

DESCRIPTION OF GENDER DISCRIMINATION AND GENDER BIAS IN RECREATIONAL DIVING TOURISM SECTOR IN TURKEY*

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ABSTRACT

Gender discrimination and some stereotyped prejudices cause women to move away from some professions or discrimination against women who are engaged in this profession. This situation is more evident especially in male-dominated business areas. In this study, it is aimed to describe the gender discrimination and gender-based bias to which women are exposed in the scuba diving tourism sector.

Within the scope of the research, observation, one-to-one interview and document analysis methods were used to collect qualitative data. In Kas district of Antalya, which is one of the most important centers of diving tourism in Turkey, face-to-face interviews with trainers, scuba diving leaders and scuba diving center owners working in the scuba diving tourism sector were carried out and their experiences and opinions were analyzed. The study pool was formed by the maximum diversity sampling method.

According to the results, it is seen that the most important problems of women are social gender-based bias rather than biological gender-based factors such as menstruation period, pregnancy, birth and postpartum. It is concluded that the physical coercion of active work in scuba diving tourism and the ability to intervene correctly in case of a possible accident is not related to gender. Moreover, employers tend to discriminate at the recruitment stage; In the course of the process, we can say that women can destroy prejudices as one of the results of this study.

Keywords: Scuba Diving tourism, Equipped Diving, Female, Gender Discrimination

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INTRODUCTION

The aim of this study is to describe the gender discrimination against women working in the scuba diving tourism sector as well as describing the gender-based bias and the processes which constitute those situations. Gender roles and responsibilities imposed on men and women lead to inequality and discrimination between men and women (Guner, 2011; Akpinar et al., 2012). Gender discrimination is often observed in employment, wages, and promotion. Even some jobs are determined as a male job or female job from the beginning. Some work-related features are often attributed to only one gender, and the other gender is assumed to be completely devoid of these attributes. In addition, the idea that women cannot give enough attention to their work due to their family responsibilities or that women will work temporarily until they get married causes discrimination against women (Nasir, 1997; Bayansalduz, 2104). Compared to the number of men, the number of women working in the scuba diving tourism sector in Turkey seems to be very few (Aktug, 2009). The primary reason for this is that diving has long been regarded as a men's sport. Even until recently, the title of the "Frogman" in the Turkish language was given to those who make this sport reveals this fact (Sahin, 2013).

Even though the number of women doing scuba diving increases day by day, male dominance in scuba diving boats still continues. In the sector, female employees are approached with prejudice from time to time; women are regarded physically insufficient by male colleagues. In the recruitment phase, male employees are more preferred because they can lift heavy loads, such as scuba diving equipment, easily. The cases where the female employee is preferred are sometimes referred to "visuality "or" cleanliness", and in this sense, a sexist approach is also displayed. Today, it is a discriminatory point of view which reinforces gender discrimination and exists at the social level rather than anatomical and biological features. Their effects are also reflected in working life. Gender-based discrimination is more common in the areas where the majority of the workers are male. A wide range of studies on recreational diving was found in the literature review. In the majority of these, the physiological dimension of the scuba diving has been discussed. There are very few studies on the differences between genders and their effects on scuba diving. The research is important to emphasize the role of gender in the performing of this profession and to be a step of the more comprehensive studies. The implications of the differences between genders on scuba diving are important in terms of showing the importance of gender equality in scuba diving education. In addition, since the prerequisite for working in this field is to start equipped scuba diving, the main reasons for women

to stay away from recreational diving will be revealed. This will be useful for studies on women's heading for sports.

Scuba diving is a sport in which male dominance is evident, but behavioral discrimination is concealed or positively discriminated. The main limitation of this study is to present the perceptions and opinions of the males, who frequently mention the necessity of the existence of women in order to create a liberal image in diving tourism, with the information they gave in this research. The venue of the study is Kas district of Antalya. We can say that research is limited to Turkey since both participants and researcher participated in recreational diving throughout many parts of Turkey and observed the actual situation.

History of Scuba Diving in Turkey

In Evliya Celebi's *Seyahatname* (Book of Travels), it is mentioned that in the middle of the 17th century, there are divers in Gallipoli called as Gavvas and they dive into the bottom of the sea. Through the information of sea museum's archive, it is understood that there was a scuba diving troop in Kasimpasa district of Istanbul during the reign of Sultan Abdulhamid II. (Okuturlar, 2008). After the establishment of the Turkish Republic in 1923, no information was found about the scuba diving activities carried out in the private sector until the 1950s. However, it is understood from the researches that after the second world war, the divers around Istanbul Bazaar area used the surface-diving system. In the Turkish Naval Forces, the foundations of scuba diving were first founded in 1923 by Captain Mr. Ahmet in Azapkapi as the 'Diver's Squad' (Erenoglu, 1988). After 1927, deep-water courses were started and graduates were awarded in various periods. In 1955, staff was sent to Malta for the frogman course and the first frogman in the Turkish Navy started to serve with the courses they opened after their return to the country (Turkish Naval Forces, 2003). Turkey's first civilian scuba diving school called Turkey Divers' Club was founded in 1954 in Istanbul (Saruhanoglu, 2008). In the preliminary elimination, candidates were asked to dive to 10 meters' depth and pick an object from the bottom of the water. Then they were asked to swim long distance and float 50 meters under 1.5 meters of water since 25 of 50 applicants for diving training were to be admitted. Among the participants, Oya Ural and Banu Ozsu successfully met these requirements and enrolled in the course and they became the first female divers with brevet. (Karatas, 2012).

In 1988, Turkish Diver's Club became a member of CMAS, a Confederation of World Amateur Underwater Federations, in order to provide diving training at international standards (www.tbk.org, 2017). Turkey Underwater Sports, Life Saving, Water Skiing and Swimming Federation was founded on January 8, 1980. In 1994, an agreement was signed with CMAS and a double-sided card was

introduced. In 2005, its name was changed to Turkey Underwater Sports Federation (TUSF).

Scuba Diving Tourism

Scuba dive tourism is a tourism sub-sector that includes sports, scuba diving and educational diving and accommodation and hospitality services provided for the purpose of seeing, photographing and filming the flora, fauna and archaeological cultural assets of the underwater world (Yasar, 2011). Turkey is a peninsula where the region is surrounded by sea on three sides. The Mediterranean Basin is home to 6 percent of all known marine species with its rich species diversity. About 29 percent of these species are endemic. Turkey, which is part of the Mediterranean Basin, is also remarkable for its rich marine biodiversity. The clear waters of the sea and the underwater archeology have enabled the mobilization of diving tourism since the 1980s (Akkoc, 2013). Scuba diving schools of Turkish Underwater Sports Federation are in operation in 21 provinces of Turkey. (www.tssf.gov.tr, Mart 2016). Many universities and companies also have underwater clubs. Especially Mediterranean coasts, where summer lasts longer, are being revived by scuba diving tourism. Scuba divers can be performed in various ways such as coastal diving, boat diving, diving day tour, liveboard (weekly diving tour). In every diving club, dive day tours, which are commonly performed in our country, can be carried out on a daily basis in areas where scuba diving is not prohibited. The scuba diving boat must have all diving equipment as well as a captain, sailor, diving supervisor, scuba diving assistant for preparation of customers' clothing. In addition, scuba diving institutions have to keep at least two-star diving instructor and guide diver.

Viewing the equipped scuba diving in terms of recreation:

- Organization of the time during the course of the scuba diving: It is important for the success and quality of the organization to ensure that people have fun, have a nice time and social communication.
- Accommodation organization in the diving zone: Ensuring that people stay well after transportation, eating their meals in a quality way and other activities in the accommodation place are as important as the diving activity in terms of the satisfaction of the participants.
- Preparations before diving: Proper scuba diving area selection before diving, the well-being of the scuba diving materials, the dive leaders and the dive team are very important. In addition, pre-diving preparation should be performed in a very careful way since the preparation of the diving plan in accordance with the decompression tables will directly affect the quality and safety of the diving. While these preparations are

being made, it should also be ensured that drivers are educated and have a pleasant time.

- **Diving:** All the work done up to this stage are done so that diving can be safe, fun, full of visuals. During the dive, the beautiful and vivid landscapes underwater, harmony in the diving team, the good communication will increase the value of these moments. To be together in a different population and in a different life will make the common points and friendships between the people and they will enforce the existing friendships. The divers will be the savior and helper of each other during diving. In addition, immortal moments and sharing underwater environment will increase the pleasure of diving. Photographs and videos taken during the dive will remain a good memory after diving and later in life.
- **Activities after diving:** After diving, it is extremely important to prepare an environment where divers can easily take off their materials, take a shower and talk about diving, be offered hot drinks. It is both important and must for the satisfaction of divers to check whether there is any health problems or any problems. We can say that diving lunchtime, where pictures and videos taken during the diving will be shown, is a final part of the service. Returning to the place of accommodation with entertainment is the end of today's diving but the beginning of tomorrow's diving. (Cakal, 2011)

As it can be seen from the explanations above, although diving organization brings many recreational activities, diving tourism requires a serious division of labor and discipline.

Gender Discrimination and Gender Bias in the Workplace

The genetic, physiological and biological characteristics of the individual as male or female are known as an explanation of the word gender. Social gender is perceived as a concept that includes perceptions and expectations from women and men in social life apart from biological differences. (Onay, 2009; Yuki, 2003). These perceptions and expectations lead to gender discrimination.

According to Gutek et al., gender discrimination in the working life is done by considering gender rather than employee's competence or work performance. (Gutekvd 1996).

Gender bias and discrimination in working life are systematically perceived by women rather than men (Kobryniewicz and Branscombe, 1997).

Gender discrimination in business life is seen as explicit and implicit: (Gutek, Cohen and Tsui, 1996). In explicit gender discrimination, it can be concretely seen that there is direct discrimination between the genders. In a job announcement in

need of prospective staff, application demands only for male applicants, the difference in wages in favor of men, and the dismissal of women due to pregnancy are concrete examples of such discrimination. Moreover, although there is no suspicion or consideration to think about discrimination with an objective approach, the negative impact of a particular gender group shows the cases where implicit gender discrimination is exhibited. (Arisoy and Demir 2007). The concentration of women in certain types of jobs and in certain sectors of the labor market creates a separated labor force from the past to the present. The assumptions such as that women can work with lower wages than men's and they are less productive, they can work only in certain periods of their lives (when they are young and single), they are only capable of certain types of work shows the existence of a gender-discriminated business world as a natural gender division of labor. Such discrimination and bias are quite common in the coastal tourism sector. When we look at the coastal tourism sector, it is seen that the number of women working in the fields of scuba diving tourism, yacht master and cruise ship transportation is less than that of men (Aktug, 2009). From the past to the present day, women have been kept away from the sea due to the reasons that they bring bad luck to the boats and that profession is a male profession. The basis of such judgments is based on gender discrimination (Saran, 1972).

In the developed countries, while the female employment rate in the tourism sector is between 35% and 40% in the general labor force, this rate varies between 5% and 10% in developing countries. Turkey is in the segment of 5-10 % since it is a developing country. Women's labor force participation rates in developed countries are high due to the level of education, the social and cultural development of society, specialization etc., it is low in developing countries due to the lack of the same factors. (Uguz, Topbas, 2014).

Investigations related to gender discrimination in the world and Turkey reveal that women are exposed to discrimination more. Accordingly, the woman doing the same job in the business life in the world gets paid 30-40% less than the man who does the same job and the ratio of male manager to the female manager is seven in developing countries (Demir, 2011).

When the studies investigating the factors affecting the employment of women in our country are examined, it is observed that the lack of education, the husband's approach, child care, and domestic work are regarded as important. For example, in a study conducted with women in Umraniye district of Istanbul, it was determined that the majority of women (52.8%) were prevented from working outside the home by other family members who did not agree with it. In another study, most of the participating women stated that they would stop working if there was no financial necessity and that their duties at home caused them to be reluctant to take responsibility in the workplace. Women who work as senior

managers expressed that they wanted to progress in business life, but with their responsibilities, housework was disrupted and their husbands were not happy about that. Women, therefore, often tend to choose between their marriage and their profession. (Aritan, 2011).

In a study called as Perception of Social Gender and Women in Turkey (2016) conducted by Kadir Has University, Women's Studies Research Center, when women were asked in which circumstances they would work, 47.9 percent of the women who do not work answered "the father/husband/family permission".

Gender Discrimination in the Sport World

Social gender perception and roles are manifested in every aspect of social life. This situation affects the behaviors of women in all kind of sports. In other words, this perception, which has been built in a long period of time, leads women to sportive practices that are appropriate to them. It is possible to see the effect in the desired sports. The sports that a woman wants to do are in the framework of beauty, aesthetics, and elegance which are usually created for herself (Yuksel, 2014).

In a qualitative study by Yaprak and Amman conducted with 16 elite female athletes, coaches and sports managers who have actively engaged in or engaged in sports, the perceptual situation of women in sports is examined. According to this, it is stated that the social development of sport as a relatively masculine activity developed, women are more affected by the general problems of participation in sports in public places than men and have their own problems, that women are turned into sexual object and their achievements are not represented equally with men, the lack of awareness of the gender equality in sports and the harassment problem in sports. In the formation of such a perceptual situation, the impact of social gender perception that has become established in society is clearly seen (Yaprak, Amman, 2006). In a study conducted by Yaprak and Amman (2006), a total of 250 students from the Department of Physical Education and Sports, 125 girls and 125 boys, it turns out that men supported the idea of "Women coaches have to be masculine in order to find a job" more than women do. This idea is a sign that perception of sport as a masculine activity is continuing.

When we look at the research results about the purpose of doing sports, it is more important for women to delay aging, to be fit, to have a proper body desire, to lose weight while it is more important to have fun, to make friends, to live a sense of group, to earn money and reputation for men (Yuksel, 2014). In a research conducted by FastingandPrister (1999) titled "The participation of women to sports in Turkey", social status and place of residence, family relationships, the importance of academic achievement, be seen as the sport's male-specific activities, the difficulties of working conditions, importance of family, body and beauty perception and factors such as veiling affect women's participation in

sports, negatively. In a study about General Directorate of Youth and Sports (GDYS), one of the most important sports institutions in Turkey, it was concluded that the male staff adopted traditional gender stereotypes and did not support women's progress in their careers. In this study conducted by Aslan in 2007, the participants were also asked about their opinion about the low number of women managers in GDYS. Findings from the study show that both male and female staff stated that the reason for the low number of women managers was due to the lack of support for the females. The most supported second item was that women have family responsibilities. One of the biggest obstacles to women's participation in professional and recreational sports was the lack of sports facilities and reliable sports environments (Koca, 201; Soyer, Toros and Bayansalduz, 2012). As a recreational activity, the difference in terms of gender is evident in the participation of recreational diving and those who continue to work professionally.

METHODOLOGY

Pattern of Research

Although this research is not a measurement, it tries to determine common opinions within the diversity of events and phenomena. Therefore, the point of action is to see the subject under investigation from the perspective of the individuals concerned and to reveal the social structure and processes that constitute these perspectives. For this purpose, a qualitative research method, which provides a realistic and holistic analysis of events in the natural environment by means of observation, interview and qualitative analysis of data, have been used. This study is designed as phenomenological research in the qualitative research approach. The phenomenology pattern focuses on the facts that we are aware of but do not have an in-depth and detailed understanding. The cases can be seen in various forms such as events, experiences, perceptions, orientations, concepts, and situations in the world we live in. Phenomenology constitutes a suitable research base for the studies aiming at investigating the facts that are not completely alien to us and at the same time we cannot comprehend the exact meaning (Yildirim & Simsek, 2006). Phenomenology is a method that seeks an answer to the question of what the reality is. Individual experiences form the basis of the phenomenology approach. In this approach, the researcher deals with the personal (subjective) experiences of the participant and examines the perceptions and meanings of the individual. Phenomenology is descriptive research. In this context, it is important to define facts rather than generalization (Akturan and Esen, 2008). The researcher in the position of participant-observer can use his / her own perceptions and interpretations as data, provided that it is free from bias and personal assumptions (Simsek and Yildirim, 2006). In this

context, a researcher is a person engaged in scuba diving and working in this field. The researcher has the advantage of being close to the data sources, speaking to the relevant individuals, making observations, getting to the relevant documents, getting to know and experiencing the subject under investigation.

Participants

Participants were determined through maximum sampling which is of purposeful sampling methods. The aim here was to create a relatively small sample and to reflect the diversity of the individuals who may be a party to the problem studied in this sample (Yildirim, Simsek, 2006). In the case of phenomenology research, data sources are individuals or groups who experience the phenomenon of the study and can reflect this phenomenon (Yildirim & Simsek, 2006). This research was carried out by a working group consisting of 45 people (10 women, 10 men), diving leader (5 women, 5 men) and diving center owner (3 women, 12 men) working in diving tourism sector in Kas district Antalya which is considered the center of diving tourism in Turkey.

Since the subject to be examined within the scope of the research contains specific field information, attention has been paid to the selection of people who may have a voice. The age factor was not taken into account since it was not important for the research. In order to evaluate different perspectives, the participants' diving brevet level, gender, and experience were taken into consideration.

Each participant has a code name and they were included in the research with code names.

Validity and Reliability of Research Process

In order to ensure validity and reliability in this research process, the following works have been done:

- The method, process, and results of the research were explained clearly and in detail.
- There were other meetings with participants apart from interviews and a long-term interaction.
- The concept of in-depth research and review (data collection, analysis, and evaluation) was adopted.
- An interrelated and coherent process was followed up from the collection of data to the conclusion of the results.
- In order to determine the working group, purposive sampling technique was preferred.
- Research data and results were shared with the participants for verification purposes

- and presented to other researchers and their opinions were taken (Durmus, 2004).

Data Collection

In order to collect data, the interview form approach, which is of qualitative interview type, was applied. In this approach, an interview form was prepared to obtain the same kind of information from different people by addressing similar issues (Ekiz, 2003). The interview form approach was very strong in terms of revealing the data, opinions, experiences, and emotions of individuals and eliminates the limitation and artificiality based on the conversation, which was the most common form of communication (Simsek and Yildirim, 2006). Detailed and open-ended questions were prepared to determine the perceptions and experiences of gender discrimination and gender bias using the relevant literature and the opinions of the experts in the field. Before starting the interview, information was given about the research, it was emphasized that the interviews would be confidential, whether they had any questions about the interview, and the questions were answered (Annex 1: Interview Form). Semi-structured interview technique was used in the speech. The semi-structured interview was used because of the features such as allowing the data to be coded and analyzed quickly, to help compare the similarities and differences between the information given by the participants (Buyukozturk et al., 2008). When the questions were completed, they were asked whether they wanted to add something and these opinions were added to the answers. It was not aimed to generalize to the universe by providing diversity in participation, but to discover what kind of partnerships and similarities exist between various situations (Yildirim & Simsek, 2000). Interviews were held in November 2016 - February 2017 with an appointment in advance in the low season where work intensity was lower. Interviews were conducted one by one so that the respondents could answer the questions sincerely and could not feel the pressure by other respondents in a negatively perceived topic such as gender discrimination. During the interviews, audio was recorded to prevent data loss.

Data Analysis

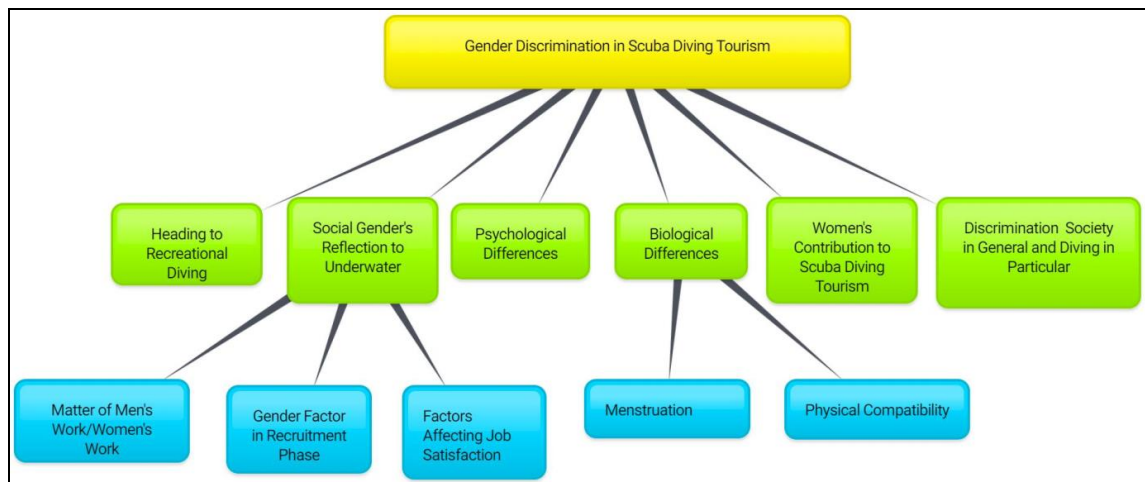
The results of the interviews were analyzed and interpreted by descriptive analysis on the basis of qualitative research. In the descriptive analysis, the data obtained are summarized and interpreted according to the themes determined, and narratives are frequently included. The purpose of such an analysis is to present the findings to the reader in an edited and interpreted manner. In the descriptive analysis, the data obtained are described in a logical and

understandable manner. Then, these descriptions are interpreted, cause and effect relations are examined and some results are obtained (Simsek, 2009).

FINDINGS

As a result of the descriptive analysis, 6 different themes emerged. These basics and sub-themes under these themes are listed in Table 1.

Table 1. Acquired Themes After Descriptive Analysis Results



Heading for Recreational Diving

Examining the participants' heading for recreational diving, it is understood that women started to dive mainly while they were studying at university or after they had a profession. Although similar conditions are observed in males, it is observed that they started diving relatively at an earlier age and some of them were stimulated by their families: Some participants explained their decision to start to the diving. EDL1: "Due to the work of my family, we settled in Kas. They led me to dive in order to have a profession", EDL4: "My father was a sailor. My childhood passed near the sea. I started diving at the age of 15", EE6: "My brother was a diver. I imitated him and I started diving."

When asked how they decided to start diving, KE3: "I was a banker. My job was very difficult and stressful. I loved the sea. One day, I did diving for fun and I liked it. Then I went on" KE6: "I was an advertiser, then I started diving to settle in Kas", KDL4: "I was bored with living conditions and work stress in the big city. That's why I settled in Kas. I started to dive, and then this became my profession." As seen in the examples, all female participants had a different profession and they do diving as a second job.

Among the male participants, there are ones whose profession are diving instructors or diving leadership. It was narrated that EE3: "I went to the diving center in the city in which I lived when I was 14 years old. I said that I wanted to dive. They told me to come with my family, then I did so and I started to dive and liked it" EDL5: "I planned my career in this way. I started diving as soon as I finished high school. Then I had an associate degree from Underwater Technologies department", EDL3: "I was in high school. There was a diving school in the resort town we went in the summers. I admired the divers. I started to dive as a result of my family' insistence."

While it was common to see that women were stimulated to diving by their spouses or boyfriends, (KE5: "I was very interested in diving during my university years, but I couldn't find the opportunity for that since I was both working and studying at the same time, then I started diving with the stimulation of my boyfriend who was a diver" KDL2: "It was my childhood dream. Although it was a bit late, I realized it with my boyfriend who was a diving instructor."), the fact that there is no example for this study in men is another remarkable difference.

While the common point in the orientation of women and men towards recreational diving was determined as "loving the sea from childhood" and "being interested in underwater.", it was seen that the common point of the place where both genders started diving was the university underwater communities.

Reflection of Social Gender to Underwater

The detailed answers, given by the participants to the question of what the challenges are for women who are working in the diving tourism sector, do not include great differences in terms of gender. An exception to this is that men think that their female colleagues are highly reluctant, passive or aggressive on their periods. Some men claim that women are away from the diving environment as an excuse of their period:

EE1: "This is not discrimination but it can be difficult for a woman to bear it constantly. For instance, women have special situations and they may want to take a break from their work on those situations."

EE3: "On their special days, there become some situations such as not lifting scuba diving tube as an excuse of back pain, customer selection, mental state imbalances. I think they have difficulty in that sense."

EE5: "On their special days, there are some female diving instructors saying that they will not dive for three days as well as isolating themselves from work."

EE6: "I can't say they're not suitable for this, but their biological structure can sometimes be a problem. Special days can be an example of that. There are also reflections of social situations. The diving process, the condition of the boat, the maritime rules, the weather, the psychology, it contains all together, and the more

competence the woman or the male has in all these matters, the more competent he or she becomes on the diving. If the necessary transformation is achieved in diving training beyond that conditions, the woman can be competent. When this question was asked to the women, the received answers were mostly opposite. (4.3. Effects of Biological Differences on Working in Diving Environment). This difference in the expression of men and women is significant in terms of working.

One of the experienced male instructors who participated in the research summarized the situation with this case: "When we worked in a liveaboard gulet, I was diving chief. We had a night dive at the end of the day with a female colleague. I wanted her to lead. I realized that she was reluctant and it was seen easily from her facial expression but I didn't know what it was. During the briefing, I saw that she was not motivated. After the dive, she also appeared in an unwell manner. Later in the night, I saw that she was sitting alone on the bow of the boat nervous, I asked her whether there was a problem. She told me that she was in her period, so she was depressed and her pain became severe since morning. When I asked "Why you did not tell me", she said that she was also tired." In fact, I think she did not want to say that she was uncomfortable with the possibility of questioning the suitability of her situation as a woman. Because there's always pressure. Some women do not want it to be regarded as weaknesses. But the next day, their motivation and performance deteriorate both physically and psychologically. In other words, the woman's management of this situation does not save that day. And what is needed is that this should be considered as a normal situation, be expressed clearly and be compensated by cooperation."

Women, on the other hand, stated that the most difficult cases were gender-based bias.

KE2: Even while tying the rope, we can be exposed to reactions like "you can't do it, let me do it."

KE3: I was not taken seriously from time to time.

KE4: When I first applied for a job, I had a reaction like "You look weak and you can get cold easily." I can say that most of my working life has passed with struggling against that kind of perception and prejudices.

KE6: "I think the hardest part is that women's weakness which is always highlighted."

KE9: "Especially when I was a Dive Master, both men and women didn't consider you if you were a woman."

KDL4: "The difference of women is determined by prejudice. The opposite of this has become a burden for women and this is quite tiring."

KDL5: "It is very difficult to provide trust in diver candidates until they go underwater. I can convince them with my knowledge but not with my stance."

Some participants have addressed men's attempts to establish intimacy with women:

EDL2: "... but the woman always should look serious or it can be misunderstood. I think it's quite uncomfortable for a woman. In other words, as a reflection of society, women have a tendency to look serious, and men have a tendency to attempt to make a relationship as much as they can. I think it's quite uncomfortable for a woman."

EDL4: "Looking at the woman, as in all areas, is either condescending or seeking any possibility of getting intimate. I don't know which is worse, but I think these are the hardest parts."

KDL2: "Due to her belief, some do not want to dive with a male instructor. Sometimes, on the contrary, the female instructor may be preferable for the possibility of getting intimate to the opposite sex. Both are frustrating."

The women participants also expressed that they experienced such situations from time to time, even if they did not reach the size of harassment.

KE8: "in fact, the goal of these men - not generalizing but this amount is not less - to start diving is to establish intimacy and to be in the same environment with women."

KE9: "Sometimes you're becoming a goddess in the eyes of the student whom you introduce to the underwater world. Some people think it's love and they are trying their chance. They are trying to get closer. Of course, not in the size of harassment, but those things can happen in every social environment. On the other hand, diving is a place where sociability should not be abandoned as well as seriousness."

The matter of Men's work/Women's work

In the study, as part of the social structure, it was seen that the part of the diving which requires mechanical skills was on the part of men's work.

Although most of the women say that they have the ability to do this type of work in the extent of education they receive, in the division of labor material maintenance and repair work are usually undertaken by men.

KE1: "We have made a distribution of tasks, so I don't care much about technical issues. Apart from the diving boat, I also work in our sales office. But I have the competence when necessary, and I can that." KE2: "I've always tried to learn to break this prejudice. I mean, I know, I can do, but I have a friend who's working on these issues because of the division of labor on the boat I'm working. (Male) For example, the filter of the compressor will be changed, the regulator will be disassembled, the tubes will be maintained, it is safe to know that they have the competence, but it is not for me because of the division of labor."

The number of participants stating that women are naturally inadequate in this respect as a result of this discriminatory situation is significant in terms of study. (EE4: "They can be regarded as incompetent in this part. Even the tightening of the valves requires power. They are not very suitable for equipment repair. A serious job is an important job for security. So, the fact that someone who is competent in this job is very important").

Another opinion is that women are kept away from these type of works or women are not interested in those types of works. (EDL4: "Since we were children, we watch our father at home or a master who works. It doesn't usually attract women and we know that." EDL5: "Women don't like this stuff.... Is it better if she is assigned to maintain the materials although she does not want it, then a material related fault occurs?" KE3: "... It's where discrimination starts from the beginning because she is women and she can not do that." KE4: "These are assumptions which they taught us. If we look at it scientifically, there is no such thing. That's why we need to be more entrepreneurial as a woman and I do that." EE7: "It's a matter of curiosity. Ultimately, it is not a very attractive job and women are avoiding it. Not because they have no skills, but because they have options like just leaving it."

There are two points of view of the participants with a wide range of views: First, there are some examples that there are some women are at least as good as men in these tasks. (KE6: A woman is multifunctional. She can cook while she is on the phone. There are women who can do better than most men trainers. I have female colleagues who do maintenance of regulator like Apex. EE6: "The one who taught me was a woman instructor... So this is a very individual situation. When she is allowed and taught, she able to do that.") Secondly, the fact that women are not inclined to do this is an extension of the social situation. (EE8: As a result of the education system and social structure, the woman has not been sufficiently engaged in these tasks. The male is naturally more experienced. EE9: "This is very relevant to geography and culture. For example, a woman working in a diving center in the Philippines cannot be the same as a woman working in Kas. I think the woman is influential in the development of the skill in a social structure until that day. Because in our society there is a pink-blue distinction even in toys, women hold off this type of work").

Gender Factor in Recruitment Phase

According to the findings of the study, employers prefer to employ men as long as they can not find women employees. They think that the innate biological characteristics of women will create an obstacle from time to time and they can put the female worker to the second plan with the thought of having different demands. Among the participants, there are those who think that women don't have as much power, strength, speed, skill, and self-confidence, which are the

requirements of diving, as men. (EDMS1: "In maritime jobs, there is also the expectation that employee will be able to any job, there's a hierarchy. The tube will be carried, the tube will be filled, the boat will participate in the maneuvering process, heavy work will be done when necessary. In all of this, women can be regarded as secondary. There is such a point of view."). Various comments have been made on the social foundations of this perception. (EDMS2: "If you want to train for someone as a dive master, you will prefer a man over a woman even if both have no experience. For example; you will say to the man, "come on, jump here!" He will jump and start, the woman will think, "Can I jump?" You have to convince her that she can jump out of there. Because she has already been cautious. It's a family situation").

Even if the employer is comfortable and open-minded and thinks that there is no difference between the genders, such situations can worry him/her. Beyond being a prejudice, he/she can consider these in his/her decision to employ because he/she encounters such situations in his/her previous experiences. But this situation does not reach the dimension where women cannot be hired since she is a woman. EDMS2 stated this as follows: "Physiologically, we have to accept that women do not dive at certain intervals because of their special conditions, or that their performance declines but I do not regard the gender in the diving environment. A woman instructor is not worse than male instructor, and sometimes she can be even more attractive. Therefore, I do not take into account the gender factor in recruitment and look at experience and competence".

When it comes to gender equality, the issue of equal pay, which is considered to be one of the most important problems, is not a big problem in diving tourism. The female participants from the diving center owners stated that they do not make concessions on equal pay. There are some exceptions in the male dive center owners:

EDMS3: "Sometimes employers predict the woman may have low-performance because of their prejudices and therefore the wage that they offer can be low. But considering the working conditions, I don't think they are going to pay less to her because she's a woman. They are considering the performance. Maybe she works less physically but can compensate it with something else. If the woman is more productive, there is no distinction".

EDMS4: "First of all, women can be offered less wage because the expectation of women can be low but there is something that is more prominent than gender. It is brevet and experience".

Factors Affecting Job Satisfaction

Within the frame of research, all of the women stated that they were quite satisfied with their job when asked if they were satisfied with their job or not.

KE1: "I am very pleased. I didn't feel depressed or I did not say "I wish I would not dive today".

KE8: "Well, I'm just saying that I am happy to select this job."

Among the male participants, those who own the diving center agree with women:

DMS1: "I became professional since I love the underwater world and I want to exist in this environment more. I never regretted it".

Among the dive instructors and dive leaders, there is a large number who say that they love their jobs but they are not financially satisfied.

EE6: "I'm not financially satisfied. We can not get what we deserve." EDL8: "It's a pleasant job, but the wage is not enough".

When asked how the working in diving tourism sector affects social life, there is no difference for gender. Participants stated that the diving environment was satisfactory for sociality, but we could not socialize outside of work due to intensive working hours. In this case, gender is not a determining factor.

EDL4: "Usually, the people with whom we are friend work in the same sector. Otherwise, I think our social life will be incomplete".

EDL5: "I don't think there is any extra difficulty for the woman. However, it has intensive working hours. Even in the evening, you can't go outside. It destroys your personal life".

KE9: "Usually, there is not much social life outside the boat. The situation is not different for men. That's the general situation".

KDL2: "I can say that social life in the summer period is all about work. People who work in big cities say that you have an attractive job. They think we're having a permanent vacation when we're on the boat. Distance lends enchantment. Someone who doesn't really love this job can't bear these conditions".

The noteworthy point about the impact of working in the dive tourism sector on family life is that the participants generally are married with the ones doing the same job. Also, they think that the converse situation would be so difficult for women:

KE10: "My spouse is also a diver and we work together. So, there is no negative thing. If we were in different work, it would definitely have difficulties."

KE7: "If my spouse were not a diving instructor, my life would be difficult."

EE7: "I don't think it's negative. If both spouses are working in the same sector, it can be very enjoyable. Otherwise, it could be difficult. We share our experiences and learn from each other. It requires some discipline."

Looking at the answers received, we can say that the reason why working in the diving tourism sector adversely affects family life is the gender roles that are imposed on women:

KE1: "Long working hours and the distance from home can be a challenge for the family.

KE2: "Since I am not married and I am living alone, I have no problem called as "family life", but I think it may have a negative effect on such situations".

KDL4: "What compels women is expectations... I can't say that diving is difficult for a woman in terms of sociability and family life".

EDL1: "Regardless of being a man or woman, diving is a laborious job. It is a work that requires body power, serious responsibility, being in a cold environment for a long time and robust physical and mental state".

EE8: "...Although it is slowly changing, the woman has a position to undertake house-related affairs in our society. Diving also brings an extra burden on the woman and women can have difficulties or they can neglect one of their tasks. The male is mostly focused on his work. As he is responsible for the general administration of the house, he is away from child care and housework".

It is even more evident in the diving environment that the pregnancy process, which affects women's working life even during the recruitment phase, forces women to get away from work. In any kind of job, the expectant mother should be able to continue working in the first months of pregnancy whereas she has to stop diving activities even if she has the possibility of being a mother. (EE4: "The period of pregnancy requires to get away from work for almost every profession. For diving, this is slightly longer than the entire 9 months. Even if the expectant mother is not sure that she is pregnant yet, she is still taking a break from diving to avoid jeopardizing the health of the baby and herself." KDL3: "While the men can continue his working life and diving without interruption, there are a number of obstacles that emerge for women. These are pregnancy, breastfeeding period, child care...").

The number of women who do not stop working during pregnancy and heads to other jobs than diving is few and limited to women who own the dive center for this study. (KDMS10: " ... I was on the boat during pregnancy. I didn't dive, but I swam. I did not get away from work. I didn't dive for 1.5 years in total including pregnancy but I continued to work in the sales and organization department").

Psychological Differences

The majority of the respondents stated that it was not about gender to be able to intervene calmly in case of a possible accident, but rather about the experience and they provided some supporting examples:

KDL5: "The generalizing that men are calm but the women are not being a narrow vision. Unfortunately, the number of men who declared themselves great and did not trust women on this issue is not small but I also saw very successful women in the diving environment.

EE1: "While my female trainer friend was training a group, a diver candidate with panic attacks or heart problems had difficulty in breathing during the training and they surfaced. He swallowed some water. The first intervention was made by a woman trainer. She overcame with this situation very well. I think she was calmer than most of the men. We can generalize this situation for every woman who is experienced enough. I think they can do it successfully."

EE5: "The example I saw was a little different than the other instructors. Our friend T.O. is an emergency responder. This is because since she has both much experience and theoretical knowledge. Her ability to stay calm was better than most men."

EE6: "They do not react differently. We can't wait for the right reaction from a woman who just started to work as we can't expect the same from the men."

Another common point of view is that women prevent an accident because they are extremely meticulous and cautious in the planning phase: EE9: "Because of his overconfidence, a man can either ignore things or push limits. Women, as an extension of the oppressive structure in society and in working life, are more cautious in every issue and their borders are much more conservative. Because of this attitude, especially in education, the female trainers have almost zero neglect. They fulfill the requirements of the job much more."

KE6: "In my group, there was a diver who attempted to commit suicide. I perceived his mood before going underwater. I think that women are more superior in attention, feeling, and intuition. Then I decided to dive together with him. He tried to get rid of me under the water very quickly. I caught him but he tried it again. He was determined. When I finally realized I couldn't stop him, I passed on his back and switch his tube off. When he couldn't breathe, he tried to climb upwards as a reflex. We surfaced together. He started crying. I didn't tell anybody, of course. We're still talking. I've also followed the treatment process. Now, He is fine.

KE3: "I think women are better in this sense. Because they have to take care of a lot of things throughout their lives. In fact, it is important to prevent the accident from the beginning. This starts before diving. It is necessary to be a good observer and women are very good in this sense. Looking at the situation of the diver outside, you need to predict his/her situation underwater."

Some participants argued that women's psychological differences were a reflection of social gender:

EE7: "It's not about the nature of being a woman but about the approach "Do not do it as you are a woman. This is beyond you" They may have difficulties since they do not have experiences. A good diver is from birth, not from the moment you start diving! You're not limited to what you've been trained so far. Unfortunately, women in our society can be a lack of this courage." EDL5: "I've never seen a

similar case, but I've heard some. There are two types for both men and women. Certainly, it is a shallow point of view that relates to the biological gender."

Since those who think that psychological differences of women are reflected in the diving environment negatively is less numerically, the results are not meaningful in terms of study:

EDL2: "Psychologically, when they have a responsibility, they may feel weaker in multiple problems solving. This is my personal opinion. They can experience many factors at once and have problems with prioritizing."

EDL3: "When a woman experiences a problem, she concentrates on it and can ignore other factors that may affect her. They can panic if it is all about taking care of them and staying calm and reflecting that calmness to the group and giving the right reaction and solving it properly."

Biological Differences

Menstruation

When women were asked if they dive in their period and if it affects their performance, the majority of respondents answered that "they usually continued diving". The exceptional cases were that the weather was too cold, the dive profile was stiff, and the water was not clean:

KE3: "Hygienic conditions can only be difficult to maintain. Especially in those days, I didn't prefer to go into the water if there was pool training. And sometimes people could feel psychologically more tired."

KE8: "A professional one can go on since he/she has been doing it for a long time, but when it comes to security, difficult dives should not be performed at that time. It is fine if you are underwater where there is no flow, in well-known diving point and if you are several people around you but if you are at a point which you do not know or deep water, etc., you have to be careful."

KDL2: "Although I don't see it as an extreme situation, I sometimes have trouble in winter dives when the water is very cold and I prefer not to dive."

While Some female participants mention that the mental effects of pre-menstrual period affect working life rather than the physical effects of the menstrual period, (KE7: "I'm getting impatient in those days, I'm more likely to break people's heart. If the team is wide, I'm trying to pass it on to someone else.") the result is different from the experienced instructors' results. (KE6: "I can't deny that our mood is changing during pre-menstruation, but you can manage the situation when you realize it. For a professional, it is not difficult to take control of it, dive in that process and to teach something to somebody. It needs self-control and patience.").

Physical compatibility

The most common point in this regard is that working conditions in the diving tourism sector can be challenging for men as well as for women:

KE2: "I don't think there's anything to do with gender. In high season, we're all getting tired."

KE4: "I'm having a hard time, but it has nothing to do with my gender. Everyone gets in and out of the water five times a day may face difficulties."

KE5: "It's a job that physically forces someone regardless of men or women. The problem is that the woman is regarded as weak and cannot overcome that."

EE6: "Physical difficulty is the general problem of the sector. I don't think there's a special challenge for women."

EDL1: "I think the physical skills of diving are not very much related to femininity or masculinity. We're struggling."

In addition, the participants stated that women are very suitable for diving skills physically, they have much more economical air consumption than men and they are much more comfortable under water. (EE8: "The muscular use of men is harsh and prone to sudden movements. Women are more elegant and lighter. They do not have any sudden burdens, running and unnecessary effort. It is unnecessary to even question their physical competence. They are definitely more compatible with underwater.")

Women's Contribution to Diving Tourism

In the findings obtained, the existence of the woman from time to time is associated with patterns such as visuality, diversity, cleanliness:

EDL3: "Women see what a man cannot see much more comfortable in terms of cleanliness. They have advantages such as layout, detail, a softer environment for the customer."

EDL4: "The touch of a lady's hand to the boat is remarkable for the kitchen, toilet and general order and operation ...".

EE7: "Women look beautiful and they make the environment look beautiful. It can be a reason for some customers. The ancients said the woman on the boat brought bad luck. But these beliefs remained in the past...".

It is an advantage that women make the environment more civilized. (EE3. "I think if there is a woman on the boat, it is definitely an advantage. Once it makes the environment more civilized." EE4: "There must always be a woman on the boat. Both the team is recovering and they see what we cannot see and when there is a problem with the diver, they can solve the problem with a different way."). In addition, there are participants who express that women's presence is preferable because they are good at communication skills. (EE2: "Women can be more

effective in front of the group. When one says something to the group, I think the female trainer becomes a good narrator”).

The condition "Commodification of women's body", which is common in media and sports, happens in diving and this is among our findings. (EE5: “We can say that it is advantageous in the commercial sense. Let's think of a standard advertisement where there is usually a woman image used. This sector uses it too much. There are women in the advertisements of the biggest diving organizations. There are women in the visuals of the courses. The aim here is to make diving more attractive for men”).

Discrimination in Society in General and Diving in Particular

To obtain accurate data on this issue, participants were asked to compare Turkey to other countries and diving tourism to other business areas. It was concluded that the male dominance phenomenon in the diving environment exists throughout society with the answers received:

EE2: “In the context of social communication, discrimination in the diving environment is lower than usual. But when it comes to diving requirements, the situation is changing. There is a reflection of the perception where only physically and mentally strong and dominant one can do diving. This is wrong. In fact, there is no such condition. It depends on how you dive. There is no such condition in terms of depth and sea conditions in recreational diving. There's no such thing as men's work.”

EE7: “I think it happens a bit more than it happens in ordinary life. Discrimination is increasing due to the nature of the work. Yes, it's comfortable under the water, but the diving isn't just about underwater. It consists of a lot of processes, and the woman is having difficulty at these points.”

EE9: “Of course, there are more equitable business areas than diving as there are more male-dominated business areas than diving. But here the issue is that the level of education and human relations are so high that discrimination is visible. Otherwise, if there is a job that requires to sacrifice your health, it is usually made by men”.

Participants are in consensus that gender-based bias- for the diving environment- in Turkey is more than it does in some countries.

KE1: “There is a small difference. Turkey is developing slightly in this matter since it is a bit more traditional.”

KE3: “Statistically, the number of women who decided to become a diver abroad is more than it does in Turkey. Even from this situation, we can say that there is a difference.”

EE10: “There are many differences. Nobody is looking for a woman instructor in Turkey except for exceptional circumstances. Women also did not take this into

consideration much. This is a matter of supply and demand. The fact that more women engage in diving may change this mentality”.

Participants defending the opposite of this idea are few and they exemplify the eastern countries:

KE8: “The situation in the eastern countries is worse than ours. There are female diving instructors from Europe and they become masculine because of the environment. They must behave in that way so that they can continue to work without being subjected to harassment.” EE8: “I've never seen any female instructors in Egypt where there is a more polarized situation....”.

Additional comments

When the participants were asked if they would like to add comments about the topic, they mentioned different topics:

EE1: “Everyone should get rid of their prejudices and there should be female employees at each diving center.”

EE2: “Feminine attitudes can be disturbing in the diving environment. Menstruation is inevitable, but, apart from that, women have a tendency to take advantage of the situation.”

EE3: “We've encountered a situation: There is always a problem during the diving between couples. The man is trying to dominate the woman in the stage of preparation, He is intervening and helping the woman even if she does not ask for it. Doing that, he pretends to care about, but in fact, it is because the man considers the woman as weak. Well, that's not a good thing”.

EE4: “In couples, men usually start diving first. The woman usually shows interest after a while and starts diving. Sometimes she starts to keep up, even though she has no interest. Naturally, the man is more experienced if he directs the woman to the diving in the framework of the relationship he has established. After a while, he starts to say: I know better, I make the decisions, you need to follow me. The male attitude is always like that. On the other hand, the woman can allow that, sometimes she even misuses it. She makes him carry her stuff. This situation is supporting the masculine attitude”.

EDMS1: “When we open an instructor course, the number gap of applicants between man and woman decreases. Now I don't think women are afraid of this profession. If we exclude the industrial diving, there is no advantage for men in recreational diving. Women can have difficulties physically when the circumstances get harder, but this is out of the question in recreational diving”.

EDMS2: “Although there are differences in attitude and behavior between men and women, it is discussed how accurate it is to consider it as gender discrimination.”

EDL1: "The more women go towards diving, the more prejudices will be destroyed."

EDL5: "The best female trainers are always tough. They are trying to show their tough side and make up for the missing side. To prove that this is not a male job, they try hard to be beyond normal."

KE3: "It's a nice topic. I think we need to confront this. This should be further processed and the number of female divers should be increased. So, let's not say we are good at that but very good! Our personal characteristics are very suitable for the nature of this job."

KE5: "More women need to start diving. Leading should be done. First, participation in sports should be increased as well as the number of female instructors and people should be informed about this."

KE8: "There is something called occupational disease. This also could happen among pilots. It's often seen in the diving community, but not everyone can say that. In a way, you're under heavy load psychologically. You are responsible for a dozens of lives. You stop for a moment and ask yourself, "What am I doing?" You know, we're always talking about scenarios in training. These may turn into panic attacks, but it's not like a panic attack on the land but it is a bit different. For instance, you watch the group every 10 meters. This can happen whether you are a very good instructor or not and even if you have done thousands of diving before. We had friends who experienced this situation where they couldn't pass 20 meters. Some of them could not lead a group for a long time. Some overcame it with support. Some of them left the diving. So what we do is not easy."

CONCULISIONS

A lot of research has been done on the importance of gender perception in the orientation of women and men towards sports. This perception is undoubtedly one of the most important factors in sports orientation. In studies done, it is seen that the participation of men in sports is more than women's. As a result of this research, it is possible to see the effects of social gender on the orientation of both genders to recreational diving: Although the number of women engaged in diving is less than that of men, the reasons for starting diving also vary according to gender. It has been concluded that women usually start diving after their university years or after they have acquired a profession (ie after gaining economic and social freedoms) while men have started diving at an early age and in some cases with family encouragement. In addition, all female participants have a degree in another field than diving and they make diving as a second job while some of the male participants do diving as the main job. It is common that women are

stimulated to start diving by their spouse or boyfriend whereas there is no example of this among men which is one of the interesting results of our study.

In Turkey and in the world, it is a well-known fact that diving is predominantly done by men, However, when we look at the number of those who are professionally trained in diving, the proportion of women decreases remarkably. As a result, diving tourism is seen as a male-dominated environment. In the statistical results of the research, this situation has been clearly explained: According to the statistical data prepared on the basis of data dated 31.01.2017: From a total of 77761 one-star diver registered to Turkish Underwater Sports Federation (TUSF), 20059 are women and 57612 are men. This ratio, which is close to 1/3, increases with the level of brevet. From three star divers, only 13 out of 255 people are women.

Within the scope of the research, when the women - who are regarded as the minority - are asked what kind of difficulties they face in this sector, three different results have emerged:

A. The most difficult things for women are prejudices: As a reflection of the discriminatory outlook that exists throughout the society, prejudices against women are also seen in the diving environment. The reason for this is that women are regarded as physically weak and some people want the people to whom they will entrust their life to be stronger. However, a person who is involved in the diving process knows that physical power does not matter in recreational diving.

B. Men claimed that women's menstruation period had a negative impact on their working life: The most important point where men and women are distinguished biologically is the menstrual cycle. When women were asked about the effects of this period on working life, they said that they continued to do diving. They showed exceptions situations such as that the air was very cold, the diving profile was compelling, the water was not clean. Looking at the comments of men, sometimes women continue to dive in order to avoid questioning their eligibility for work even though they are not feeling well. What to do is to accept it normal, to express it clearly and to compensate it by cooperation.

C. Participants from both genders reported that men (diver candidate/client) attempts to approach women with the intention of intimacy made them feel uncomfortable even if it is not in harassment level: It was mentioned that when a male, who started diving with the intention of socializing, came to the dive boat, he tried to establish an intimate connection with the female instructor which we may call as the reflection of the general situation in society. It was stated that women employees who felt uncomfortable with this situation had to behave tough in the working environment.

According to the results of the study, there is no significant difference between males and females in terms of the physical difficulty of working in the

diving tourism sector. In addition, the participants have stated that women are physically very suitable for diving skills, they have much more economical air consumption than men and they felt much more comfortable under water.

In our study, it is seen that the part of the diving which requires mechanical skills is on the part of men's work as part of the social structure. Although most of the women have said that they have the ability to do this type of work in the extent of education they receive, in the division of labor material maintenance and repair work are usually undertaken by men. The number of participants showing that women are "naturally insufficient" in these issues is significant in terms of our study. On the other hand, the presence of those who are "as good as men" in these works has revealed the fact that the alleged differences between men and women are actually social impositions.

According to previous studies, one of the issues in which women are not considered enough in the diving environment is the issue of being calm and correct intervention in case of an accident. According to the results of this study, the psychological completion of being able to intervene calmly in a possible accident is related to experience rather than gender. Moreover, since women are extremely rigorous and cautious in the planning phase, they often prevent accidents.

When the effects of the study on the social life in the diving tourism sector are examined, it was concluded that the diving environment was satisfactory in terms of sociality but it does not provide an opportunity for socializing outside of work due to intensive working hours. In this case, gender is not a determining factor.

When the effects of working in the sector on family life are examined, the gender roles defined for women step in again. For example, the woman who is responsible for the general layout and child care of the house will have a hard time doing it because of long working hours and feeling tired. Women who usually work with their spouse in the same sector stated that the opposite situation would be difficult.

It is more evident in the diving environment that the pregnancy process, which affects the working life of women even at the recruitment stage, necessitates them to move away from work. The expectant mother has to stop her diving activities even if she has the possibility of having a child while she is able to continue to work in the first months of pregnancy in any other job.

According to our study, the dimension of gender discrimination and bias seen in the diving tourism sector in Turkey is not much different from what exists in society in general. When the situation in Turkey was compared to other countries, it was concluded that diving is more common among women and the number of female instructors is higher except for middle east countries. Accordingly, it was concluded that gender discrimination and prejudice are less in the sector.

Cases, where women employees are considered to be advantageous in the diving tourism sector, are various such as visualization, thoroughness, environment, their paying attention to people's attitudes, attracting women, who do not want to get training from men due to their religious beliefs, being preferred by some male diver candidates even if it is counter. Some of these results appear to be very innocent but have a sexist point of view in the sub-division:

The recruitment phase is generally seen as the starting point of discrimination in business life. In this sector, it is concluded that employers tend to prefer male candidates since they think men may take up more workloads. The issue of equal wage, which is seen as one of the most important problems when it comes to equality between men and women, is not a big problem in diving tourism. The women participants, who are the owner of the diving center, stated that they did not make any concessions on equal wage while the men owners stated that they determined the wages depending on performance, not gender.

As a result, gender discrimination and bias measures in the diving tourism sector are closely related to the general situation in society. Without radical changes, this situation cannot be completely eliminated. However, it is necessary to combat discrimination in all areas in order to ensure a more equal and fair life for all groups that make up the society.

The elimination of gender discrimination from the society will begin with the change of attitudes and behaviors in daily relations. It will begin with quitting the acceptance of pattern sentence such as "Discrimination exists not only in diving but in all areas of society."

In the interviews conducted in order to establish the qualitative data of this research, some participants who initially argued that discrimination does not exist in the diving environment then talked about the experiences of strong gender discrimination. This is an indication of the normalization of the situation. Many behaviors that are not considered as discrimination include a sexist point of view.

It should not be forgotten that gender discrimination is a concept closely related to our daily lives. The legitimization and normalization of discrimination represent this situation as our spontaneous natural behavior. It should be recognized by all that there is no problem for "others", we are all part of it, there is a general social problem and struggle should be made in every aspect of life.

SUGGESTIONS

The suggestions of the study were designed to destroy prejudices, to support the elimination of gender discrimination even without being aware and to make the diving more attractive for women and to revive the sector.

Suggestions to Turkey Underwater Sports Federation: In every dive center connected to the Federation, incentives can be made for women's employment. Social gender course can be added to the diving training program. Visuals can be used to guide women to dive in resorts. Seminars can be organized in order to provide a more egalitarian working environment and the awareness of the trainers can be increased. One day of the year, "Women's Diving Day" can be announced and special benefits can be offered to women at diving centers for that day.

Suggestions to Diving Centers: Gender discrimination can be mentioned after one-star diver training even if it is not in the curriculum. Sexist attitudes can be avoided in the division of labor. Dressing rooms can be arranged in such a way that female divers can feel comfortable.

Suggestions to Researchers: Similar studies can be carried out in different regions and countries. In similar studies, diver candidates may be included in the process and their perceptions and opinions can be examined.

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