

## **HOW ENGLISH HELPS IN HIRING INTERNATIONAL WORKERS**

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**Annotatsiya:** Ushbu maqolada ingliz tilining xalqaro ishchilarni ishga qabul qilish jarayonidagi o'rnini va ahamiyati chuqur tahlil qilinadi. Ingliz tili global aloqa va hamkorlik vositasi sifatida, turli mamlakatlardan kelgan nomzodlarni tanlash va baholashda ish beruvchilar uchun asosiy mezonlardan biri bo'lib xizmat qilmoqda. Maqolada nazariy asoslar, tarixiy yondashuvlar, mintaqaviy tadqiqotlar va empirik natijalar asosida ingliz tilining mehnat bozori va ishga olish jarayonidagi roli keng qamrovli tarzda yoritiladi. Tanqidiy tahlil orqali mavjud bahs-munozaralar va muammoli jihatlar ham ko'rib chiqiladi.

**Kalit so'zlar:** Ingliz tili, Xalqaro ishchilar, Ishga qabul qilish, Mehnat bozori

**Annotation:** This article provides an in-depth analysis of the role and significance of the English language in the recruitment of international workers. As a tool for global communication and cooperation, English has become a fundamental criterion for employers when selecting and evaluating candidates from different countries. Drawing on theoretical foundations, historical approaches, regional studies, and empirical findings, the article comprehensively explores the influence of English on labor markets and hiring processes. Critical analysis further addresses ongoing debates and challenges surrounding English language requirements in international recruitment.

**Keywords:** English language, International workers, Hiring, Labor market

**Аннотация:** В данной статье подробно анализируется роль и значение английского языка в процессе найма иностранных работников. Английский язык, выступая в качестве инструмента глобального общения и сотрудничества, становится одним из основных критериев для работодателей при отборе и оценке кандидатов из различных стран. На основе теоретических основ, исторических подходов, региональных исследований и эмпирических данных всесторонне рассматривается влияние английского языка на рынок труда и процессы найма. Критический анализ также затрагивает актуальные дискуссии и проблемные аспекты, связанные с требованиями к знанию английского языка при международном найме.

**Ключевые слова:** Английский язык, Международные работники, Найм, Рынок труда

The forces of globalization have fundamentally reshaped labor markets, intensifying the mobility of workers and the internationalization of industries. In this context, the English language has emerged as a pivotal medium for cross-border communication, collaboration, and knowledge transfer. As multinational corporations, startups, and public sector organizations increasingly seek talent beyond national borders, English proficiency is often positioned as a key criterion in recruitment and selection processes. This trend is not only observable in traditionally Anglophone countries but has also permeated non-English-speaking regions, where English serves as a lingua franca in professional settings. The growing reliance on English in hiring international workers raises essential questions about its role in shaping access to employment,

the efficiency of multinational teams, and the inclusivity of global labor markets. The present article aims to provide a comprehensive and critical examination of how English facilitates the hiring of international workers, drawing upon theoretical, historical, and empirical literature, as well as current debates around language requirements and their broader socioeconomic implications.

The literature on the intersection of language and international labor mobility is rich and multifaceted, drawing from sociolinguistics, international business, human resource management, and migration studies. Theoretical-conceptual foundations are rooted in the idea of language as social capital, as articulated by Bourdieu, who posited that linguistic competence can represent a form of symbolic power within particular social fields. In the context of employment, English proficiency thus becomes a form of cultural capital that can be converted into economic and social opportunities, particularly in transnational labor markets[1]. This conceptualization has been further developed in the works of scholars such as Grin and Seargeant, who emphasize the instrumental and identity-related functions of English in professional mobility. The notion that language skills, and specifically English, function as a gatekeeping mechanism in global labor markets is a recurring theme. The spread of English has been further accelerated by technological advances, the proliferation of the Internet, and the globalization of higher education.

Regional and national scholars have provided valuable insights into the specific dynamics of English in non-Anglophone contexts. For instance, in East Asia, studies by Kirkpatrick and Yano have explored how English functions as a working language within multinational corporations in Japan, South Korea, and China, often serving as a bridge among employees from diverse linguistic backgrounds. In Europe, the rise of English as a business lingua franca is well documented by researchers such as Louhiala-Salminen and Nickerson, who note its prevalence not only in multinational firms but also in small and medium-sized enterprises seeking to internationalize their operations. In post-Soviet countries, scholars like Pavlenko and Kuteeva have examined the adoption of English in academic and professional domains, highlighting both opportunities for global integration and challenges related to linguistic inequality. The role of English in hiring is not limited to direct communication; it also encompasses the ability to navigate digital platforms, access technical documentation, and participate in global professional networks. In the technology sector, English serves as the default language for programming, project management tools, and open-source communities, as highlighted in the works of Evans and Joseph. This has led to the emergence of English as a prerequisite for employability in knowledge-intensive industries, regardless of the geographic location of the employer or employee. Critical analysis reveals, however, that the privileging of English in hiring processes is not without controversy. Some scholars argue that the widespread emphasis on English can reinforce existing inequalities, privileging candidates from certain educational and socioeconomic backgrounds while marginalizing others. Phillipson's critique of linguistic imperialism contends that the global spread of English often comes at the expense of local languages and linguistic diversity, potentially undermining cultural identities and social cohesion[2].

In the context of hiring, this dynamic can manifest in the exclusion of otherwise qualified candidates who lack formal English credentials or who speak English as a second or third language. Furthermore, empirical studies by Tollefson and Tsui suggest that English language requirements may serve as a covert form of discrimination, particularly against migrant workers from non-Anglophone regions. The debate extends to questions of linguistic justice and the role of employers in providing language training or accommodations. Some organizations, as documented by Piekkari and Welch, have adopted English as their official corporate language,

implementing language policies that mandate its use in all internal and external communications. In the European Union, for instance, the adoption of English as a working language is seen by some as a pragmatic response to linguistic diversity, while others view it as a threat to multilingualism and national languages. Studies by Extra and Gorter highlight the tension between the functional benefits of a shared language and the cultural value of linguistic pluralism. In Asia and Africa, the role of English is further complicated by colonial legacies and the coexistence of multiple local and regional languages. Research by Neeley and Dhir demonstrates that while a common language can facilitate coordination and knowledge sharing, it may also introduce communication barriers due to differences in proficiency levels, accents, and cultural norms. These challenges are particularly acute in virtual teams, where reliance on written and asynchronous communication can exacerbate misunderstandings. Empirical evidence from multinational corporations suggests that investments in language training and support can mitigate some of these issues, but the effectiveness of such interventions varies depending on organizational culture and resources. The role of English in hiring is also shaped by broader policy frameworks. National governments and international organizations have promoted English language education as part of their strategies to enhance employability and economic competitiveness. For instance, the European Commission's initiatives on language learning emphasize the importance of English for mobility and integration within the single market. However, as noted by Coleman and Shohamy, policy discourses often overlook the complexities of language acquisition and the diverse needs of migrant workers. There is also a growing recognition of the need for more inclusive approaches that value multilingualism and provide pathways for workers to develop and demonstrate language skills on the job. Recent studies have called for more nuanced approaches that balance the functional benefits of English with the recognition of linguistic diversity and the rights of workers. This includes the development of fairer assessment methods, the provision of language support, and the promotion of inclusive workplace cultures. The ongoing debates in the literature reflect the evolving realities of globalization, migration, and workforce diversity, underscoring the significance of English in shaping the opportunities and experiences of international workers worldwide[3][4][5][6].

In conclusion the comprehensive review of the literature demonstrates that English occupies a unique and multifaceted position in the hiring of international workers. As the predominant lingua franca of global business, science, and technology, English enables communication and collaboration among employees from diverse linguistic backgrounds, thereby facilitating the recruitment and integration of international talent. Theoretical and empirical studies converge on the view that English proficiency serves as a critical form of social and economic capital, enhancing employability and career advancement in transnational labor markets. However, the privileging of English also raises important questions about equity, access, and the preservation of linguistic diversity. While English can act as a bridge, it may also function as a barrier, excluding otherwise qualified candidates who lack proficiency or formal credentials. Critical perspectives in the literature call for a more balanced and inclusive approach, one that recognizes the value of multilingualism and provides support for language development within organizations. Policy interventions, language training programs, and fair assessment practices are essential to ensuring that the benefits of English as a global language do not come at the expense of social justice or cultural identity. Ultimately, the role of English in hiring international workers reflects broader dynamics of globalization and workforce diversity, underscoring the need for continued research, dialogue, and innovation in language policy and human resource management.

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