

Multi-linguistic diversity



As the workplaces become more diverse, so do the languages spoken there. And sometimes tensions and controversies result.

What is a language-hostile environment

For example, Maria recounts the early days of her career as a woman engaged in a job. "The eight other men "spoke their male language – football, cars or curse words - and shut me out. It was very conscious.

They didn't want me to understand them. If I complained, they adjourned to the men's room."

We can compare this experience with the use of a language other than Romanian or the specific for that workplace. It is disturbing to speak different languages; it is rude and increases the chances that people will not understand each other. In this situation, it is a hostile linguistic environment that leads to internalization.

Feeling Shut Out

Employees working in open space offices are always listening to each other. What we say in common spaces is not confidential. In fact, hearing a conversation often gives people more information, so they do a better job at work. In this case, multilingual conversations are not only uncommon but also counterproductive for everyone. If a person does not understand the discussion of other colleagues, because they use another language, they may feel excluded, and the first tendency is to internalize.

Policies for Multilingual Workplaces

Today, companies are developing policies to address the multilingual label. They see this as a problem that they need to consider in order not to affect productivity. It is also desirable to cover the conditions for private or public conversations at work.

Understanding the message is necessary

It is recommended to use the same language in the team we are part of, precisely in order to have the same perception of what we are discussing in order to be able to interpret unitary materials related to the work or subject of discussion.