishing social relationships among your peers/colleagues is also a response to avoid experiencing harassment.	anymore. If I sense that there's something, I myself keep my distance. I don't spend too much time hanging out or engaging in conversations. I take the initiative to avoid them because if you become too close to them, they start to perceive it with suspicion. "Ah, maybe there is something." In my first contract, almost everyone was addressed as "Kuya" (older brother). It seems like you're getting close to them because you spend a lot of time together. To them, it has a different meaning, and some take advantage of it. I'm the one who avoids engaging with the guests. They are no longer able to talk or interact with me. I adjust myself accordingly.		

Researcher	Respondent	English Translation	Codes	Themes
	Sexual harassment hampers healthy social relationships onboard.			
Are you aware of any ASEAN framework, policy, or program which protects your rights as women migrant workers in the maritime industry?	Not familiar with the framework as well as with the organization.	Not familiar with the framework as well as with the organization.		
Do you have regular training or briefings in the maritime industry?	Yes. Before the start of work, we have a briefing. Also, once a week, we have a meeting about those kinds of matters. HR or Director is meeting us for discussion every department. In PDOS, topics of harassment and gender issues are not discussed. For them, whatever gender you have, it is okay for them since we have gays or lesbians going onboard. Wala problema, as long as you are qualified.	Yes. Before the start of work, we have a briefing. Also, once a week, we have a meeting to discuss such matters. The HR or Director meets with us to discuss department-related issues. During the Pre-Departure Orientation Seminar (PDOS), harassment and gender issues are not discussed. For them, it doesn't matter what gender you identify with as long as you are qualified. They have no problem with gays or lesbians going on board.	Effective Communication	Promoting Equality and Professionalism

Researcher	Respondent	English Translation	Codes	Themes
Kindly enumerate all the known frameworks, policies, or programs with regard to women's rights in the maritime industry.	Kung sa barko, may ara ka na gin-report about harassment, they will process it through disciplinary action.	If there is a report of harassment on the ship, it will be processed through disciplinary action.		
How do these frameworks, policies, or programs address gender issues for women?	Nakabulig man kay ginadiscuss siya sa meeting namon. For example, "No discrimination", ginadiscuss man nga maski ano lahi mo, wala dapat. As long as, di ka maglaldad sa barko kag professional ka, okay lang. If may ara kapa na ibang agenda dira kag mabal-an sang company, may ara disciplinary action. Kami wala pili kung ano sa crew, open man ang tanan. Sa ibang lahi, wala man sila discrimination.	It is helpful because it is discussed in our meetings. For example, "No discrimination" is discussed, emphasizing that regardless of your nationality, discrimination is not allowed. As long as you maintain professionalism and don't reveal personal matters on the ship, it's okay. If there are any other issues or actions that the company becomes aware of, there will be disciplinary action. We don't discriminate when it comes to selecting crew members; it is open to everyone. Other nationalities also don't discriminate.		

Researcher	Respondent	English Translation	Codes	Themes
Based on your known framework, policy, or program, were you able to avail any of them?	No. Because I have my partner on board.	No. Because I have my partner on board.		
In your opinion, are these known frameworks, policies, or programs helpful in addressing gender issues and promoting women's rights in the maritime industry? Why?	Yes, kay ikaw mismo na babayi, aware ka. Kay ang iban nga babayi, daw sa wala lang. Kung ikaw nga babayi, aware ka sang movement sa palibot mo. So mabal-an mo nga iba na to, may harassment na eto, indi na manami. So, I need to report na. It is helpful for women because you are protected, not only from the crew but also from the guests. Mahatagan na sang action agad para di na magdako ang issue.	Yes, as a woman, you are more aware. Other women may not pay much attention. As a woman, you are aware of the movements around you. So, when you sense that something is wrong, that there is harassment, it's no longer safe. That's when you need to report it. It is helpful for women because they are protected, not only from the crew but also from the guests. Immediate action is taken to prevent the issue from escalating.	Empowerment Awareness	Enhancing Safety and Empowerment for Female Seafarers
Based on experience, what are your suggestions/comments to further enhance these existing frameworks,	Sa mga babaye, dapat i-orient sila tanan. Hatagan sila sang tip how to avoid gender issues kag maging aware sila.	All women should be oriented and provided with tips on how to avoid gender issues and be aware of them. They should		

Researcher	Respondent	English Translation	Codes	Themes
policies, or programs?	Dapat bal an nila kung ano ang himuon if may maencounter sila nga muna nga experience. Especially sa mga first contract, indi sila aware sa mga muna. Dapat may briefing sila anay especially for all female seafarer's para protected sila. Awareness is not only for female seafarers but also for all the crew and guests. Orientation for female seafarers on their first contract.	know what to do if they encounter any uncomfortable experiences. Especially for those on their first contract, they may not be aware of the potential issues. They should have a specific briefing, especially for all female seafarers, to ensure their protection.		
What are the areas which need to be improved to promote decent/better working conditions for women?	Daw halos tanan, may ara naman. May ara naman gym. Sa barko, para indi mahomesick ang mga female seafarers, tani may ara Zumba lessons, yoga. May ara man nga crew welfare nga gaorganize entertainment for seafarers onboard.	To prevent female seafarers from feeling homesick, it would be beneficial to have activities such as Zumba lessons and yoga onboard. There should be a crew welfare team that organizes entertainment for seafarers onboard.		

Researcher	Respondent	English Translation	Codes	Themes
What are your suggestions/recommendations to educate the women seafarers about the existence of the ASEAN Framework?	Try to introduce these frameworks to every manning agency. At least the crew will be aware that there are existing frameworks. If verbal lang, wala sila interest. They need orientation like PDOS. They should insert this topic in the PDOS as well as onboard so that they are refreshed.	Efforts should be made to introduce these frameworks to every manning agency. It is important for the crew to be aware that such frameworks exist. If the information is only shared verbally, they may not show much interest. They need proper orientation similar to the Pre-Departure Orientation Seminar (PDOS). This topic should be included in the PDOS as well as onboard training to ensure that everyone is consistently refreshed on the subject.		

APPENDIX X

Researcher's Curriculum Vitae



APRIL NALANGAN

PERSONAL INFORMATION

Full Name: April Rose I. Nalangan
Date of Birth: June 27, 1998
Language/s: English, Filipino,
Hiligaynon and Akeanon

CONTACTS



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CHARACTER REFERENCES

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Center for West Visayan Studies
University of the Philippines Visayas
Iloilo City, Philippines

Mr. Nestor G. Yunque

Vice-President for Administration
University of the Philippines System
Diliman, Quezon City

ABOUT ME

I am an innovative, determined, and open-minded individual who values smart work, patience, and self-management in work ethics. I stand and live by my principles, but I still believe in the idea of constructive criticism as every one of us has a room for improvement.

EDUCATIONAL BACKGROUND

Master of ASEAN Studies

University of the Philippines Open University
December 2023

Bachelor of Arts (Literature-History)

University of the Philippines Visayas
June 2018
General weighted average: **1.868**

Torralba National High School
April 2014

Second Honorable Mention

Torralba Elementary School
March 2010

Third Honorable Mention

WORK EXPERIENCE

Lead Quality Auditor/ Human Resource Supervisor/ Support Services Supervisor & Central Document Controller

Magsaysay MOL Marine, Inc.
Ermita, Manila
September 2018 to present.

Quality Control/Research Translator (Project-based)

ASEAN Foundation
Jakarta, Indonesia
October 2021-January 2022

Research Assistant

Master Thesis "Experiences and Perspectives of Women during the Japanese Occupation of Panay Island"
Prof. Frances Anthea Redison
Ateneo de Manila University
July 2018

ELIGIBILITY

Documented Information Controller with TÜV Rheinland Certification
April 2022

Career Service Examination Passer (Professional Level)
August 2018

SEMINARS & TRAINING

*ISO 14001:2015 Environmental Management
System Implementation Training Course*
BSI Training Academy
May 3-4, 2023

*Documented Information Controller
with TÜV Rheinland Certified Qualification*
ROSEHALL Management Consultants, Inc.
March 22-25, 2022

"An Overview of the Contents of the ASEAN Charter"
University of the Philippines Open University
December 02, 2020

*QMS 22 ISO 9001:2015
Interpretation & Application*
Neville Clarke
January 14-15, 2019

Complaints Management
Spartan Allied Services Management
September 25, 2020

*2-day Capacity-building Write shop
for CMS and Literature Students*
CHED Institutional Development
and Innovation Grant
21-22 February 2018

*ISO 14001:2015 Environmental Management
System Introduction Training Course*
BSI Training Academy
May 2, 2023

Root Cause Analysis and Corrective Action Planning
ROSEHALL Management Consultants, Inc.
March 29, 2022

ISO 9001:2015 QMS Lead Auditor Course
DNV GL Maritime Academy
September 14-18, 2020

STCW 2010 Training
DNV GL Maritime Academy
April 2019

Work Attitude and Values Enhancement
Guthrie Jensen
November 24, 2018

Zinezoned: Iloilo Zine Fest
Hubon Manunulat
August 2017