

Gender, Language and the Workplace

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Abstract

The use of terms or phrases with presumptions about gender-based traits or a prejudice towards one sex is known as gendered language. The key objective of the study was to understand how the gendered language influences at work place in tasked and non-tasked interactions. Data was collected through thirty (30) government officers, both men and women. Under the survey method, qualitative data was collected through case studies and data were analyzed under thematic analysis. According to the research findings, organizations may need to change their cultures from ones that favor specific talk-related norms to ones that enable the integration and assimilation of various talk patterns, taking into account the fact that men and women use language in different ways. The findings show that the gendered language is also matters for the way targets and third parties make sense of and respond to bullying. Gendered language has been mattered because the words use about selves and each other not only communicate values to the world, they also have the power to shape how people think and behave. Women respondents have stated that they have been discriminated through the gendered language in introducing, day to day communicating and the situations like marital status and pregnancy. Both male and female respondents mentioned that they have experienced body shaming, ostracism and exclusion through gendered language in the work place. Respondents have been experienced the terms and allegorical that highlight obscene and insulting has been damaged the reputation and personality through the gendered language in the workplace. The respondents have been recommended gender neutral language policy for tasked work communication and a legal and inter organization intervention to the non – tasked communication.

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