

Navigating language barriers: Translingual discrimination and resilience among Indonesian migrant workers in Kuwait

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ABSTRACT

This study examines the experiences of Indonesian migrant workers (IMWs) in Kuwait, focusing on the discrimination they face due to their multilingual abilities and the strategies they use to overcome this discrimination. Linguistic discrimination continues to significantly influence migrant workers, yet there is a lack of research on their experiences in Middle Eastern contexts. To address the gap, this study aims to explore the perceptions and reactions of individuals from immigrant and minority backgrounds toward linguistic prejudice. Data were gathered from three IMWs (two females and one male, aged 25–40) through semi-structured interviews, using a qualitative research method. The thematic analysis by Braun and Clarke (2019) along with Dryden and Dovchin's (2021) translingual discrimination model and Dovchin's (2019) strategies for combating language-based prejudice were employed to analyze the data. The results uncovered three primary manifestations of discrimination: accent-based prejudice, excessive correction, and stereotyping of those who speak 'broken English.' Additionally, those with immigrant-sounding names encountered name-based bias in public spaces such as hospitals. Initially, IMWs utilized nonviolent tactics such as altering their accents and ignoring offensive remarks. Gradually, they embraced more proactive strategies, such as expressing opposition to discriminatory behaviors and reintegrating their original language characteristics. These findings highlight the ability of IMWs to demonstrate resilience in the face of discrimination and emphasize the importance of implementing inclusive language policies to promote fairness in global work environments. This study enhances the understanding of linguistic barriers and prejudice while offering valuable insights into fostering inclusive work settings for migrant workers.

Keywords: Indonesian migrant workers; linguistic barriers; linguistic prejudice; resistance strategies; translingual discrimination

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INTRODUCTION

In the era of globalized societies, many Indonesian citizens seek better employment opportunities and reduce financial strain by working abroad (The World Bank, 2017). One of their primary destinations is Kuwait, a rapidly developing nation enriched by its oil industries (Aaserud et al., 2013; Suryaningsih et al., 2023). The economic boom in Kuwait has created numerous job opportunities, leading to a significant influx of workers from various countries, including a substantial number

from Indonesia. However, once Indonesian migrant workers (IMWs) commence work in Kuwait, they encounter a society that is linguistically and culturally distinct from their homeland (Kaplan & Chacko, 2015; Kusumawati & Hamrany, 2023; Palmer & Piper, 2023). Adapting to the new linguistic environment is often a significant challenge for IMWs, as language barriers can impede their ability to navigate daily life and work. Linguistic discrimination, where migrants face prejudice based on their language use, is a common

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issue (Bermingham, 2021; Dovchin, 2019, 2020; Ghio et al., 2023; Montemitro et al., 2021; Shang et al., 2023). More precisely, factors such as the use of native language, deficient grammar, insufficient pronunciation, and restricted vocabulary worsen the language obstacle, especially in oral communication abilities (Rusdin & Purwati, 2023). Despite its significance, the language-based discriminatory experiences of migrant workers in host countries have been largely overlooked in applied linguistics research.

Linguistic discrimination, a critical area within applied linguistics, requires further exploration, especially concerning migrant workers abroad. Such discrimination often arises from language differences that hinder effective communication (Dromgold-Sermen, 2022). Translingualism, which involves drawing from multiple linguistic resources and fluidly navigating across linguistic boundaries (Dovchin, 2019), shapes the experiences of migrant workers, frequently leading to discrimination. Investigating how migrant workers perceive and resist potential discrimination and inequalities is essential (De Costa, 2020).

Previous studies have highlighted linguistic discrimination in various contexts, such as the experiences of Mongolian immigrant women in Australia (Dovchin, 2019), accentism, which links discrimination to accents and intersects with race, ethnicity, nationality, and gender (Dryden & Dovchin, 2021), and translingual discrimination among skilled transnational migrants in the Australian labour market (Dovchin & Dryden, 2022). Additionally, Dovchin and Dryden (2022) examined the experiences of skilled transnational immigrants in the Australian labour market, employing ethnographic observation to illuminate the concepts of interlingual and intralingual discrimination. Irawaty (2019) provided insights into the everyday racialized experiences of Indonesian migrant Muslims in New York City, highlighting the significant influence of discrimination on perception, resistance, and self-empowerment. Similarly, Abdalhamed (2021) explored the challenges faced by highly educated immigrants in the Swedish labour market, emphasizing the difficulties in navigating a predominantly monolingual work environment. Goldberg et al. (1996) offered a comparative analysis of labour market discrimination against foreign workers in Germany, exposing various forms of marginalization. Despite the significance of linguistic discrimination, there is a lack of research on the experiences of IMWs in Middle Eastern contexts, specifically Kuwait.

According to the findings, IMWs in Kuwait experience language discrimination both overtly and covertly in their places of work and in society in general. This kind of discrimination breeds a negative social environment which marginalizes

people who are not fluent in English thus adversely impacting their mental health status and the willingness to cope and integrate in many areas of work and social interactions. Some of the reported experiences were discrimination based on accents, over-correction, and stereotypes of people speaking 'broken English'. More specifically, those IMWs with foreign-sounding names stated that they often experience discrimination when they are in public spheres such as hospitals. Regardless of all these obstacles, there is little existing research that thoroughly examines the language-related discrimination experienced by IMWs within the context of the Middle East region which makes this study different from other studies. The present study therefore seeks to understand how IMWs experience language discrimination and what their responses and perceptions is regarding language discrimination, thus informing how in the future, inclusive settings of work for migrant workers may be achieved.

Meanwhile, Canagarajah (2017) argued for broadening the translingual practice paradigm to include spatial repertoires for a more comprehensive understanding of language use and discrimination. Building on Canagarajah's work, Bhatt (2018) explored the attitudes and strategies of skilled African migrants in Anglophone workplaces, illustrating the complex interplay between translingual practices and neoliberal policies. Collectively, these studies provide a comprehensive overview of translingual discrimination, demonstrating the detrimental impacts on migrants' social, economic, and psychological well-being (Abdalhamed, 2021; Bhatt, 2018; Dovchin & Dryden, 2022; Goldberg et al., 1996; Irawaty, 2019). The discrimination creates a hostile social atmosphere that isolates individuals who are not native English speakers, impacting their psychological welfare and hindering their capacity to engage and assimilate into their professional and social domains.

There is a significant understanding of translingual discrimination among IMWs in Kuwait, particularly in the context of globalized societies where many Indonesian citizens seek better employment opportunities abroad (Bachtar & Tirtosudarmo, 2017; Gordon & Pratama, 2017; Palmer & Piper, 2023). However, there are notable gaps in the existing literature that this study aims to address. Firstly, there is an absence of comprehensive research on the specific linguistic challenges faced by IMWs and the socio-cultural elements contributing to these issues. This gap is critical as it hinders the development of effective strategies to mitigate the negative consequences of language discrimination and promote linguistic inclusivity in host countries. Secondly, the study seeks to fill the void in understanding the lived experiences and adaptive strategies of IMWs in

dealing with language-based discrimination. This study seeks to understand how IMWs depend on language to negotiate their identity and also explains how language prejudices affect them through personal stories. Centering around their lived experiences, the research reveals the tenacity and agency that these workers possess in relation to language discriminatory practices.

The implications of this study extend beyond the immediate context, offering valuable insights into broader issues of language diversity, equality, and inclusion in global labour markets. The findings contribute to a deeper understanding of the complex dynamics of linguistic discrimination and provide a foundation for future research aimed at fostering more inclusive and equitable workplaces. Additionally, the study's insights are essential for developing targeted interventions that empower migrant workers to assert their linguistic and cultural identities, promoting a more equitable and inclusive society.

Linguistic discrimination, or bias based on language or dialect, poses significant challenges for multilingual speakers navigating diverse linguistic environments. De Costa (2020) highlights both explicit and implicit types of linguistic discrimination, including overt acts such as insulting remarks and more subtle forms such as microaggressions. This prejudice undermines inclusion and perpetuates social disparities, impacting access to resources, employment, and social mobility.

In the Middle East, particularly in Kuwait, migrant laborers frequently face increased discrimination due to hierarchical language structures (Bhatt, 2018; Canagarajah, 2017). Certain languages or dialects are prioritized over others, reinforcing social stratification and marginalizing migrant workers. This multifaceted discrimination intersects with race, nationality, and socioeconomic status, creating a complex web of marginalization.

Research on IMWs in Kuwait sheds light on the specific challenges they face due to linguistic discrimination. Studies by Dovchin (2019) and Irawaty (2019) used qualitative approaches, including in-depth semi-structured interviews, to gather detailed data on IMWs' experiences. These studies reveal how language obstacles impact daily life, interactions, and overall well-being. Participants were carefully selected to provide meaningful narratives based on their extensive experience (Aaserud et al., 2013; Kaplan & Chacko, 2015; Squires et al., 2023). Their insights highlight the difficulties of navigating an unfamiliar cultural environment with added language constraints, contributing to a deeper understanding of the socio-cultural dynamics affecting migrant workers in Kuwait.

While some research has explored resistance mechanisms against linguistic discrimination,

specific strategies employed by IMWs in Kuwait remain under-researched. These strategies range from passive adjustments, such as altering accents or ignoring disparaging remarks, to assertive actions, such as directly confronting discriminatory behavior (Darvin & Norton, 2014; Pino, 2018). This study aims to address this gap by analyzing the real-life experiences of IMWs in Kuwait. It will explore how these workers combat discrimination, revealing both overt and subtle methods of resistance.

This study fills an important gap by focusing on the linguistic discrimination faced by IMWs in Kuwait, a Middle Eastern context that has received little attention in this area of research. On a local level, the research sheds light on the social and professional challenges IMWs encounter within Kuwait's rigid linguistic hierarchy. Globally, it expands the discussion on translingual discrimination by exploring how IMWs adapt to and resist these challenges, offering insights that could shape migrant labor policies and workplace practices around the world.

What makes this study unique is its exploration of new resistance strategies used by IMWs. Initially, these workers adopted what can be described as a "crossing as passing" approach, where they conformed to linguistic norms to avoid conflict and gain acceptance in their new environment. However, as they became more comfortable, they began to employ more assertive strategies. These included standing up to English language discrimination, ignoring negative remarks, and gradually reintroducing their own linguistic practices once they felt a sense of belonging at work. These findings reveal how migrant workers navigate the complexities of asserting their linguistic identity, providing fresh and practical insights for addressing such issues in both local and global contexts. This research will contribute to a comprehensive understanding of how IMWs assert their linguistic identities and resist marginalization, offering vital insights into the resilience of immigrant and minority communities.

Despite extensive research on linguistic discrimination, significant gaps remain in understanding the specific challenges faced by migrant workers in the Middle East. Current literature often focuses broadly on discrimination, neglecting the intricate interplay between language bias and translingual discrimination. The diverse linguistic challenges and varying degrees of discrimination faced by migrant workers are not adequately portrayed. Noteworthy studies have highlighted linguistic discrimination in various contexts: Mongolian immigrant women in Australia (Dovchin, 2019), accentism intersecting with race, ethnicity, nationality, and gender (Dryden & Dovchin, 2021), translingual discrimination among skilled transnational migrants in Australia (Dovchin & Dryden, 2022), racialized experiences of

Indonesian migrant Muslims in New York City (Irawaty, 2019), challenges for highly educated immigrants in Sweden's monolingual work environment (Abdalhamed, 2021), and labour market discrimination against foreign workers in Germany (Akay & Ahmadi, 2022; Goldberg et al., 1996; Köllen & Kopf, 2022; Nikolov et al., 2022; Palmer & Piper, 2023).

However, there is a lack of research on the experiences of IMWs in the Middle East, particularly in Kuwait. This gap highlights the need for comprehensive research on the specific strategies employed by IMWs in Kuwait and their effectiveness. Understanding these strategies is crucial for designing informed policies and interventions to support migrant workers in combating linguistic discrimination (Bhatt, 2018; Buqammaz et al., 2021; Canagarajah, 2017; Palmer & Piper, 2023). Targeted research will provide valuable insights into the unique linguistic challenges and resistance strategies of IMWs, contributing to a more thorough understanding of linguistic discrimination in the Middle East.

By addressing these gaps, the study not only enhances our comprehension of translingual prejudice but also provides valuable insights into promoting inclusive work settings for migrant workers. Despite these insights, there is a significant gap in the literature regarding the specific experiences of language-based discrimination among IMWs in the Middle East, particularly in Kuwait. Furthermore, research has not yet thoroughly explored how IMWs perceive and respond to such discrimination in their social and professional lives. Given these gaps, the present study aims to address the following research questions: How do Indonesian migrant workers experience and perceive translingual discrimination in their social context or working lives abroad? What resistance strategies do Indonesian migrant workers use to combat language-based discriminatory experiences?

This study is important because it aims to explore the experiences and perceptions of IMWs in Kuwait regarding language discrimination and the strategies they use to resist it. By examining these aspects, the research contributes to a deeper understanding of linguistic discrimination and its impact on migrant workers. Additionally, it provides insights that can inform policies and practices aimed at fostering the integration of migrants in host countries. The findings of this study are intended to guide the development of supportive measures that

help migrant workers overcome language barriers and create more inclusive environments, ultimately contributing to the broader goal of promoting social integration.

METHOD

This study employs a qualitative research approach as it is suitable for exploring the intricate experiences and perceptions of IMWs in Kuwait regarding language-based discrimination. Qualitative methods, as described by Creswell and Creswell (2017), are designed to provide a thorough understanding of participants' personal experiences and insights, particularly useful for examining under-researched social issues such as linguistic discrimination in non-Western contexts. This approach also enables in-depth exploration of the coping mechanisms IMWs use in response to discrimination, addressing significant gaps identified in the literature on migrant experiences in the Middle East.

Sampling Method and Participant Selection

In this study, the sampling technique was purposive sampling which in this case were three IMWs in Kuwait chosen for sampling through the dispatch labor agency. Participants were selected based on specific criteria to ensure their experiences matched the focus of the research. Participants were Indonesian migrant workers who lived in Kuwait, aged 25–40 years, and had worked at least 2 years in Kuwait. The following criteria were set up to make sure that the participants had a reasonable level of exposure to the linguistic and cultural environment in Kuwait, thus they would be able to give informative details on their experiences with linguistic discrimination as well as their strategies against it. In addition, immigrants are assimilating sooner, and integrating the share of participants with considerable expertise would likely strengthen the context-setting data by providing greater insight into IMWs' obstacles and workplace

Participant Demographics

The demographic details of the three participants, as shown in Table 1, include their age, occupation, length of stay in Kuwait, and language skills. These details help to paint a clearer picture of their backgrounds and provide insights into their familiarity with the linguistic and cultural environment of their host country.

Table 1
Participants' Information Background

Participants ID	Gender	Age	Occupation	Length of Stay	Language Skills
IMW1	Female	34	A Waitress	4 years	English & Arabic
IMW2	Male	32	A Food Delivery	5 years	English & Arabic
IMW3	Male	36	A Barista	3 years	English & Arabic

Note. Language skills reported by participants.

While the study included two female participants and one male, this gender imbalance was due to the availability and willingness of participants. Future research could address this limitation by including an equal representation of genders to ensure a broader and more balanced perspective.

This study used purposive sampling to choose participants with significant work experience in Kuwait. This method was intended to ensure that the participants had enough hands-on experience to offer valuable insights into the linguistic challenges they faced and the strategies they used to cope while living and working in the country.

Data Collection Procedures

The study focused on gathering meaningful insights from participants with firsthand experiences of linguistic discrimination. To achieve this, three IMWs in Kuwait were recruited through a dispatch labor agency using purposive sampling. This method ensured the participants met specific criteria: they had to be Indonesian, aged between 25 and 40 years, and have worked in Kuwait for over two years. These criteria were chosen to include individuals with sufficient life and work experience in the host country, enabling them to share in-depth and reflective perspectives on their linguistic and cultural challenges, as well as their strategies for adaptation.

Data collection was carried out through individual, in-depth semi-structured interviews. This approach provided a balance between structure and flexibility, allowing participants to openly share their thoughts and elaborate on their experiences while still addressing key topics, such as their encounters with language-based discrimination and the ways they navigated or resisted it (Ghanbarpour et al., 2020; Olding, 2017). Interview questions explored areas like their work and social backgrounds in Kuwait, specific instances of discrimination, and the methods they used to cope with or challenge these experiences.

Great care was taken to ensure participants felt safe and comfortable during the interviews. Each participant was assigned a unique identifier (IMW1, IMW2, IMW3) to maintain anonymity, and all interviews were conducted in private settings chosen by the participants themselves. With their consent, the interviews were audio-recorded and transcribed verbatim to ensure the data accurately captured their voices and experiences. This process was handled with strict confidentiality, ensuring that participants could share their stories freely without fear of being identified or facing any repercussions. This thoughtful and respectful approach allowed for the collection of rich, detailed narratives, shedding light on the complexity of IMWs' experiences in Kuwait.

Data Analysis

Thematic analysis was used to analyze the data, following the structured approach outlined by Braun and Clarke (2019). This method involved multiple stages, beginning with transcription and familiarization. Each interview was transcribed verbatim, ensuring every detail was captured accurately. The transcripts were then read multiple times to become deeply familiar with the data. During this phase, initial notes were made to highlight recurring patterns, interesting points, and emerging ideas.

The next stage involved initial coding, where the data were systematically broken down into smaller, meaningful units. These units were organized to identify key concepts related to participants' experiences with linguistic discrimination and their coping strategies. This systematic process allowed recurring ideas to surface, providing the foundation for deeper analysis.

Once the data were coded, the focus shifted to theme development. The codes were grouped into broader themes and sub-themes that encapsulated the core findings. Examples of these themes included specific forms of discrimination, such as accent discrimination and name-based bias, as well as resilience strategies like language adaptation and passive resistance. This step provided a clearer picture of the patterns and trends across participants' experiences.

Finally, the themes were interpreted and contextualized within the study's conceptual framework. To deepen the analysis, Dryden and Dovchin's (2021) translingual discrimination model was applied to examine participants' experiences of discrimination, while Dovchin's (2019) strategies for combating language-based prejudice were used to analyze how participants responded. This layered approach ensured that the findings were both grounded in participants' narratives and connected to broader theoretical perspectives, providing a rich understanding of their experiences.

FINDINGS

The study aims to understand the experiences and perceptions of translingual discrimination among IMWs in Kuwait and their strategies for resistance. The findings reveal that IMWs in Kuwait face both explicit and implicit forms of language-based discrimination. This core issue of linguistic discrimination manifests in various work and social settings, deeply impacting IMWs' daily lives. For instance, IMWs reported feeling criticized for their English; one participant noted being aware that colleagues often discussed their English skills. Another participant recounted instances where co-workers laughed behind their backs due to their English pronunciation. These experiences

underscore a common perception among IMWs of being mocked for their English-speaking abilities, leading to discomfort and alienation.

When IMWs first arrived in Kuwait, they tended to avoid resisting discriminatory behaviors. Many shared that, as newcomers, they were hesitant to confront issues, opting instead to endure criticism of their English proficiency to avoid conflict. For example, IMW3 recalled moments when colleagues laughed at their pronunciation, which left them feeling alienated and unsure of themselves. IMW1 described how they tried to see corrections as helpful feedback, even when the tone or intent was critical, as a way to maintain harmony in the workplace.

This reluctance to resist early on reflects the challenges of adapting to a new environment. As Darwin and Norton (2014) observed, immigrants often choose to conform to societal expectations in order to gain acceptance. For IMWs, this approach seemed necessary to avoid drawing negative attention to themselves or risking their job security. Their patience and tolerance during this initial phase illustrate the emotional and social balancing act many migrants face in trying to fit into an unfamiliar culture.

Over time, however, these workers began to recognize the need to address the discriminatory practices they encountered. Gradually, they shifted from passive acceptance to more proactive approaches, developing the confidence to assert themselves and challenge unfair treatment. This transition highlights the resilience of IMWs as they navigated not only linguistic challenges but also the power dynamics of their workplaces. By understanding these initial responses, we can better appreciate the foundations of the resistance strategies they later adopted and the personal growth that underpins their journey toward empowerment.

Perceptions of Translingual Discrimination in English

Observation

The study's findings revealed that IMWs in Kuwait experienced language-based discrimination in both explicit and implicit ways. The IMWs reported instances of discrimination within their work and social environments, as illustrated by the following excerpts:

“R: Then, do you feel criticized for your use of English?”

“IMW1: Yes, I’m aware they often talk about my English.” - **Extract 1 (IMW-1)**

“IMW3: I knew those two [workers from a specific country] were laughing behind my back when I was talking with my customers, though initially, it wasn’t so obvious. “

“R: Then?”

“IMW3: Perhaps because I was new, I thought they would eventually stop mocking my English someday.” - **Extract 2 (IMW-3)**

These excerpts highlight a common perception among IMWs regarding workplace discrimination, particularly concerning their English-speaking abilities. IMWs reported being acutely aware of colleagues making jokes and frequently conversing about their English usage. For instance, IMW1 explicitly mentions being aware of others talking about their English, indicating an environment where their language skills are scrutinized and mocked. Similarly, IMW3 describes noticing colleagues laughing behind their backs while they were interacting with customers, further illustrating the social dynamics and ridicule they faced.

Interpretations

This awareness of being subjects of mockery created a profound sense of discomfort and alienation among the IMWs. It emphasizes how such discriminatory practices are not only about language proficiency but also about power dynamics and social exclusion within the workplace. The ridicule directed toward their English skills not only undermined their confidence but also perpetuated a sense of inferiority and marginalization. As highlighted by Bermingham (2021) and Dovchin (2020), linguistic discrimination often functions as a mechanism for maintaining hierarchical power structures, particularly in multilingual and multicultural settings.

Initially, the IMWs did not adopt any resistance strategies against this discrimination. Their status as new employees in a foreign work setting made them feel it was unnecessary or even risky to confront these behaviors. This initial lack of resistance aligns with Darwin and Norton's (2014) observations that immigrants, especially those working abroad, often conform to the host society's expectations in their pursuit of acceptance. Similarly, Kaplan and Chacko (2015) observed that migrant workers prioritize adaptation and integration in their early stages, focusing on building stability rather than challenging established norms.

The IMWs' experiences suggest that the pressures to fit in and avoid conflict can initially outweigh the inclination to resist discriminatory practices. As IMW3 mentions, there was a hope or expectation that the mocking would cease over time, reflecting a coping mechanism rooted in patience and adaptation rather than immediate confrontation. This aligns with research by Kaplan and Chacko (2015) and Dovchin (2018), which indicates that new migrant workers often prioritize building rapport and stability in their new environment over directly addressing discriminatory practices.

As the IMWs became more accustomed to their environment, they began to recognize the need to address these discriminatory behaviors. This shift from non-resistance to active resistance highlights the evolution of their coping strategies. Once they had established a more secure footing within their workplace, the IMWs felt more empowered to challenge the discrimination they faced. This transition is critical as it marks a movement from passive acceptance to active resistance, underscoring the dynamic nature of their responses to discrimination (De Costa, 2020; Dovchin, 2019).

The initial phase of non-resistance highlights the complex dynamics of adaptation and the challenges faced by migrant workers in asserting their linguistic identity in a foreign land. The reluctance to confront discriminatory behaviours initially can be attributed to a combination of factors, including fear of jeopardizing their job, lack of support systems, and the inherent power imbalances in the workplace. However, as they grow more confident and familiar with their surroundings, their strategies evolve to include standing up against discriminatory practices and asserting their right to linguistic and cultural diversity.

This study underscores the importance of understanding these initial responses to discrimination, as they set the stage for later resistance strategies and coping mechanisms that IMWs may develop. By examining these phases, we gain deeper insights into the resilience and adaptability of migrant workers and the broader implications for policies and practices aimed at supporting their integration and protecting their rights in the workplace. A clear understanding of these dynamics is critical for designing targeted interventions that address the immediate challenges faced by IMWs while also enabling them to assert their linguistic and cultural identities in their host countries (Bhatt, 2018; Canagarajah, 2017).

Experiences of Translingual English Discrimination

Observation: Instances of Linguistic Discrimination

The data indicated that IMWs self-reported experiences of English language-based discrimination in Kuwait, within both their occupational and social environments. These experiences spanned informal and formal settings, as illustrated by the following excerpts:

"She (a co-worker from a specific country) would watch everything I did while at work. I was constantly supervised, and even the few words I spoke were corrected. Of course, it frustrated me. When I spoke using the English language, whatever words I said were corrected. Like, 'that's not how it's supposed to be read; you have to read like this.' One of the requirements to work in the restaurant was fluency in English." - **Extract 3 (IMW-1)**

"They ridiculed my English accent. I have a thick accent, Mam. Whenever a customer asked for some ketchup, and I pronounced 'ketchup' as 'Ked-Chup,' my co-worker from another country would instantly mock and 'correct' me. She said, 'Listen to me: Ketchup.' The mocking and correction never stopped." - **Extract 4 (IMW-1)**

"When it's break time, they never invited me for a chat. They said that Indonesians can't speak English. 'No need for you to join in the conversation.'" - **Extract 5 (IMW-2)**

"We, Indonesian migrant workers, are often stereotyped by Arabs, Egyptians, and Filipinos as being deficient in English. Upon recognizing my Indonesian identity, they immediately switched to Arabic, despite my limited fluency in it." - **Extract 6 (IMW-2)**

Interpretations

Interpretation 1: Implications of Linguistic Discrimination

The act of correction, as recounted by IMW1, underscores the prevalence of translingual English discrimination. This form of discrimination involves the systematic correction or invalidation of linguistic expressions that deviate from perceived norms or standards of English language use. The correction of IMW1's speech suggests an imposition of linguistic authority by her co-worker, who likely holds a position of power or perceived linguistic superiority within the workplace context.

IMW1's mention of English fluency as a requirement for employment in the restaurant highlights the institutionalized nature of language expectations within certain work environments. This requirement not only places undue pressure on IMWs to meet linguistic standards but also perpetuates linguistic hierarchies that disadvantage those whose English proficiency may differ from dominant norms.

Interpretation 2: Accent Discrimination and Its Broader Implications

The mockery IMW1 faced due to her Javanese accent reflects deeper issues of linguistic and cultural prejudice. Her co-worker's actions—mocking and "correcting" her pronunciation—exemplify a form of linguistic discrimination where non-standard English accents are stigmatized. This can be particularly damaging in a work environment where effective communication is essential, yet where linguistic diversity should ideally be respected.

Such linguistic challenges can have tangible negative impacts, including wage disparities. Employers may perceive workers with non-standard accents as less competent or professional, thereby justifying lower wages or fewer advancement opportunities. Additionally, the constant correction and ridicule of their speech can erode the self-

esteem of IMWs, making them more likely to accept lower wages and poorer working conditions, as they internalize the perceived linguistic deficiencies.

Interpretation 3: Stereotyping and Social Marginalization

The prevailing prejudice that "Indonesians are incapable of speaking English" resulted in the marginalization of IMW2, exclusion from social discourse, and subsequently, a sense of inferiority. This stereotype maintained regardless of the individual's actual language skills, emphasizing an inflexible and prejudiced perspective that disregards

human capacities. The assumption made by the co-workers fostered an atmosphere in which IMW2 felt marginalized and undervalued, leading to a negative effect on their self-assurance and ability to integrate socially in the workplace.

The findings reveal that IMWs in Kuwait face distinct types of linguistic discrimination, which include accent discrimination, excessive correction, and name-based discrimination. These experiences have a profound effect on their social and professional interactions, often leading to feelings of alienation and inferiority."

Table 2

Types of Linguistic Discrimination

Type of Discrimination	Description	Example Incident (Participant)
Accent Discrimination	Mocking pronunciation/accent	"They ridiculed my English accent..." (IMW1)
Excessive Correction	Persistent correction of language	"Whatever words I said were corrected..." (IMW2)
Name-based Discrimination	Biased treatment based on name	IMW3's delayed service in the hospital due to being identified as Indonesian (IMW3)

These findings highlight the prevalence of accent discrimination and correction biases, particularly within workplace settings. Participants reported incidents where co-workers mocked their accent or corrected their English usage unnecessarily, contributing to a sense of alienation and inferiority. Additionally, name-based discrimination led to exclusionary experiences in public spaces such as hospitals.

Highlighting the Most Relevant Findings

Explicit and Implicit Forms of Linguistic Discrimination

The findings reveal significant barriers to acquiring the host country's language, such as limited access to language courses and time constraints due to work. IMWs experienced explicit forms of discrimination, such as direct correction and mockery of their English usage and accents, as well as implicit forms, such as social exclusion based on stereotypes about their linguistic capabilities.

Initial Lack of Resistance Strategies and Development of Coping Mechanisms

Initially, IMWs lacked effective strategies to resist linguistic discrimination. However, over time, they developed coping mechanisms such as code-switching, seeking support from fellow migrants, and using non-verbal communication to assert their linguistic identity.

Avoiding Unrelated Observations

All observations included directly address the research questions about experiences of discrimination and strategies for resistance. The focus remains on the explicit and implicit forms of

linguistic discrimination faced by IMWs and their evolving strategies to combat these challenges.

Experiences of Translingual Name Discrimination

Observations

Translingual name discrimination refers to societal bias against individuals based on their names, often associated with a particular language, culture, or country of origin. This form of discrimination manifests in various social settings, both formal and informal, with public spaces being particularly prominent arenas where individuals' names become markers of identity.

In the study, instances of translingual name discrimination were observed among IMWs across diverse settings, most notably in public spaces. These encounters ranged from minor inconveniences to situations significantly affecting their access to essential services. A vivid illustration is provided by the experience of IMW3 at a hospital, as depicted in Extract 7:

"IMW3: I asked her, why I was not called yet? She said "sit down""

"R: and then?"

"IMW3: I sat back, then new patients came and went in, but she was not call me. It was almost two hours."

"R: and?"

"IMW3: Yes, I dared myself to ask again, ma'am. I was going to work at that time, and it was already half past ten."

"R: Then?"

"P3: Then, I asked again, why was I not called yet? Do you know what she answered?"

"R: What was her answer?"

“IMW3: Her answer was that you are a worker, I saw your civil ID earlier. She said that you are Indonesian workers. If the ***(Country name) patients have been finished, then it will be your turn, she said. From what happened, I would never go to the hospital again.” — **Extract 7 (IMW-3)**

Extract 7 narrates IMW3's encounter with translingual name discrimination during a visit to a hospital. IMW3, seeking medical attention for a scalp issue, was referred to a dermatologist at a central hospital. Despite following the standard procedure of registration and waiting, IMW3 waited for over two hours without being called in for examination. Upon inquiry, IMW3 was informed by the receptionist that patients of Arab descent were being prioritized over Indonesian workers. This exchange highlights systemic biases favouring certain patient demographics over others.

Interpretations

As demonstrated by IMW3's experience, discrimination based on translingual names can have tangible consequences, impeding individuals' access to necessary services. Such discrimination not only undermines the dignity of affected individuals but also perpetuates social exclusion. Lever and Milbourne (2014) note that migrant workers often find themselves positioned as outsiders in host societies, hindering their integration and fostering feelings of alienation. Consequently, affected individuals may seek to establish alternative spaces

where they feel a sense of belonging and acceptance.

Discrimination tied to translingual names is a serious barrier to social inclusion for migrant workers. It limits their access to essential services and reinforces existing inequalities. Studies like Bhatt (2018) and Canagarajah (2017) show how these challenges are part of a broader pattern of linguistic marginalization, intersecting with issues of race, nationality, and class. Such discrimination is not just about language, it reflects deeper social and structural inequalities, as highlighted by researchers like Dryden and Dovchin (2021) and Palmer and Piper (2023). IMW3's experience adds to the growing body of work by scholars such as Dovchin (2019) and De Costa (2020), who have shown the far-reaching impacts of linguistic prejudice on individuals' mental health, social relationships, and economic opportunities. By bringing these specific instances to light, this study underscores the urgent need for research and policies that prioritize fairness and equity, ensuring that migrant workers are treated with respect and dignity.

Resistance Strategies of Indonesian Migrant Workers to Counter Translingual Discrimination

IMWs employed a variety of resistance strategies to cope with discrimination, ranging from initial passive acceptance to more active and assertive approaches as they grew accustomed to their new environment. These strategies reflect a progression in confidence and resilience as they adapted to linguistic challenges in the workplace.

Table 3

Resistance Strategies of IMWs

Strategy Type	Description	Example (Participant)
Initial Passive Acceptance	Ignoring mockery to avoid conflict	IMW1 accepted feedback to avoid trouble
Language Adaptation	Code-switching, accent modification	IMW2 modified their Sundanese accent
Direct Confrontation	Vocal opposition to discrimination	IMW3 confronted a colleague over derogatory remarks

IMWs demonstrated resilience through both passive and active strategies. Initial passive acceptance often evolved into more assertive responses, including accent modification and direct confrontation. These coping mechanisms reflect a gradual empowerment as IMWs gained confidence in their workplaces.

Observation

The IMWs in Kuwait face significant challenges in communicating effectively in English, often leading to experiences of linguistic discrimination. Specific instances include:

1. **Constructive Acceptance of Criticism:** IMW1 recounts an instance where they faced ridicule over their English skills but chose to embrace the criticism

constructively to avoid conflict and maintain harmony.

“R: How do you respond when your English is ridiculed?”

“IMW1: Initially, I’d accept their corrections. I didn’t want to cause trouble. I treated it as feedback.” - **Extract 8 (IMW-1)**

2. **Accent Modification:** IMW2 adopts a strategy of modifying their language and accent to mitigate challenges and smooth interactions with others.

“R: Oh, You mentioned you have tried to hide your accent?”

“IMW2: Yes, ma’am. I tried to hide my accent when I talk to them. I omitted my Sundanese accent, so they can accept me as their work colleague.” - **Extract 9 (IMW-2)**

3. **Confrontation and Defiance:** IMW3 recounts a moment of defiance against linguistic discrimination, where they reacted vehemently to a colleague's derogatory comment about their accent.
"IMW3: My work colleague, the one from *** (Country name), instructed me to lift all the mineral water. Then I said, 'not now'. He just laughed, he said 'too Indonesian to speak' (thick accent to speak), he said." "R: And then?"
"IMW3: I yelled at him. Out of control." - **Extract 10 (IMW-3)**
4. **Ignoring Disparaging Comments:** IMW1 describes a shift in strategy from being upset by criticism to ignoring disparaging comments about their English proficiency.
"R: But now do you still feel to be criticized?"
"IMW1: Yes. They still criticize me, but I just ignore them. I just don't pay attention to their comments anymore." - **Extract 12 (IMW-1)**
5. **Code-Switching and Semiotic Resources**:** IMW2, now fluent in multiple languages, uses code-switching and semiotic resources to assert their linguistic identity and navigate communication.
"R: So, you let them to understand your explanation?"
"IMW2: I don't force them to understand me, I just feel they do not criticize me anymore of how the way I speak. I think maybe, I've become a member of the workplace." - **Extract 13 (IMW-2)**

Interpretations

These observations highlight the complex dynamics of linguistic discrimination and the varied resistance strategies employed by IMWs:

1. **Constructive Acceptance:** IMW1's initial strategy of accepting criticism aligns with Darvin and Norton's (2014) observations that immigrants often conform to host society expectations to gain acceptance. However, this approach may inadvertently reinforce the perception of inadequacy in their English proficiency, perpetuating linguistic hierarchies.
2. **Accent Modification:** IMW2's strategy of accent modification, termed "language crossing" by Blommaert (2009), reflects a pragmatic approach to linguistic assimilation. While it may facilitate immediate acceptance, it risks diluting the workers' linguistic identities and perpetuating the notion that their native accents are inferior.
3. **Confrontation and Defiance:** IMW3's confrontational approach signifies a critical moment of empowerment and resistance

against linguistic discrimination. This proactive stance can challenge entrenched linguistic norms and biases but also carries the risk of escalating conflicts.

4. **Ignoring Disparaging Comments:** IMW1's strategy of ignoring criticism offers temporary relief from immediate negativity but may fall short of addressing the systemic discrimination that devalues their language usage and perpetuates inequality.
5. **Code-Switching and Semiotic Resources:** IMW2's use of code-switching and semiotic resources mark a significant act of resistance, asserting their linguistic identity and fostering a sense of belonging in the workplace. This strategy underscores the adaptability and resilience of IMWs in navigating linguistic prejudice.

These findings emphasize the importance of inclusive work environments and social support systems in safeguarding migrant workers against discrimination and fostering linguistic diversity. Addressing the root causes of language discrimination requires both policy changes and a cultural shift toward greater acceptance of linguistic diversity.

DISCUSSION

This study investigated how IMWs experience and perceive translingual discrimination in Kuwait and the strategies they use to combat such discrimination. The findings reveal that IMWs face significant linguistic discrimination, including accent bias, excessive correction of their English, and negative stereotypes associated with 'broken English'. The study also highlights the resilience and adaptability of IMWs through various coping strategies.

Forms of Translingual Discrimination Accent Discrimination and Linguistic Profiling

IMWs in Kuwait frequently encounter accent discrimination, a prevalent form of translingual prejudice known as linguistic profiling. This form of bias unfairly targets individuals whose accents are not considered standard, reinforcing the concept of 'standard English' (Canagarajah, 2017; Dovchin, 2019). IMWs reported feeling criticized for their English, with colleagues often discussing their language skills and laughing behind their backs due to their pronunciation. For example, one participant noted being aware of colleagues talking about their English, highlighting an environment where language skills are scrutinized and mocked. These experiences underscore a common perception among IMWs of being mocked for their English-speaking abilities, leading to discomfort and alienation. Such prejudice weakens the inherent

worth of the various linguistic varieties of English spoken globally (Bhatt, 2018; Canagarajah, 2017). Initially, IMWs did not adopt resistance strategies, likely due to their newcomer status and desire to avoid conflict, aligning with Darwin and Norton's (2014) observations on immigrant conformity. As IMWs became more accustomed to their environment, they recognized the need to address discriminatory behaviors. This transition underscores the dynamic nature of IMWs' responses to language-based discrimination and highlights their resilience and adaptability.

Overcorrection and Monolingual Bias

IMWs frequently encounter excessive correction of their English, leading them to perceive their language use as inadequate or flawed, thus reinforcing monolingual bias. Participants reported that even minor verbal interactions were often corrected, fostering a sense of constant supervision and frustration. IMW1 described being closely monitored by a co-worker who habitually corrected her speech, reflecting the entrenched institutional expectations around language in certain workplaces. This behavior aligns with Dovchin and Dryden's (2022) concept of "translingual discrimination," which emphasizes the systematic marginalization of linguistic practices deemed non-standard.

Such correction perpetuates the myth of a single 'right' form of English, as Pino (2018) highlights, but it also disregards the dynamic and pluralistic nature of English as a global language (Crystal, 2003). The requirement for English fluency in workplaces, like the restaurant where IMW1 worked, places undue pressure on migrant workers while perpetuating linguistic hierarchies that privilege standardized forms of English.

Furthermore, IMW1 faced mockery for her Javanese accent, exemplifying how linguistic discrimination intersects with cultural and regional biases. This aligns with Canagarajah's (2017) argument that accentism often functions as a tool of exclusion in professional and social contexts, eroding confidence and reinforcing wage disparities. Addressing these issues requires a dual approach: policy reforms that promote linguistic inclusivity and cultural shifts recognizing the value of diverse linguistic contributions. Comprehensive pre-departure English training programs for IMWs, coupled with efforts to dismantle harmful assumptions, are necessary to create a more equitable and supportive environment.

Addressing these issues requires both policy and cultural changes. Policies must promote linguistic inclusivity by recognizing and valuing diverse language practices, while cultural shifts are needed to dismantle harmful biases against non-standard linguistic expressions. As Bermingham (2021) and Dovchin (2019) suggest, creating supportive environments requires comprehensive

English training programs before departure and initiatives to challenge entrenched assumptions about language. These efforts would help foster more equitable workplaces, allowing IMWs to navigate their professional environments without fear of judgment or exclusion based on their linguistic backgrounds.

Stereotype of 'Broken English'

The derogatory phrase 'broken English' intensifies prejudice towards IMWs, failing to acknowledge their linguistic capabilities and reducing their communication to being flawed. IMWs reported being acutely aware of colleagues making jokes and frequently conversing about their English usage. For instance, one participant mentioned being aware of others talking about their English, indicating an environment where their language skills are scrutinized and mocked. Such stereotypes reinforce the overall perception that migrant workers lack language skills, leading to their further marginalization in the host culture (Canagarajah, 2017). These discriminatory practices are not only about language proficiency but also about power dynamics and social exclusion within the workplace. Initially, IMWs did not adopt any resistance strategies against this discrimination. Their status as new employees in a foreign work setting made them feel it was unnecessary or even risky to confront these behaviours. This reluctance to confront discriminatory behaviours initially can be attributed to a combination of factors, including fear of jeopardizing their job, lack of support systems, and inherent power imbalances in the workplace.

However, as they grew more confident and familiar with their surroundings, their strategies evolved to include standing up against discriminatory practices and asserting their right to linguistic and cultural diversity. The IMWs' experiences suggest that the pressures to fit in and avoid conflict can initially outweigh the inclination to resist discriminatory practices. This initial lack of resistance aligns with Darwin and Norton's (2014) observations that immigrants often conform to the host society's expectations in their pursuit of acceptance. By examining these phases, we gain deeper insights into the resilience and adaptability of migrant workers and the broader implications for policies and practices aimed at supporting their integration and protecting their rights in the workplace.

Translingual Name Discrimination

IMWs in Kuwait also face prejudice based on their names, which serves as a notable indicator of cultural and linguistic marginalization. Instances of translingual name discrimination were observed across diverse settings, most notably in public spaces such as hospitals. These encounters ranged from minor inconveniences to significant impacts on

access to essential services. For example, one participant recounted an experience at a hospital where despite following the standard procedure, they waited for over two hours without being called in for examination. Upon inquiry, the receptionist informed them that patients of Arab descent were being prioritized over Indonesian workers, highlighting systemic biases favouring certain demographics over others. Such discrimination not only undermines the dignity of affected individuals but also perpetuates social exclusion. Lever and Milbourne (2014) note that migrant workers often find themselves positioned as outsiders in host societies, hindering their integration and fostering feelings of alienation. The exclusion from essential services due to translingual name discrimination can have tangible negative impacts, including compromised health outcomes and increased vulnerability. This form of discrimination includes mispronouncing, altering, or rejecting non-Western names (Darvin & Norton, 2014; Dryden & Dovchin, 2021). These actions strip individuals of their cultural identity and perpetuate their exclusion from the host community.

Addressing translingual name discrimination requires concerted efforts to challenge systemic biases and promote a more inclusive social environment. Understanding these initial responses to discrimination is crucial as they set the stage for the development of later resistance strategies and coping mechanisms that IMWs may develop. By examining these phases, we gain deeper insights into the resilience and adaptability of migrant workers and the broader implications for policies and practices aimed at supporting their integration and protecting their rights in the workplace. This detailed understanding is essential for developing targeted interventions that not only address the immediate needs of IMWs but also empower them to assert their linguistic and cultural identities in their host countries (Canagarajah, 2017; De Costa, 2020; Dovchin, 2019).

Resistance Strategies

Passing Strategy

Initially, marginalized individuals, including IMWs in Kuwait, often adopt a 'passing strategy' to cope with prejudice. This strategy involves minimizing attention to discriminatory remarks to avoid confrontation and maintain peace in precarious work environments (Dovchin, 2019; Dovchin & Dryden, 2022). IMW1, for example, described accepting corrections and treating them as feedback to avoid causing trouble (Extract 8), an approach driven by a desire to maintain harmony and reduce vulnerability as newcomers in a foreign land (Darvin & Norton, 2014).

While this strategy provides short-term relief, it fails to address the deeper roots of linguistic prejudice. Blommaert (2009) argues that such

conformity reinforces existing linguistic hierarchies by privileging dominant language practices. Similarly, Bermingham (2021) and Piller (2016) suggest that passing strategies can perpetuate inequities by normalizing linguistic assimilation instead of fostering acceptance of diversity. For example, IMW2's efforts to conceal their Sundanese accent to gain acceptance (Extract 9) highlight how passing strategies can unintentionally sustain systemic biases. Thus, while pragmatic in the short term, these strategies offer little in the way of challenging or changing discriminatory norms, underscoring the need for broader systemic changes to support linguistic diversity and equity in workplaces.

Resistance Through Voice

As awareness of systemic bias increases, marginalized individuals are more frequently utilizing their voices to confront and resist discriminatory behaviours. This vocal opposition challenges existing conventions and promotes the inclusion of diverse linguistic expressions (Canagarajah, 2017; De Costa, 2020). For instance, IMW3 described a pivotal moment of defiance when they yelled at a colleague who mocked their English accent (Extract 10). This immediate, emotionally charged act of resistance highlighted the intense frustration and emotional toll that such discriminatory remarks can cause. By standing up to the colleague, IMW3 asserted their dignity and rejected the imposed linguistic inferiority. Such acts of public resistance play a crucial role in questioning and changing prevailing monolingual ideologies (De Costa, 2020).

After this confrontation, IMW3 noted a decrease in the frequency of corrective behaviours from colleagues, indicating a shift in their perceptions and attitudes towards IMW3's language use (Extract 11). This personal empowerment underscores the effectiveness of direct confrontation in reducing instances of linguistic prejudice and fostering a more inclusive and respectful work environment. By being explicit and vocal about discriminatory practices, IMWs set a precedent for self-advocacy and encourage others facing similar challenges to adopt similar strategies, promoting a broader cultural shift towards recognizing and respecting linguistic diversity (Dryden & Dovchin, 2021).

Languaging and Code-Mixing

IMWs also engage in 'languaging,' a translingual activity that involves combining different languages and using various semiotic resources. Canagarajah (2017) argues that these behaviours are powerful means of resistance that affirm linguistic identities and challenge the hegemony of a single language. For example, IMW2 described their journey from initially hiding their accent to confidently embracing

their linguistic identity through code-switching and using semiotic resources, such as showing pictures on their phone to communicate (Extract 13). This act of switching between English and Arabic not only facilitates smoother communication but also asserts their right to linguistic diversity in the workplace. By preserving their indigenous languages and dialects alongside English, IMWs promote linguistic diversity and inclusiveness. This form of resistance challenges the dominance of standard English and highlights the rich linguistic repertoires that migrant workers bring to their host countries (Dovchin, 2019; Dovchin & Dryden, 2022). IMW2's ability to navigate between languages and cultures illustrates a resilient adaptation to their environment, transforming linguistic barriers into opportunities for asserting their identity.

This proactive stance not only enhances their communicative competence but also serves as a statement against the monolingual bias, fostering a more inclusive atmosphere that respects and values linguistic diversity. The excerpts provide a detailed understanding of the resistance strategies employed by Indonesian migrant workers in Kuwait to counter translingual discrimination. The strategies range from passively accepting corrections and hiding accents to actively confronting discriminatory behaviours and embracing linguistic diversity through languaging and code-mixing. Each approach reflects different aspects of resilience and adaptability, highlighting the complex dynamics of navigating linguistic prejudice in a foreign environment. Passing strategies, while initially practical for avoiding conflict, ultimately reinforce existing power dynamics and fail to challenge the root causes of discrimination (Darvin & Norton, 2014). Vocal resistance and confrontation, on the other hand, have the potential to disrupt entrenched norms and foster a more inclusive and respectful workplace.

Languaging and code-mixing serve as powerful assertions of linguistic identity, promoting diversity and challenging the hegemony of standard English. By examining these varied responses, we gain deeper insights into the resilience and adaptability of migrant workers and the broader implications for policies and practices aimed at supporting their integration and protecting their rights. Understanding these strategies is essential for developing targeted interventions that empower migrant workers to assert their linguistic and cultural identities in their host countries, promoting a more equitable and inclusive society.

This study illuminates the unique experiences of Indonesian migrant workers facing translingual discrimination in Kuwait. The findings align with previous literature on migrant challenges but extend the research by documenting specific coping strategies in a Middle Eastern context (Abdallhamed,

2021; Dryden & Dovchin, 2021; Irawaty, 2019), thus addressing a notable research gap. Accent discrimination, a form of linguistic profiling, particularly disadvantaged IMWs in both social and professional spheres. This aligns with Bhatt's (2018) findings on the negative impact of accentism in Western contexts but reveals a new dimension of discrimination based on Middle Eastern sociolinguistic hierarchies. The absence of initial resistance among participants may be attributed to cultural norms around respect for authority, highlighting the complex role of local social dynamics in shaping migrant experiences.

Implications for Practice and Policy

To promote linguistic inclusion, organizations should consider providing intercultural communication training and supporting linguistic diversity as an asset rather than a barrier. In sectors such as education and law, these insights could inform language-inclusive policies that acknowledge and value linguistic diversity in workforce development.

Limitations and Future Research

This study's small sample limits the generalizability of its findings. Future research could involve larger samples across multiple industries in Kuwait and comparative studies in other Middle Eastern countries. Additionally, exploring organizational policies' influence on reducing linguistic discrimination could yield valuable insights for fostering inclusivity.

CONCLUSION

This study provides further insight into translingual discrimination as well as the resilience strategies of Indonesian migrant workers in Kuwait, filling an important void by illustrating several instances of metaphysical linguistic prejudices, such as discrimination by the accent, overcorrection, and negative imagery of 'non-standard English'. It also reveals the widespread usage of discrimination on names in public contexts, which further expands our understanding of linguistic discrimination. The research provides in detail unique countering strategies of IMWs, who at first engage in crossing as passing and later tend to take more aggressive poses, such as refusing to accept linguistic discrimination, deaf to insult words, and, step by step, coming back their ethnic ways of speaking in the work environment. All these findings illustrate the IMWs' determination in the fight against linguistic discrimination and bring to light the coping strategies that they develop to the offending conditions. In relation to broader applications of the research, the focus is on the need for linguistic tolerance and linguistic diversity in the work environment of a global labor market, which set the

tone for more research and practices aimed at providing fair and inclusive workplace for people with different linguistic backgrounds. The emphasis on the experiences.

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