

The Use of Feminatives in Official and Business Communication in Modern Ukrainian

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ABSTRACT

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Introduction: The presented scholarly study undertakes a comprehensive multidisciplinary analysis of the phenomenon of feminatives within the framework of the stylistic and functional idiomaticity of the official-business style of modern Ukrainian literary language.

Objectives: The study aims to conduct a comprehensive analysis of the structural-semantic features and functional-pragmatic characteristics of the use of feminatives within the official and semi-official discourse of Ukrainian business communication, taking into account their communicative, sociocultural, and stylistic parameters.

Methods: The research is based on a synthesis of analytical hermeneutics, structural-functional content analysis, sociolinguistic micro-approach, and diachronic stratification of linguistic transformations.

Results: Aspects of the morphological-syntactic dynamics of feminatives are examined through the prism of axiological and epistemic foundations that shape the current vectors of language policy in the sphere of regulated discourse. It has been observed that the formalized communicative environment of the administrative and bureaucratic segment of linguistic practice predominantly employs masculinitives as the nominative referents for professional and positional titles, aligning with the prevailing paradigm of normative linguistic and stylistic conservatism. Within the discursive domain of semi-official texts, particularly in digital environments, an increased resonant response to sociocultural demands for gender symmetry in linguistic forms has been identified. This phenomenon is acquiring the character of linguistic adaptability, expressed through the gradual accumulation of feminatives as a dynamic component of the lexical and grammatical inventory.

Conclusions: It has been proven that the process of standardizing feminatives within the official-business style remains at the stage of partial codification, accompanied by competition between descriptive and prescriptive approaches to word-formation regulation. It is highlighted that the lexical-semantic codification of female professional titles occurs in the context of linguistic institutionalization and sociolinguistic reflection, reflecting transformative processes within the public discourse.

Keywords: axiological paradigm, linguistic institutionalization, lexical-semantic stratification, normative conservatism, digital discourse, prescriptive regulation, gender symmetry.

INTRODUCTION

A paradigmatic characteristic of Ukraine's linguistic evolution within the second decade of the 21st century is the systematic actualization of feminatives as linguistic markers of feminine identity, shaped by professional, socio-stratificational, age-related, and axiological affiliation. This phenomenon, driven by gender-centric discursive

transformations, has triggered an intensification of theoretical and methodological reflection in linguistics, aimed at deconstructing traditionally patriarchal semantic-syntactic models. The optimization of descriptive-normative analysis of an expanded corpus of feminatives requires consideration of a complex set of extralinguistic and sociocultural determinants, including axiomatic shifts toward gender egalitarianism, the correlation of cognitive-discursive models with contemporary anthropocentric paradigms, the dynamics of gender culture as a phenomenon of civilizational progress, and the implementation of axiological inclusivity principles projected onto linguistic practice.

The intensification of women's professional and social subjectivation, along with their incorporation into fields previously defined as masculine-dominated, has led to a significant expansion of feminine lexemes and their multi-level integration into texts of various genre-stylistic formations. However, stylistic regulation exhibits substantial polarization: on the one hand, feminatives are progressively adapting within media discourse, literary texts, and semi-official communicative acts; on the other, there remains persistent normative resistance, particularly within the official-business style [1, 2]. Administrative-bureaucratic discourse, burdened by normative conservatism, continues to uphold masculine forms as the standard for designating positions and titles, a practice reinforced by established documentation traditions.

Nevertheless, the normative-legal framework, as codified in the current edition of the Ukrainian Orthography [3], sanctions the recommended use of feminatives even in formal-business contexts. This codification innovation represents a significant step toward the desemantization of linguistic practices devoid of gender asymmetry and the construction of an inclusive linguistic environment. It allows for the projection of a gradual harmonization of formal-stylistic norms with the anthropocentric and inclusive demands of contemporary society, as well as the intensification of evolutionary processes within the Ukrainian language system.

OBJECTIVES

The study aims to conduct a comprehensive analysis of the structural-semantic features and functional-pragmatic characteristics of the use of feminatives within the official and semi-official discourse of Ukrainian business communication, taking into account their communicative, sociocultural, and stylistic parameters. Given the outlined research objective, a set of comprehensive tasks has been formulated to ensure a thorough theoretical and empirical examination of the subject matter. Specifically, the study entails: conducting a systematic analysis of scholarly sources and discourse studies related to the specifics of feminine usage across various communicative contexts; investigating the paradigmatic and syntagmatic aspects of feminine usage within the official-business style of contemporary Ukrainian literary language, taking into account normative, sociolinguistic, and cognitive-pragmatic factors; identifying and classifying the key structural-semantic and functional-communicative parameters of feminine usage based on a detailed analysis of a corpus of official-business texts.

LITERATURE REVIEW

The intensified feminization of linguistic practice within polyfunctional discursive systems, correlating with the diachronic evolution of linguistic norms, manifests as an object of cognitive-discursive analysis and sociolinguistic reflection. It implicitly converges with macrosocial processes of gender reinterpretation of societal paradigms and the reconfiguration of role models within the framework of the post-industrial civilizational trajectory.

The expansion and adaptation of the feminization paradigm across stratified linguistic registers constitute a continuous process determined by the discursive representation of sociocultural transformations. Within the realm of corpus linguistics, systematic mapping of linguistic changes affecting the lexico-semantic repertoire is conducted [4]. The axiomatic nature of these transformations is conditioned by cognitive-pragmatic imperatives aimed at achieving gender equivalence and the de-hierarchization of the linguistic worldview.

The evolution of the onomasiological system of the Ukrainian language within the vector of gender neutralization demonstrates the expansion of feminization-driven derivation in official and semi-official discourse. The determinants of this phenomenon lie in the re-evaluation of paradigms of female self-actualization in society, which necessitates the modification of verbal representations of professional, academic, and socio-status nominations [1].

Discourse analysis of linguistic structures within the context of algorithmic modeling of artificial intelligence reveals the ambivalence of automated linguistic processes in the formation of gender-appropriate constructions [5, 6]. The dichotomy between the normativity of linguistic coding and algorithmic forecasting of textual coherence suggests

that the incorporation of feminized forms into the official register requires a comprehensive adaptation of lexicographic resources.

In the domain of interlinguistic communication, the issue of transferring semantic markers during translation from gender-neutral languages into poly-gendered linguistic systems emerges, influencing the pragmatic equivalence of verbal reception [7]. A correlation has been identified between the morphological structure of feminized forms and their semantic valency in translation practices [8, 9], underscoring the necessity for the development of standardized algorithms for transforming gender-marked lexicon.

Corpus analysis of official-business texts has revealed latent asymmetry in the usage of feminized forms, interpreted as a relic hypertrophy of patriarchal linguistic norms [10]. Thus, the strategic implementation of feminization within multi-tiered linguistic registers constitutes a pivotal aspect of language policy modernization, aiming at the harmonization of gender-asymmetric discursive practices [11, 12].

The generalization of paradigmatic characteristics of feminized nomination in contemporary Ukrainian, taking into account linguocultural factors, allows for an explicit explication of its functional stratification dynamics [13]. The lexicographic conceptualization of feminized forms necessitates their identification in correlation with onomasiological, morphological, and stylistic parameters [14], thus substantiating the need for further research within cognitive and sociolinguistics.

Given the structural-functional heterogeneity of modern linguistic norms, the actualization of feminization requires a multidisciplinary approach encompassing a comprehensive analysis of the semantic, pragmatic, and syntactic aspects of its derivation. The institutionalization of feminized structures in official discourse presupposes their standardization, which is a crucial stage in shaping a gender-balanced linguistic worldview.

METHODS

Comparative Analysis is applied to examine the structural, semantic, and legal parameters of the functioning of feminine-gendered lexical units across different languages and legal systems. This method enables the identification of universal patterns and specific differences in the integration of feminine forms into the official discourse of various countries, the tracing of mechanisms for their normative consolidation or variation in usage, and the assessment of the influence of cross-cultural linguistic processes on the dynamics of Ukrainian language practices.

The application of content analysis within this study involves a comprehensive examination of a corpus of official and administrative texts, including legislative acts, regulatory documents, and legal-administrative records, with the aim of identifying feminine-gendered lexical items, analyzing their frequency, and exploring their syntactic and semantic characteristics. The use of this method facilitates the determination of patterns in the usage of feminine forms across different contexts, the identification of their collocational tendencies, and the delineation of key trends in language policy concerning gender-marked terminology in official discourse.

The qualitative analysis method allows for an in-depth investigation of selected texts within the official-administrative style to determine the specifics of feminine-gendered lexical usage in contemporary Ukrainian. The focus is placed on identifying the pragmatic characteristics, stylistic nuances, and contextual factors that influence the normativity, communicative relevance, and variability of such linguistic units within the framework of official discourse.

RESULTS

Under the influence of sociolinguistic transformations and contemporary discursive imperatives, there is an observable tendency towards the remodeling of traditional lexico-semantic categories, particularly in the domain of gender-marked nomination [15]. The phenomenon of intensified feminine derivation, dictated by extralinguistic factors, engenders a polyphonic variability of derivatives, often in conflict with the systemic principles of linguistic organization.

The phenomenon of unregulated feminine form creation, analyzed through the lens of structural-onomasiological inquiry, exhibits substantial polyformity and a lack of unified derivational models. For instance, within the nominative field associated with the noun *rektor*, a dispersion of variant lexemes is evident: *rektorka*, *rektorinya*, *rektoreasa*, among others. Such a proliferation of nominative units results not only in semantic turbulence but also in the deviation from traditional grammatical norms [16].

The presented table systematizes the key aspects of the category of feminine nouns in Ukrainian literary language, elucidating their intricate interplay across theoretical foundations, sociocultural determinants, linguistic implications, semantic characteristics, and gender parameters [17, 18]. The interaction of these components reveals the multifaceted nature of the linguistic category, which transcends purely grammatical norms and delves into the domains of social ontology, ideological constructs, and the evolutionary transformations of language as a cultural phenomenon. The analysis of morphological, semantic, and functional dimensions of feminine nouns demonstrates the coexistence of archaic and innovative tendencies within the framework of contemporary literary language.

The table serves as a concentrated synthesis of interdisciplinary approaches to the study of feminine nouns, encompassing cognitive, sociolinguistic, and cultural perspectives. The utilization of terms such as “semantic connotation”, “ontological essence”, and “functional-semantic peculiarities” underscores the depth of conceptual analysis, reflecting the interdependence of linguistic structure and sociocultural context. The gendered component of the examined lexemes emphasizes their significance in shaping social identity and reproducing collective consciousness, which undergoes transformation in the context of modern societal realities (Table 1).

Table 1: Interdisciplinary Stratification of Feminine Nominal Constructs: Ontological, Semantic, and Sociolinguistic Dimensions within Ukrainian Literary Discourse

Theoretical Foundations	Linguistic Implications	Semantic Spectrum	Gender Aspect
The conceptualization of the category of feminine nouns serves as a fundamental premise for comprehending the linguistic system within the framework of its profound historical origins.	Linguistic analysis of the category necessitates consideration of extralinguistic factors that shape the ontological essence of lexemes.	Semantic differentiation of feminine nouns is determined by both synchronic and diachronic parameters of linguistic evolution.	The gendered component of linguistic units manifests through a subversive potential embedded within sociocultural codes.
The study of morphological systematization of forms of feminine gender realization enables the delineation of their prototypical and peripheral variants.	The implementation of cognitive linguistics methods allows for the understanding of the function of feminine nouns within the cultural conceptual sphere.	The semantic structure of feminine nominations often correlates with archetypal images that emerge as products of collective consciousness.	The grammatical category of the feminine gender serves as a marker of socio-historical shifts in the formation of gender stereotypes.
The functional-semantic peculiarities of feminine nouns determine their role in the structure of the linguistic worldview.	The semantic connotation of feminine nouns reflects the variability of axiological parameters within society.	The problem of connotative markedness of feminine nouns is shaped by cultural and historical determinants.	The lexico-grammatical category of the feminine gender represents the polyvalence of gendered experience through the linguistic paradigm.
In the context of syntactic functions, feminine nouns play a pivotal role in constructing rhetorical structures of literary language.	The diversification of semantic groups of feminine nouns results from the interplay of archaic and innovative tendencies.	A comparative analysis of feminine nominations in Ukrainian reveals the influence of intercultural communication.	The evolution of the feminine gender category demonstrates a close connection between linguistic dynamics and the transformation of gender perceptions.
Linguistic models explaining the category of feminine gender frequently rely on a	The polysemy of feminine lexemes complicates their classification within	The role of the feminine gender in poetic discourse is crucial for the creation	Feminine gender in literary language serves as a tool for reproducing gender identity and representing social roles.

philosophical-hermeneutic approach.	established linguistic categories.	of imagery and expressiveness in texts.	
The interpretation of the feminine gender in Ukrainian requires a multidisciplinary approach encompassing sociolinguistics, cultural studies, and psychology.	The adaptation of modern linguistic methodologies enables the creation of contemporary models for analyzing gender-marked nominations.	The meanings of feminine nouns may vary depending on contextual and social factors.	Feminine nouns reflect profound cultural and value orientations characteristic of specific epoc

Source: based on [19, 20]

The intensification of linguistic innovations towards the uncontrolled introduction of feminine forms destabilizes established nominative paradigms and reduces the aesthetic-functional potential of the literary language. Despite the efforts of linguistic institutions to regulate this process, its social resonance and ideological underpinnings render effective standardization unfeasible. The cognitive dichotomy between the normative-systemic and sociocommunicative approaches to linguistic development has led to a paradoxical situation: on the one hand, prescriptive linguistics is grounded in the principles of structural stability, while on the other, social discourse increasingly gravitates toward flexibility and variability. It is within this context that an interpretational rift emerges – whereas for some, feminine derivatives represent elements of progressive linguistic adaptation, for others, they constitute a threat to linguistic systematicity [16].

The promotion of gender-neutral linguistic policies has led to the erroneous perception of feminine forms as the sole instrument of linguistic inclusivity. However, the Ukrainian language already possesses a range of synthetic and analytical constructions that ensure the accurate reference to female individuals without disrupting linguistic equilibrium. Among such means, one should highlight constructions with postpositional attributes (zhinka-polityk – woman-politician) and syntactically concordant formulas (ekspert vyslovyla dumku – the expert expressed [her] opinion).

Thus, the process of nominative expansion concerning feminine forms remains in a phase of conceptual opposition between the traditional systematicity of language and the sociolinguistic imperative for linguistic reform, opening new avenues for further scholarly inquiry in cognitive and sociolinguistic research.

It is an indisputable fact that feminatives are an integral part of the Ukrainian lexicon at all stages of its development. This is confirmed by linguistic studies from the early 20th century, which state: “Professional and similar titles in the Ukrainian language are mostly distinct for men and women. The Ukrainian language generally avoids using common-gender nouns to denote positions, professions, and ranks. Instead, it assigns these words the formal grammatical masculine gender regardless of the person's actual gender. In Ukrainian, there is a clear distinction: vin – doslidnyk, vona – doslidnytsya; vin – filosof, vona – filosofka; vin – rektor, vona – rektorka; vin – istoryk, vona – istorykynya; vin – dyplommat, vona – dyplommatka; vin – analityk, vona – analitykynya; vin – heohraf, vona – heohrafka” [20].

Feminatives have remained active in linguistic usage, with many recorded in the academic 11-volume *Slovyk ukrainskoi movy*. However, linguists have consistently emphasized their stylistic restrictions. For instance: “They are used in all styles except for scientific and, especially, official-business”; “Feminatives are not used in official-business style. Their main area of usage is conversational speech, from where they penetrate literary and journalistic texts. <...> With frequent use, such words gradually lose their colloquial connotation but still remain stylistically marked and unsuitable for official discourse”; “Restrictions on the use of feminatives in official-business communication are still clearly outlined in all grammars and business language manuals” [21].

In the 2019 edition of the “Ukrainian Orthography”, approved by the Cabinet of Ministers of Ukraine [3], Section 32, point 4, delineates models for forming feminine nouns (feminatives) using suffixes such as -k-, -ytsia, -ynia, -es-, among others. Notably, the suffix -k- is the most commonly used, as it can combine with various types of stems. The suffixes -ytsia and -ynia are typically appended to stems ending in -nyk, -en, -ets, or consonants, whereas the suffix -es- is less frequently employed.

Naturally, the process of feminization manifests in varied modifications depending on functional-stylistic paradigms. The least prone to adapting the aforementioned linguistic innovations is the official-business style, which correlates with the normative imperatives of written and oral communication within the parameters of the administrative and managerial stratification: both in the vertical aspect (institutional interactions of entities with authoritative powers, corporate structures, professional conglomerates, and individual agents), and horizontally (inter-institutional correlations, interaction of structural subunits, departmental segments, and operational clusters). In practical terms, this determines the regulation of interactions within the executive apparatus of the state, the operation of specific institutions, communication between physical and legal entities, as well as the information flow to subordinated entities regarding administrative initiatives, transformational processes, and regulatory modifications.

In written discourse, the effectiveness of this communicative construct is ensured by key genres of bureaucratic document flow: directive documents (decrees, resolution acts, normative-legal acts, regulatory orders, instructional-procedural protocols), organizational (contracts, legal conventions, job regulations, statutory articles, classification staffing dispositions), and informational-documentary (autobiographical dossiers, professional resumes, administrative petitions, personalized registers, explanatory/analytical memoranda, report compilations, strategic plans, institutional characteristics, protocol extracts, reference reports).

An axiomatic belief is that the transparency of official-business communication is determined, among other things, by differential parameters such as standardized unification (regulation of linguistic constructions, clichéd expressions) and stylistic impassivity [22]. A key role in this is played by this stylistic convention, which implicitly inhibits the active introduction of feminized forms in the nominative system of professional and social status, positions, and honorary titles for women, since in the codified literary discourse, there are normative-stylistic restrictions: titles for women, in accordance with current regulations, are fixed in the male morphological paradigm: *magister yurydychnykh nauk* (Master of Juridical Sciences), *derzhavnyi audytor* (State Auditor), *providnyi spetsialist* (Leading Specialist), *zasluzhenyi ekonomist* (Honored Economist).

Within the framework of contemporary linguistic paradigms, a conspicuous deficit of systematic congruence is evident between extant regulatory prescripts governing the usage of feminized forms within the confines of the official-business style of the Ukrainian language, empirically validated tendencies of lexical expansion, and the socially substantiated demand for institutional normalization of gender-marked linguistic units. This discord attains particular acuity in the context of normative initiatives aimed at ensuring gender parity within legal and professional domains, notably in the realm of diplomatic service, as well as in the process of developing normative and methodological guidelines addressed to key state apparatuses, including the Ministry of Defense of Ukraine, the Armed Forces, the State Special Transport Service, and intelligence agencies [21].

Institutional interventions implemented at the macro level of state administration constitute a critically significant factor in advancing feminatives into the discursive domain of official-business communication, particularly within administrative-bureaucratic communicative practices. These measures are oriented toward the conceptualization, cognitive-semantic legitimization, and experimental-functional validation of strategies for gender linguistic standardization, which align with broader European transformative trends in linguistics. A paradigmatic illustration of such initiatives is the scholarly-practical discourse organized in the format of a roundtable discussion entitled “Standardization of the Ukrainian Language in the Context of Gender Policy”, convened on September 9, 2020, under the auspices of the National Commission on State Language Standards in collaboration with the Government Commissioner for Gender Policy.

Within the framework of this discussion, the imperative necessity of modifying the regulated norms of the official-business style of contemporary Ukrainian literary language to align with the axiological benchmarks of European linguistic standards was articulated. Particular emphasis was placed on the unification and acceleration of processes for integrating feminized linguistic units into various modalities of official communication. Special attention was drawn to the issue of adapting gender-marked nominations within the nomenclature of formalized documentation in central executive bodies, where the implementation of these norms in the realm of official record-keeping encounters significant structural and functional constraints, as the current legislative corpus prescribes only an optional status for the use of feminatives for professional and positional designations, which undergo modifications depending on the pragmatic intentions of communicative actors.

The argument regarding the axiomatic rigidity of the official-business style finds empirical confirmation in official sources. On April 13, 2024, the “Methodological Recommendations on the Use of Gender-Sensitive Language in the System of the Ministry of Defense of Ukraine” were approved, regulating language practices within the Ministry of Defense, the Armed Forces of Ukraine, the State Special Transport Service, and intelligence agencies. At the same time, it was emphasized that military ranks would remain unchanged concerning feminization. This provision is clearly reflected in official communicative artifacts: military ranks and position titles in the defense sector for women retain the traditional masculine grammatical form.

In summary, the introduction of feminatives into the official-business discourse of the Ukrainian language faces significant structural and functional constraints. Current legislation provides for only optional use of feminatives for professional titles, which can be adapted based on the pragmatic preferences of communicators. This underscores the need for further research and the development of strategies for the effective integration of gender-sensitive language into official communication.

A similar conceptual stance on linguistic regulation of gender-related nomenclature is evident in the normative frameworks of the Ministry of Internal Affairs. Acknowledging the appropriateness of adapting the norms of the revised orthography across various communicative spheres, this agency adheres to a paradigm wherein masculine grammatical forms are prioritized for job titles, professions, and ranks. This practice is justified by the universal referential function of such lexical units, which designate professional roles rather than biological gender. Regarding legal standardization, in accordance with established protocols of official-business etiquette, regulatory documents employ masculine noun forms, which, according to the Ministry’s position, do not constitute gender discrimination.

Within the purview of contemporary linguistic studies, a persistent proclivity toward stability and inertia is discerned in the official-business linguistic paradigm concerning the feminization of professional appellations within the administrative practices of various state institutions. This phenomenon has been meticulously scrutinized in scholarly materials disseminated via the online platform “Chytomo”. According to the findings of linguistic monitoring, the implementation of feminine forms in official documentation has been partially actualized by the State Service of Education Quality and the State Migration Service.

Conversely, other governmental bodies, such as the State Service for Geodesy, Cartography, and Cadastre, along with the State Export Control Service, steadfastly adhere to the traditional norm of employing masculine nouns to denote positions occupied by women in official correspondence and documentation. Nevertheless, feminization is permissible within personalized human resources documentation upon the request of female employees. This approach is legally substantiated, as it aligns with the provisions of Order No. 1574 issued by the Ministry for Development of Economy, Trade, and Agriculture of Ukraine on August 18, 2020, which codifies amendments to the National Classifier of Professions. According to classification norms, professional titles are typically presented in the masculine form, except for designations that exclusively pertain to female professions (e.g., *pokoivka*, *niania*, *shvachka*, *sestra-hospodarka*). However, should a female employee formally request it, her professional title may be adapted to correspond with her gender identity in internal HR documentation. An analysis of the State Classifier of Professions of Ukraine reveals that out of approximately 7,000 listed occupational titles, a mere 38 are presented in the feminine grammatical form.

In the linguistic practices of the State Tax Service and the State Archival Service, the nomination of female individuals is not implemented due to its status as purely advisory rather than a normatively codified linguistic paradigm.

The information-analytical aspect that elucidates feminization processes in official-business discourse necessitates a meticulous examination of text corpora represented on the digital resources of the Ministry of Education and Science of Ukraine, the “Pro.Svit” Innovation Education Center web portal, as well as the content of official and quasi-official educational platforms, including “Vseosvita”, “Na Urok”, and “Ed.Era”. The corpus of texts published on the Ministry of Education and Science website, particularly regulatory documents that function as exemplars of the administrative-clerical substyle, demonstrates an absence of feminine identification markers (with the exception of certain genre varieties such as announcements and informational messages). This occurs despite the fact that, as of June 3, 2019, the Ministry’s website recommended applying the norms and rules of the new edition of the orthography in all spheres of public life, including the official-business style.

In contrast, the linguistic practices of educational online platforms and informational resources within the educational sector, which represent a segment of quasi-official communication, exhibit a higher degree of flexibility

and adaptability to such innovations. A notable example is the lexical contrast between the traditional designation “minister” (masculine) and its feminized variant “ministerka” (feminine). The consistent policy of the Ministry of Education and Science regarding adherence to stylistic norms while ensuring gender neutrality in administrative-managerial discourse [21] is illustrated by the official signing practices of women who have held leadership positions in educational bodies at various times. Thus, regulatory documentation, including letters, directives, and normative acts, contains the signatures of individuals who have served as the minister and deputy ministers of education and science [21].

The absence of the feminized nomination “zastupnytsia” (female deputy) in the official-business textual space is interpreted as normatively justified and stylistically relevant, as “zastupnytsia” in the Ukrainian lexicon has been traditionally established to mean a female individual engaged in protective or patronage activities. In the context of the administrative-managerial hierarchy, the functional content of the deputy position does not imply a semantic component of protection or patronage. Therefore, the designation “zastupnyk” (deputy) in relation to individuals of any gender is recognized as correct and normatively established.

Traditional masculine grammatical forms of job titles, professions, and statuses of women dominate the texts of regulatory acts, correspondence, and orders – the key genre varieties of the administrative-managerial discourse in the educational sphere, which operates under a strict vertical subordination system.

In the context of official-business discourse, characterized by stable communicative situations that are cyclically reproduced, there is an observable formation of specific genre structures, accompanied by the consolidation of characteristic linguistic means. In such texts, the choice between feminities and masculinities loses its relevance, as the designation of positions and social statuses is carried out using generalized plural forms. For example: “Special gratitude is expressed to Andriy Zelinskyi, founder of the Ukrainian Leadership Academy, and Yuliia Naidych, kerivnytsia of the School of Educational Managers at the Kyiv-Mohyla Business School, for their assistance in organizing the 'Education of the Wonderworld' Forum”. Or: “We request the kerivnytsi of general secondary education institutions to strictly adhere to labor protection and safety rules during the educational process”. Also: “Detailed explanations regarding labor relations during martial law can be found on the official website of the Ministry of Education and Science of Ukraine”.

Pedahohyni of general educational schools actively implement innovative teaching methods, organize interactive lectures, online excursions, project-based learning, and facilitate students' participation in research activities. We ask that the content of this letter be brought to the attention of the kerivnytsi of education management bodies at various levels, as well as to the administration and pedahohyni of educational institutions, to conduct preventive measures among students and promote a healthy lifestyle. Contact information of the administration and pratsivnytsi of the educational institution should be placed in an accessible location so that uchasnytsi in the educational process can promptly seek assistance on issues related to safety, health protection, and children's rights protection.

Furthermore, within the framework of correspondence, decrees, and various authoritative directives regulating the multifaceted sphere of educational activity, this lexical space is usually saturated with complex, three-member terminological constructions, such as “uchasnytsi in the educational process” and “otrymuvalyky of educational services”. For example: “Educational institutions must ensure the creation of a safe environment for all uchasnytsi in the educational process, including appropriate learning conditions and psychological support”; “Local self-government bodies, in cooperation with educational institutions, implement measures aimed at increasing digital literacy among schoolgirls and pedahohyni”; “The implementation of state programs on inclusive education ensures equal opportunities for acquiring knowledge for all categories of students, regardless of their individual needs”.

The discursive configuration of administrative-normative regulation of language policy in the domestic educational and scientific domain exhibits a persistent perturbational indeterminacy regarding the integration of feminization-driven derivation into the canonical standards of official-business communicative discourse. The epistemological foundation of this issue correlates with a hypertrophied preference for archaized onomasiological models, complicating the process of gender-based linguistic standardization aimed at symmetrizing the categorical framework of professional nomenclature.

The paradigmatic inertia of institutionalized linguistic regulations conditions the galvanization of an explicitly-latent bureaucratic resistance to the implementation of inclusive onomastics, particularly due to the absence of a unified system for derivational-morphological codification of feminized lexical units. The substratum of this linguistic-

perceptual inertia is rooted in a deeply structured traditionalist matrix of professional nominative conventions, which gravitates toward the preservation of a conservative status quo, even in the context of the implementation of European legal and linguistic standards.

The implicit dichotomy between the normative-declarative trajectory and its factual realization intensifies the rigidity of the administrative-communicative environment, engendering a selective approach to linguistic transformations within the framework of official document circulation [23]. Consequently, gender-linguistic policy, despite being projected as a priority vector of state linguistic standardization, remains in a phase of fluctuational formation, conditioned both by a limited reception of new lexical formats and by the politico-administrative extrapolation of linguistic tradition as an instrument of social regulation.

Under the aegis of such regulatory interventions and in deference to prevailing societal imperatives (including reproaches concerning the ostensibly inadequate commitment of the Ministry of Education and Science to the entrenchment of gender parity and the cultivation of gender-conscious discourse), the linguistic apparatus of the educational-scientific domain assimilates feminisation tendencies with pronounced selectivity, manifesting predominantly in “transitional modalities” and within circumscribed genres of administrative documentation. It is particularly germane to underscore that these exemplifications of orthographic variability coexist within the confines of a singular document, thereby epitomising the fluidity and provisionality of gender-marked linguistic codification in bureaucratic praxis.

The moderators of the discursive segment of the Council of Young Scientists, integrated into the digital ecosystem of the Ministry of Education and Science, exhibit a linguopragmatic commitment to inclusive gender nomination, explicitly articulated through feminine-marked linguistic constructions. The idiosyncratic paradigm of textual artifacts accumulated within this communicative platform a priori correlates with the concept of a semi-official register, which presupposes a syncretism of bureaucratic formalism and elements of cognitive reflection. In accordance with subject stratification and communicative-pragmatic imperatives, the textual corpus of this resource systematically implements a polyphonic array of feminine-gender derivatives, including: *abituriyentka* (female university applicant); *doktorantka* (female doctoral student); *lektorka* (female lecturer); *pedahohynia* (female pedagogue); *hrantozhytsia* (female grant recipient); *profesorka* (female professor); *dekanka* (female dean); *kursantka* (female cadet/student of a specialized course); *olimpiika* (female Olympiad participant) *dopovidachka* (female presenter/speaker). For example: Among the associate members of the Young Scientists Council at the Ministry of Education and Science are national experts, such as a doctoral researcher (*doktorantka*) and assistant professor from the Department of Philosophy at Taras Shevchenko National University of Kyiv, who possess significant expertise aligned with the Council's objectives.

An illustrative instance of contextual feminative saturation within a formal announcement is exemplified by the communiqué disseminated on February 12, 2024, regarding a conference dedicated to the International Day of Women and Girls in Science, titled “Conference on the International Day of Women and Girls in Science”. The discursive framework of this announcement necessitates the systematic incorporation of feminative forms as integral structural elements within identification formulas that introduce or promote the event’s participants, albeit frequently appearing in conjunction with masculine equivalents within enumerative constructions. The event is organized by the NGO CSR Development Center and the national initiative “Girls STEM”. The general partner of the event is L’Oréal Ukraine, with DTEK Academy serving as an additional partner. At the event, participants will hear inspiring success stories and learn about groundbreaking achievements in science made by Ukrainian female scientists. Among the distinguished speakers: Olha Larina, *spivrobitnytsia* (female senior researcher) at the L. V. Pisarzhevskiy Institute of Physical Chemistry of the National Academy of Sciences of Ukraine, *peremozhnytsia* (female winner) of the Ukrainian “For Women in Science” Award 2023; Kateryna Terebilenko, *doktorka* (female Doctor) of Chemical Sciences, *dotsentka* (female associate professor) at Taras Shevchenko National University of Kyiv, TOP-10 *finalistka* (female finalist) of the Ukrainian “For Women in Science” Award; Khrystyna Hnatenko, *naimolodsha doktorka* (youngest female Doctor) of Physical and Mathematical Sciences in Ukraine, *dotsentka* (female associate professor) at the Department of Theoretical Physics, Ivan Franko National University of Lviv, *peremozhnytsia* (female winner) of the Ukrainian “For Women in Science” Award.

The venue will be disclosed to participants selected on the basis of their motivational statements. On November 23, 2024, at the Educational and Scientific Institute of Public Administration and Civil Service of Taras Shevchenko National University of Kyiv, an open offline/online training session was held as part of the Young Manager’s Academy for high school students and university students specializing in “Public Administration and Management” and

“National Security”. The session, titled “Communication Barriers and Ways to Overcome Them”, was led by **lektorka** (female lecturer) N. Likarchuk, **doktorka** (female Doctor) of Political Sciences, **profesorka** (female Professor) at the Department of Public Administration. Together with the participants, she examined and analyzed the causes of communication barriers, most of which are psychological phenomena, and explored the “rules” for overcoming such communication obstacles.

It is inappropriate to disregard manifestations of conscious adherence to the normative linguistic doctrine, according to which categorical nominations of individuals based on professional qualification, functional role, or hierarchical status remain gender-indifferent. Within this discursive context, nouns in morphologically masculine form function as generalized referents, encompassing individuals regardless of their biological sex and serving as a neutral onomasiological instrument. The correlative inconsistency in contemporary linguistic patterns (for instance, “designer”, “developer” – but “co-founder” in its feminized form) is presumably determined by subjective aesthetic-communicative predispositions and ideological-linguistic orientations of speakers concerning the legitimacy or fallacy of employing feminized forms. Symptomatic in this regard is the conceptual vector of the linguistic stance expressed by I. D. Farion, who categorically a priori rejects the acceptability of forms such as “profesorka” or “doktorka (female Doctor)”, as reflected in her verbal articulation on the platform Facebook: “I categorically oppose being referred to as ‘profesorka’ or ‘doktorka (female Doctor)’”.

This paradigm once again underscores the variable status of feminatives in the current orthographic framework: they do not constitute a mandatory linguistic convention but rather represent an optional linguistic resource, the activation of which correlates with the pragmatic parameters of discourse and the individual linguistic idiosyncrasies of communicants.

For example, within the framework of digital educational ecosystems, particularly platforms such as “Vseosvita” and “Na Urok”, feminized job titles manifest across various textual constructs, ranging from recommendation-based methodological exercises to in-depth analytical studies: **directorka** (female director), **managerka** (female manager), **redaktorka** (female editor), **organizatorka** (female organizer), **koordinatorka** (female coordinator), **naukovytsia** (female scientist), **doslidnytsia** (female researcher), **spikerka** (female speaker), **moderatorka** (female moderator), **trenerka** (female coach), **instruktorka** (female instructor), **slukhachka** (female listener), **uchasnytsia** (female participant).

Based on this extensive linguistic corpus, we can meticulously delineate the most fecund and structurally productive morphological paradigms governing the derivation of feminine lexemes from their masculine counterparts, particularly those signifying individuals engaged in professional or socially consequential vocations. These morphogenetic models, rigorously codified within the latest iteration of the “Ukrainian Spelling” orthographic compendium, manifest through the strategic deployment of a constellation of suffixal morphemes:

1. -k-: **doslidnytska** (a female researcher conducting empirical or theoretical inquiries); **eksperymentatorka** (a specialist engaged in laboratory-based experimental methodologies); **statystychnytsia** (a scholar dedicated to statistical analysis and data science); **biokhimichka** (a professional specializing in biochemical research and molecular interactions); Dr. Oksana Malynovska, a renowned **doslidnytska** in molecular chemistry, recognized as an innovator in quantum biochemistry and an **ekspertka** in scientific methodology at the International Academy of Sciences; **ekspertka** in theoretical physics and computational modeling; this annum, the designated **avtorka** of a groundbreaking scientific monograph will be the Ukrainian **fizykinia** (female physicist) and **astronomka** (female astronomer), **chlenkynia** of the Ukrainian Academy of Sciences, Iryna Poliakova (“Naukova Dumka”, 15.04.23); Dr. Lesia Koval <...> an erudite **kandydatka** of chemical sciences, an adept **trenerka** in scientific analytics, and an esteemed **konsultantka** for interdisciplinary research initiatives. The conspicuous morphological efficacy in engendering feminine designations—wherein feminine nominal derivation is, at times, metaphorically conceptualized as a “monopoly of feminine formation”—is attributable to the intrinsic adaptability of this suffix in seamlessly interfacing with a spectrum of lexical bases.
2. -yn-(ya): **heolohynia** (a female geologist specializing in tectonic processes); **neirofiziolohynia** (a scientist engaged in neurophysiological research); **analitikynia** (a researcher conducting data-driven studies in the field of computational sciences); while curating this periodical, our editorial collective aspired to imbue a sense of buoyancy among **matematykynia** (female mathematicians) and extend even a modicum of assistance; a **linhivistkynia** (female linguist), alongside a **redaktorka** (female editor) from “Naukove Slovo”, embarks upon a meticulous linguistic analysis of scientific discourse, identifying and ameliorating syntactic and terminological inconsistencies.

3. -yts-(ya): akademkinia (a female academic leading a research institute or department); Dr. Tetiana Romanenko, an esteemed kerivnytsia presiding over the department of artificial intelligence at the Institute of Advanced Scientific Research; Olha Shevchenko <...> a pioneering spivzasnovnytsia of the interdisciplinary research consortium “Innovative Technologies in Science”.

In the course of scrutinizing linguistic phenomena, particularly feminatives with the suffix -ec(a), their absence in the analyzed texts was discerned. This absence is ostensibly attributable to their propensity to confer a stylistically diminished connotation upon neologisms. Our conclusions concerning linguistic practices within educational resources align with the hypothesis that, in the contemporary milieu, semi-official linguistic praxis serves as the domain for the generation and utilization of grammatical variants of professional and positional appellations to denote female individuals.

In contemporary Ukrainian society, there is a discernible trend toward the increased utilization of feminine-gendered nouns, known as feminatives, reflecting aspirations for gender equality and the evolution of linguistic norms. Notably, a 2021 study by the Institute of Mass Information revealed that 63% of Ukrainian journalists consistently employ feminatives in their materials, while a mere 4% abstain from their use entirely. Regionally, the highest prevalence of feminative usage was observed in media outlets from Lviv and Rivne, each reporting a 95% usage rate, whereas media in the Sumy region exhibited the lowest at 51% [24].

Concurrently, the official and business communication sectors are progressively integrating feminatives. For instance, in 2024, the Ukrainian National Bar Association deliberated on the application of feminatives to the professional title lawyer and affirmed their conformity with Ukrainian linguistic word-formation models [25]. This decision underscores the readiness of official institutions to adapt to contemporary linguistic practices, thereby promoting the reflection of gender equality in professional lexicons. The use of feminine forms in media and other societal domains serves as a significant indicator of gender equality and linguistic practices. Various studies reveal the diversity in their application (Figure 1).

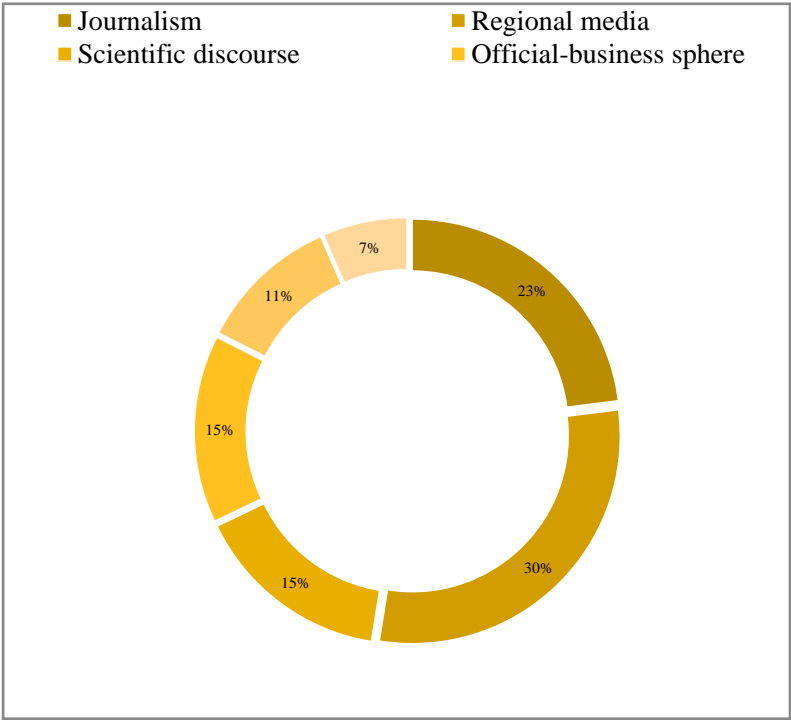


Figure 1: The use of feminine in Ukraine in various spheres

Source: [24]

It is noteworthy that scholarly writing is characterized by the employment of specialized terminology and infrequently used lexemes, which impart appropriate academic gravitas to the text. Consequently, the incorporation of rare and

specialized vocabulary in academic manuscripts enhances the precision and expressiveness of exposition, constituting an essential facet of scholarly writing.

DISCUSSION

Within the purview of contemporary linguistic studies, the phenomenon of feminatives emerges as an intriguing subject of scholarly inquiry, necessitating a profound analysis concerning its impact on gender parity within language. The research conducted by Kostusiak et al. [26] undertakes an exegesis of modern feminatives employed for the denotation of professions, positions, and activities, as well as their functionality within media texts. Gender-linguistic equilibrium is attained through the implementation of feminatives, thereby fostering the liberalization and modernization of contemporary Ukrainian language. It is posited that, in the latest edition of Ukrainian orthography, feminatives have been codified. The functional-cognitive category of femininity undergoes evolution and is systematically enriched by the lexico-semantic classification of these units. The primordial method selected for investigating the means of expressing the feminine gender entails the analysis of suffixes and case forms of nouns denoting female individuals and their codified usage [27].

In the course of analyzing the proliferation of feminatives within literary language, a comparative analysis of the derivation processes of feminine nouns becomes imperative [28]. Given that the evolution of feminatives has intensified in recent decades, there arises a necessity to scrutinize the methods of word formation pertaining to feminine forms. From the vantage point of official-business and semi-official styles of the Ukrainian language, the suffixal method of derivation is deemed the most productive.

A singular role in sustaining the activity of feminine formation processes is played by linguistic fashion and the convictions of individual speakers, under the influence of which the designation of women by masculine nouns is perceived as discriminatory, infringing upon widely endorsed principles of gender tolerance, gender-sensitive communication, and gender-correct linguistic behavior [29]. The evolution of linguistic phenomena exhibits a pronounced correlation with exogenous determinants, including political conjuncture, economic conditions, and diplomatic relations. Concurrently, intrinsic linguistic factors, such as structural-semantic transformations and shifts in the stylistic attribution of lexemes, exert a significant influence. In parallel, researchers Ahmedova and Ibadov [30] delineate a series of trends in the utilisation of official-business and diplomatic styles. Notably, during the 18th and 19th centuries, the official-business style distanced itself from foreign borrowings, whereas the 20th century witnessed the emergence of neologisms, abbreviations, and linguistic clichés concomitant with the establishment of the socialist regime. Pertaining to the contemporary epoch (late 20th to early 21st century), there is a discernible escalation in the employment of neologisms, linguistic clichés, and feminatives.

The official-business style, functioning as a structural element of professional discourse, exhibits a transgressive dynamic toward semi-formal forms, particularly in the context of vocative models that idiosyncratically vary depending on the social status of the addressee, gender determinants, and individual characteristics of the communicants. Formal standards, established on the basis of a triadic structure of address (vocative + anthroponym + patronymic), serve not only as markers of communicative hierarchy but also as guarantors of compliance with ethical and linguistic norms governing written interaction. In this context, the phenomenology of speech behavior is constituted as both stereotyped and adaptive to sociolinguistic dynamics, thus actualizing new vocative strategies aimed at balancing standardization with innovative expressiveness [25].

CONCLUSION

Within the paradigm of functional styles in Ukrainian literary language, the receptivity to feminization trends exhibits notable variability. The official-business style, particularly its administrative-canonical subtype serving administrative-managerial communication, demonstrates minimal susceptibility to such innovations. According to established stylistic norms, masculine forms predominantly denote professions, specialties, and positions in corresponding texts. Semi-official linguistic practices, especially those of educational platforms and online resources, display greater sensitivity to feminization innovations, reflecting educators' tolerant attitudes toward the use of feminine forms. This contributes to their penetration into the official linguistic sphere.

It is noteworthy that the official-business language is inherently hermetic; it slowly assimilates feminine innovations, and the mechanisms and strategies for gender standardization are still in active development. Consequently, in the

official-business practices across various societal domains, feminine forms have yet to be codified as a unified grammatical norm, remaining a recommended option.

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