

Gender-sensitive Communication

Quiz 3: Legal text

The text below shows a fictional legal text, describing the 'right to work' in the fictional country of Monanda. How many examples of gender insensitive language does it contain? Where are they?

The 'right to work'

Every person has the right to choose his employer and to enter into work of his own volition, assuming he fulfils the necessary qualification criteria and is deemed suitable for the work by the employer in question. The government shall not interfere with this right, except in cases when the individual in question:

- 1 | Poses a known threat to the safety of others;
- 2 | Poses a national security risk;
- 3 | Is likely to receive levels of pay and conditions of employment that fall below the minimum standards agreed for a just society;
- 4 | Lacks the national work permit;
- 5 | Has an unserved criminal record and/or is awaiting legal trial.

In total, there are 3 examples of clear gender bias; the language used casts male experience as the generic (circled red below).

The 'right to work'

Every person has the right to choose his employer and to enter into work of his own volition, assuming he fulfils the necessary qualification criteria and is deemed suitable for the work by the employer in question. The government shall not interfere with this right, except in cases when the individual in question:

| Poses a known threat to the safety of others.

- 1 | Poses a known threat to the safety of others;
- 2 | Poses a national security risk;
- 3 | Is likely to receive levels of pay and conditions of employment that fall below the minimum standards agreed for a just society;
- 4 | Lacks the national work permit;
- 5 | Has an unserved criminal record and/or is awaiting legal trial.

The text below is the legal text, this time drafted so as to be **gender-sensitive**. In this case the classic order of pronouns (he/she) has been subverted, given the traditional preference given to the male gender within legislation..

The 'right to work'

Every person has the right to choose **her/his** employer and to enter into work of **her/his** own volition, assuming **she/he** fulfils the necessary qualification criteria and is deemed suitable for the work by the employer in question. The government shall not interfere with this right, except in cases when the individual in question:

- 1 | Poses a known threat to the safety of others;
- 2 | Poses a national security risk;
- 3 | Is likely to receive levels of pay and conditions of employment that fall below the minimum standards agreed for a just society;
- 4 | Lacks the national work permit;
- 5 | Has an unserved criminal record and/or is awaiting legal trial.

[View all quizzes](#)