

International Research Networking Project
**Language and Gender: Academic Research
and Practical Implementation**

Workshop: Language and Gender: Research and Desiderata

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Polish

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Research - descriptive

- Dominance of generic masculine forms

Tomaszewska, A., and A. Jamka. 2024

Rozporządzenie Rady Ministrów z dnia 25 października 2021 r. w sprawie wynagradzania pracowników samorządowych.

Decree of the Council of Ministers of October 25, 2021 on the payment of local government employees

- drwal, **pracznica**, **szwaczka**, maglarz – lumberjack, **laundress**, **seamstress**, laundry presser
- strażnik, **sekretarka** – guard, **secretary**
- dozorca, **sprzątacznica**, **pokojowa** – janitor, **cleaner**, **maid**
- portier, **repcjonistka** – doorman, **receptionist**
- masażysta, dietetyk, **pielęgniarka**, **położna** – masseur, nutritionist, **nurse**, **midwife**
- Lekarz, felczer, **pielęgniarka** – doctor, medical practitioner, **nurse**

feminine forms in red

„As of January 1, the feminine forms of positions are for those who wish to use them. They may be included in email footers, letterheads, business cards, or door plates. They will not appear on formal documents, stamps or ID cards. Why? - So that no one would question a contract, for example.”

Statement by Aldona Machnowska-Góra, Deputy Mayor of Warsaw, at the beginning of 2021 for the newspaper „Dziennik. Gazeta Prawna”.

Research - descriptive

- Dominance of generic masculine forms
- Possibilities offered by the language structure to become (more) gender fair/inclusive/neutral

Research - descriptive

- Possibilities offered by the language structure to become (more) gender fair/inclusive/neutral
 - inclusion
 - duplication
 - splitting
 - alternative morphology
 - neutralization
 - lexeme „person” (osoba)
 - impersonification – lexical or structural
 - alternative morphology

Szajbel-Keck, M. 2021

Research - descriptive

- Dominance of generic masculine forms
- Possibilities offered by the language structure to become (more) gender fair/inclusive/neutral
- Feminization as a main strategy of inclusion

Research - descriptive

- Feminization as a main strategy of inclusion
 - morphophonology – formation of feminatives
 - social history of feminatives

Małocha-Krupa, A. 2018; Szpyra-Kozłowska, J. 2019; Szpyra-Kozłowska, J. 2021; Wtorkowska, M. 2020

Research - descriptive

- Dominance of generic masculine forms
- Possibilities offered by the language structure to become (more) gender fair/inclusive/neutral
- Feminization as a main strategy of inclusion
- Attitudes towards gender fair/inclusive/neutral language

Research - descriptive

- Attitudes towards gender fair/inclusive/neutral language
 - opposition - emotional and irrational in argumentation
 - support – factual reasoning and openness to choice

Skudrzyk, A. 2020; Szajbel-Keck, M. 2024

Research - experimental

- popularity of feminatives in comparison to generic masculine
- ability to form, pronounce, and use less common feminatives
- naming men performing jobs with female titles (e.g. nanny, kindergarten teacher, nurse)

Szpyra-Kozłowska, J. 2023, 2021, 2019; Szpyra-Kozłowska, J., and K. Laidler. 2022

Research - experimental

- side-effects of gender-fair language
- attitudes towards gender inclusive language

Formanowicz, M., S. Bedynska, A. Cisłak, F. Braun, and S. Sczesny. 2013;
Ivanová, M., and M. Kyseľová. 2022

Desiderata

... for research

- Psycholinguistic studies on the impact of the use of generic and language fair forms on language processing in Polish
- Systematic study of the use of non-binary language use, both descriptive and experimental on processing
- Gender-fair language in AI

... for practice

- Public debates
- Wider spread of pamphlets and manuals on the meaning and use of gender fair language
- Education on the meaning of fairness in language
- Changes in legislature

Instead of conclusion

“In a sense, the neglect of research on linguistic sexism and discriminatory language [...] is well embedded into an increasingly post-factum society, in which evidence is denied and outvoted by mere opinions; it is the climate change debate of language: research keeps providing evidence, scientists and advocates spread such knowledge, yet it is widely ignored and silenced by loud voices of a backlash.” (p.115)

Schütze, Christin. 2020

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