



Stereotypes of Feminine Speech Attributes: A Comparison of Gender-Stereotyping versus Self-Stereotyping Attitudes in Pakistani Society

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ABSTRACT

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This research paper aims to examine gender stereotypes of feminine speech attributes in Pakistani society and to compare gender stereotyping versus self-stereotyping attitudes toward these attributes. A preliminary survey was conducted on a sample of 50 Pakistani adults, from Quaid-e-Azam University Islamabad (2022). Participants were asked to rate their agreement or disagreement with the following six feminine speech characteristics: more talkative, show agreement in speech, demand clarification, show surprise, show minimal responses and be more polite in conversation. Results showed that both males and females had a strong agreement that females are more talkative and polite in conversation, while they were less likely to agree that females demand clarification, show surprise, or show minimal responses. In conclusion, this study shows that both gender-stereotyping and self-stereotyping attitudes are present in Pakistani society when it comes to feminine speech attributes.

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1. Introduction

Gender stereotyping is a pervasive phenomenon that has been studied and documented in many societies. In Pakistan, gender stereotyping has been documented in research and everyday life. This paper aims to examine the stereotypes attributed to female speech attributes in Pakistani society and analyze how these stereotypes are related to gender-stereotyping attitudes and self-stereotyping attitudes. Gender Stereotyping in Pakistan.

Gender stereotyping is a form of social categorization that involves attributing certain characteristics or qualities to members of a particular gender. It is a process that is both conscious and unconscious and is pervasive in many societies (Biernat, Vescio, & Green, 1996; Coffman, 2014; Crawford, 2003; Lampert & Ervin-Tripp, 2006; Latrofa, Vaes, Cadinu, & Carnaghi, 2010; Liu & Self, 2020). In Pakistan, gender stereotyping is a deeply rooted phenomenon, with traditional values and norms playing a major role in perpetuating gender disparities (Ahmed & Khanam, 2010). Gender stereotypes have been documented in various areas such as the workplace, education, and other social contexts (Khan & Luxton-Reilly, 2016).

Research has shown that gender stereotypes are often used to justify gender-based discrimination and inequality in Pakistani society. For example, a study by (Khan & Luxton-Reilly, 2016) found that gender stereotypes were used to justify discriminatory practices against women in the workplace, such as unequal pay and job promotion opportunities. Similarly, a study by Ahmed and Khanam (2010) found that gender stereotypes were used to justify discrimination against female students in educational settings.

In Pakistani society, gender stereotypes are often attached to feminine speech attributes. Studies have shown that female speech is often characterized by certain attributes, such as

being polite, gentle, and submissive (Khan & Luxton-Reilly, 2016). These stereotypes are often used to portray women as less capable and less authoritative than men, and to justify women's exclusion from certain roles or activities (Ahmed & Khanam, 2010).

Studies have also shown that Pakistani women are often expected to conform to certain speech patterns that are seen as appropriate for women. For example, a study by Khan and Luxton-Reilly (2016) found that women in Pakistan are expected to use language that is polite and indirect and to avoid using language that is seen as too direct or assertive. Similarly, a study by Ahmed and Khanam (2010) found that women are expected to use language that is more submissive and respectful than men.

Gender-stereotyping attitudes refer to attitudes that support gender stereotypes and socially prescribed gender roles. These attitudes are pervasive in Pakistani society and have been documented in various contexts (Khan & Luxton-Reilly, 2016). Studies have shown that gender-stereotyping attitudes are often used to justify discrimination and inequality against women in Pakistani society (Ahmed & Khanam, 2010).

Self-stereotyping attitudes, on the other hand, refer to attitudes that promote and reinforce the gender stereotypes that are attributed to oneself. Studies have shown that self-stereotyping attitudes can lead to internalized gender stereotyping, which is when individuals come to believe in and accept the gender stereotypes that are attributed to them (Rudman, 2001). In Pakistani society, self-stereotyping attitudes among women have been documented in research (Khan & Luxton-Reilly, 2016).

Stereotypes of feminine speech attributes are pervasive in Pakistani society and can have a significant effect on the way people perceive and interact with one another. Stereotypical views of femininity and speech attributes are commonly held across cultures and can be perpetuated through a variety of social and cultural practices. In Pakistan, gender stereotyping of speech attributes is common and can be seen in everyday conversations and language use. This study seeks to investigate how gender-stereotyping and self-stereotyping attitudes manifest in Pakistani society with respect to speech attributes. In order to explore this topic, a study was conducted with a sample of Pakistani participants. The participants were asked about their views on speech attributes and gender-stereotyping attitudes. The data were analyzed using a content analysis approach, which revealed both gender-stereotyping and self-stereotyping attitudes in the participants. The results indicated that while gender-stereotyping attitudes towards speech attributes were common, self-stereotyping attitudes were also present in the sample. The findings from this study suggest that gender-stereotyping and self-stereotyping attitudes towards speech attributes are both present in Pakistani society. It suggests that gender stereotyping could have an impact on how people perceive and interact with one another. This study contributes to the current literature on gender stereotypes in Pakistani society by investigating the prevalence of both gender-stereotyping and self-stereotyping attitudes toward speech attributes. Furthermore, this study adds to the growing body of research on self-stereotyping, which has largely been neglected in Pakistani society. Finally, this study provides insight into the way gender-stereotyping and self-stereotyping attitudes manifest in Pakistani society, which can be used to inform future research and interventions.

In conclusion, this paper has examined the stereotypes of feminine speech attributes in Pakistani society, and how these stereotypes are related to gender-stereotyping attitudes and self-stereotyping attitudes. The findings of this paper suggest that gender stereotypes are pervasive in Pakistani society, and are often used to justify gender-based discrimination and inequality. Moreover, the findings also suggest that self-stereotyping attitudes among women are a common phenomenon, and can lead to internalized gender stereotyping.

1.1. Significance of the Study

The significance of this research is that it provides insight into the cultural stereotypes of gender in Pakistani society and how these stereotypes may shape people's attitudes and behaviors. By understanding these gender stereotypes, we can gain a better understanding of the social dynamics in Pakistani culture and how they affect gender roles and communication. We can better understand the dynamics of gender relations in Pakistani society and how they may contribute to gender inequality.

1.2. Research Objectives

The objective of this research is to examine how gender-stereotyping and self-stereotyping attitudes towards feminine speech attributes vary in Pakistani society and how these attitudes may be impacting gender relations in the country.

1.3. Research Questions

1. What are the stereotypes of feminine speech attributes in Pakistani society?
2. To what degree do Pakistani adults agree or disagree with the following six feminine speech characteristics: more talkative, show agreement in speech, demand clarification, show surprise, show minimal responses, and more polite in conversation?
3. How do gender-stereotyping and self-stereotyping attitudes influence the way people view feminine speech attributes in Pakistani society?

1.4. Limitations of the Study

The main limitation of the study is that it is based on a small sample size of 50 respondents, which may not be representative of the larger population. However, it is appropriate for a preliminary study as it allows us to gain initial insights into the attitudes of the population and determine if further study is necessary. Additionally, the study was conducted in a single country, which may limit the generalizability of the results.

2. Literature Review

Gender discrimination prevails everywhere, in every place, every country, and in every culture whether it is western or eastern. However in the past language and gender has been studied in diverse ways and the changing approaches to language and gender were given as deficit, Dominance, Difference, and Discursive approaches.

The Deficit approach is attributed to Jespersen (1922), who ascribes standard (normative) and non-standard, or deficient, roles to feature users. In Jespersen's work, male language is standard and the language of others the child, the foreigner, and the woman is considered extra to the norm and deficient. Lakoff (2004) instigated in her research the Dominance approach which ascribes the dominance of men within society she states that "women lack authority and seriousness, they lack conviction and confidence". Tannen (1990) undertook this further study and so popularized a Difference approach. This approach develops the two culture model of men and women where children are socialized within two separate groups. She presented women's indirectness not as a result of subservience but of sensitivity. She tries to offer alternatives to issues within the dominance approach that there are gender differences in speech. After the Difference approach, Deborah Cameron demonstrates how versions of gender stereotypes can change according to responses to shifts in the economic climate in her discursive approach. Power structures inherent within patriarchy create gender differences; she explains that masculinity lies not in its contrast with femininity, but in the asymmetrical dominance and prestige given to the males in this society.

A number of studies (Freed, 1995; Furfey, 1944; Goddard, Patterson, & Mean, 2000; Henley & Kramarae, 1991; Sohn, 1982; Tripp, 2001) demonstrated how gender affects someone's behavior in everyday interaction because everyone is treated differently in the basis of their gender. They used a variety of topics to elaborate the gender differences like interruptions in conversation, gender biased in vocabulary and language, patterns of inequality in speech and conversation, and cultural images of men and women. Males and females are different in movement and kinesics, the intriguing communication changes needed by individuals who change from one gender to another, and how gender affects communication patterns in different ways in cultures around the world. They suggested that gender differences in communication are helpful in understanding the psychology of men and women. The knowledge of gender differences in verbal communication helps in resolving conflicts, overcoming communication barriers, and maintaining healthy relationships. They suggested that men are more aggressive towards achieving their goals and it is reflected in their speech, they solve problems independently, offering advice rather than listening to them, while the women are inclined towards acceptance and do not mind listening to advice. They differentiated the speech qualities of both genders and argued that they are reflected in their communication styles. However, Klein describes these so-called differences as gender stereotypes and defines them as:

A stereotype is a false, quick-fix oversimplification of a complex social reality that tends to evoke a strong emotional response. Since they typically embody a negative emotional response, it is indicative of stereotypes that they are projected outward, that is applied not to "us" but "to "them" Klein (1950), cited by (Denmark & Paludi, 2007). Klein thus continues to demonstrate the female stereotypes as:

Whether she is strong-willed or meek, single-minded or hesitant, gentle or quarrelsome—she is supposed to possess a particular version of whatever trait she manifests and her stubbornness or submissiveness, her capriciousness or lack of humor will be found "typically feminine." (Klein, 1950) (4).

Many researchers investigated the influence of gender stereotypes (Bauer, 2015; Brescoll, 2016; Charlesworth, Yang, Mann, Kurdi, & Banaji, 2021; Haines, Deaux, & Lofaro, 2016; Heilman, 2012; Hentschel, Heilman, & Peus, 2019; Pavlova, Weber, Simoes, & Sokolov, 2014; Ramaci et al., 2017) in several domains and the factors that contribute in the creation of gender stereotypes.

Lopez-Zafra and Garcia-Retamero (2012) examined the dynamics of gender stereotypes that affect the gender-related views of men and women in the past, present, and future. 277 Spanish men and women participated in the study. They found that young people have an equalitarian perception of gender. Young men are not viewed as having more masculine traits, while young women are perceived with masculine qualities. They confirm that gender stereotypes are changing in Spain.

Pavlova et al. (2014) measured the effect of gender stereotyping on social cognitive tasks and found that stereotyping affects both males and females, however, there is a significant influence on females. Thus a negative message for males results in a deterioration of female performance. They maintain that "gender affects performance on a variety of cognitive tasks and this impact may stem from socio-cultural factors such as gender stereotyping" (114802).

Bauer (2015) argues that women candidates are underrepresented during elections because gender stereotypes hamper female candidates' success in elections. But there is no substantial empirical evidence to support the view that stereotypes affect voting decisions which leads to indecisive results. The conflict emerges from the assumptions on the part of voters who rely on gender stereotypes by-default while estimating female candidates. This study used survey and observational analysis to evaluate the by-default activation of stereotypes. Bauer suggests that stereotype dependence increases when stereotypes are activated during the campaign and it influences the estimation of female candidates. The results indicate that stereotypes are activated during campaign communication which may not be activated otherwise. Thus it weakens support for female candidates.

Haines et al. (2016) conducted a comparative study of gender stereotypes to see whether they are changing over time or not. They argued that women's participation has been increasing in different professions, sports, and education while men's participation has been almost stable. In order to address this question they compared the data collected in the 1980s to the data collected in 2014. In both studies, participants rated the gendered characteristics (roles, traits, behaviors, professions, physical personas). The results indicate that in spite of women's increased participation and acceptance the basic gender stereotypes persist today as much as they used to be in the past. They argued that stereotypes may influence greatly the decisions of people in power positions. Similarly, Brescoll (2016) maintains that women are perceived to be more emotional than men in Western cultures. The gender stereotypes of emotions affect female leaders predominantly because it leads to the prejudiced and unfair judgment of female leaders.

Ellemers (2018) maintains that the differences between men and women are reflected in the existing stereotypes to some degree and it also affects the way men and women see each other and behave likewise. She reviews the nature and content of gender stereotypes and suggests that knowledge of gender stereotype functions can help to avoid the unfair judgment of individuals (275). Ellemers puts it as:

Gender stereotypes not only affect the way we perceive others and the opportunities we afford them, but also impact our conceptions of self, the demeanor we see as desirable, the life ambitions we consider appropriate, and the outcomes we value. These effects may harm our resolve to engage with domains we find personally valuable, undermine our ability to perform well, and impair our life outcomes. Paradoxically, then, the firm belief that gender stereotypes accurately reflect the achievements and priorities of most men and women prevents individuals from displaying their unique abilities and acting in line with their personal preferences (Ellemers, 2018) (291).

Heilman (2012) used an experimental framework to investigate how men and women characterize themselves and others in their gender group. 628 U.S. participants rated themselves and others on two scales (agency and communality) comprised of the following components of gender stereotypes: independence, assertiveness, leadership instrumental proficiency, sociability, and emotional sensitivity. The results indicate that women rated themselves as less stereotypic in terms of assertiveness and leadership as compared to others in their gender group. On the other hand, men rated themselves as less stereotypic in terms of commonality.

Charlesworth et al. (2021) analyzed gender stereotypes in language corpora (65 million words) comprised of child and adult conversations, books, movies, and television. They found that gender stereotypes are consistently present in corpus irrespective of the underlying differences among corpora (e.g. time period, age group, formats). They assert that:

Stereotypes are associations between social groups and semantic attributes that are widely shared within societies. The spoken and written language of society affords a unique way to measure the magnitude and prevalence of these widely shared collective representations. (Charlesworth et al., 2021).

The present study deals with the speech practices associated with gender in Pakistani society and culture.

Breda, Jouini, Napp, and Thebault (2020), examine how gender stereotypes can explain the gender equality paradox. The gender-equality paradox is the phenomenon of women and girls experiencing greater educational and economic opportunities, yet still experiencing significant disparities in gender-based outcomes such as wages and job opportunities. They explore the role of gender stereotypes in explaining this paradox. They use a combination of survey data, experimental data, and agent-based modeling to examine how gender stereotypes shape individuals' attitudes and choices, and how this contributes to gender disparities. They found that gender stereotypes are a significant factor in explaining the gender-equality paradox, as they lead to women and girls being disadvantaged in both education and labor markets. They provided implications of their findings for policy and interventions. They suggest that interventions that target gender stereotypes can lead to more equitable outcomes for women and girls and that policymakers should consider how gender stereotypes are influencing decisions and outcomes. It provides insight into the role of gender stereotypes in explaining the gender-equality paradox. They suggest that gender stereotypes are a significant factor in perpetuating gender disparities and that interventions that target gender.

Tyarakanita, Drajadi, Rochsantiningsih, and Nurkamto (2021) provide an in-depth analysis of the representation of gender stereotypes in Indonesian English language textbooks. They used a qualitative approach to examine the language used in the texts, which revealed the presence of gender stereotypes in terms of gender roles, language use, and physical characteristics. They also discuss the implications of this phenomenon on the student's attitudes and behaviors, as well as the potential of language and literature to challenge traditional gender roles. This study is important in understanding the role of language and literature in shaping gender stereotypes.

Lawson, Martin, Huda, and Matz (2022) provide compelling evidence that hiring women into senior leadership positions is associated with a reduction in gender stereotypes in organizational language. They used a large dataset to analyze the language used in job postings and how the language changed with the introduction of senior female leadership. The results

show a significant decrease in the use of gender-stereotypical language in job postings. This study is important in demonstrating that organizational language can be an important indicator of progress in gender equity in the workplace.

Hassan, Luo, Gu, Mushtaque, and Rizwan (2022) provide an interesting insight into the parental and media influence on gender stereotypes and young students' career choices in Pakistan. They use qualitative research methods to examine the influence of media and family on young students' career choices and their perceptions of gender roles.

3. Research Methodology

The present study employed both qualitative and quantitative research methods to examine gender stereotypes. A short questionnaire is used to collect data from 50 male and female respondents. The data was collected from graduate students at Quaid-e- Azam University Islamabad (2022). For qualitative analysis, participants responded to a 5-10 minutes short interview and were tape-recorded. In the first task, the participants were provided with 12 attributes to be assigned to either Males or females. 50 male participants and 50 female participants rated the feminine speech characteristics. In the second task, male participants rated the female speech characteristics and Female participants rated the female speech characteristics. The data from the rating task is analyzed statistically.

The sample size of 50 respondents was chosen to ensure that the results of the study would be representative of the population. We wanted to ensure that we had enough participants to be able to accurately capture the attitudes of the group. We also wanted to ensure that our sample was diverse and represented a range of backgrounds, ages, and genders. We also wanted to ensure that we had an equal number of male and female respondents. We used a convenience sampling method. This method allows us to select a sample of people who are conveniently available to us. We chose to use this method because it was the most practical and cost-effective option for our study.

3.1. Research Questions

Q1: What are the gender stereotypes associated with the way people speak in Pakistani society?

Q2: How do gender stereotypes influence the way people talk in Pakistani society?

Q3: Are there any differences in the language used by men and women in Pakistani society?

Q4: How do gender stereotypes affect the self-stereotyping attitudes of Pakistanis?

Q5: What are the differences between gender stereotyping and self-stereotyping attitudes in Pakistani society?

Q6: How do gender stereotypes and self-stereotyping attitudes affect the speech attributes of Pakistani women?

3.2. Interview Questions:

Q1: How do you perceive yourself in terms of your speech?

Q2: Do you think there are any gender stereotypes associated with the way you speak?

Q3: Are there any expectations from others regarding the way you should talk?

Q4: Do you think there is a difference between the way men and women speak?

Q5: Do you think there are any differences in the language used by men and women?

Q6: Do you think that gender stereotypes influence the way you talk?

4. Qualitative Analysis

Some of the responses from participants' interviews are as follows:

Interviewer: Thank you for agreeing to participate in this interview. I'd like to ask you some questions about the stereotypes of feminine speech attributes in Pakistani society. First, can you tell me about your personal experience with these stereotypes?

Participant: Sure. From my experience, I have noticed that there is a strong stereotype in Pakistani society that women should be quiet and reserved in their speech. This stereotype is often used to discourage women from speaking up or expressing their opinions. It is also used to discredit women's views and make them seem less valid.

Interviewer: How do you think these stereotypes affect the lives of women in Pakistan?

Participant: I think these stereotypes are damaging because they limit the opportunities for women to participate in public conversations and decision-making. They can also lead to self-censorship among women, which can have a negative impact on their ability to express their opinions and ideas.

Interviewer: Could you please tell me about any stereotypes that you have encountered in regard to feminine speech attributes in Pakistan?

Participant: Yes, of course. From my experience, there are several stereotypes that are associated with feminine speech attributes in Pakistan. One of the most common is that women are expected to be more soft-spoken and gentle than men. This means that women are often assumed to be quieter and less confident when speaking in public. Additionally, women are also expected to be more polite and respectful when addressing others, even if the other person is wrong. Another stereotype is that women are expected to use certain words or phrases that are considered to be more "feminine." For example, using words like "please" or "thank you" when addressing someone is seen as proper for women. Finally, women are also expected to be more gentle and understanding in their conversations with others.

Interviewer: Can you tell me about your experiences with gender stereotyping in Pakistani society?

Participant: Yes, I have experienced gender stereotyping in Pakistani society. For example, people tend to assume that women are naturally more talkative, emotional, and irrational than men. I have had people tell me that I should not be speaking up in conversations, or that I should not be so passionate when discussing certain topics. I also have had people tell me that I am too emotional and irrational and that I should control my emotions and think more logically. This type of stereotyping is very hurtful and can be discouraging, especially when it comes from people close to you.

Interviewer: Can you tell me what are your thoughts on the stereotypes of feminine speech attributes in Pakistani society?

Participant: Yes, I believe that there are certain stereotypes of feminine speech in Pakistani society. These stereotypes can be seen in the way that women are expected to speak and interact with others. For example, women are often seen as being too quiet, not speaking up when they have something to say, and not expressing their opinions. Women are also expected to use softer tones and not show any assertiveness or aggression when they speak. This can be seen as a way of restricting women's voices and not allowing them to express themselves fully.

Interviewer: Do you think there are differences in the language used by men and women in Pakistani society?

Participant: Yes, there are huge differences in the language used by men and women in Pakistani society. Men are more likely to use aggressive and assertive language while women tend to use softer and more polite language. This can lead to women being seen as less competent and less authoritative in conversations and public discourse.

Interviewer: How do gender stereotypes and self-stereotyping attitudes affect the speech attributes of Pakistani women?

Participant: Gender stereotypes and self-stereotyping attitudes can lead to women speaking in a less confident and less assertive manner, which can be seen as a lack of competency or a lack of authority. This can lead to women being undervalued and overlooked in conversations and in decision-making. It can also lead to a lack of self-confidence among women and can affect their ability to express themselves and their opinions.

Interviewer: Do you think that gender stereotypes influence the language used by men and women in Pakistani society?

Participant: Yes, absolutely. There are certain words and phrases that are seen as more 'masculine' and others that are seen as more 'feminine'. Men are more likely to use 'masculine' language and women are more likely to use 'feminine' language. This can lead to a discrepancy between the language used by men and women in Pakistani society.

Interviewer: How do you think gender stereotypes and self-stereotyping attitudes affect the speech attributes of Pakistani women?

Participant: Gender stereotypes and self-stereotyping attitudes can have a significant impact on the speech attributes of Pakistani women. Women are more likely to use language that is seen as more 'feminine', such as using more adjectives and more polite language. This can lead to women feeling like they have to be more careful and measured in their speech in order to fit into societal expectations.

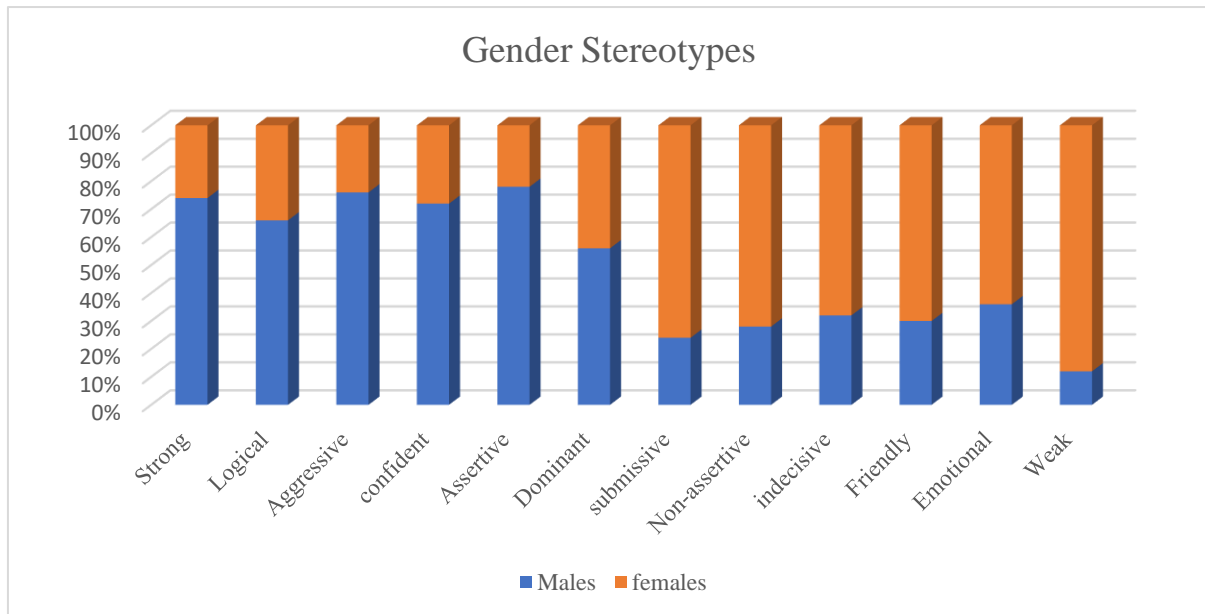
The qualitative analysis regarding gender stereotyping and self-stereotyping attitudes in Pakistani society revealed several interesting findings. Firstly, the research found that gender stereotypes do exist in Pakistani society, with people expecting women to speak in a certain way and men to speak in a different way. The research also revealed that there are differences in the language used by men and women, as women are expected to use more polite language and men are expected to use more direct language. Furthermore, the research found that gender stereotypes have a strong influence on the self-stereotyping attitudes of Pakistanis, with women feeling more pressure to conform to traditional gender stereotypes. Finally, the research showed that gender stereotypes and self-stereotyping attitudes have a major impact on the speech attributes of Pakistani women, as they are more likely to use more polite and indirect language. Overall, the research paper highlighted the importance of recognizing and challenging gender stereotypes in order to create a more equitable society.

Table 1: Quantitative Analysis

Gender Stereotypes	Males	Females
Strong	37	13
Logical	33	17
Aggressive	38	12
confident	36	14
Assertive	39	11
Dominant	28	22
submissive	12	38
Non-assertive	14	36
indecisive	16	34
Friendly	15	35
Emotional	18	32
Weak	6	44

Table.1. shows the stereotypes attributed to men and women by 50 random respondents. Table-1 shows that there are some traits that are generally attributed to men or women based on gender stereotypes in Pakistani society. Men are perceived to be stronger, more logical, aggressive, confident, and assertive, while women are seen as more submissive, non-assertive, indecisive, friendly, and emotional. The survey data supports this view with respondents ascribing higher percentages to men for the traits of strong, logical, aggressive, and assertive, while women received higher percentages for being submissive, non-assertive, indecisive, friendly, and emotional. These gender stereotypes are largely a result of social conditioning and can be perpetuated by a lack of education and awareness.

Q.1. Do you think any of these traits characterize men or women?



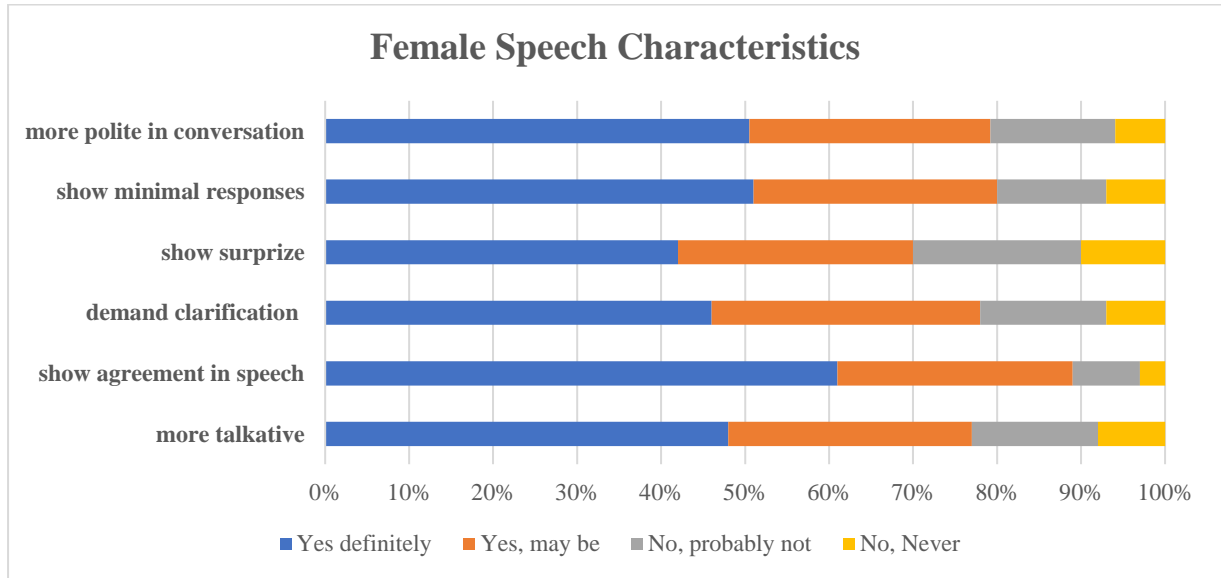
The graph.1. shows the responses of 50 random respondents to the question regarding whether they think any of the listed traits characterize men or women. The results show that the majority of respondents attribute traits such as strong, logical, aggressive, confident, assertive, and dominant to men, while traits such as submissive, non-assertive, indecisive, friendly, emotional, and weak are attributed to women. This suggests that there is a general stereotype that men are more dominant and assertive than women and that women are more submissive and emotional than men.

Q.2. to what degree do you agree or disagree with the following feminine speech characteristics?

Table 2: Random Participant's Response

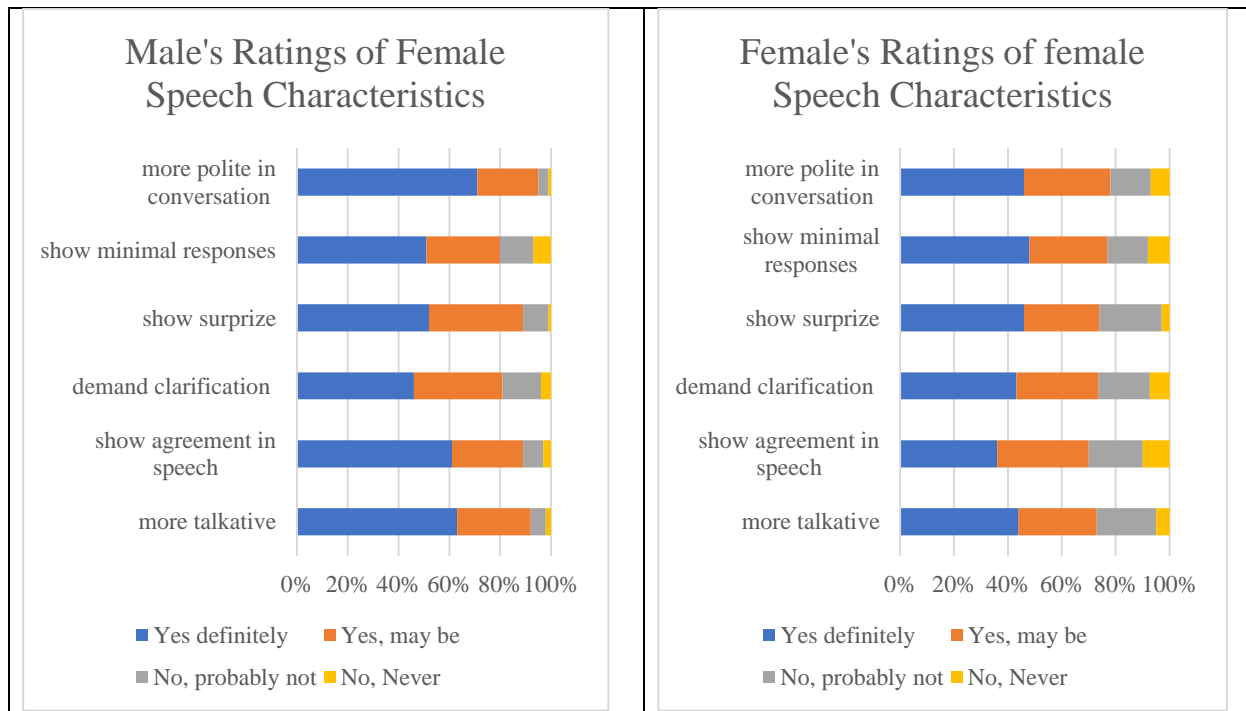
	Yes definitely	Yes, may be	No, probably not	No, Never
More talkative	48	29	15	8
Show agreement in a speech	61	28	8	3
Demand clarification	46	32	15	7
Show surprise	42	28	20	10
Show minimal responses	51	29	13	7
More polite in conversation	51	29	15	6

Table.2. shows the random Participant's response to the question two in percentage. Overall, it appears that a majority of participants agreed with the feminine speech characteristics. For example, 61% of participants agreed that women tend to show agreement in speech, 51% agreed that women tend to be more polite in conversation, and 48% agreed that women tend to be more talkative. On the other hand, 15-20% of participants disagreed with the feminine speech characteristics. For example, 15% disagreed that women tend to be more talkative, 20% disagreed that women tend to show surprise, and 15% disagreed that women tend to demand clarification. While these results suggest that there is a degree of gender stereotyping among participants, it is important to note that the majority of participants also self-stereotyped to some degree. That is, they agreed with the feminine speech characteristics even though they may not have necessarily believed that they applied to all women. This could indicate that, while there is a degree of gender stereotyping in Pakistani society, there is also an acceptance of women's unique communication styles.



Graph.2. Shows random participants' responses to question two in percentage. This graph shows the responses given by participants to the question of their agreement or disagreement with the following feminine speech characteristics. The graph has four columns labeled Yes definitely, Yes, maybe, No, probably not, and No, Never. The rows correspond to different speech characteristics, such as being more talkative, show agreement in speech, demanding clarification, showing surprise, showing minimal responses, and being more polite in conversation.

The graph shows that 48% of the participants agreed *Yes definitely* that women are more talkative, while 28% agreed *Yes, maybe* and 15% disagreed with *No, probably not*, and 8% disagreed with *No, Never*. Similarly, 61% agreed to *Yes definitely* that women show agreement in speech, 28% agreed to *Yes, Maybe*, 8% disagreed with *No, Probably Not* and 3% disagreed with *No, Never*.



The graph also shows that 46% of the participants agreed *Yes definitely* that women demand clarification, while 32% agreed *Yes, Maybe*, 15% disagreed with *No, Probably Not*, and 7% disagreed with *No, Never*. In addition, 42% of the participants agreed *Yes definitely* that

women show surprise in speech, 28% agreed *Yes, Maybe*, 20% disagreed with *No, Probably Not*, and 10% disagreed *No, Never*. Lastly, 51% of the participants agreed *Yes definitely* that women show minimal responses, while 29% agreed *Yes, Maybe*, 13% disagreed *No, Probably Not*, and 7% disagreed with *No, Never*. Lastly, 51% of the participants agreed *Yes Definitely* that women are more polite in conversation, while 29% agreed *Yes, Maybe*, 15% disagreed with *No, Probably Not*, and 6% disagreed with *No, Never*. Overall, it shows that the majority of the participants agreed that women have these feminine speech characteristics and the degree of agreement varied for each characteristic.

Table 3: shows a comparison of Male ratings of female speech characteristics vs. Female ratings of female speech characteristics in percentage.

Q.3. to what degree do you agree or disagree with the following feminine speech characteristics.

Table 3: Male’s rating of female speech characteristics

	Yes definitely	Yes, may be	No, probably not	No, Never
More Talkative	63	29	6	2
Show Agreement in a Speech	61	28	8	3
Demand Clarification	46	35	15	4
Show Surprise	52	37	10	1
Show Minimal Responses	51	29	13	7
More Polite in Conversation	71	24	4	1

This graph shows the responses of male participants to the question of to what degree they agree or disagree with the following feminine speech characteristics. The results show that most participants agreed that females are more talkative (63%), show agreement in speech (61%), and are more polite in conversation (71%). However, a lower percentage of participants agreed that females demand clarification (46%), show surprise (52%), and show minimal responses (51%). The lowest percentage of agreement was that females show minimal responses (7%).

Overall, it appears that males generally agree that females are more talkative and polite in conversation, but are less likely to agree that females demand clarification, show surprise, or show minimal responses.

Q.4. to what degree do you agree or disagree with the following feminine speech characteristics

Table 4: Female’s Rating of Female Speech Characteristics

	Yes definitely	Yes, may be	No, probably not	No, Never
More talkative	44	29	22	5
Show agreement in a speech	36	34	20	10
Demand clarification	41	29	18	7
Show surprise	46	28	23	3
Show minimal responses	48	29	15	8
More polite in conversation	46	32	15	7

This graph shows the responses of female participants to the question of to what degree they agree or disagree with the following feminine speech characteristics. The results show that most participants agreed that females are more talkative (44%) and more polite in conversation (46%). However, a lower percentage of participants agreed that females show agreement in speech (36%), demand clarification (41%), and show surprise (46%). The lowest percentage of agreement was that females show minimal responses (48%). Overall, it appears that females generally agree that females are more talkative and polite in conversation, but are less likely to agree that females show agreement in speech, demand clarification, or show surprise.

Overall, it appears that females generally agree that females are more talkative and polite in conversation, but are less likely to agree that females show agreement in speech, demand clarification, or show surprise.

5. Conclusion

The results of this survey suggest that there are gender-stereotypical attitudes toward feminine speech attributes in Pakistani society. While males and females agree that female speech is more talkative and polite, they are less likely to agree that females demand clarification, show surprise, or show minimal responses. These results indicate that both genders are likely to hold stereotypes about the way women should speak, even if they do not necessarily agree with them. This highlights the need for further research into gender-stereotyping attitudes in Pakistani society in order to better understand and address the issue.

In conclusion, this study shows that both gender-stereotyping and self-stereotyping attitudes are present in Pakistani society when it comes to feminine speech attributes. There is a strong agreement among participants that women have these characteristics and the degree of agreement varied for each attribute. Thus, it is clear that the attitudes toward feminine speech attributes are largely shaped by cultural attitudes and beliefs.

The study suggests the following implications to overcome gender stereotypes: 1. Increase awareness of gender stereotypes in Pakistani society and the potential harm they can cause. Encourage open dialogue and discussion about the issue in order to challenge and reduce the prevalence of these stereotypes. 2. Implement gender-sensitive language teaching in schools and universities, to ensure that gender stereotypes are not perpetuated in the language and communication used. 3. Encourage people to view gender stereotypes as fluid and adaptive, rather than fixed and absolute. 4. Establish support systems for people to talk about their experiences of gender stereotyping and self-stereotyping, and provide resources and tools to help them challenge and reframe these attitudes. 5. Promote positive role models and examples of gender equality, both in the media and in everyday life. 6. Foster an environment that encourages gender equality and open communication between people of different genders. 7. Educate people on the importance of self-acceptance, self-love, and embracing their own individuality. 8. Implement gender-sensitive policies in workplaces and educational institutions to ensure that everyone is treated fairly and with respect.

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