SJESR

Sir Syed Journal of Education & Social Research

Gender Discrimination in Job Titles in English Language: A Corpus-Based Critical Study

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Abstract

*Males and females have the same rights as members of society but females are discriminated against in terms of job titles. Fairclough's three-dimensional model was used to identify, expose, and challenge the implicit ideologies behind the use of such job titles and pronouns used after these job titles. This research is a mixed method research that aims to analyze the use of male-representing, female-representing, and neutral job titles and the use of pronouns after the use of these job titles in the **British National Corpus (BNC).** 15 job titles were selected for the study. Only those job titles were selected for which female-representing and neutral job titles were available and that are more frequently used by the people. Sketch Engine was used to know the frequencies of these job titles. The frequencies of these job titles were compared to know what type of job titles are used more in the **British National Corpus (BNC).** The study showed that there is a big difference between the frequencies of male-representing and female-representing job titles and the frequency of male-specific pronouns is more than the frequency of female-specific pronouns after the use of male-oriented and female-oriented job titles and this leads to discrimination of females. It is suggested that job titles should be used appropriately so that no gender can be discriminated against.*

Keywords: Job Title, Pronoun, Sketch Engine, British National Corpus, Discrimination, Fairclough's Three-dimensional Model

Introduction

A job title is a word that describes the position held by an employee. A job title can describe the level of the position or the responsibilities of the person holding the position. For example, job titles that include the terms executive, manager, director, chief, supervisor, etc. are typically used for management jobs. Other job titles reflect what a person does on the job. For example, policemen, firemen, housewives, stuntmen, saleswomen, patrolmen craftswomen, etc. show what a person does in his/her duty. Some job titles reveal the job level as well as the job responsibilities, such as head chef, headmaster, assemblyman, businessman, marketing manager, anchorman, etc. These jobs are performed by both genders, male and female, but there are some jobs for which there are no females representing job titles. Most of the job titles are male-oriented and male-representing. Even if female-representing job titles are there, people do not use them. Some people use female representing job titles but they are very few. The current study focuses on the frequency of these male-representing, female-representing, and neutral job titles, the differences between their frequencies, and the way they are used in texts to find out how they are contributing to gender discrimination in *British National Corpus (BNC).*

In this modern era, males and females are doing the same jobs and they have having same responsibilities in their jobs. For almost all professions, male-representing job titles are available but there are fewer female-representing job titles. Even if the female representing job titles are there, people usually do not use them. Feminists say that female-representing job titles are not used by the people. The current study looks at the frequencies of the male-oriented, female-oriented, and neutral job titles in the **British National Corpus (BNC)** to know if there are differences between their frequencies and to know if females are discriminated in terms of job titles. So, the research questions are as follows:

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Research Questions

  i.   What are the frequencies of male, and female representing and neutral job titles in *British National Corpus*?

  ii.   What are the differences among male, and female representing and neutral job titles in *British National Corpus?*

 iii.   How do these differences lead to gender discrimination?

        Researchers have conducted studies on many aspects of gender discrimination such as generic nouns, pronouns proverbs, etc. but no one has researched gender discrimination in job titles. The study is significant in the sense that it is a kind of new study that provides information to the readers about what sort of job titles are used more in the **British National Corpus (BNC)**. Moreover, the study also gives people information about how females are discriminated against in terms of job titles. Due to limited time and resources, the study has been delimited to only 15 job titles that are frequently used by the people.

Literature Review

Job Titles

A job title is a word that describes the position held by an employee. A job title can describe the level of the position or the responsibilities of the person holding the position. Kokemuller (2018) says that a job title is essentially the name of a position within an organization filled by an employee. There are different types of job titles.

  i.   Some job titles describe the responsibilities of the position, the level of the job, or both.

  ii.   Some job titles reveal what the person does on the job. For example, accountant, chef, housekeeper, programmer, etc.

 iii.   Some job titles reveal both the job level and the job responsibilities, such as head chef, lead accountant, electrical superintendent, marketing manager, etc.

        According to Leadership Acumen (2010), in today's society, we have become significantly defined by our job titles. And, we often define ourselves by our titles. Whenever we go to a party or some function, we introduce ourselves by our job titles, for example, we say that I am Dr. Khan or President Khan. People do not require us to introduce ourselves by our relations but by our job titles. Job titles define who we are. Job titles are very important for all institutions, organizations, and companies because they represent a formal structure in these companies and organizations. Job titles also help us identify the post the type of work or the responsibility held by a worker in the organization.

Sexist English Language

Sexist language is a language in which one gender is represented and the other gender is left out. In sexist language, one gender is included and the other gender is excluded. Graddol and Swann (1989) say that sexism is discrimination against females or males because of their sex and is made on irrelevant grounds. Cameron (1985) says that sexist language is a language that has words and grammatical structures that leave out, insult or belittle women. Goddard and Patterson (2001) say that the English language is sexist based on three facts.

  i.   It has sex-exclusive words.

  ii.   It contains words that remain the same but change in meaning when referring to a man or a woman.

 iii.   It carries within it a shared understanding of how males and females are meant to act and the characteristics they are meant to have.

        According to Lei (2006), gendered languages are languages that express bias in support of one sex and treat the other sex in a discriminatory manner. In most cases, the bias is in favor of men and against women. He says that because of the sexism in society, there exists sexist language. Language is a social phenomenon and it is very much related to societal attitudes.

Sexism in Job Titles

Both males and females perform the same jobs and they have the same duties and responsibilities in jobs. But there are very less number of job titles that represent females. Stout and Dasgupta (2011) say that masculine bias is inherent in masculine generics and it contributes to gender disparities and gender discrimination. If we look at the major job titles such as chairman, actor, fireman, foreman, manager, schoolmaster, headmaster, etc., we find that almost all of them are male-oriented and represent the masculine gender. Interestingly, females can be seen in these domains performing

duties. But, unfortunately, the job titles are discriminatory. Formanowicz, Bedynska, Cislak, Braun, and Sczesny (2013) noted that it is well-established and more common in the Polish language to use male-representing job titles for women. The existing research shows that not only in the English language but in all languages, females are discriminated against. Formanowicz et al. (2013) say that in Polish, feminine job titles are new and sound awkward. Horvath (2013) talked of the discrimination of women in leadership positions. He said that women are discriminated against in leadership positions as well. Although women have increasingly gained access to leadership positions, they are still underrepresented in top management (European Commission, 2011).

Eagly, Wood, and Diekman (2000) have talked about the history of job titles. They said that men and women have historically held different social roles. Men have been more likely to engage in tasks that require speed, strength, and the possibility of being away from home for long periods, whereas women have been more likely to stay home and engage in family tasks, such as child-rearing. As a result, males are perceived and expected to be active, resolute, and independent whereas females are perceived and expected to be benevolent, helpful, kind, and communal. In the past, females used to stay at home and used to work at home, and males used to perform outdoor activities and jobs. In the past, females were not allowed to go out of the home serve any organization, and perform outdoor activities. Due to this, the job titles are represented, rather than female-representing.

The sexist language has negative effects and consequences as well. Many scholars have talked of the consequences of gender-biased language. Gastil (1990) said that biased language, such as sex-marked job titles and masculine pronouns suggests the superiority of males over females. In the same way, gender-biased language creates masculine images or uncertainty in the minds of their receivers and affects the self-concepts of both women and men. The non-parallel treatment of women in job titles exists in the English language. First of all, female-representing job titles do not exist in the English language and if they exist, they are derogatory. Litosseliti (2006) says that the lesser use of boy than girl is one way of looking down upon women e.g. weathergirl vs. weatherman. In the same way, Pauwels (1998) notes that in most of the languages, there is asymmetrical use in the pairs of words such as man-woman, lady-gentleman girl-boy, etc.

In the past few years, linguists and other experts tried to decrease discrimination by creating feminized job titles. However, most scholars think that these feminized job titles encourage discrimination against women. New research suggests that these feminized job titles such as policewoman and chairwoman lead to further discrimination. Researchers say that people do not prefer to use female-oriented job titles. The current study will find out the differences between the frequencies of male-oriented, female-oriented, and neutral job titles to see if the female-oriented titles are used by the people or not. Researchers have researched the different aspects of gender discrimination but no researcher, as per my information is concerned, has conducted a corpus-based study on job titles. The current study will fill this gap.

Research Methodology

This research is a mixed method research involving both qualitative and quantitative methodologies of research. The qualitative approach is more dominant in the present research. 15 job titles were selected for the study. Only those job titles were selected for which neutral and female-representing terms were available. For example, chairman, chairwoman, and chairperson.

The study used the ***Corpus Linguistic*** tools to interpret the use of male-oriented, female-oriented, and neutral job titles in ***British National Corpus (BNP)***. Sketch Engine was used to know the frequencies of different male-oriented, female-oriented, and neutral job titles. After getting the frequencies of these different job titles, their frequencies were compared to one another to know what sort of job titles are used more in the ***British National Corpus (BNP)***.

The researcher used Fairclough's critical discourse analysis model for the qualitative part of the study. The researcher focused on the differences between the frequencies of male-representing, female-representing, and neutral job titles, the use of pronouns after these job titles in ***British National Corpus (BNC)***, and their contribution to gender discrimination.

Data Analysis

Frequencies of male-oriented, female-oriented, and neutral job titles

Many job titles are used daily by the speakers of the English language in both spoken and written communication. For some job positions, female-representing job titles have been created by the linguists but for some job positions female- oriented job titles are not available. Neutral job titles are

also created by the users of language that represent both genders, males and females. The following 15 job titles have both female-representing and neutral forms.

S.No.	Male Oriented	Neutral	Female Oriented
1	Chairman	Chairperson	Chairwoman
2	Anchorman	Anchor	Anchorwoman
3	Airman	Pilot	Airwoman
4	Policeman	Police Officer	Policewoman
5	Assemblyman	Assemblyperson	Assemblywoman
6	Councilman	Council Member	Councilwoman
7	Foreman	Supervisor	Forewoman
8	Craftsman	Craftsperson	Craftswoman
9	Fireman	Firefighter	Firewoman
10	Headmaster	Principal	Headmistress
11	Newsman	Newscaster	Newswoman
12	Salesman	Sales Person	Saleslady
13	Serviceman	Sailor	Servicewoman
14	Spokesman	Spokesperson	Spokeswoman
15	Waiter	Server	Waitress

Table 1. Shows the frequency of chairman, chairwoman, and chairperson and the difference between the frequencies of these job titles in the *BNP*.

S.No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Chairman	11169	111.69	M	111.69
2	Female-oriented	Chairwoman	69	0.69	F	0.69
3	Neutral	Chairperson	151	1.51	Difference	111

The above table shows that the word 'chairman' is used more than the alternative or neutral job title. A big difference is there between the frequencies of female-oriented and male-oriented job titles. The neutral job title is available but we see that people do not use it.

Table 2. Shows the frequency of anchorman, anchorwoman, and anchor and the difference between the frequencies of these job titles in the BNP.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Anchorman	20	0.20	M	0.20
2	Female-oriented	Anchorwoman	2	0.02	F	0.02
3	Neutral	Anchor	584	5.84	Difference	0.18

Anchors are found in every news channel. Both genders are seen as anchors on television but we use male-oriented terms more than female-oriented terms. In this case, the use of the neutral job title is more than the other two titles.

Table 3. Shows the frequency of airman, airwoman, and pilot and the difference between the frequencies of these job titles in the BNP.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Airman	95	0.95	M	0.95
2	Female-oriented	Airwoman	5	0.05	F	0.05
3	Neutral	Pilot	3167	31.67	Difference	0.90

The neutral job title 'pilot' is used more as compared to the other male-oriented and female-oriented titles. There is a difference between the male-oriented and female-oriented terms but it can be said that there are more airmen than airwomen which is why the male-oriented terms are used more than the female-oriented terms.

Table 4. Shows the frequency of policemen, policewomen, and police officers and the difference between the frequencies of these job titles in the BNP.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Policeman	1989	19.89	M	19.89
2	Female-oriented	Policewoman	158	1.58	F	1.58
3	Neutral	Police Officer	523	5.23	Difference	18.31

Males are considered as brave and daring which is why people usually use the word policeman to refer to males. The great difference is there between the frequencies of policemen and policewomen. Even the frequency of the neutral job title 'police officer' is higher than the frequency of female-oriented words and it indicates that people want to use neutral job titles rather than female-oriented terms. People do not seem to accept females as police officers.

Table 5. Shows the frequency of assemblyman, assemblywoman, and assemblyperson and the difference between the frequencies of these job titles in the BNP.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Assemblyman	14	0.14	M	0.14
2	Female-oriented	Assemblywoman	1	0.01	F	0.01
3	Neutral	Assemblyperson	0	0	Difference	0.13

An assemblyman is a person who is a member of a legislative assembly. Both Males and females are part of the assembly. Both can be found in assembly halls but females are discriminated against in terms of language use. Word representing feminine gender is created by the language users but people are not willing to use it. Assemblyman is used 14 times and assemblywoman is used just once in the *British National Corpus (BNP)*.

Table 6. Shows the frequency of councilman, councilwoman, and council member and the difference between the frequencies of these job titles in the BNP.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Councilman	3	0.03	M	0.03
2	Female-oriented	Councilwoman	1	0.01	F	0.01
3	Neutral	Council Member	62	0.62	Difference	0.02

No big difference is there between the use of male-representing and female-representing job titles. The neutral term for both is used more than the other words.

Table 7. Shows the frequency of foreman, forewoman, and supervisor and the difference between the frequencies of these job titles in the BNP.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Foreman	505	5.05	M	5.05
2	Female-oriented	Forewoman	10	0.10	F	0.10
3	Neutral	Supervisor	743	7.43	Difference	4.95

A foreman can be defined as a person who is in charge of a group of workers. This job requires skills. It is a highly difficult job to control other people. People do not think that females can control others and can perform this job. The big difference between the frequencies of male-representing and female-representing job titles shows that people do not consider females appropriate for this job.

Table 8. Shows the frequency of Craftsman, Craftswoman, and Craftsperson and the difference between the frequencies of these job titles in the BNP.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Craftsman	255	2.55	M	2.55

2	Female-oriented	Craftswoman	4	0.04	F	0.04
3	Neutral	Craftsperson	8	0.08	Difference	2.51

A craftsperson is a person who is skilled in a particular craft. Both genders have skills in doing different types of things but the above table shows that people do not want to use female specific term craftswoman or even the neutral term because they don't consider them to be skilled at anything. A big difference is there between the frequencies of male-oriented and female-oriented terms.

Table 9. Shows the frequency of Fireman, Firewoman, and Firefighter and the difference between the frequencies of these job titles in the BNC.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Fireman	250	2.50	M	2.50
2	Female-oriented	Firewoman	4	0.04	F	0.04
3	Neutral	Firefighter	23	0.23	Difference	2.46

The job title fireman is used 250 times and the alternative job title firewoman is used only 4 times in the BNC. The neutral word 'firefighter' is used more than the female representing the term firewoman. If both genders perform the same duties, such words should be used that represent both genders and no gender should be discriminated against.

Table 10. Shows the frequency of Headmaster, Headmistress, and Principal and the difference between the frequencies of these job titles in the BNC.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Headmaster	1149	11.49	M	11.49
2	Female-oriented	Headmistress	240	2.40	F	2.40
3	Neutral	Principal	4792	47.92	Difference	9.09

Both headmasters and headmistresses are the heads of schools and they supervise the other school teachers. Both have equal responsibilities and duties and both enjoy the same power. But males do not acknowledge the status of female headmistresses and as a result, they do not use the titles that represent females.

Table 11. Shows the frequency of male-oriented, female-oriented, and neutral job titles and the difference between the frequencies of male-oriented and female-oriented job titles.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Newsman	22	0.22	M	0.22
2	Female-oriented	Newswoman	0	0	F	0
3	Neutral	Newscaster	18	0.18	Difference	0.22

As far as I think, newswomen are more in number as compared to newsmen in this modern world and they are more proficient than newsmen. Nowadays people use the neutral term newscaster more than the titles representing males or females. The above table shows that newsswoman is not even used once in 100 million words, whereas the alternative male-oriented term newsman is used 22 times in the *BNC*. The difference between the frequencies of the male and female-oriented titles shows that females are discriminated against.

Table 12. Shows the frequency of Salesman, Saleswoman, and Salesperson and the difference between the frequencies of these job titles BNC.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Salesman	448	4.48	M	4.48
2	Female-oriented	Saleswoman	14	0.14	F	0.14
3	Neutral	Salesperson	227	2.27	Difference	4.34

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A salesman refers to a person who sells goods in a given area. The use of the word salesman is more common because most males, not females, are salespersons. This is an outdoor activity and is performed by men. Due to the association of the job with males, the frequency of male-oriented titles is more than the female-oriented titles in the *BNC*.

Table 13. Shows the frequency of Serviceman, Servicewoman, and Sailor and the difference between the frequencies of these job titles in the BNC.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Serviceman	29	0.29	M	0.29
2	Female-oriented	Servicewoman	1	0.01	F	0.01
3	Neutral	Sailor	444	4.44	Difference	0.28

The neutral job title *sailor* is used more in the *British National Corpus* as compared to the male-specific and female-specific job titles. The neutral job title is used 444 times which is a big number in comparison to other male-oriented and female-oriented terms.

Table 14. Shows the frequency of Spokesman, Spokeswoman, and Spokesperson and the difference between the frequencies of these job titles in the BNC.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Spokesman	3828	38.28	M	38.28
2	Female-oriented	Spokeswoman	604	6.04	F	6.04
3	Neutral	Spokesperson	245	2.45	Difference	32.24

Someone who is chosen by a group or organization to speak officially to the public is called a spokesperson. This job is occupied by both genders. Spokesman and spokeswoman do their duty equally and have equal responsibilities but the above table indicates that the people do not want to use the term that represent female. The table shows that there is a big difference between the frequencies of both terms. If both genders do the same duties and words are also available for them that represent what they do, then these words should be used to refer to them so that discrimination can be avoided.

Table 15. Shows the frequency of Waiter, Waitress, and Server and the difference between the frequencies of these job titles in the BNC.

S. No.	Orientation	Job Title	Frequency in the corpus	Frequency per million	Difference in the frequency of male and female-oriented job titles	
1	Male-oriented	Waiter	672	6.72	M	6.72
2	Female-oriented	Waitress	270	2.70	F	2.70
3	Neutral	Server	1314	13.14	Difference	4.02

The frequency of the neutral job title server is more than the male and female-specific job titles. The waiter is used 672 times and the waitress is used 270 times. The gap is there between their frequencies but it cannot be said that the females are discriminated against because the waiters are more in number than waitresses. Waiters are found in every hotel as waitresses are found only in some big three-star or five-star hotels. The number of waitresses is less than the number of waiters which is why a difference is there between their frequencies in the *BNC*.

Frequencies of the pronouns he, she, his, and her used with male-oriented, female-oriented, and neutral job titles

The frequencies of the male-oriented and female-oriented job titles show that females are discriminated against in terms of pronouns as well. The pronouns *"he"* and *"his"* are used to represent males and the other pronouns *"she"* and *"her"* are used to represent females. When we use a neutral job title such as chairperson, anchor, or server, we want to refer to both genders that are males and females. But most of the people use these terms to refer to males. They don't want to represent females by these neutral job titles. Table 16 shows that the male-representing pronouns *he* and *his* are used more in *British National Corpus* (*BNC)* as compared to the other pronouns that represent females (see Appendix). Although these neutral job titles are created to refer to both genders people even discriminate against females by using male-oriented pronouns after them. The frequency

of male-oriented pronouns with neutral job titles is more than the frequency of female-oriented job titles. First of all, languages do not have words to represent females and if words are created to represent females, people do not use them. The male-representing pronouns *"he"* and *"his"* are used 15 and 4 times respectively whereas the female-representing pronouns *"she"* and *"her"* are used 4 and 1 time respectively. The frequencies of male-representing pronouns used with the neutral job title *"sailor"* are more than the frequencies of female-representing pronouns used with the same job title. In some of the cases, the frequency of female-representing pronouns with neutral job titles is more than the frequency of male-representing pronouns such as in the case of chairperson and anchor etc.

Discussion

Sexist language is a language that excludes one sex. Lei (2006) says that sexist language is a language that expresses bias in favor of one sex and unequally treats the other sex. Most of the time, this bias is expressed not in favor of women, but in favor of men. Graddol and Swann (1989: 96) define sexism as any discrimination against women or men because of their sex and made on irrelevant grounds. He is quite right in what he says. Females are discriminated against in our society totally on irrelevant grounds. There is no reason why females should be discriminated against. In this modern world, both males and females are performing the same duties but still, people look down upon females and they do not even give labels to professions that represent females. Almost all the job titles are male-oriented and represent males. Wareing (2004) stated that sexist language is always against women. She further said that sexist language represents men and women unequally, as if members of one sex were somehow less completely human and less complex and had fewer rights than members of the other sex. All human beings and both genders are equal but people make attempts to diminish the feminine gender. Atkinson (1993) notes that females are discriminated against not only in terms of labeling but also in terms of the strategies adopted in mixed-sex interaction. He thinks that females are discriminated against when things are labeled in ways that only represent males and exclude females.

Females are discriminated against in the labels that are given to different professions. As stated above, females are found in every domain serving different organizations and performing their duties. But if we look at the different titles, we see that almost all job titles are male-oriented and they contain a word that represents males. Some words refer to the masculine gender and we add some terms to that male representing term to refer to the feminine gender. For example, doctors, teachers, students, pilots, lawyers, soldiers, shopkeepers actors, etc. People add a lady to the doctor, female to teacher, student, pilot, and shopkeeper to refer to the feminine gender. Litosseliti (2006) says in this regard that lots of professional terms are traditionally male. The use of a female marker has been adopted for instance in lady or female doctors. She says that when such terms are added to a word, it diminishes the prestige of a person by drawing attention to his or her sex. This is a clear example of gender discrimination. This shows that we do not have words for females to represent them and we add words to males representing words to represent them. Lei (2006) argues that occupational nouns and job titles ending in -man obscure the presence of women in such professions and positions. He further says that the frequent use of the word "girl" further increases the trivialization of women. When a woman is described as a girl in the same context as a man is referred to as a man, it indirectly implies that women are not considered by men to be grown-ups. Holmes (2001) said that women are frequently victims of both conscious and unconscious sexism. He said that the prevalence of sexism is also present in language. Further, he said that women are treated linguistically as subordinate. It is clear from the above examples that females are consciously discriminated against. If females are performing the duties in the same way as males are performing, then such titles should also be created that represent females. The absence of job titles for females shows that they are treated linguistically as subordinate to males.

The issue is not only that female-representing job titles are not available to represent females but the issue is also that if the female-representing job titles are available and are created by the linguists, people do not usually use them. The above tables clearly show the negative attitudes of people towards the use of female-oriented job titles. There are great differences between the frequencies of the job titles that represent males and the job titles that represent females. For example, the male representing the job title "chairman" is used 11169 times, and the female representing the job title "chairwoman" is used only 69 times. "Anchorman" is used 20 times and "anchorwoman" is used only 2 times. "Policeman" and "policewoman" were used in 1989 and 198 times respectively. These

are some of the professions where both males and females are found performing jobs. These job titles are frequently used by the people. One another well-known profession is teaching. In schools, both the headmasters and headmistresses perform their duties but there is a big difference between the frequency of headmaster and headmistress in the ***British National Corpus***. The above table shows that the job title "headmaster" is used 1149 times and the other job title "headmistress" is used 240 times. It shows that females are consciously discriminated against. Instead of using female terms to represent females, people use male-oriented job titles to refer to females. Mills (2008) talked of overt sexism and indirect seism. He said that overt sexism is explicitly and overtly conveyed, expressed, and marked by certain sets of linguistic features or usages such as naming, dictionaries, generic pronouns, and nouns, insult terms for women, semantic derogation of first names and surnames, etc. On the other hand, he says, indirect sexism is a more subtle form of contextualized sexism and it is expressed through humor, presupposition collocation, etc. So it means that the naming of different professions comes under the category of overt sexism. Formanowicz et al. (2013) conducted their research in Poland and noted that it is well-established and more common in the Polish language to use male-representing job titles for women. Horvath (2013) talked of the discrimination of women in leadership positions. He said that women are discriminated against in leadership positions as well. Leadership positions are headmaster and chairman etc. Although women have increasingly gained access to leadership positions, they are still underrepresented in top management (European Commission, 2011).

Sometimes people use job titles that are female-oriented but the pronouns that they use after them create problems. Most of the time, when a person uses a term that represents a female, he/she uses a pronoun such as "his", "him" or "he" after it that represents the male. Sometimes it happens unconsciously and sometimes people do it consciously to discriminate females. In the above table no. 2, it can be seen that the male representing pronouns "he" and "his" are used more with the female representing job titles than the female representing pronouns "she" and "her" are used with the male representing job titles. Lei (2006) regarded the use of "he", "his" and "him" as a common form of sexism. He said that there are many ways of replacing the 'he/him / his' pronouns without distorting the message or readability. Some of the strategies he gave for this are recasting the plural, leaving out the pronoun, repeating the noun, and recasting the sentence to avoid pronouns.

People use male-oriented terms to refer to females to underrepresent them. Whenever a person uses language, there is always a purpose behind it. No one uses language without having an implicit or explicit purpose behind it. When a person uses language, he/she chooses different types of words and different people select different types of words. There is always a specific purpose behind using a specific word. Gastil (1990) said that biased language, such as sex-marked job titles and masculine pronouns, suggests the superiority of males over females. In the same way, gender-biased language creates masculine images or uncertainty in the minds of their receivers and affects the self-concepts of both women and men. People use male-oriented job titles to show that males are superior to females. By using such language, people create the identity of self and others. Fairclough (1992) says that language is the product of power and identity is the product of language. Identity is created when language is used. When a person uses a male-representing job title to refer to females, he/she creates his/her identity as something superior to females. As it is stated that language is the product of power, it can be said that language is created by powerful people. In society, males are traditionally considered superior to females which is why such sort of words are created that show the superiority of males over females. Lei (2006) said that language is a social phenomenon and it is closely related to social attitudes. In the past, women were supposed to stay at home, remaining powerless and generally subordinate to men, whereas men were considered the center both in the family and society. He says that the existence of sexist language is due to sexism in society. Due to this, languages are male-oriented. Spender (1980) says, in his book man-made language, that language is made by man for man. Hidden ideologies are always behind the use of such job titles that diminish feminine gender. Some presuppositions and common sense have been imposed upon society in a way that people are forced to use such titles. If they do not use it in a way it has been used by the people in power, it would seem highly awkward. Klein (n.d.) says that many times, writing in a non-sexist way seems very awkward and disrupts the flow of the paper.

Conclusion

Both males and females are living in the same society and both of the sexes have the same rights as human beings. Both genders perform different activities and do different jobs. In these jobs, both genders have the same rights and responsibilities. Both are equally accountable for what they do in their jobs. But in the same jobs and the same situations, despite having the same responsibilities, females are not given the same services and freedom as given to males. Both males and females teach in schools and colleges but female teachers cannot enjoy the same freedom as male teachers enjoy. Even though both genders are found in the same job domains, females are not given the job titles through which they can represent themselves. If, in some of the cases, they are given job titles, people do not usually use these terms to refer to females. Rather they use male-oriented words to refer to females. The study showed that the frequency of female-oriented job titles is much less than the frequency of male-oriented job titles in the British National Corpus (BNC). In some of the cases, the frequency of neutral job titles is greater than the frequency of female-representing job titles. Sometimes a neutral job title is used but after that people use male-oriented pronouns that lead to gender discrimination. The study showed that the frequency of female-oriented pronouns is less than the frequency of male-oriented pronouns after neutral job titles are used. These are some of the ways through which females are discriminated and the corpus also showed that females are discriminated against.

The study showed the frequency of male-oriented job titles, and female-oriented job titles, and the difference between the frequencies of male-oriented and female-oriented job titles in the **British National Corpus (BNC)**. The study found that the frequency of male-representing job titles is higher than that of female-oriented job titles. The study will help people know how females are discriminated against in the **BNC**. It will also help people realize that females are discriminated against in different professions and, in turn, they will try to create words and job titles that represent females.

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Appendix

Table 16. Frequencies of the pronouns *he, she, his,* and *her* used with male-oriented, female-oriented, and neutral job titles

Group No.	Word	He	She	His	Her
	Chairman	1185	112	776	99
1	Chairwoman	0	4	2	2
	Chairperson	4	2	2	4
	Anchorman	4	1	4	1
2	Anchorwoman	0	0	0	0
	Anchor	35	22	17	20
	Airman	18	5	17	2
3	Airwoman	0	2	0	1
	Pilot	351	63	297	65
	Policeman	479	92	282	94
4	Policewoman	22	37	7	34
	Police officer	0	0	0	0
	Assemblyman	2	0	1	0
5	Assemblywoman	0	0	0	0
	Assemblyperson	0	0	0	0
	Councilman	2	0	2	0
6	Councilwoman	2	0	2	0
	Council member	4	3	2	0
	Foreman	132	7	77	12
7	Forewoman	1	3	0	5
	Supervisor	59	32	67	38
	Craftsman	36	2	44	2
8	Craftswoman	0	1	0	1
	Craftsperson	1	0	0	0
	Fireman	43	6	40	12
9	Firewoman	1	0	0	1
	Firefighter	4	0	4	1
	Headmaster	293	36	175	33
10	Headmistress	7	72	1	61
	Principal	249	48	324	60
	Newsman	1	1	6	3
11	Newswoman	0	0	0	0
	Newscaster	2	1	2	0
	Salesman	95	8	78	10
12	Saleswoman	0	4	0	3
	Salesperson	11	2	30	6
	Serviceman	8	1	2	1
13	Servicewoman	0	0	0	0
	Sailor	78	33	56	34
	Spokesman	257	67	170	49
14	Spokeswoman	19	33	14	25
	Spokesperson	5	10	0	4
	Waiter	174	57	102	84
15	Waitress	35	67	14	56
	Server	15	1	4	1