



Non-Binary Pronoun and Conjugation Reference Guide

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Research validated by translators at Pixelogic

Language	Gendered Language?	Gender Neutral Personal Pronouns	Gender Neutral Personal Neopronoun	Neutral conjugation options	Additional Information	References/Sources
ARABIC	Yes	<p>هما means "they, originally dual, can work as a neutral singular third person."</p> <p>انتما means "second person dual."</p>		<p>Modern standard Arabic, based on Koranic classical Arabic, additionally has a dual option for nouns and verbs that doesn't imply a specific gender. Some people therefore use the dual of they and you — "huma" (هما) and "intuma" (انتما) — as a gender-neutral alternative. Colloquial Arabic spoken today has largely done away with the dual, so this form can sound very formal to those not in the know.</p>	<p>For queer and feminist communities in the Middle East, the fight to gain acceptance in society has come in tandem with another conversation: how to define words like gay, bisexual and transgender in Arabic. Some people default to a transliteration of the English words in LGBTQ, others prefer the phrase "mujtama'a al meem" (مجتمع الميم) — or the meem community — a reference to the m-sounding Arabic letter that starts off these terms when translated into Arabic. After years of efforts led by activists in Lebanon, the word "mithly" (مِثْلِي) and "mithliya" (مِثْلِيَّة) for gay is now standard for many media (replacing the previous term, which translated as "deviant" or "pervert").</p>	<p>https://www.washingtonpost.com/world/2019/12/15/guide-how-gender-neutral-language-is-developing-around-world/ https://nonbinary.wiki/wiki/Pronouns https://genderiyya.xyz/wiki/Project:About_Gender_Wiki</p>
BULGARIAN	Yes	Currently no gender neutral options				https://nonbinary.wiki/wiki/Pronouns
CANTONESE	No	<p>For Cantonese or Chinese used in Hong Kong, this could be a non-issue. 你 and 他 has been predominantly and historically used to mean and include both male and female. From the sociolinguistic and etymological point of view, the adoption of 妳 and 她 (specifically indicating female) is a rather modern invention to respond to, or facilitate, the handling of gender pronouns in English when translating western literature.</p> <p>On the whole, Chinese is essentially not a gendered language. In terms of Chinese pronouns, they do not inherently need to be de-gendered to achieve gender neutrality like other gendered languages do. Although there may be some words that dictate heterosexual or patriarchal practices which there are ways to deal with. For example, 夫妻 vs 配偶. We could perhaps approach this by utilizing alternative terms and phrases depending on contexts. This approach may bring an issue as to individual's identification with his/her/their gender roles and hence the translator should be flexible and conscious of the choice of words and take into account the content, nature, target audience, and the then-social climate when the work is published as well as how each word and expression is used that may carry different connotations (which are often subtle but significant).</p> <p>For 3rd person, it is 他 (he), 她 (she) and 他們 (they). So, it can be seen that, 他 is used in 他們 (as in they). So, 他 can be regarded as neutral, too.</p>			<p>The Chinese charcter 佢 should be pronounced as keoi 5. It is mainly used as spoken language. More colloquial than written. In Hong Kong, for Cantonese, 佢 is used in spoken language only. Although there is a written format, but it is so rare to use in formal writing.</p>	https://nonbinary.wiki/wiki/Pronouns

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CATALAN	Yes	elli/ellis (see reference link https://www.genderinlanguage.com/catalan for additional detailed information)		i/x Elli és uni doctori simpàtiqi. 'They are a kind doctor.' Ellx és unx doctorx simpàticx. 'They are a kind doctor.'	Catalan's phonology has created many challenges affecting the pronunciation of the inclusive x gender, making it more common in written language, while the i gender has become the main inclusive gender used in spoken language.	https://blog.duolingo.com/gender-neutral-language-and-pronouns/ https://www.genderinlanguage.com/catalan
CROATIAN	Yes	Please see the information in "Additional information" column. The translators must take into account the context and choose their best judgement as there is no gender-neutral pronoun in Croatian. Non-binary people choose themselves how they want to be addressed and some do choose "oni" (they), but not everyone and this is highly problematic still for two reasons: 1) "oni" is the masculine plural form and 2) given that it is a plural form, it can and often does create confusion. Using a neuter gender pronoun, "ono", is NOT recommended as this can be very derogatory and it is not supported by any sources nor by the non-binary communities.			When a translator is faced with translating the singular they pronoun used by a non-binary person, they also often resort to using gendered language, even in cases when, elsewhere in the text, it explicitly stated that the person is non-binary and uses the singular they pronoun. This is not necessarily wrong, but there are other possible ways to avoid gendered language. A translator could use the archaic verb forms, aorist and imperfective, which do not have inflections denoting grammatical gender in Croatian. Some translations of the singular they pronoun also suggest that the singular they pronoun translates to oni in Croatian, but it is not always the best choice as it sometimes elicits confusion, or even anger, of the target text recipient. Non-binary gender identity, especially non-binary gender identity of Croatian natives, is still a topic that is not often represented in scientific research. There are many possibilities for future research of this topic, both in the field of translation and language studies in general. There is no perfect, correct way to translate gender neutral pronouns into Croatian. The most important aspect a translator needs to take into account is context. Each translation is different, and it is impossible to state which lexeme is the perfect translation for gender neutral pronoun. A translator should keep in mind that they are representing a marginalized group, and by avoiding the fact that the translated text is about a non-binary person, they are adhering to the ideology that suppresses those people, and it may lead to more discrimination.	https://repositorij.ffst.unist.hr/islandora/object/ffst:2887/datastream/FILE0/download https://languagedrops.com/word/en/english/croatian/translate/i'm_non-binary_/ https://repositorij.ffzg.unizg.hr/islandora/object/ffzg:4933/datastream/PDF/download

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CZECH	Yes		spoken: one/oni written: in written language variants with x, /, or * are used such as doktor/ka, doktor*ka, jeho*její for subtitles in terms of readability and number of characters "one" variant and/or /x variant are most preferred and used lates		they/them/their/themself and the use is: Oni jsou moc milým člověkem. - They are a very nice person."	https://nonbinary.wiki/wiki/Pronouns https://www.researchgate.net/publication/365488910_Nonbinary_Czech_language_characteristics_and_discourse https://qaseees.org/resources/queer-languages-of-eastern-europe-speak-inclusively/
DANISH	Yes	de, dem, deres	hen, hen, hens (neopronoun - the variants hæn and høn are equally proposed.)			https://nonbinary.wiki/wiki/Pronouns https://www.genderinlanguage.com/danish
DUTCH	Yes	hen, hen, hun die, hen, hun		Dutch has three grammatical genders, masculine, feminine and neuter, but most forms are identical for masculine and feminine (while often opposed to neuter). This makes avoidance strategies attractive. E.g. while the third person singular personal pronoun is differentiated between feminine ("zij") and masculine ("hij"), the demonstrative pronoun is identical for these two genders ("die") and can often be used instead.	In 2016 Transgender Netwerk Nederland held a poll, in which hen, hen, hun or die, hen, hun were chosen as gender neutral pronouns.	https://nonbinary.wiki/wiki/Pronouns
ENGLISH	No	they/them/themself	ze/hir/hirself xe/xyr/xyrself ve/ves/veself ey/em/emself			
ESTONIAN	No	N/A	<u>N/A</u>		Estonian has no grammatical gender. There are no pronouns to specifically mean "she" or "he". Only the genderless pronoun tema/ta is used. tema, teda, tema. Long form, primarily used with stressed syllables. ta, teda, ta. Short form, primarily used with unstressed syllables.	https://nonbinary.wiki/wiki/Pronouns https://www.europarl.europa.eu/cmsdata/151780/GNL_Guidelines_EN.pdf https://deepbaltic.com/2018/03/20/being-non-binary-in-a-language-without-gendered-pronouns-estonian/ https://qaseees.org/resources/queer-languages-of-eastern-europe-speak-inclusively/
FINNISH	No	N/A			The Finnish language (suomen kieli) doesn't have grammatical gender. There are no pronouns that specifically mean "she" or "he". Everyone is called by the genderless pronoun hän. hän, hänen. Formal. se, sen. Means "it." Informal but used a lot in colloquial speech and slang. Finnish the third person singular pronoun (usually he or she in English) is hän and can be used to refer to a person of any gender.	https://nonbinary.wiki/wiki/Pronouns https://www.europarl.europa.eu/cmsdata/151780/GNL_Guidelines_EN.pdf

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FLEMISH	see Dutch					
FRENCH	Yes		ille/iel (see notes)		<p>"There is no gender neutral pronouns in French officially. You do now find neologisms such as 'iel', 'ellui' but they are not widely used. When spoken (so in dubbing), they mostly use paraphrasing to make the noun, pronoun, adjective, etc. neutral. For example, instead of saying 'I am happy' where 'happy' is a gendered adjective, they paraphrase it to 'I am in a good mood'.</p> <p>Nicefellow (a major French dubbing vendor) has dubbed two Series 'Pose' and 'Veneno' which involves transgender characters. The association for transgenders people of France were consulted for these projects to validate the translated texts (and even dubbed some of the roles) and interestingly were not too keen on gender neutral language and made a point to use the gendered pronouns to reflect the appearance of the characters."</p> <p>in 2017 France's government banned the use of inclusive, gender-neutral language in official documents.</p>	https://nonbinary.wiki/wiki/Pronouns https://deepbaltic.com/2018/03/20/being-non-binary-in-a-language-without-gendered-pronouns-estonian/
GEORGIAN	No	N/A	N/A	N/A	Georgian has no grammatical gender; even the pronouns are ungendered.	

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GERMAN	Yes		dey, hen, em, sier, and en. Using they or avoiding pronouns is also common		<p>Generally speaking, it is the same situation in Germany as it is in France.</p> <p>There are newly created gender neutral pronouns (or neo pronouns) like "xier" (it used for example on the show "Transparent"), however there is no norm or general rule for that and "xier" isn't widely used.</p> <p>We also tend to re-phrase sometimes to avoid gendered pronouns or adjectives.</p> <p>If it is a documentary, one could try to aim for neutral terms like "die Person" or referring to the character's name.</p> <p>As with other countries, the Association for German Language has rejected these alternative forms.</p> <p>Some examples:</p> <p>Max wohnt in Berlin. Dey wohnt in Kreuzberg.</p> <p>Das ist Mika. Xier will nach Berlin reisen.</p> <p>Jona wohnt in Berlin. Sier wohnt seit einem Jahr in Kreuzberg.</p> <p>Instead of a pronoun, you can also use the name of the person you are referring to (and some people prefer to avoid pronouns in this way):</p> <p>Max wohnt in Berlin. Max wohnt in Kreuzberg.</p>	<p>https://www.washingtonpost.com/world/2019/12/15/guide-how-gender-neutral-language-is-developing-around-world/</p> <p>https://de.pronouns.page/pronomen</p> <p>https://german.kzoo.edu/why-learn-german/gender-in-german/#:~:text=What%20gender%2Dneutral%20pronouns%20can,called%20Neopronomen%20(new%20pronouns).</p> <p>https://deepbaltic.com/2018/03/20/being-non-binary-in-a-language-without-gendered-pronouns-estonian/</p>
GREEK	Yes	For gender-neutral, one may use the neutral "το/τα" But it can be considered offensive as the neutral is commonly used for inanimate things. Proceed cautiously				

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HEBREW	Yes	<p>הֵם hem, traditionally the masculine third-person plural pronoun, is used as a singular third-person pronoun by many nonbinary Hebrew speakers.</p> <p>The choice of this pronoun may be due to the somewhat neutral nature of the third-person plural masculine, which is used with mixed-gender groups. Some may choose the third-person plural because it is closest to the English they.</p>		<p>Detailed list found here: https://docs.google.com/document/d/1y4qBSov9CnAHElJkxisOh5oug66jXhYHs0tkU-wFlpQ/edit</p> <p>In Israel, a related approach is to put both the male and female cases on nouns and verbs, sometimes with a period in between, so that all are fluidly included. For example, “I write” — “kotev” (כותב) in the masculine and “kotevet” (כותבת) in the feminine — alternatively could be כתבת in this form.</p>	<p>Hebrew has masculine/feminine gender distinction in both singular and plural second- and third-person pronouns, so there's no option for a genderless third-person plural pronoun (like in English) or second-person pronoun (like in Arabic). For this reason, הֵם hem, traditionally the masculine third-person plural pronoun, is used as a singular third-person pronoun by many nonbinary Hebrew speakers.</p> <p>Some speakers of Hebrew have simply combined the language's masculine and feminine plural suffixes (-im and -ot, respectively) into a new gender-inclusive suffix -imot, expanding the traditional plural forms for the Hebrew word for “friends” (chaverot, chaverim) to also include the gender-inclusive form chaverimot.</p> <p>The choice of this pronoun may be due to the somewhat neutral nature of the third-person plural masculine, which is used with mixed-gender groups. Some may choose the third-person plural because it is closest to the English they.</p> <p>Some Hebrew speakers who are nonbinary may choose to use the masculine and feminine pronouns interchangeably. Despite the many alternatives circulating, the Academy of the Hebrew Language has declined to consider them.</p>	<p>https://www.washingtonpost.com/world/2019/12/15/guide-how-gender-neutral-language-is-developing-around-world/</p> <p>https://nonbinary.wiki/wiki/Pronouns</p> <p>https://www.nonbinaryhebrew.com/grammar-systematics</p>

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HINDI	Yes	All personal pronouns in Hindi are neutral		<p>For a non-binary voice option, suggest conjugations ending in औ o for both, non-binary singular and plural conjugations, with औ o sometimes being nasalized to औँ ौँ for plural conjugations, along principles similar to conjugations for the female voice.</p> <p>Two possible verb conjugation options: "The first one is to use the male plural/respectful conjugation, as the male plural/respectful conjugation is also used for group of people that consists of multiple genders. Thus, the sentence ""I am eating rice"", can be said as ""में चावल खा रहे हूँ"" (main chaawal khaa rahe huun, or /mɛː ʋəɭ kʰɑː rəɦeː hũː/ in IPA) instead of में चावल खा रहा हूँ (main chaawal khaa rahaa huun or /mɛː ʋəɭ kʰɑː rəɦɑː hũː/) or में चावल खा रही हूँ (main chaawal khaa rahii huun or /mɛː ʋəɭ kʰɑː rəɦiː hũː/). This however makes uses of the generic masculine plural, which some nonbinary people might be uncomfortable with.</p> <p>The second one is to create an entirely new set of conjugation to accommodate the language for nonbinary people. One way of making the grammar adapt is to use the vowel 'उ' for one nonbinary person when talking in a non-respectful way, and to use the vowel 'ऊ' for multiple nonbinary people or when referring to a nonbinary person in a respectful way. The way that verbs would be conjugated according to this new conjugation would mean that endings like -ता/-ती would become -तु for nonbinary people and endings like -ते/तीं would become -तू for nonbinary people. Likewise, सकता/सकती would become सकतु and सकते/सकतीं become सकतू. This also means that रहा/रही would become रहु and रहे/रहीं becomes रहू. However this can be problematic for people who know Urdu, as Urdu doesn't differentiate between u/ū at the word final position in writing."</p>		https://nonbinary.wiki/wiki/Gender_neutral_language_in_Hindi https://inclusivehindi.la.utexas.edu/inclusive-hindi-grammar https://www.thequint.com/opinion/education-hindi-language-queer-rights-lgbtq-community-gender-identity-gender-binaries#read-more

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HUNGARIAN	No	All personal pronouns in Hungarian are neutral the nominative case for third person singular masculine is ő the nominative case for third person singular feminine is also ő the dative case for all genders is neki the accusative case for all genders is őt the singular possessive pronoun for all genders is övé the plural possessive pronoun for all genders is övék the formal nominative case third person for all genders is ön or maga	N/A		https://www.thebestsocial.media/blog/google-translate-hungarian/	https://www.europarl.europa.eu/cmsdata/151780/GNL_Guidelines_EN.pdf https://www.francisberger.com/blog/when-it-comes-to-gender-pronouns-hungary-is-the-most-progressive-country-in-the-world https://qaseees.org/resources/queer-languages-of-eastern-europe-speak-inclusively/
ICELANDIC	Yes		hán	Icelandic words for occupations are typically always grammatically masculine, regardless of the gender of the person with the occupation. There were originally grammatically feminine words for traditionally female occupations (e.g. hjúkrunarkona), but these were replaced with gender-neutral, grammatically masculine words (e.g. hjúkrunarfræðingur) throughout the 20th and early 21st centuries.	Traditionally, many Icelandic family names specify the person as being either male or female using the suffixes -son ("son") or -dóttir ("daughter"). Some nonbinary people change their surname to end in -bur or -barn, meaning "offspring" or "child". Alternatively, they may choose to drop the suffix altogether (for example, "Steinars" instead of "Steinarsson"/"Steinarsdóttir"/"Steinarsbur"). Currently, changing to a gender-neutral family name is only allowed for people who have their gender registered as "X" kvár "adult non-binary person" stálp "young non-binary person"	https://nonbinary.wiki/wiki/Pronouns https://nonbinaryiceland.tumblr.com/post/112407378300/how-would-you-address-a-non-binary-person-in#:~:text=Non%2Dbinary%20folks%20in%20Iceland,%C3%BEau%2F%C3%BEim%2F%C3%BEirra. https://grapevine.is/mag/2021/08/06/being-nonbinary-in-iceland-and-everywhere/ https://samtokin78.is/hyryrdi-2020-nidurstodur/?fbclid=IwAR12mXcQUstKYduHzCtrl-F6BxAg0lbYZx_2jRuejM_UDwfEKdSGUI0L2hY https://en.wikipedia.org/wiki/Gender_neutrality_in_languages_with_grammatical_gender#Icelandic
INDONESIAN	No	Dia is used for all genders singular; Mereka for all genders plural			https://www.vice.com/en/article/a3jg9e/why-google-is-adding-gender-pronouns-to-bahasa-indonesia-translations	
ITALIAN	Yes	All suggestions (*, "schwa" (ə) etc.) have been refused by the Accademia della Crusca. The Accademia said the Italian masculine plural form remains "the best instrument" to collectively represent "all genders and orientations", but also backed the wider use of the feminine form of professional titles. Rephrasing so as to avoid the use of gendered pronouns, adjectives and verb endings whenever possible is still the preferred approach.			https://saltyworld.net/non-binary-in-italian-queering-the-italian-language/ https://www.reuters.com/world/europe/italys-language-watchdog-says-no-gender-neutral-symbols-2023-03-20/ Extremely sensitive subject in Italy, most agree that gender is still identified as binary, and speakers use the gender of the individual as they present. There is no real traction for non-binary individuals at this time	https://www.telegraph.co.uk/world-news/2022/02/10/politically-correct-gender-neutral-symbols-endangering-italian/ https://multilingual.com/articles/gender-inclusive-language-in-games-and-its-localization-challenges/

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JAPANESE		There are no gender differences in written Japanese (except in quoted speech), and almost no differences in polite speech. There is no common/general gender neutral pronouns in Japanese so it is necessary to alternate the word "they" (when it is used as gender neutral proouns in English original audio and/or English template) to "that person" in Japanese or whatever suitable in the context.			The entirety of the language is influenced by gender	https://www.tofugu.com/japanese/queer-japanese/
KOREAN		In situations where gender or specific names aren't necessary, it is common to use gender-neutral terms like "이 사람 (this person)" or "저 사람 (that person)" In a informal conversation, an option is: 걔 (ㄱ + 아이), which can be used both for "he" or "she", and 걔네 for plural "they". Instead of using pronouns like "그(he)" or "그녀(she)," Koreans often refer to individuals by their names, titles, or relationship to the speaker.				https://en.wikipedia.org/wiki/Korean_pronouns
LATVIAN	Yes	Latvian does not have gender neutral personal pronouns. Nouns, adjectives, pronouns and numerals are inflected in six declensions. https://en.wikipedia.org/wiki/Latvian_declension Viņš - masculine, singular (he). Cases: viņa/viņam/viņu /viņā Viņa - feminine, singular (she). Cases: viņas/viņai/viņu/viņā Viņi- masculine, plural (they). Cases: viņu/viņiem/viņus/viņos Viņas - feminine, plural (they). Cases: /viņu/viņām/viņas/viņās Singular accusative case and plural genitive case matches for masculine and feminine. The only abstract and genderless pronoun is tas (it) but it's only used to speak about inanimate objects/things and would seem offensive or illiterate when used to describe a person. A mixed group of males and females would be addressed as viņi (masculine plural).				

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LITHUANIAN	Yes	<p>Lithuanian does not have gender neutral personal pronouns. Pronouns are masculine or feminine in singular or plural and inflected with 6 grammatical cases like nouns. https://en.wikipedia.org/wiki/Lithuanian_declension</p> <p><i>Jis</i> - masculine, singular (he). Cases: <i>jis/jo/jam/ji/juo/jame</i> <i>Ji</i> - feminine, singular (she). Cases: <i>ji/jos/jai/jā/ja/joje</i> <i>Jie</i> - masculine, plural (they). Cases: <i>jie/jų/jiems/juos/jais/juose</i> <i>Jos</i> - feminine, plural (they). Cases: <i>jos/jų/joms/jas/jomis/jose</i> *only genitive case in plural <i>jie/jos</i> (they) matches for masculine and feminine.*</p> <p>The only abstract and genderless pronoun is <i>tai</i> (<i>it</i>) but it's only used to speak about inanimate objects/things and would be very offensive if used to describe a person.</p> <p>In general Lithuanian is masculine leading language. A mixed group of males and females would be addressed as <i>jie</i> (masculine plural), same as a group formed of unknown individuals. In singular, if someone was talking about meeting a person, it would be natural to ask "Kas jis?" (Who is he?) because person/<i>žmogus</i> is a masculine noun. Or the pronoun would be avoided and replaced in conversation by person/individual, however gender still cannot be avoided as <i>this</i> and <i>that</i> (<i>šis/ši</i> and <i>tas/ta</i>) are also gendered.</p>				
MALAY	No	Dia is used for all genders singular; Mereka for all genders plural			Respect the cultural nuance of the language, titles etc.	

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MANDARIN SIMPLIFIED (CHINA)	No	<p>你 and 他 has been predominantly and historically used to mean and include both male and female. From the sociolinguistic and etymological point of view, 妳 and 她 (specifically indicating female) is a rather modern invention to respond to, or facilitate, our handling of gender pronouns in English when translating western literature.</p> <p>你 and 他 already can help us achieve neutrality given its already-existing nature of ambiguity and inclusivity with 「人」字旁 (it is "human" as it's indexing component, but not "man" or "woman").</p> <p>On the whole, Chinese is essentially not a gendered language. In terms of Chinese pronouns, It does not inherently need to be de-gendered to achieve gender neutrality like other gendered languages do. Although there may be some words that dictate heterosexual or patriarchal practices which we can find ways to deal with. For example, 夫妻 vs 配偶. One could perhaps approach this by utilizing alternative terms and phrases depending on contexts. This approach may bring an issue as to individual's identification with his/her/their gender roles and hence the translator should be flexible and conscious of the choice of words and take into account the content, nature, target audience, and the then-social climate when the work is published as well as how each word and expression is used that may carry different connotations (which are often subtle but significant).</p>				https://nonbinary.wiki/wiki/Pronouns

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MANDARIN TRADITIONAL (TAIWAN)	No	你 and 他 has been predominantly and historically used to mean and include both male and female. 你 and 他 can help us achieve neutrality given its already-existing nature of ambiguity and inclusivity with 「人」(human) as indexing component, not “man” or “woman”. We could also approach this by utilizing alternative terms and phrases depending on contexts. On the whole, Chinese is indeed not gendered language. For example, job titles don't specify or imply gender, such as 警察 (Policeman/Policewoman) and 演員 (actor/actress). If we need to specify the gender of the person, we will put other words, 男 (male) or 女 (female), in front of the terms. And for words that dictate heterosexual or patriarchal practices, it is appropriate to utilize more neutral terms. For instance, "parent" was frequently translated as "父母" which literally means dad and mom, but nowadays, we translate it as "家長." In terms of Chinese pronouns, they do not inherently need to be de-gendered to achieve gender neutrality like other gendered languages do. Although there may be some words that dictate heterosexual or patriarchal practices which we can find ways to deal with. For example, 夫妻 vs 配偶. We could perhaps approach this by utilizing alternative terms and phrases depending on contexts. This approach may bring an issue as to individual's identification with his/her/their gender roles and hence the translator should be flexible and conscious of the choice of words and take into account the content, nature, target audience, and the then-social climate when the work is published as well as how each word and expression is used that may carry different connotations (which are often subtle but significant).				
NORWEGIAN	Yes	hen			Language council of Norway approved (2022) the Council's recommendation applies mainly to those who wish to use “hen” as a personal pronoun, and they caution against using it as a general-purpose pronoun for those whose gender isn't known to the speaker. In those cases, the Council says it may be more appropriate to use “de/dem,” formerly a formal third-person pronoun and now the Norwegian equivalent to a singular “they.”	https://www.them.us/story/norway-gender-neutral-pronoun-hen-dictionary

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POLISH	Yes/Request help with this language	There is no consensus yet about the neutral language in Polish. Some non-binary speakers prefer to alternate between male and female pronouns, others opt for using genderless expressions. Various possible neutral pronouns and nouns are being put forward by the non-binary community, however, it hasn't been codified yet.				https://nonbinary.wiki/wiki/Gender_neutral_language_in_Polish https://qaseees.org/resources/queer-languages-of-eastern-europe-speak-inclusively/
PORTUGUESE	Yes		elu(s), ilu(s), ile(s)	<p>Noncanonical nouns: These paired nouns have distinct masculine and feminine forms with noncanonical gender morphology (e.g. e [M.], a [F.]), including cases where the masculine morpheme is null (∅ [M.], a [F.]) In this latter case, morphemes are realized overtly on inclusive forms so that the surface inclusive form is not the same as the masculine.</p> <p>Canonical -o/-a nouns These paired nouns have distinct masculine and feminine forms which differ only by canonical gender morpheme (o [M.], a [F.]). This morpheme is replaced by an inclusive morpheme, though orthographic changes are necessary when the consonants g and c precede the gender morpheme (e.g. músico → música) to preserve the sound of the word in writing.</p>		https://nonbinary.wiki/wiki/Pronouns https://www.genderinlanguage.com/portuguese
ROMANIAN	Yes	There are no non-binary pronouns in Romanian as of yet, so a workaround would be to use a non-specific, general noun, such as „persoana/ the person”, instead of a pronoun. Consequently, the grammatical agreement would be to „persoana”. The subject of a sentence can always be their first name.				https://qaseees.org/resources/queer-languages-of-eastern-europe-speak-inclusively/
RUSSIAN	Yes	N/A; some non-binary people use on and ona interchangeably. Use of the name instead of a gendered pronoun also used			Use of oHo is controversial as it means "it". Some NB people use it but others consider it dehumanizing.	https://www.themoscowtimes.com/2018/08/24/lost-for-words-non-binary-russians-fight-the-limits-of-their-language-a62650 https://www.babbel.com/en/magazine/gender-neutral-pronouns https://nonbinary.wiki/wiki/Pronouns#Russian_neutral_pronouns https://deepbaltic.com/2018/03/20/being-non-binary-in-a-language-without-gendered-pronouns-estonian/ https://qaseees.org/resources/queer-languages-of-eastern-europe-speak-inclusively/
SERBIAN	Yes	There are no gender-neutral pronouns in Serbian. Some non-binary people use "he" and "she" interchangeably, but in most cases they prefer one or the other pronoun, however it's still "he"/"she"				

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SLOVAK	Yes	Ono - A neutral pronoun used to describe objects, could be translated to English's "it". Recently it's becoming reclaimed.	One - A neopronoun, it takes the structure of on, ona, ono and extracts the base on_ and adds a different letter. One (or Oné) can be found in some dialects of Slovak as a synonym to ono.		<p>"Gender neutral personal pronouns - ""oni"" is scarcely used, it is more of an incorrect literal translation of English singular ""they"" rather than a standalone form of reference towards agender people. If anything, ""ono"" is more common and is used as the preferred form in ""Non-binary handbook"" published online by a Slovak non-binary person in early 2022 (fourth link). As noted in column G, some NB people do consider ""ono"" dehumanizing (as it is tied to items and concepts, not people) and they do not use it.</p> <p>Some non-binary people in Slovakia use ""generic masculine"" i.e. masculine, as it is the easiest form of communication with people that are not accustomed to dealing with non-binary people. However, this is very preferential, because this means the language surrounding the non-binary person is 100 % gendered in masculine.</p> <p>Suggestions, in order of preference:</p> <ol style="list-style-type: none"> 1. if feeling bold, we can become trailblazers of neopronouns and start using ""en"" as laid down in ""Zhrnutie bezrodu""**. Some book translations have already been published like this. 2. if we want to be a bit less innovative, we may use ""ono"" - however, this can face some pushback from NB people that are explicitly not comfortable with it 3. we can help strengthen ""oni"" as not just literal translation of singular they but as a proper pronoun for NB people 4. generic masculine <p>Please note this feedback considers only people that do not belong to the feminine or masculine gender (and for all intents and purposes of this feedback, NB, gender-neutral, and agender mean the same concept here). This feedback does not deal with the much wider consideration of referring to simply unknown people (as is often the prevalent usage of English singular they). The absolute bottom line is that there is no ""standard"" here and Slovak as a language still seems far from achieving such standard (and further yet from general accepted usage).</p> <p>**Zhrnutie bezrodu was a short questionnaire was used to learn what's the general attitude towards gender neutrality in Slovak language."</p>	<p>https://nonbinary.wiki/wiki/Pronouns https://qaseees.org/resources/queer-languages-of-eastern-europe-speak-inclusively/</p>

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SLOVENIAN	Yes	Multiple approaches possible: (1) Gender-neutral nouns/syntax instead of gendered nouns/syntax. (2) Elimination of pronouns. (3) Alternate use of genders and pronouns. (4) Use of both pronoun version with the gender-inclusive underscore: "on_a" (The pronoun "they" is not a gender-neutral option as it is masculine; the gender-inclusive underscore _ works best for written text, like subtitles.			Use of Ono is controversial as it means "it". Some NB people use it but others consider it dehumanizing.	https://qaseees.org/resources/queer-languages-of-eastern-europe-speak-inclusively/
SPANISH	Yes		elle(s)		In Spanish, linguistic gender is mostly realized through gender morphemes (minimal meaning-bearing units of language), which are at the ends of nouns, unless the noun is plural. For most cases in which the noun has both a canonically masculine (e.g. médico) and a canonically feminine form (e.g. médica), these nouns can be made inclusive by replacing the masculine or feminine gender morpheme with an inclusive morpheme. The noun's dependent elements (e.g. pronouns, articles, adjectives) will also change based on the new gender of the noun. Él es un médico estimado. → Ellx es unx médicx estimadx.	https://www.washingtonpost.com/world/2019/12/15/guide-how-gender-neutral-language-is-developing-around-world/ https://nonbinary.wiki/wiki/Pronouns#Spanish_neutral_pronouns https://www.genderinlanguage.com/spanish/how
SWEDISH	Yes/ Two grammatical genders common and neuter	hen			In 2015, Sweden added to the country's official dictionary the word "hen" — a gender-neutral pronoun that linguists had pushed as an alternative to the male pronoun "han" and female "hon."	https://www.babbel.com/en/magazine/swedish-hen#:~:text=Swedish%2C%20unlike%20Finnish%2C%20has%20two,%20and%20hon%20(she). https://www.washingtonpost.com/world/2019/12/15/guide-how-gender-neutral-language-is-developing-around-world/
TURKISH	No	O/IT				

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UKRAINIAN	Yes	<p>Ukrainian is a grammatical gender language.</p> <p>It is almost impossible, from a lexical point of view, to create widely accepted gender-neutral forms from existing words in Ukrainian, therefore alternative approaches are sought and recommended in administrative and political language.</p> <p>Feminisation is among them (specifically in relation to job titles when referring to women). Because most occupations have been, by tradition, grammatically masculine, with only a few exceptions, the feeling of discrimination has been particularly strong. Therefore female equivalents started to be created and increasingly used for virtually all functions of masculine gender.</p> <p>Both masculine and feminine forms are used in texts. <i>For example:</i> <i>Дорогі колеги та колежанки, друзі та подруги...</i> <i>Гендер в деталях анонсує майбутні теми сезону та запрошуємо до співпраці авторів/авторок статей.</i> <i>Проте у соціальних мережах не всі коментатори/рки однозначно відреагували на відео.</i></p> <p>Neutralization is a second approach. Neutralization of grammatical gender</p> <p>By using <i>collective nouns</i>. <i>For example,</i> <i>шановне товариство (замість пані та панове), подружжя (замість чоловік і дружина), студентство (замість студенти та студентки).</i> =dear community (instead of ladies and gentlemen), spouses (instead of husband and wife), studentship (instead of male and female students).</p> <p>By using <i>descriptive constructions</i>. <i>For example,</i> <i>читацьке / глядацьке коло, аудиторія (замість читачі, глядачі), журналістська / медійна спільнота (замість журналісти).</i> =audience (instead of readers, viewers), journalistic / media community (instead of <i>journalists</i>).</p> <p>In very rare cases, using the neuter gender. In particular, in children's cartoons or books, when affectionate and diminutive <i>forms of words are used</i>. <i>For example,</i> <i>кіт / кішка – кошеня,</i> <i>гусак / гуска – гусеня.</i> =male cat / female cat – kitten, male goose / female goose – gosling.</p>				https://qaseees.org/resources/queer-languages-of-eastern-europe-speak-inclusively/

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VIETNAMESE	No	non-gender pronouns such as “tôi, tui, mình, tao, tớ, etc.” (first person pronouns); “bỏ, bạn, cậu, mày, etc.” (second person pronouns); or “bạn ấy, người ấy, cậu ấy, etc.” (third person pronouns) for non-binary people. In Vietnam, it is possible to refer to oneself as a third person by using proper name, so in the cases where the above don't work, names can be used.				https://thehoya.com/viewpoint-value-nonbinary-experiences/#:~:text=In%20Vietnamese%2C%20pronouns%20capture%20gender,sister%20and%20older%20brother%2C%20respectively.