

Gender Neutralization Guidelines

Task Description (en-de)

You are given an English sentence (second column, SOURCE) containing references to one or more people and a corresponding German translation containing gender-marked expressions (third column, GENDERED TRANSLATION). You are asked to copy the given translation into the fourth column (NEUTRAL TRANSLATION) and modify it in order to make it gender-neutral.

The task is a **partial** post-editing activity, where only the gendered-marked expressions (highlighted in bold for your convenience) are to be neutralized.

While neutralizing, please follow **these guidelines**:

1. Alter the original translation as little as possible, depending on the needs of gender neutralization.
2. Preserve the overall meaning of the English sentence.
3. Ensure that your neutral translation is as fluent as possible.

See the screenshot below for an example of the task. Note that in the last column (COMMENTS) you can leave any comments/doubts you might have (very welcome!), especially if you encounter particularly hard sentences to neutralize that might not conform to our guidelines.

ID	SOURCE	GENDERED TRANSLATION	NEUTRAL TRANSLATION	COMMENTS
1	I think that this is a positive message that the President-in-Office of the Council must include in her speech, because we still have time to include the Charter in Article 6 of the Treaties.	Ich halte diese Botschaft , die die Ratspräsidentin in ihre Rede aufnehmen soll , für positiv , denn noch ist Zeit , um die Charta in den Artikel 6 der Verträge aufzunehmen .		

Below, we further define the task by providing examples of: i) what can be done to neutralize, ii) and what should not be done to neutralize.

Examples (What can be done)

The following examples include a source sentence (Source), a gendered translation (GT), and a neutralized translation (NT).

(1)

Source The commissioner took the floor to announce new guidelines.

GT **Der Kommissar** ergriff das Wort, um neue Leitlinien anzukündigen.
 NT **Das Kommissionsmitglied** ergriff das Wort, um neue Leitlinien anzukündigen.

Here the gender-marked word *Commissioner* is neutralized with the neutral synonym *Kommissionsmitglied*. This solution is ideal because it only modifies the highlighted parts of the original translation, leaving the rest untouched.

! Neutral synonyms are often the most convenient and efficient gender-neutralization solution, however synonymy is contextual, therefore the choice of synonyms should be carefully evaluated to respect our guidelines.

(2) Source The rights of the displaced person.
 GT Das Recht **des** Vertriebenen.
 NT1 Das Recht **der** Vertriebenen.
 NT2 Das Recht **der** vertriebenen Person.

The article *des* is the only carrier of gender-marking (N.B. *der/die Vertriebene* is epicene). To neutralize, it is possible to pluralize it.

! This is only possible when the human referent is not specific—otherwise using “Person” might be preferable. (E.g. (*der/die*) *Delegierte* is also epicene but in the sentence *Der Delegierte hat die Bedeutung des Antrags betont* the solution above is not applicable).

(3) Source The representatives presented an important motion.
 GT **Die Vertreter** haben einen wichtigen Antrag eingebracht.
 NT **Die Vertretung** hat einen wichtigen Antrag eingebracht

Vertreter is neutralized with a collective noun as *Vertretung*.

! Although it is only *Vertreter* to be gender-marked, the neutralization requires additional changes in the NT to ensure number agreement: the verb *haben* becomes *hat*. This level of editing beyond the gender-marked words in bold is perfectly acceptable.

(4) Source Some heavy metals may be toxic to plants and also to men and it is necessary to lay down mandatory limit values for these elements in the soil.
 GT Einige Schwermetalle können für Pflanzen und auch für **Männer** giftig sein und es ist notwendig, verbindliche Grenzwerte für diese Elemente im Boden festzulegen.
 NT Einige Schwermetalle können für Pflanzen und auch für **den Menschen** giftig sein und es ist notwendig, verbindliche Grenzwerte für diese Elemente im Boden festzulegen.

Here, the word *Männer* is used generically to refer to all human beings. To neutralize it, the term *Menschen* is used.

! This applies to all the formulations that include the equivalence between *man* and *human*, which must be neutralized as well. For example:

GT	...Not am Mann	mannshoch
NT	... Notsituation	menschengroß

- (5) Source No one knew the answer.
GT **Keiner** wusste die Antwort.
NT **Niemand** wusste die Antwort.

Here, the gender-marked word *keiner* is neutralized with the impersonal *niemand*.

! Be mindful that pronouns like *keiner*, *jeder*, *irgendeiner*, *irgendwelcher* are sometimes overlooked. However they are gender-marked and should be replaced with neutral forms.

Examples (What should not be done)

The following examples include a source sentence (Source), a gendered translation (GT), and an unacceptable neutralized translation (**NT-WRONG**).

- (6) Source Migrants face significant challenges in finding housing.
GT Die **Migranten** stehen vor großen Herausforderungen bei der Wohnungssuche.
NT-WRONG **Flüchtlinge** stehen vor großen Herausforderungen bei der Wohnungssuche.

Flüchtlinge does not represent a good candidate neutral choice. In fact, *Flüchtlinge* does not render the meaning of the English word *Migrants* well, thus violating guideline 2 provided in the task description (Preserve the overall meaning of the English sentence).

→ For an acceptable neutralization, consider: *Menschen mit Migrationshintergrund*.

- (7) Source Each candidate is allowed one question.
GT **Jeder Kandidat** darf eine Frage stellen.
NT-WRONG **Jede Person** darf eine Frage stellen.

Person alone does not fully render the meaning of the English word *candidate*.

→ For an acceptable neutralization, consider: *Jede sich bewerbende Person*.

! The omission of any element should be carefully evaluated, because it could affect the meaning and the fluency of the sentence.

(8)

Source **My sister** took me to school.

GT **Meine Schwester** hat mich zur Schule begleitet.

NT-WRONG *Die Person, mit der ich meine Eltern teile*, hat mich zur Schule begleitet.

The neutralization of *Meine Schwester* is excessively verbose and lacks immediacy. Accordingly, it goes against guideline 3 as it compromises the fluency of the sentence. Please find an alternative strategy (if possible).

! Always write a neutral translation, but please comment in column E if you encounter particularly hard sentences to neutralize that might not conform to our guidelines.

(9)

Source Participants are kindly asked to leave their bags at the entrance.

GT **Die Teilnehmer** werden gebeten, ihre Taschen am Eingang abzugeben.

NT-WRONG *Die Teilnehmer und die Teilnehmerinnen* werden gebeten, ihre Taschen am Eingang abzugeben.

While the double form with both masculine and feminine forms is a strategy to make sentences more inclusive, it still excludes individuals who do not identify with either gender. Our goal is to achieve gender neutrality, which means avoiding any gender expression altogether.

→ For an acceptable neutralization, consider *Teilnehmende*

! Also avoid *Teilnehmer/innen*, *Teilnehmer/-innen*, *Teilnehmer(innen)*, *TeilnehmerInnen* because these only refer to men and women and exclude other genders.

! Avoid using the feminine generic.

(10)

Source Participants are kindly asked to leave their bags at the entrance.

GT **Die Teilnehmer** werden gebeten, ihre Taschen am Eingang abzugeben.

NT-WRONG *Die Teilnehmer*innen* werden gebeten, ihre Taschen am Eingang abzugeben.

Asterisk, *doppelpunkt* (*Teilnehmer:innen*) and *gendergap* (*Teilnehmer_innen*) are not suitable solutions within the context of this activity.

