

GENDER-INCLUSIVE LANGUAGE: A STUDY ON GEN Z'S ROLE IN REDEFINING GENDERED LANGUAGE NORMS

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ABSTRACT

This paper examines Generation Z's influential role in redefining gendered language norms, focusing on their efforts to challenge traditional binary and patriarchal linguistic structures. Using qualitative methodology with structured interviews and thematic analysis, the study explores how Gen Z adopts gender-neutral pronouns, inclusive terminology, and digital gender inclusivity to foster more equitable linguistic practices. The findings highlight language as both a mirror and a moulder of societal gender roles, reflecting entrenched norms while also serving as a tool for social activism and identity construction. Despite progressive shifts driven by Gen Z, barriers such as conservative resistance and social pressures remain, particularly within the Pakistani sociocultural context. The study contributes to sociolinguistic theory by affirming the performative nature of gender and the agency of youth in linguistic innovation, urging further cross-cultural research on evolving gender-inclusive language practices.

Keywords: Generation Z, gendered language, gender neutrality, inclusive language, sociolinguistics, non-binary pronouns, linguistic innovation, social activism, Pakistan, thematic analysis.

INTRODUCTION

Language is a human system of communication which differ them from animals. It is a source through which humans exchange their opinion, ideas and emotions. Language is a true reflection of personalities, cultures and societies. Similarly the relationship between language and gender is also inevitable. Gender affects language acquisition and language use. The way people use language to express gender is very significant to understand its impact on youngsters. In recent times, language has become a crucial tool in developing gender norms and values. In this context, Gen Z can be visualized as the most powerful force against traditional gender identities and realities. It provides a comprehensive exploration of how

Generation Z is reshaping the conceptualization and use of gendered language, grounded in scholarly perspectives and current research gaps. Language, as a fundamental system of human communication, extends beyond exchanging information to embody cultural, social, and identity-related functions (Ashrafova, 2024). Gendered language, long entrenched in patriarchal structures, reflects and reinforces societal norms and power dynamics, but recent shifts, especially among younger generations, signal transformative changes (Butler, 1990). Generation Z, characterized by digital nativity and exposure to diverse global discourses, uses language innovatively to challenge and redefine traditional

binary gender norms through gender-neutral pronouns, inclusive terminology, and non-binary expressions (Victor, 2025; Fischer, 2024). According to Melissa et al. (2024), Gen Z's language on social media not only strengthens in-group identities but also actively reshapes social perceptions around gender equality and self-identity, underscoring the role of language as a powerful social act (Nurhayati & Putri, 2024).

Despite these insights, there remains a significant research gap in qualitative, in-depth studies focused specifically on Gen Z's lived experiences and language practices related to gender inclusivity, particularly within non-Western sociocultural contexts such as Pakistan. Prior research tends to either quantify attitudes or remain limited to broad linguistic trends without delving into individual narratives and negotiations of gendered language (Ali, Shahid & Rehman, 2025). Addressing this gap, the present study uses structured interviews and thematic analysis to capture nuanced understandings and practices among Gen Z, providing rich, contextualized data that reveal how this generation enacts language change.

The significance of this research lies in contributing to sociolinguistic theory by illustrating the performative nature of gender in language, as articulated by Butler (1990), while illuminating contemporary linguistic activism among youth. It also holds sociocultural importance by documenting how linguistic shifts intersect with identity formation, social justice, and broader efforts toward inclusivity. As noted by Resende-Abbott (2024), language is not neutral but a site of power and resistance, and Gen Z's engagement with gendered language reflects both personal identity work and collective social transformation. Moreover, this study is timely given the increasing visibility of gender diversity in media and public discourse, making it a crucial scholarly intervention for understanding the evolving dynamics of language and gender in the digital era.

2. Literature Review

Language has always been a carrier of various ideologies, stereotypes and socially constructed realities. Therefore, languages are also gendered as they show distinction based on gender roles in their structure, vocabulary and usage. Unfortunately, gendered language is not novel but an

ever-moving bitter truth. The origin of gendered language is rooted in patriarchal societies.

Moreover, with the development of socially constructed values and norms language also evolved parallel. However, gendered classification of language has no biological basis. All of this has been done by societies and cultures. This study is focused on the involvement of Gen Z's in redefining the gendered language roles and norms. In contemporary period, it is highly sufficient to examine the linguistic changes in the context of Gen Z. Okpokwasili, O, A. (2023)

noted that "Languages can also have gender-specific grammar, vocabulary, or gender-specific features. Drawing from the philosophical theories of Judith Butler has explored that how language constructs and sustains gender identity. It shows that language is not neutral however; it is tool in the formation of gender identities and societal values. "The relationship between language and gender and defines grammatical gender and generational divide" Ashrafova, I. (2024). According to him, Languages like French and Spanish use gendered grammar which reinforces patriarchal values. Young people are more open to gender-neutral language. Moreover, there are also studies which reflects that how Gen Z innovatively uses language on various social media platforms. Victor (2025) in his study identified certain popular slangs used by Gen Z which includes (simp, stan , fam , salay) and explained that how they are used to reflect social values and identity. This study showed that how technological advancement has played a convincing role in marking linguistic shift. Emerging quantitative studies on generational differences in attitudes toward gender-inclusive language reveal that Gen Z generally exhibits more positive attitudes compared to older generations, though notable gender gaps exist within the cohort itself. For example, a 2024 study by Fischer observed that younger people adapt more easily to new inclusive language forms, such as gender-neutral pronouns, than older individuals who were socialized with traditional language structures. While older generations recognize the negative impact of sexist language, they tend to be less inclined to adopt novel inclusive forms. Women and non-binary individuals consistently show more favorable attitudes and greater adoption of gender-inclusive language than men, who often maintain more negative views, partly due to historical privileges

linked to traditional gender roles. These attitudes are influenced by exposure duration to gender-inclusive forms—a mere-exposure effect—suggesting that familiarity promotes acceptance and usage. Cross-cultural and cross-linguistic factors, alongside ideological and institutional resistance, also shape attitudes but generational and gender-based trends remain prominent in shaping acceptance and use of gender-inclusive language.

The study entitled "Exploring Gendered Language and Socio-Cognitive Impact in AI-Generated Texts: A Critical Discourse Approach," was conducted by Walees Fatima, Musarat Yasmin, and Isra Irshad of the University of Gujrat, Pakistan, and published in the *Pakistan Languages and Humanities Review* in 2025. This mixed-methods research aimed to investigate how AI-generated texts from ChatGPT and Gemini reflect and reproduce traditional gender roles and stereotypes through language. The researchers applied Van Dijk's social cognition model within a critical discourse analysis framework to examine AI responses to prompts related to leadership, power, career, conflict, and domestic roles across macrostructural and microstructural linguistic levels. The findings revealed that both AI tools mirror conventional gender norms prevalent in their training data, with men portrayed predominantly as dominant, authoritative figures, and women as emotional laborers and supporters. ChatGPT generally employed more inclusive, gender-neutral terms and featured diverse leadership examples such as Jacinda Ardern alongside Nelson Mandela. Conversely, Gemini's outputs leaned more heavily toward masculine-coded language, often citing male leaders like Martin Luther King Jr., reinforcing traditional male dominance. Both AIs sometimes defaulted to stereotypical associations, such as caregiving roles linked with feminine pronouns. The study underscored that AI-generated language contributes to normalizing conventional gender roles in institutional contexts, highlighting the need for further development of more gender-inclusive AI tools to counter inherent biases.

A recent case study by Ali, Shahid, and Rehman (2025) titled "Exploring Gender Neutrality in Pakistani Newspapers" in the *Pakistan Social Science Review* investigated the use of gender-neutral language in Pakistani social media. Conducted between 2024 and 2025, this study aimed to analyze linguistic changes toward gender

neutrality, focusing on the use of gender-neutral pronouns such as "ze," "hir," "they," and "them." The researchers collected data from social media platforms by analyzing hashtag usage and posts related to gender discussions to trace momentum in the acceptance of gender-neutral language. They applied qualitative content analysis to identify patterns in language use reflecting feminist influence and broader societal awareness of gender equality issues in Pakistan's modern English discourse. The study found that while feminist activism played a significant role in raising awareness about gender-neutral language, societal acceptance remains limited due to strong traditional cultural influences that resist change. This indicates an ongoing tension between progressive linguistic shifts and entrenched social norms in Pakistani society. The authors conclude that although progress is evident, there is a long journey ahead for broader acceptance and practice of gender-neutral language forms in Pakistan.

Recent studies on gender-inclusive language and Gen Z's role in redefining gendered language norms provide insightful findings on the evolving use and perception of language related to gender. One notable study by Resende-Abbott (2024) investigates how LGBTQIA+ Gen Z individuals actively use language as a tool for identity expression, empowerment, and resistance. This qualitative study, employing a social constructivist framework, highlights the fluidity of gender and sexuality in Gen Z discourse, emphasizing the creation of new labels and the reclamation of previously derogatory terms. The findings indicate that language serves not only as communication but also as a form of activism, promoting inclusivity and challenging traditional gender roles despite societal pushback.

Research Methodology

Research methodology refers to the overall approach and rationale guiding the research process. In this study, a qualitative research methodology is employed to explore the nuanced experiences, perceptions, and language practices of Generation Z regarding gendered language. Qualitative methodology is focused on gathering rich, descriptive data that reveal the meanings individuals assign to phenomena, suitable for understanding complex social constructs like language and gender.

3.1 Research Design

The research design is the specific framework or plan used to conduct the study. This study adopts a qualitative research design structured around collecting detailed data through structured interviews. This design facilitates capturing consistent yet detailed responses from participants, enabling in-depth exploration of how gendered language is experienced and redefined by Gen Z participants.

3.2 Population and Sampling

Population refers to the complete group that the study is interested in, while sampling denotes the process of selecting a subset of that group for the research. In this case, the population targeted includes Generation Z individuals aware of gender-related language issues. Sampling is done through convenient sampling, meaning the seven participants who are easily accessible and willing to participate are selected.

3.3 Data Collection Tool

The data collection tool used in this study is structured interviews, where all participants are asked the same set of predetermined questions. Structured interviews enable consistency across interviews, making it easier to compare responses and identify patterns in participants' views on gendered language usage and attitudes.

3.4 Data Analysis Framework

For data analysis, Braun and Clarke's (2006) thematic analysis model was applied. This model involves a systematic six-phase process of familiarizing with the data, generating initial codes, searching for themes, reviewing themes, defining and naming themes, and producing the final report. Thematic analysis allows for identifying, organizing, and interpreting patterns of meaning across the qualitative data, helping to uncover participants' collective and individual perceptions regarding gendered language norms.

Findings and interview transcribing

Section 1: Awareness of Gendered Language

Q1. What does the term "gendered language" mean to you?

P1. Gendered language relates to the form of language used when speaking of a certain gender, be it a male, female or a transgender.

P2. I think gendered language means using words that show if a person is male or female, like "mankind" or "businessman." These words make it look like some jobs or things belong to men only, which is not fair.

P3. Gendered language, in my opinion, refers to the use of words of a language according to a particular gender: masculine or feminine.

P4. It's when language reflects or enforces gender differences, like saying "fireman" instead of "firefighter."

P5. To me, it's about how gender norms appear in everyday language

P6. Gendered language refers to words, phrases, and expressions that reflect or reinforce societal gender roles, stereotypes, and biases.

P7. According to me, "gendered language means a language specified for a particular gender.

Q2. Do you believe language reflects or influences gender roles in society?

P1. Yes, language does influence and reflect gender roles in a society. In patriarchal societies like Pakistan where religion and culture are connected, general job entitlements such as doctor or boss are referred as female doctor or lady boss when talking about a woman. Likewise, language also reflects gender roles. Sentences such as "Mard ko dard nhi hota" depict how men are always supposed to stay strong. Furthermore, sentences like "aurat ki jaga kitchen me hai" emphasis how women are entitled to stay at home doing chores.

P2. Yes, I believe that language plays a crucial role in shaping gender related norms. For instance, misogynist comments can shape the way females have been treated throughout generations.

P3. Yes, I think language affects how people think. When we always hear words that are for men, we start to believe men are more important. So, language does influence how we see gender roles.

P4. It strongly influences social behavior.

P5. Yes, language both reflects and influences gender roles in society. It can perpetuate existing norms or challenge them.

P6. Yes, it does both. It mirrors our social ideas and also shapes how we think about gender.

P7. Yes, when we use language specified for a particular gender it eliminates the role of any other gender. Such as policemen only specifies men.

Q3. Have you observed changes in how people speak about gender in recent years?

P1. Yes, there is a growing awareness regarding language used for gender. Feminist movements and aurat marches specifically in Pakistan have contributed in redefining womanhood. Moreover, the growing trend of gender inclusivity, where words such as, police officer is used instead of police man and much more.

P2. Yes..... to some extent, gender related movements have changed the way gender has been talked about. In the case of language, people have started using neutral terms beyond gender.

P3. Yes, I have seen many changes, especially in schools and offices. People now try to use words that don't show any gender. Some people also write their pronouns like "he/him" or "they/them" in their emails or social media.

P4. Definitely. Words like "chairperson" are common now, and people are more mindful about pronouns.

P5. Yes, even conservative spaces are changing slowly.

P6. Yes, I've observed changes, including increased use of gender-neutral terms, pronouns (they/them), and more inclusive language.

P7. Yes I did! In recent years, people want themselves to be identified what ever they feel like or what ever gender they like.

Section 2: Personal Use and Attitudes

Q4. Do you use gender-neutral terms or pronouns in your daily life (e.g., they/them, partner, Mx.)?

P1. Yes, I do use I do use gender neutral terms and pronouns in my daily routine. Gender pronouns help in differentiating between one is speaking in regards of a man or a women. Like wise using gender neutral terms, identifying transgenders as they and them gives them inclusivity.

P2. Yes, I use gender neutral terms and pronouns most often. The reason to use them is to identify the gender that is assigned or shaped by the society according to the biological appearance of individuals.

P3. Sometimes I do, especially when I don't know the person's gender. I think it's a good habit because it makes everyone feel respected. But when I talk with friends, I don't always remember to do it.

P4. Yes, especially when writing emails or addressing a group.

P5. Always. I use "they/them."

P6. Yes, I use gender-neutral terms and pronouns to promote inclusivity.

P7. Yes! I do use gender neutral terms in my daily life.

Q5. Have you ever changed the way you speak or write to be more gender-inclusive? Can you give an example?

P1. Yes, I have changed the way I speak and write to inculcate gender inclusivity. Middle genders, also transgenders often find it offensive when referred as he/she, therefore I tend to use gender inclusive words to refer to them.

P2. Yes, I try to write in a way that includes everyone. For example, before I wrote "Each student must bring his notebook," but now I say "Each student must bring their notebook." I also use words like "chairperson" instead of "chairman."

P3. Well, I haven't.

P4. Yes, I say "Hi everyone" instead of "Hey guys."

P5. Yes, I've adapted my language to be more gender-inclusive, using terms like "sibling" instead of "brother/sister."

P6. I've changed how I address others more respectful now.

P7. Yes! I tried to do that when I have to take the name of a specific term or position where any gender can work. for example calling chairperson instead of chairman.

Section 3: Role of Gen Z in Language Change and its influence the way people talk about gender

Q6. Do you think Gen Z plays a significant role in shifting norms around gendered language?

P1. Definitely, out of all the generations, gen z has actively worked in promoting gender inclusivity. Specially with the rise of LGBTQ+ there are now several genders in the society with each gender wanting it's own pronoun to represent it

P2. Yes.... Generation Z is playing a significant role in shifting the social norms around gendered language. For example, they have started using neutral terms beyond gender such as the word "guys" for everyone. This linguistic shift, shaped by gen z, is changing the way language and gender are connected.

P3. Yes, they do. Gen Z is very active and confident. They want everyone to feel equal, and they use new words and styles to show that. Because

of them, people have started using inclusive language more.

P4. They're bold enough to question norms. Online spaces have made inclusive language visible. Absolutely—they've made inclusivity mainstream.

P5. Yes, we're part of a major linguistic shift.

P6. Yes, Gen Z plays a significant role in shifting norms around gendered language, promoting inclusivity and diversity.

P7. Yes, I believe Gen Z is playing a huge role in shifting these norms. Great chunk of Gen Z is trying to normalise that there should be no gender gap. They are trying to use more general terms instead of mentioning any individual based terms.

Q7. Can you describe any trends or behaviors among your peers related to gender-inclusive or non-binary language?

P1. There is this rising trend among gen z within the LGBTQ+ community, where they are seen using they/them as a singular pronoun, and post it publicly in their instagram and TikTok bios to introduce themselves as different from the rest

P2. A new trend that I've observed is related to the use of neutral nouns for males and females. The words 'Actor' and 'Poet' are widely used as neutral terms when defining profession or using them as profile titles. Though actress and poetess exist for female gender, but change in their use has shown that nouns like these and others have become non-binary in professional settings.

P3. Many of my friends now use simple and neutral words. They say "spokesperson" instead of "spokesman" or "students" instead of "boys and girls." Some of them also write their pronouns in their profiles. These small things show that people care more about gender equality now.

P4. Gen Z's trends include using gender-neutral pronouns, non-binary language, and challenging traditional gender norms.

P5. Trend is to use "they/them" casually and avoiding gendered jokes.

P6. Among peers, inclusive slang like "bestie" is gender-free now.

P7. I met one person who should have used gender inclusive language for him/her or they/them self. That particular person was non binary but he identified himself as man due to societal pressure.

4.1 Data analysis

The data have been gathered through seven structured interviews and are analyzed by using thematic analysis, following Braun and Clarke's (2006) systematic six-phase approach. This method is chosen because it allows for the identification, organization, and interpretation of patterned meanings across participants' accounts, offering both flexibility and analytical depth for exploring social perceptions of gendered language. After repeated readings of the transcripts, initial codes are generated to capture meaningful units related to participants' definitions, attitudes, and practices. These codes are then clustered into broader categories, which are refined through iterative comparison to form coherent and distinct themes. The analysis produce five major themes—Understanding of Gendered Language, Language as Mirror and Moulder of Gender Roles, Adoption of Inclusive Language, Generational and Social Drivers of Change, and Barriers, Tensions and Limitations—each capturing a significant dimension of how participants perceive, experience, and negotiate gendered linguistic practices within the Pakistani sociocultural context. This thematic structure provides a comprehensive foundation for interpreting the nuanced ways in which language intersects with gender norms, identity, and evolving social attitudes.

Theme A – Understanding of Gendered Language

Definition: How participants define and conceptualize gendered language.

Subthemes:

Definitions & examples – participants give concrete examples (mankind, fireman).

Language as marker of gender – language that "specifies a gender" or differentiates sexes.

Exemplar quotes:

P2: "using words that show if a person is male or female, like 'mankind' or 'businessman.'"

P7: "a language specified for a particular gender."

Theme B – Language as Mirror and Moulder of Gender Roles

Definition: Participants view language both as reflecting existing gender norms and actively shaping them.

Subthemes:

Reflection of societal norms – language demonstrates existing patriarchal beliefs.

Influence on behaviour and perceptions – language shapes expectations (e.g., men must be strong).

Contextual/patriarchal examples – Pakistan-specific proverbs and terms.

Exemplar quotes:

P1: “In patriarchal societies like Pakistan... doctor or boss are referred as female doctor or lady boss when talking about a woman.”

P1: “Mard ko dard nhi hota” (illustrates social expectation encoded in language).

Theme C – Adoption of Inclusive Language (Practices & Intentions)

Definition: Actual changes participants make in their speech and writing to be more inclusive.

Subthemes:

Adopted practices – use of they/them, “chairperson”, “Hi everyone”.

Situational variation – consistent in formal contexts (emails) but inconsistent among friends.

Intent & motivations – promote respect and inclusivity.

Exemplar quotes:

P4: “Yes, especially when writing emails or addressing a group.”

P2: “Each student must bring their notebook.”

Theme D – Generational and Social Drivers of Change (Gen Z)

Definition: Role of Gen Z and online spaces in accelerating language change.

Subthemes:

Social media & visibility – pronouns in bios, TikTok/Instagram usage.

Norm shift by Gen Z – mainstreaming non-binary language and neutral terms.

Peer practices and slang – bestie, they/them casually used.

Exemplar quotes:

P1: “Gen z has actively worked in promoting gender inclusivity... posting pronouns.”

P3: “Some of them also write their pronouns in their profiles.”

Theme E – Barriers, Tensions and Limitations

Definition: Constraints to adopting gender-inclusive language.

Subthemes:

Conservative resistance – slow change in conservative spaces.

Social pressure & identity concealment – non-binary person identifying as man.

Incomplete internalisation – some participants don’t always remember to use inclusive language.

Exemplar quotes:

P5: “even conservative spaces are changing slowly.”

P7: “non binary but he identified himself as man due to societal pressure.”

4.2 Thematic analysis table representation

Theme	Subthemes	Description	Exemplar Quotes
Theme A: Understanding of Gendered Language	A: Definitions of gendered language	Participants define gendered language as terms that differentiate or specify gender.	P2: “Using words that show if a person is male or female, like ‘mankind’ or ‘businessman.’”
	Language as a marker of gender	Language assigns gender categories, reflecting masculine/feminine labels.	P7: “A language specified for a particular gender.”
	Awareness of gender norms in language	Recognition that everyday words embed gender expectations.	P5: “How gender norms appear in everyday language.”
Theme B: Language as Mirror and Moulder of Gender Roles	Language reflects societal norms	Shows how language reveals patriarchal beliefs or gender inequality.	P1: “Female doctor or lady boss when talking about a woman.”
	Language shapes thought & behaviour	Participants believe language influences perceptions of roles.	P3: “Language affects how people think... we start to believe men are more important.”

Theme	Subthemes	Description	Exemplar Quotes
Theme C: Adoption of Inclusive Language	Cultural/patriarchal examples	Local sayings expose gender expectations.	P1: "Mard ko dard nhi hota."
	Use of gender-neutral pronouns	Participants adopt they/they, neutral job titles, and inclusive greetings.	P4: "Yes, especially when writing emails or addressing a group."
	Changing speech/writing habits	Conscious effort to revise linguistic choices (chairperson, Hi everyone).	P2: "Each student must bring their notebook."
	Varying consistency	Usage is context-dependent (more formal than casual).	P3: "Sometimes I do... but not always among friends."
Theme D: Generational Social Drivers of Change (Gen Z)	D: & Social media visibility	Pronoun usage in bios; online activism normalizing change.	P1: "Posting pronouns publicly on Instagram and TikTok."
	Gen Z norm-shifting	Gen Z challenges traditions and mainstreams inclusive language.	P4: "They've made inclusivity mainstream."
	Peer trends & slang	Neutral slang, avoidance of gendered references.	P6: "'Bestie' is gender-free now."
Theme E: Barriers, Tensions, Limitations	Conservative resistance	Slow change in traditional settings.	P5: "Even conservative spaces are changing slowly."
	Social pressure & identity constraints	Non-binary identities suppressed due to societal expectations.	P7: "Non binary but identified as man due to societal pressure."
	Incomplete internalization	Participants sometimes forget inclusive forms.	P3: "I don't always remember to do it."

5. Discussion

The study emphasizes Generation Z's pivotal role in actively reshaping gendered language norms through their progressive linguistic practices. The qualitative thematic analysis reveals that Gen Z challenges traditional binary and patriarchal gender norms embedded within language by adopting gender-neutral terminology, non-binary pronouns, and digital gender inclusivity. Language here is presented as both a mirror and a moulder of societal gender roles, reflecting existing patriarchal structures while also shaping perceptions and behaviors related to gender. The study aligns with feminist and sociolinguistic theories, particularly Judith Butler's notion of gender as performative and socially constructed through language. Furthermore, the increasing visibility of gender identities beyond the male-female binary highlights the social activism

intrinsic in Gen Z's language use, especially on digital platforms such as social media. Nonetheless, the study also acknowledges barriers such as conservative resistance, social pressures causing identity concealment, and incomplete internalization of gender-inclusive language practices, particularly within the Pakistani sociocultural context. These findings illustrate a dynamic linguistic shift propelled by generational and social drivers, although the pace and degree of change remain uneven and context-dependent.

Conclusion

In conclusion, this study compellingly demonstrates that Generation Z is at the forefront of redefining gendered language norms, shifting linguistic practices toward greater inclusivity and recognition of diverse gender identities. Through

structured interviews and robust thematic analysis, the research uncovers substantive changes including widespread use of gender-neutral pronouns (e.g., they/them), adoption of gender-neutral job titles, and the normalization of inclusive language in both digital and everyday communication. The findings affirm that language is a powerful tool for identity expression and social transformation, highlighting its role beyond communication to active participation in socio-political change. While acknowledging limitations such as sample size and cultural specificity, the study contributes valuable empirical evidence to sociolinguistic discourse on gender and language, emphasizing the necessity for continued research across varied cultural settings. Ultimately, this research positions Generation Z as influential agents of linguistic innovation, challenging deeply rooted patriarchal norms and advocating for gender inclusivity through evolving language practices.

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