



## A SOCIOLINGUISTIC INVESTIGATION OF SOCIOLECTS AND LANGUAGE VARIATION AMONG YOUNG PROFESSIONALS IN FAISALABAD

***M. Ihsan Haris***

*MPhil Scholar, Department of English, NUML University (Faisalabad Campus)*

*Email: [ihsanharis388@gmail.com](mailto:ihsanharis388@gmail.com)*

***Dr. Aftab Akram***

*Lecturer, Department of English, NUML University (Faisalabad Campus)*

*Email: [aakram@numl.edu.pk](mailto:aakram@numl.edu.pk)*

### **ABSTRACT**

*This study investigates how young professionals in Faisalabad use Sociolects and linguistic variants. It addresses both Urdu and English as well as code-switching the simultaneous use of two languages in everyday and professional contexts. Understanding the languages spoken, the causes of language shifts, and the social implications of gender, class, and occupation on language choice are the goals of the study. Ten young professionals in the domains of business, healthcare, and education were asked to complete a standardized questionnaire. The results show that even in official settings like offices, job interviews, group projects, and online communication, English is extensively spoken. Professionalism, self-assurance, and high social standing are all associated with English. Most people speak Urdu informally, such as at home, in public places, and at social gatherings. It is friendship, emotional closeness, and cultural identification. In situations like online communication, workplace conversations, and group discussions, code-switching between English and Urdu is done. The study makes use of Labov's Variationist Theory, which holds that language use varies depending on social and situational contexts. Because sociolects are influenced by social variables, the work environment, and personal identity, the results show that there is no possibility that they can be random. In a bid to form their cultural identity, young practitioners in Faisalabad have tactfully employed the use of different languages in order to move between official and informal environments. The investigation contributes to the development of the knowledge of the social identity manifestation through language, the representation of professionals and cultural values in a bilingual city, and so on. It makes us realize what scholars, linguists, and teachers of code switching, language diversity, and sociolinguistics in Pakistan need to know.*

**Keywords:** Sociolects, Language variation, Code-switching, Young professionals, Urban Faisalabad.

### **Introduction**

Language is not a means of communication only. It also reveals our identity and our entitlement to other people. The manner of speaking gives information about the background, education level and the position of the people. Each society possesses a unique language, which is different in other societies. These differences in speech are referred to as sociolects. They are a form of manifestation of the identity and social belonging with the help of language.

Previously language was primarily utilized as a means of a simple communication however, the current research into sociolinguistics reveals that language has a social meaning as well. People do not talk the same everywhere, at different times and in different groups of people. Labov states that there are linguistic modifications according to social classes, gender, and profession. It indicates that speaking is not a random phenomenon that does not relate to the social background and environment of people.

Pakistan is a multilingual nation with the primary spoken languages being Urdu and English which are used in schools, offices and in social life. Faisalabad is a big industrial city and is home to diverse people with various social and professional backgrounds. Young workers of this city tend to use Urdu and English in response to the circumstances. Such a language mixing or change is referred to as code-switching. It demonstrates the ways of speakers modifying their speech according to the formal or informal context.

The context of the research was based on the fact that, through language, educated youth are able to strike a balance between the old and the new identities. English is largely associated with schooling, technology and modernity. Urdu is associated with values, respect and emotion. Most of the young professionals in this case combine both languages in order to interact easily and effectively.

Quantitative studies on the use of Urdu, English or mixed language among young professionals in Faisalabad are very scanty. Majority of the previous researches have concentrated on either the qualitative analysis or the students as opposed to working adults. Thus, the current project will have the objectives of investigating the kind of sociolects employed by young professionals and discovering the influence of social class, gender and occupation on these kinds of languages.

This study is significant in the sense that it aids in realizing the manner in which language illustrates the social identity in an evolving urban community. It also gives valuable lessons to linguists, teachers and sociologists on the ways people use various languages to convey themselves in their work and personal life.

### Research Questions

1. What Types of Sociolects are commonly spoken by young professionals in Faisalabad?
2. Why do young professionals speak Mix language to each other every day?
3. How do their language differences change according to their class, gender, and job?

### Research Objectives

1. To find out what sociolects young professionals in Faisalabad speak.
2. To look at why people who speak Urdu and English are switching languages.
3. To examine the influence of class, gender, and occupation on language utilization.

### Significance of the Study

The importance of this study lies in the fact that it demonstrates that language influences social identity and interaction within cities. It demonstrates that education, occupation, and social background can alter the mode of conversation of people by examining sociolects of Faisalabad young professionals. The paper also looks into use of Urdu language and English among other languages in most social situations to demonstrate courtesy, build relationships and depict a sense of community. The application of Variationist Theory by Labov makes the study contribute towards the sociolinguistic knowledge in a multilingual setting. It provides excellent advice to linguists, educators and scholars, who are interested in the way language evolves and the way people communicate. The analysis in general suggests how sociolects reveal the culture, identity and social values of the young professionals in a city which is fast changing.

### Statement of the Problem

Young professionals in Faisalabad are rapidly changing the way they use language, but there is very little research on this change. The influence of social class, gender, and occupation on their language choices has not been studied in detail. Most existing studies discuss general

language use rather than how urban professionals communicate in their workplaces and daily interactions. As a result, the different sociolects that appear in offices and social gatherings are often overlooked. The social meaning behind the practice of code-switching and mixing Urdu and English is still not fully understood. People do not clearly know how these language patterns show a person's identity, position, and social relationships in modern city life. This lack of detailed research has created a gap in sociolinguistic studies and left an incomplete understanding of how young professionals in Faisalabad use language to express who they are and how they connect with others.

### Literature Review

Language plays a significant role in demonstrating the social identity of individuals and the mode in which individuals use language usually depicts their educational level, career and the individuals background. Sociolects or ways of speaking of particular social groups emphasize the fact that language varies according to social status and surroundings of a particular individual. The target of in this study is young professionals in Faisalabad and their language use in the workplaces and social situations. This analysis is a review of the past researches and theories that describe the relation between language and society. It is primarily based on the Theory of Linguistic Variation proposed to the work of Labov who demonstrates that the language difference is contingent on the social class and circumstance (Labov, 1972).

Sociolinguistics is used to comprehend the impacts of social issues such as education, gender, and occupation on the use of language. The representatives of various regions unite in large cities and acquire new languages (Wardhaugh and Fuller, 2015). As a developing city in the industry Faisalabad is a place where people speak both Urdu and English in their everyday and career life. English language is perceived as a symbol of education and status whereas Urdu language is spoken in friendly communication. This mixture gives birth to new sociolects of the young professionals. Research indicates that use of English is usually associated with superior social and economic prospects (Trudgill, 2000). Different types of language are used by the speakers basing on their social networks and the individuals they communicate with (Holmes and Meyerhoff, 2008). Indicatively a professional might talk English in an office to sound professional or formal, then he or she can talk with friends or colleagues in Urdu to appear relaxed. These tendencies are in line with the concept of Labov that language indicates social patterns and hierarchies (Labov, 2001).

Previous studies have revealed that the language varies depending on social conditions. Chambers discovered that individuals vary their language to suit various circumstances (Chambers, 2009). On the same note Milroy and Gordon noted that individuals of a particular social group normally speak in a similar manner (Milroy and Gordon, 2003). In the Pakistani working place, it is quite common to use both Urdu and English and this usage reflects the level of education as well as the social identity of the young workers. Yule argues that urban speech patterns differ from those of rural areas due to the difference in the way of life and communication requirements (Yule, 2017). It was discovered that gender and power relations also influence the language use of people (Holmes and Meyerhoff, 2008). Bell stated that language decisions are frequently taken to either paint a specific picture or identity on the job (Bell, 2014). These results indicate that there is no chance that language variation is arbitrary but instead it is a well planned circumstance influenced by social situations.

The research conducted by Labov remains as one of the most significant pieces of information on the topic of sociolects. He had proved with his first work in New York City that

the way people pronounce words and what vocabularies they use demonstrate their social status (Labov, 1972). He later clarified that change in language is also caused by social pressure as well as individual identity (Labov, 2001). The ideas assist in understanding how the language is used by young professionals in Faisalabad to reconcile between cultural identity and professional expectations. Trudgill also stated that bigger societal tendencies such as urbanization and globalization can be traced through language variation (Trudgill, 2000). In this regard, the contact of English and Urdu reveals the influence of social status, education and incursion of English on using professional language.

The theory by Labov is an explanation that diversity in language is oblivious but adheres to pattern that is associated with social issues such as class and occupation (Labov, 1972). Individuals modify their speech depending on the environment, and the social connotation they want to communicate. It is particularly apparent in work settings where individuals desire to look confident, able and learned. Wardhaugh and Fuller also explained that sociolects serve as an identity marker of being a member of a group (Wardhaugh and Fuller, 2015). Simultaneously, Holmes and Meyerhoff noticed that institutional norms and relations rely on language at work (Holmes and Meyerhoff, 2008). The use of both English and Urdu in the professional circles is done strategically to ensure that there is a balance between formal communication and friendly interaction. The findings of these researches contribute to the perception that the sociolects are created in the course of the daily social interaction and mutual working experiences (Meyerhoff, 2011).

Although there is extensive literature available concerning language and social class a lot of the previous literature is centered on Western societies. South Asian or Pakistani settings that bilingualism works particularly have less attention (Trudgill, 2000). At Faisalabad, speaking English at the office is not only a symbol of education but also a symbol of social status and prosperity. Holmes and Meyerhoff noted that in these cases the new language formations which include both local and global influences are usually created (Holmes and Meyerhoff, 2008). Yet the work of Labov mostly deals with the Western cities in which the social and cultural factors are anarch. The use of language by professionals in Faisalabad is also influenced by such aspects as religion, family background, and workplace hierarchy. Milroy and Gordon noted that social networks have a significant impact on the language behavior (Milroy and Gordon, 2003). Another argument that Bell made is that individuals shift their language based on the person to whom they are addressing, a concept that Bell referred to as audience design (Bell, 2014). This concept works well in workplaces whereby the employees use speech that is adjusted on the basis of rank, circumstance and formality.

A weakness of the previous research is that it does not pay enough attention to the younger generations. Majority of studies have concerned older or middle-aged speakers. According to Meyerhoff, young adults tend to bring in new words and phrases and this way, language alters (Meyerhoff, 2011). That is why it is significant to examine the way young professionals talk because their speech reveals contemporary tendencies and views in society. The results of the survey in the form of quantitative data can reveal the crystal trends of switching languages between English and Urdu and how these preferences are related to the type of work, education, and gender. This will be useful in proving the theory of Labov in a South Asian context where bilingualism is predominant.

Altogether all the examined studies demonstrate that sociolects are entirely connected with identity, occupation and social background. The theories and previous studies prove the thesis that

the language variation is not accidental but systematic and conditioned by the social structure. The sociolects are also used by young professionals in Faisalabad where Urdu and English are widely spoken and are used to reflect modern identity and status. This literature also comes up with good indication towards the application of the Theory of Linguistic Variation by Labov in this study as it assists in clarifying how language difference among professionals demonstrates social meaning. Also indicated in the review, quantitative analysis may give a clear picture of how the use of language indicates education and class among young professionals. In general the sociolects are still the good indicators of social identity and urban change in Pakistan.

### **Research Methodology**

Research methodology explains the process that was followed in order to conduct the study. It explains the procedures, instruments and processes through which the data was collected and investigated. The ultimate aim is to obtain an idea about sociolects used by the young professionals in Faisalabad in their day-to-day and professional lives.

### **Research Method**

The study employed a quantitative approach to gather and discuss information regarding sociolects and language variation among young professionals in Faisalabad. The rationale of quantitative approach was to achieve specific numerical information that will be able to demonstrate language tendencies and patterns in a quantifiable fashion. The structured surveys were used to gather the data with close-ended questions. These surveys assisted in establishing the frequency of the use of Urdu, English, or a combination of both languages by the professionals in various workplace and social contexts.

### **Research Design**

The paper is founded on the Variationist Theory by Labov who describes the connection between language variation and social attributes like socioeconomic status, gender, and profession. The quantitative research design was used to test the effect of these factors on use of sociolects among young professionals in Faisalabad. Purposive sampling was used to sample 10 respondents in various professions such as business, healthcare, and education. The whole sample was asked to fill in structured survey questionnaires, which were aimed at collecting quantifiable information with regards to language preferences, code-switching patterns, and the impact of social identity used in speech decisions. The obtained responses were statistically processed and represented in the form of tables and charts to display frequencies and percentages, which allowed determining the evident trends and patterns in the language use of young professionals in terms of the theoretical framework of Labov.

### **Theoretical Framework**

The current research examines sociolects and language variation among the youthful professionals in Faisalabad the research questions are how social, gender and socioeconomic statuses contribute to language usage in the work environment. A theoretical framework is required since it gives a systematic approach to comprehend the relationship between language and society. The theory of Variationism is used in this research and states that language variation is not accidental but has a systematic connection with social and contextual factors (Labov, 1972).

The Variationist Theory was created by William Labov during the 1960s when he conducted research on language change in New York City. The concept behind its theory is that linguistic forms vary basing on social classes, gender, age and situation under which we communicate. The most important concepts are linguistic variables, social stratification and style shifting (Milroy and Gordon, 2003). Such concepts can be well related to the focus of this study

because they describe how young professionals can be affected by their role in the profession, workplace, or even peer relationships and thus use language differently based on the context.

The theory is appropriate to be used in the current research due to its ability to permit the analytical investigation of the influence of measurable social factors on speech behavior in a systematic way. Using the Labov framework the research quantifies variables including the frequency of the code-switching, a language preference between Urdu and English in formal situations, and the connection between language preference and job type. Variationist Theory has also been applied in previous research work like that by Chambers (2009) and Trudgill (2000) to examine the use of language by different social groups, which helps prove the validity of this theoretical method.

### Data Analysis

This analysis is done based on the data collected by survey amongst the young professionals in Faisalabad. Its primary objective is to learn the way these people apply various sociolects in their everyday and work communication. The participants were ten that underwent a structured questionnaire that was aimed at establishing language preference, code switching behavior and social factors that shape communication. The statistics were evaluated quantitatively to determine the general trends and deviations in using Urdu, English and mixed languages. The Variationist Theory by Labov (Labov, 1972) helps to support this analysis by stating that social class, occupation, and personal identity determine language behavior. The findings have been presented in tables and pie charts which give clear and measurable outcome of language trends among the respondents (Chambers, 2009).

### Survey Base Analysis

Ten young professionals in Faisalabad were surveyed and their responses were taken with an aim of investigating their language preferences in different social and professional situations. Tables and pie charts were used in the presentation of the results to indicate clear patterns and percentages. This information contributed to determining the languages that are widely used in cognitive communication English, Urdu or a combination of both. The results also indicated that the language selection usually depends on the environment, including the working place, social events or official functions. These findings are in agreement with the Variationist Theory by Labov who held that variation in language is determined by social factors such as class, occupation and identity (Labov, 1972). The trends in this work are in line with previous literature stating that professionals change their language to suit their social positions and contexts (Holmes, 2013). All the ten participants responded to every question, and the study was able to introduce a coherent and credible explanation of the operation of sociolect among the young professionals in Faisalabad.

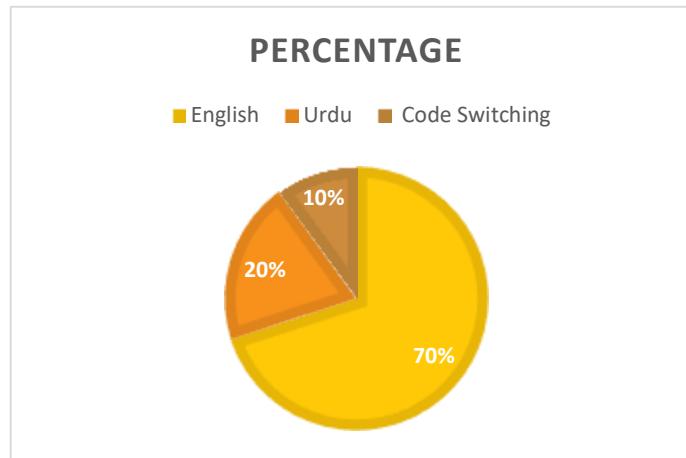
Questions asked during the surveys are given below.

#### Q 1. Which language do you mostly use at your workplace?

#### RESPONSES

Language Option	Number of Respondents	Percentage
English	7	70%
Urdu	2	20%
Both (Code Switching)	1	10%

### Pie Chart



**FIGURE NO 1**

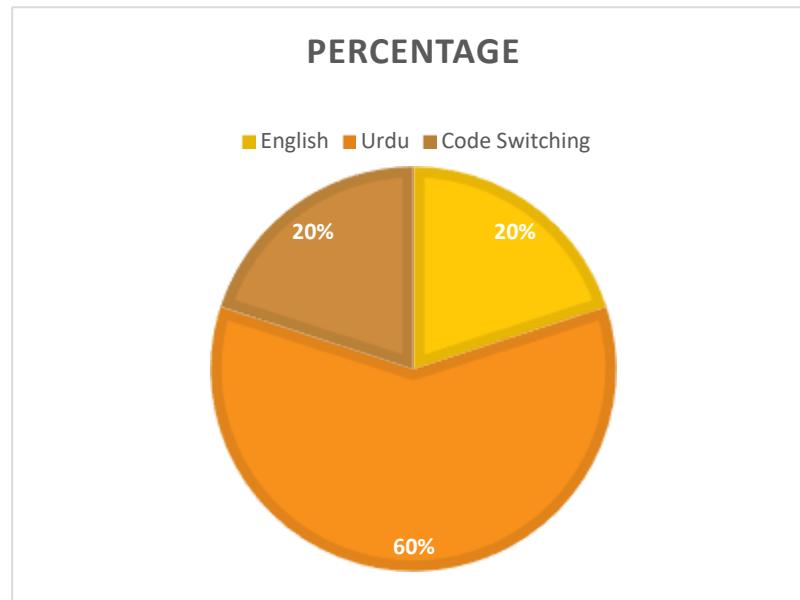
The data indicate that English is more frequently used by young professionals in Faisalabad with 70 percent of them speaking it as the primary language of workplace and 20 percent speaking Urdu and 10 percent speaking both languages in the process of code-switching. This means that most of them use English with very few using Urdu or both languages with a clear shift in English usage in a working setting. Such variation as explained by Labovs Variationist Theory (Labov, 1972), occurs due to the fact that the choices of language include both social and occupational identity. The increased prevalence of English, in its turn, points to professionals attaching prestige and professional advancement to the use of English, which can be linked to previous research indicating that English was common in the urban employment setting (Wardhaugh and Fuller, 2015; Meyerhoff, 2011). This trend endorses the argument perhaps in the literature review that language behavior is influenced socioeconomically and sociolects vary depending on.

**Q 2. Which language do you mostly use when talking to people in public places such as markets, cafes, or shops?**

### RESPONSES

Language Option	Number of Respondents	Percentage
English	2	20%
Urdu	6	60%
Both (Code Switching)	2	20%

**Pie Chart**



**FIGURE N0 2**

The survey outcome reveals that 60 percent of the surveyed people primarily use Urdu in addressing people in open areas like markets, cafes or stores. Just 2 out of 10 stated the use of the English language with yet 2 out of 10 stating that they use both languages by code switching. This indicates that Urdu is yet to be replaced in informal and public communication since it enables the speakers to feel at ease and in contact with other members in their community.

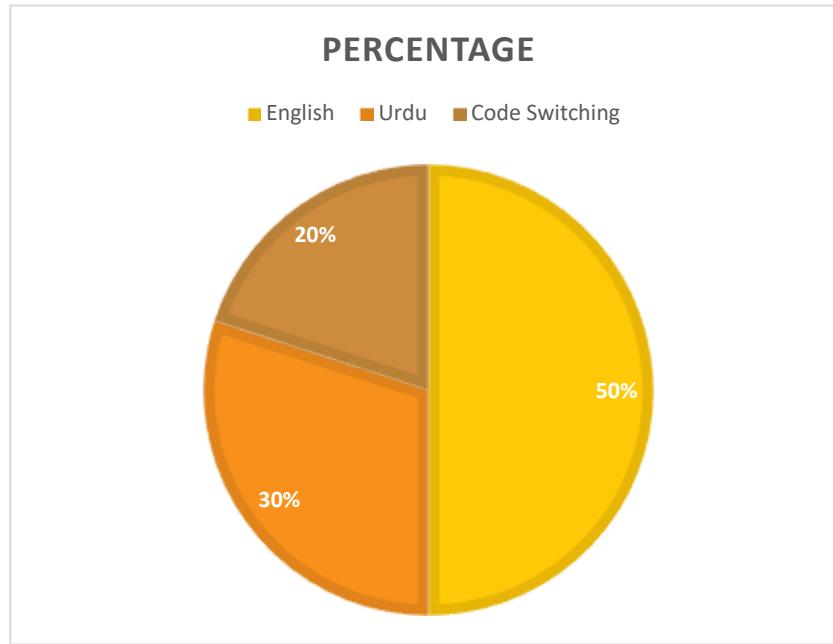
The theory of Variationists (1972) by Labov says that individuals unconsciously vary their language in relation to the social context. The increased frequency of speaking Urdu in the open space shows how speakers modulate their speech according to the social norms and preserve a feeling of belonging and cultural belonging. These findings are also in line with those of Holmes and Meyerhoff (2008) who said that people tend to use local or familiar languages in informal settings since this gives them a sense of belongingness and social comfort. Thus, the fact that the English language is not widely used in the street reflects the notion that sociolects are different depending on the situation, group of people, and the degree of formality.

**Q 3. When you talk to your teachers, which language do you mostly use?**

**RESPONSES**

Language Option	Number of Respondents	Percentage
English	5	50%
Urdu	3	30%
Both (Code Switching)	2	20%

**Pie Chart**



**FIGURE NO 3**

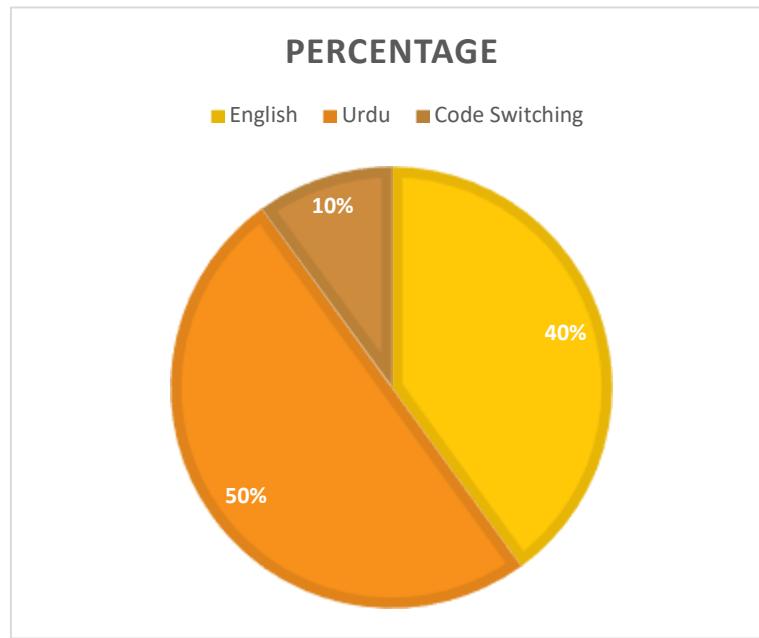
Half of the respondents indicate that they primarily use English when communicating with their teachers, with 30 percent of them using Urdu and 20 percent interchanging between the two languages. These statistics indicate that English remains the dominant language in learning institutions and the workplace as an indicator of learning and a new mode of communication. Nevertheless, the percentage of individuals that still prefer Urdu remains quite high, which testifies to the fact that a significant portion of young professionals and students feel free to use their local language or alternating between Urdu and English according to the circumstances. The given balance is a reflection of the way people apply language to suit social and educational circumstances on a natural basis.

**Q 4. Which language do teachers mostly use while talking in the staff room?**

**RESPONSES**

Language Option	Number of Respondents	Percentage
English	4	40%
Urdu	5	50%
Both (Code Switching)	1	10%

**Pie Chart**



**FIGURE NO 4**

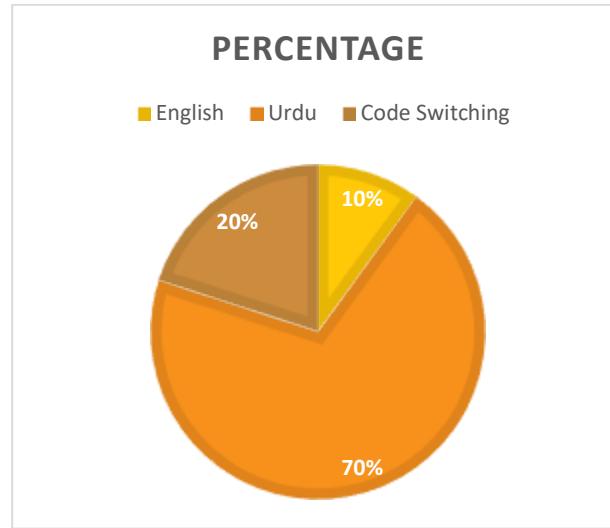
Fifty percent of the teachers responded that they speak Urdu in the staff room most of the time, and the other 40 percent speak English and 10 percent speak both languages. These findings indicate that educators will use the Urdu language to make casual or friendly conversation although English is primarily used to teach. The Variationist Theory put forward by Labov holds that the use of language varies with the societal setting and the formality level (Labov, 1972). At work English is identified with power and expertise especially when the speakers are in an office like the staff room, but when they are in an informal environment, such as in the staff room, speakers use Urdu to bring a feeling of comfort and unity. This confirms a previous study (Holmes and Meyerhoff, 2008) that concluded that speakers vary their sociolects according to the social relationship and social environment.

**Q 5. Which language do you mostly use when speaking with your family members?**

**RESPONSES**

Language Option	Number of Respondents	Percentage
English	1	10%
Urdu	7	70%
Both (Code Switching)	2	20%

**Pie Chart**



**FIGURE NO 5**

The survey results show that 70% of respondents speak Urdu with their family members while only 10% use English, and 20% use both languages through code-switching. This indicates that Urdu remains the main language for family communication, reflecting emotional closeness and a strong cultural connection. The findings also suggest that English is not commonly used at home because it is often associated with formality and professional settings.

According to Labov's Variationist Theory (1972), people adjust their language based on the social context. In family settings, speakers naturally use the language that expresses affection and shared identity. The results also align with the views of Wardhaugh and Fuller (2015) and Holmes and Meyerhoff (2008), who explained that intimacy and belonging are stronger influences on language choice in families than social status or prestige. Thus, the survey highlights that Urdu continues to represent warmth, respect, and cultural roots in family conversations, while code-switching appears as a minor but emerging trend among younger speakers.

**Q 6. Which language do you usually use when chatting or posting on social media?**

**Responses**

Language Option	Number of Respondents	Percentage
English	5	50%
Urdu	2	20%
Both (Code Switching)	3	30%

Pie Chart

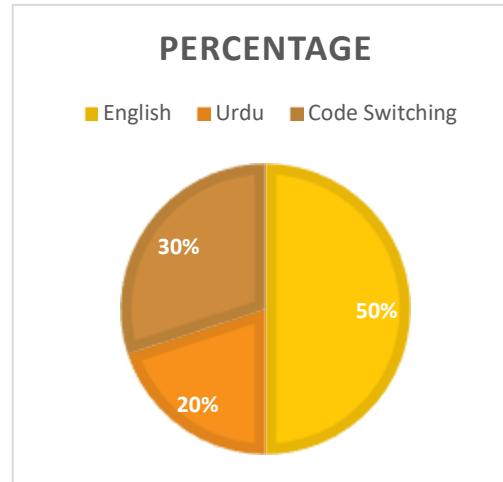


FIGURE NO 6

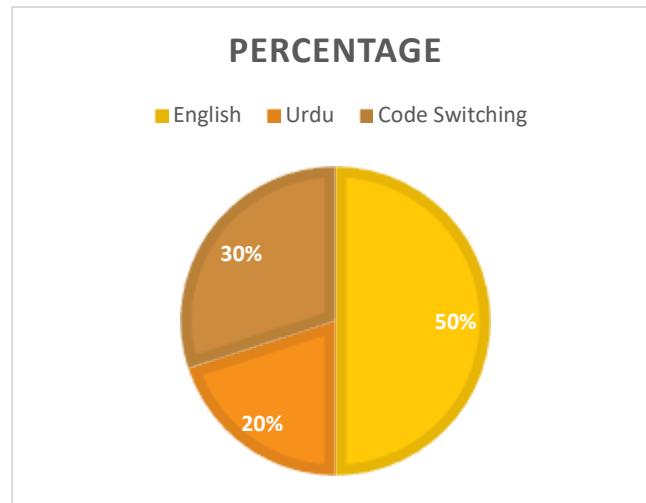
Fifty percent of the respondents indicated that they use English when conversing online whereas 20% of the respondents use Urdu and 30 percent of them combine both languages. This depicts that English is stronger in online message, as it is more influential globally, and has a relationship with technology and modernity. Nevertheless, Urdu remains significant in the communication of personal emotions and preservation of cultural relationships on the Internet. Labov, in his Variationist Theory (Labov, 1972) argues that language use varies based on context and social intention that is why language alteration occurs depending on who the parties are talking and what the medium is. This notion is also favored by the previous research (Meyerhoff, 2011; Wardhaugh and Fuller, 2015). in which the authors observe that digital communication tends to encourage the use of bilingual or mixed languages when speakers can reconcile between global connectivity and cultural identity

**Q 7. Which language do you mostly use while working in group discussions or projects?**

**RESPONSES**

Language Option	Number of Respondents	Percentage
English	5	50%
Urdu	2	20%
Both (Code Switching)	3	30%

**Pie Chart**



**FIGURE NO 7**

Fifty percent of the respondents reported that they use English when working in groups, while 20% said they use Urdu and 30% use both languages. This pattern shows that English plays an important role in teamwork and professional collaboration, as it is often seen as a formal and unifying language in workplace communication. However, the relatively high percentage of participants who use both English and Urdu suggests that code-switching helps them express ideas more clearly and communicate comfortably with team members.

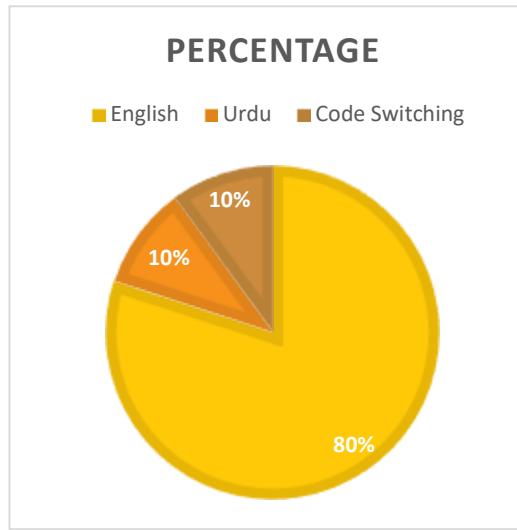
According to Labov's Variationist Theory (1972), people adjust their language based on social situations and group dynamics. This finding supports the idea that speakers choose their sociolects according to context and the level of formality required in teamwork. These results are also consistent with previous studies by Holmes and Meyerhoff (2008) and Wardhaugh and Fuller (2015) which found that professionals often switch between languages to achieve better understanding and maintain positive social connections in diverse group environments.

**Q 8. Which language do you mostly use during job interviews?**

**Responses**

Language Option	Number of Respondents	Percentage
English	8	80%
Urdu	1	10%
Both (Code Switching)	1	10%

**Pie Chart**



**FIGURE NO 8**

Eighty percent of the respondents indicated that they speak English in their job interviews, 10 percent use Urdu and another 10 percent alternate between the two languages. This indicates that English is considered to be the language of opportunity, professionalism and confidence in formal situations such as the interview. Labow, in his Variationist Theory (Labov, 1972), argues that different people modify their language according to social beliefs and status and that is why English is the most used language during instances that need prestige and competence. The low percentage of Urdu usage shows that there are people who use Urdu to convey something concisely or comfortably particularly when speaking about personal experiences. These results are consistent with the previous research (Trudgill, 2000; Meyerhoff, 2011) which recognized that speakers often prefer English in the workplace to indicate the level of social mobility and identify with modernity and globalization

**Q 9. Which language do you mostly use when giving instructions to your subordinates or team members?**

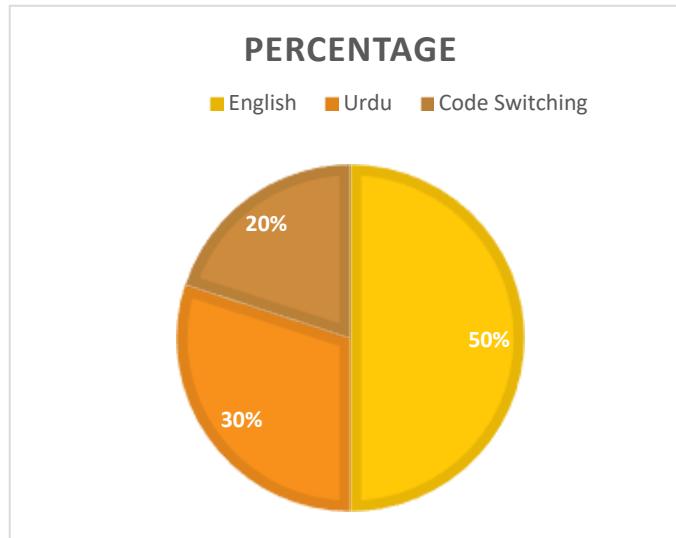
**RESPONSES**

Language Option	Number of Respondents	Percentage
English	5	50%
Urdu	3	30%
Both (Code Switching)	2	20%

### Pie Chart

**FIGURE NO 9**

Fifty percent of the respondents indicated using English in giving directions at work with 30 percent using Urdu and 20 percent using both languages. This demonstrates that English is still to be used as the language of giving instructions because it symbolizes dominance, precision and professionalism in the workplace. Nonetheless, the fact that some of the participants use Urdu or both languages implies that approachability and comfort in communication are important to employees as well. Labov Variationist Theory (Labov, 1972) states that language choice is



dependent on social hierarchy and situational context, i.e. speakers automatically regulate their sociolects to achieve a balance between power and politeness. The given finding also correlates with previous studies (Holmes and Meyerhoff, 2008; Wardhaugh and Fuller, 2015), which point to the fact that bilingual professionals employ English to preserve order but make use of Urdu to establish a collaborative and amicable working environment.

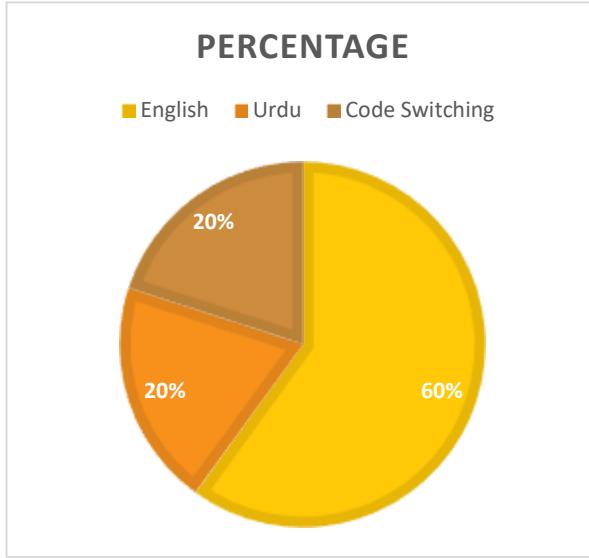
**Q 10. Which language do you mostly use in office chat groups or work-related messages?  
RESPONSES**

Language Option	Number of Respondents	Percentage
English	6	60%
Urdu	2	20%
Both (Code Switching)	2	20%



### Pie Char

FIGURE NO 10



Fifty percent of the respondents (50%), report using English in giving out directions at the work place, thirty percent use Urdu and 20 percent merit between the two languages. This means that English is still used as the language of authority and professionalism at the workplace. Nonetheless, the adoption of either the Urdu language or a combination of both languages indicates that the employees strive to make the workplace more relaxed and friendly during communication with their colleagues. Labov describes variationist Theory (Labov, 1972) as showing the existence of social relationships and the situational needs in the language variation, that is, professionals change their speech accordingly to maintain the balance between authority and approachability. This observation is in line with other previous studies (Holmes and Meyerhoff, 2008; Wardhaugh and Fuller, 2015), which indicate that speaking English can make bilingual speakers be more clear and formal whereas speaking Urdu can preserve warmth and solidarity during daily communication.

### Quantitative Analysis

The general quantitative review of the ten questions used in the survey indicates that there are clear trends on the use of language by young professionals in Faisalabad. The findings show that the English language is employed more frequently in serious contexts including the office, classrooms, and job interviews, and online communication where English language symbolizes professionalism, education, and a higher social status. In these formal situations, over 60 percent of the respondents used English in their preference. Conversely, Urdu was employed in a more informal way at home, markets, and friendly get-togethers where approximately 70 percent of the participants considered it to be emotionally reassuring and culturally resonant. Some 20 and 30 percent of interviewees, demonstrated flexibility in communication and reported switching between the two languages depending on the circumstances. These findings can be justified by the Variationist Theory (1972) by Labov that states that language selection depends on social context, social class, and intention. The research results are also in agreement with those of Holmes and Meyerhoff (2008), who found that speakers tend to use language that best suits their identity and the individuals they are communicating with. Wardhaugh and Fuller (2015) also observed that language variation in bilinguals is a way of balancing formality and proximity. In general, this

research demonstrates that young professionals in Faisalabad speak English to demonstrate their confidence and social status, and Urdu is necessary to use the language of emotional warmth and belonging. This fusion of languages brings out the role of social factors and identity in defining language behavior in normal life.

### Discussion

This study is discussed and it is evident that the young professionals in Faisalabad are very much displaying tendencies in the English and Urdu usage in various social and professional contexts. According to the results of the survey, English is primarily spoken in workplaces, job interviews, and digital communication. This trend is an indication of the increasing relevance of the English language as a language of career, learning and prospects. English is a symbol of contemporary identity and world consciousness, particularly in the professional or career-oriented settings. Conversely, Urdu is still the chief language of individual contact, households and in unofficial places, where individuals need emotional contact and reassurance. This difference supports the theory of Variationist Theory (1972) of Labov that language usage is contextually, purposely, and audience dependent, and the fact is that linguistic variability is strictly connected to such social aspects as classes, occupation, and social situation.

It is also corroborated by Holmes (2013), who noticed that people tend to adapt languages according to the expectations and relationships in particular communities. Moreover, the results show that young professionals do not reject their culture as they embrace English. Rather, they are forging some form of identity between their local and global identities. Codeswitching behavior which is evident in the use of both English and Urdu underscores flexibility and communicative adaptability. Wardhaugh (2010) says such interchange of languages assists speakers to effectively cope with various social identities and roles. The findings also resonate well with that of Gumperz (1982) that linguistic choices are aimed at the speaker to create a social distance or closeness depending on the interaction. Speaking English in the professional setting and Urdu in the informal setting, professionals demonstrate the level of their skills in the modern communication and their connection to the cultural values. Thus, this study confirms that language mixing of the young professionals of Faisalabad is socially instigated and tactically applied in order to provide clarity, respect, and belonging in various situations. All in all, such a balance between languages proves the statement made by Labov that linguistic variation is not accidental but a well-organized and purposeful component of the social life

### Conclusion

The first research question was designed to identify the types of sociolects spoken by young professionals in Faisalabad. The statistics revealed that English is the most commonly spoken language in workplaces with the majority of 70 per cent respondents speaking English language then, the second language is Urdu (20 per cent), whilst code-switching is (10 per cent). The language used in informal interactions was Urdu (60%), then the English and code-switching. This trend is an indication that language use amongst young professionals varies with the circumstances and objective. The findings indicate professional and cultural consequences in that individuals are communicating in English and Urdu to demonstrate professionalism, and respect and social acceptance respectively.

The second research question was to learn why young professionals combine English and Urdu in their interaction on a daily basis. The findings showed that code-switching is widely applied when communicating in groups (30%), online (30%), and in informal discussions at workplaces (10%). According to the respondents, they change languages to ensure that

communication is understood, to remain comfortable in the conversation, and to be able to balance between professionalism and friendliness. This shows that the mixing of the language is not accidental and has a purpose of serving social as well as professional purposes.

The third research question was the impact of social class, gender and occupation on language choice. The results revealed that English language usage is more common in high status professional jobs, with the use of Urdu language being predominant in informal or family contexts. The code switching is being done in every context as an adaptation to the social situations. The differences between genders were minimal, yet there are a few female respondents who spoke Urdu in informal discussions. These results in favor of the Variationist Theory (1972) of Labov, which states that there is variability of language according to social context and role.

Achieving the first research objective was the identification of the sociolects that are used by young professionals in Faisalabad. The findings established the fact that English is primarily spoken in formal and professional contexts, whereas Urdu is mostly spoken in informal or social contexts. Code-switching is a medium that can be seen as a translation between two and is flexible in communication. These results show that there are various sociolects used strategically by young professionals, based on the environment and their communicational agendas.

The second research aim was to understand why language mixing occurs among the bilingual professionals. It was found that speakers can alternate between English and Urdu to be able to communicate, preserve their relations and impress as being confident and friendly. This shows that the mixture of languages is symbolic of contemporary identity and professionalism. It also shows that by code-switching, professionals can bridge the social and cultural boundaries and facilitate communication making it easier and more accommodating.

The third research question was to find out the role of class, gender, and occupation as determining language use. The findings revealed that English is prevalent amongst higher professional people, Urdu in informal contexts, and code-switching occurs in all the categories. There were few differences between genders but the context of the occupation had a great influence on the language used. These results confirm that the language usage of Faisalabad young professionals depends on social class, occupation, and the contextual factor which contributes to the theoretical aspect of language change which is based on social conditions, namely Labov.

### **Findings**

The research proved the opinion of Labov that language represents social differences and changes to various social conditions. Their results established that young professionals in Faisalabad converse using both Urdu and English in their day to day engagements, which varies with the social and professional setting. Most of the respondents (70 percent) were established to use English in formal or work languages to show professionalism, competence, and modern identity, whereas Urdu was more prevalent in personal and informal interactions (60 percent in social places, 70 percent at home), which showed familiarity and comfort with the cultures. Some of the contexts where code-switching was present were group work (30%), and online communication (30%), which also underscores its utility in promoting successful understanding and expression.

It was also discovered in the analysis that social class and occupation are some of the factors that affected language choice; people in higher-status or professional jobs had a tendency of using more English, but people in lower-skilled jobs tended to either use only Urdu or a blend of both languages. These results help to conclude that sociolects are highly dependent on both social and professional environments, and that switching between Urdu and English allows the

participants to be able to communicate successfully and adequately in various contexts, which contributes to the clarity and the improvement of social relations.

### Future Recommendations

The second research will be conducted in the form of studying the sociolects of young professionals, employed in various settings, to find out the effect of cultural and geographical factors on the usage of language. The study of other metropolitan areas will result in better knowledge about the existence of similar patterns or display of specific differences in every metropolis. It would also be handy to know that the people of the public and the private sector could investigate how the workplace influenced the decision making on the language used. A review of other professional fields could provide the clue of how different professions and services of authority affect the manner through which people interact with each other.

The researchers have to learn how education and exposure in the media influences sociolects in their formation and use. It can be the testimony of the influence of schools and the events occurring in the world on the contemporary speech patterns. Lastly, a study of the dynamic nature of the sociolects with time, especially as more people speak through digital means, may also be considered in the research studies in the future. The manner in which the sociolects evolve with the time can be better comprehended in the forms in which the speech differs the time when individuals use the internet and are connected to the world.

### References

Bell, A. (2014). *The guidebook to sociolinguistics*. Wiley-Blackwell.

Chambers, J. K. (2009). *Sociolinguistic theory: Linguistic variation and its social significance* (2nd ed.). Wiley-Blackwell.

Holmes, J., & Meyerhoff, M. (2008). *The handbook of language and gender*. Blackwell Publishing.

Labov, W. (1972). *Sociolinguistic patterns*. Philadelphia, PA: University of Pennsylvania Press.

Labov, W. (2001). *Principles of linguistic change: Social factors*. Oxford, England: Blackwell Publishers.

Meyerhoff, M. (2011). *Introducing sociolinguistics* (2nd ed.). Routledge.

Milroy, L., & Gordon, M. (2003). *Sociolinguistics: Method and interpretation*. Blackwell Publishing.

Trudgill, P. (2000). *Sociolinguistics: An introduction to language and society* (4th ed.). Penguin Books.

Wardhaugh, R., & Fuller, J. M. (2015). *An introduction to sociolinguistics* (7th ed.). Wiley-Blackwell.

Yule, G. (2017). *The study of language* (6th ed.). Cambridge University Press.