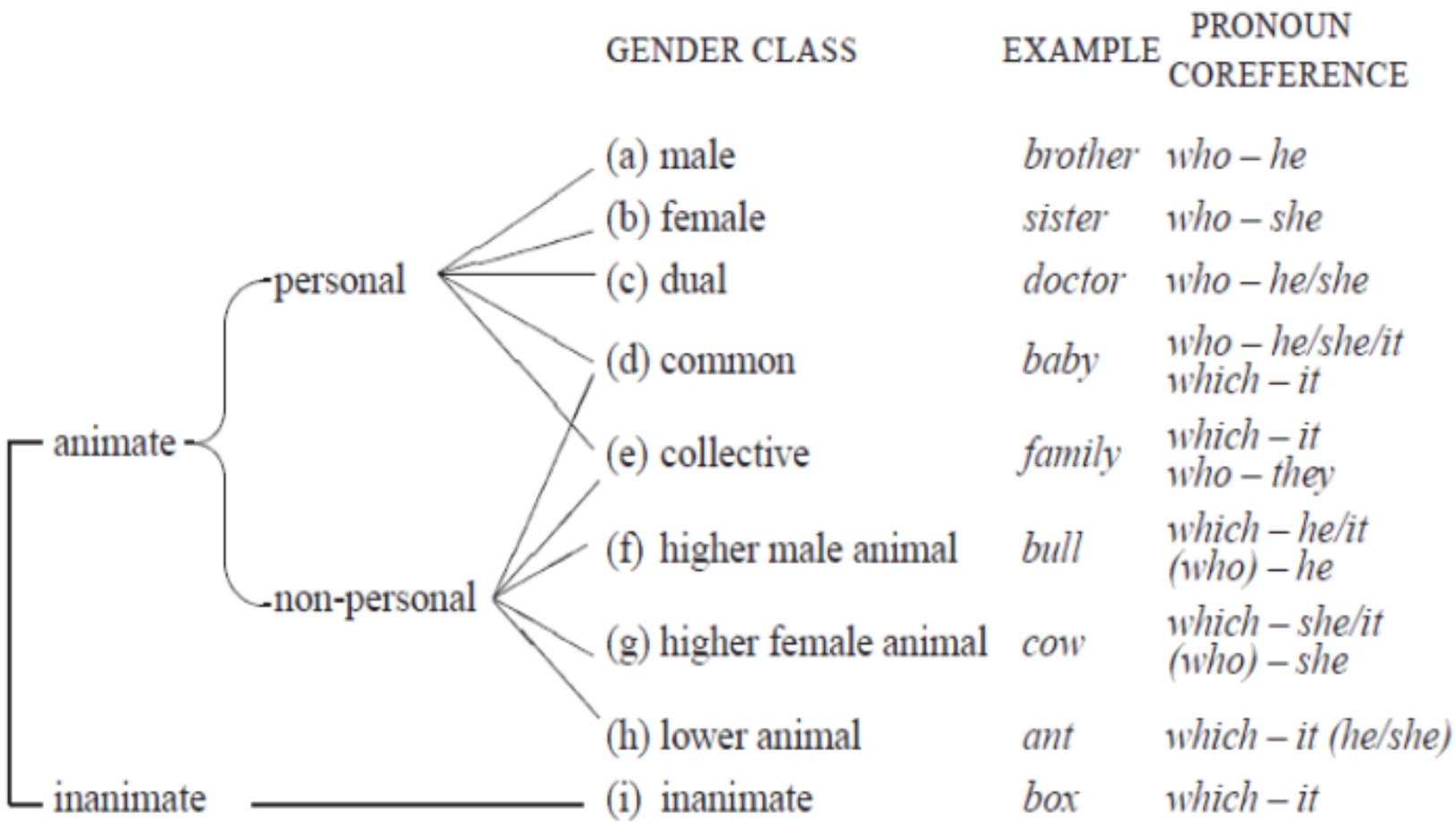
GENDER – MASCULINE AND FEMININE FORMS
PRONOUNS
AVOIDING GENDER BIAS (LISTS AND EXCEPTIONS)

GENDER MARKERS AND GENDER MARKING (PRONOUNS)



Gender system according to Quirk (Quirk et al. 1985: 314)

Source: Quirk and Greenbaum, *Comprehensive Grammar*

HOW TO FORM FEMININE (AND MASCULINE) NOUNS

Three ways:

1. Using an entirely different word
2. Adding a suffix
3. Changing the “head” noun

DIFFERENT WORDS PEOPLE

Masculine	Feminine
Man	Woman
Boy	Girl
Brother	Sister
Husband	Wife
Nephew	Niece
Son	Daughter
Father	Mother
Sir	Madam
Bachelor	Maid; Spinster
Gentleman	Lady
King	Queen
Monk	Nun
Tutor	Governess
Steward	Hostess
Wizard	Witch

Masculine	Feminine
Bullock/Calf	Heifer
Bull (or ox)	Cow
Drake	Duck
Gander	Goose
Cock	Hen
Stag	Hind
Dog	Bitch
Stallion	Mare
Colt	Filly
Horse	Mare
Drone	Bee

DIFFERENT WORDS: ANIMALS

MORE FORMS: HERE

Masculine	Feminine
author	authoress
count	countess
heir	heiress
Jew	Jewess
manager	manageress
patron	patroness
priest	priestess
baron	baroness
giant	giantess
host	hostess
lion	lioness
mayor	mayoress
poet	poetess
shepherd	shepherdess

BY ADDING A SUFFIX
A1) ADDING ***–ESS*** *(NO SPELLING CHANGE)*

Masculine	Feminine
actor	actress
conductor	conductress
hunter	huntress
negro	negress
prince	princess
traitor	traitress
master	mistress
benefactor	benefactress
founder	foundress
instructor	instructress
emperor	empress
tiger	tigress
waiter	waitress
murderer	murderess

BY ADDING A SUFFIX
A2) ADDING ***–ESS*** *(CHANGED SPELLING)*

Administrative/Legal Terms	
executor	executrix
administrator	administratrix
testator	testatrix
Some Professions	
aviator	aviatrix
editor	editrix
proprietor	propriatrix

NB! The plural of words in -trix is either -trices or -trixes.

BY ADDING A SUFFIX
B) ADDING ***–TRIX***



Various endings	
hero	hero**ine**
fox	**vixen**
sultan	sultan**a**
Changes in the masc. noun	
widow**er**	widow
bride**groom**	bride
male nurse	nurse
NB! doctor	(**woman**) doctor

BY ADDING A SUFFIX
C) ADDING – ***A;-INE; -EN…***
EXCEPTIONS



Masculine	Feminine
brother-in-law	**sister**-in-law
son-in-law	**daughter**-in-law
brother-in-law	**sister**-in-law
grand**father**	grand**mother**
manservant	**maid**servant
milk**man**	milk-**woman**
sales**man**	sales**woman**
great-**uncle**	great-**aunt**
sales **man**	sales **girl**
land**lord**	land**lady**
pea**cock**	pea**hen**
he-goat	**she**-goat
he-wolf	**she**-wolf

BY CHANGING THE **HEAD** NOUN

PRONOUNS

Gender references for male and female creatures/objects

People: HE or SHE; objects and animals (in general): IT

*I slept in my **mother's** room with the **baby** so **she** could wake me up to feed and change **him**.*

*When **a dog** gets up close to a large Kangaroo, **it** will often sit upon **its** tail...*

BUT:

Animals, considered to have personality, feelings and/or intelligence take HE/SHE:

*...It was then that I befriended **Bob**. Looking back on it, something tells me it might have been **his** second chance too.*

From: *A Street Cat Named Bob*, James Bowen

Cars, motorbikes are often referred to as SHE, by those having special attitude to them:

*"How is your new car?" "Oh, **she** is running beautifully!"*

Ships are commonly referred to using SHE:

***Her** ensign dropped limp like a rag; the muzzles of the long six-inch guns stuck out all over the low hull; the greasy, slimy swell swung **her** up lazily and let **her** down, swaying **her** thin masts. In the empty immensity of earth, sky, and water, there **she** was, incomprehensible, firing into a continent.*

From *Heart of Darkness*, Joseph Conrad

SOURCE: *PRACTICAL ENGLISH USAGE*, MICHAEL SWAN

PRONOUNS

FROM *PRACTICAL ENGLISH USAGE,* MICHAEL SWAN

When the gender is unknown or irrelevant:

Traditionally – using masculine pronouns

*The applicant who has not provided references for **his** achievement.*

*A doctor cannot do his job well if **he** is not a philanthropist.*

Nowadays, both masculine and feminine pronouns are used when the gender of the referent is unknown:

*The applicant who has not provided references for **his or her** achievement.*

*A doctor cannot do his job well if **he or she** is not a philanthropist.*

The unisex THEY

In informal style, they can be used instead of HE OR SHE:

If anyone wants my ticket, **they** can have it.

When people are married, **they** must start thinking about **their** responsibilities.



TITLES

Masculine	Feminine
	Mistress/Mrs
Mister /Mr	Miss
	Ms
Sir	Madam
Doctor/Dr.	
Professor/Prof.	

FROM *PRACTICAL ENGLISH USAGE*, MICHAEL SWAN
MORE INFORMATION (WIKIPEDIA)



AVOIDING GENDER BIAS IN WRITING

Main rules (and explanations)
From: Michigan West University – Writing Guide

USE GENDER-NEUTRAL TERMS WHENEVER POSSIBLE.

WHEN POSSIBLE, WRITE IN THE PLURAL.

WRITE IN THE SECOND PERSON.
In most writing, it is acceptable and preferable to address readers in the second person. This creates writing that is less legalistic and which helps avoid gender-specific pronouns.

ELIMINATE THE THIRD-PERSON SINGULAR POSSESSIVE.

CHOOSE WORDS THAT APPLY EQUALLY TO MEN AND WOMEN.
It is a reality of the English language that many words which may apply to men can equally apply to men and women. Only a woman can be an actress. Both women and men can be actors. The first definition of an actor is, "one who acts." It is not gender specific.

AVOID WRITING THAT IS AWKWARD FOR THE SAKE OF GENDER EQUITY
Your goal is to avoid gender bias in your writing. In most cases, however, it is not the goal of your message to advance the cause of gender equity. Avoid writing that is legalistic or that makes gender or gender equity an unintended issue.

REFERENCES

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