



Greater Region

Annotated bibliography

Document title, year of publication	<i>Prestigious language, pigeonholed speakers: Stances towards the ‘native English speaker’ in a multilingual European institution, 2020</i>	
Complete bibliographical references, access (DOI), if possible	Lovrits, V. & de Bres, J. (2020). Prestigious language, pigeonholed speakers: Stances towards the ‘native English speaker’ in a multilingual European institution. <i>Journal of Sociolinguistics</i> . (Early view.) https://doi.org/10.1111/josl.12431 (accessed 27 November 2023)	
Type of publication	Scientific article	Theory
Language(s)	English	
Key words	English, linguistic commodification, multilingualism, native speaker, precarity, stance, plurilingualism, globalisation, labour market, sociolinguistics	
Abstract	This research presents accounts of four junior workers who reflected on tensions following language use in the multilingual workplace in a longitudinal interviewing process. The results demonstrated that even perfect fluency in the working language could not prevent communicative failures related to the presence of multiple languages in the workplace. Conflicts could be directly linked to the ways the manager and permanent staff talked about languages and sociolinguistic identities of the trainees, namely using the “native speaker” category. The results underline the importance of raising metalinguistic and sociolinguistic awareness of both managers and workers in multilingual settings, especially during initial training.	
Content and main findings	Four “native English speaker” trainees of three traineeship groups in a multilingual EU institution in Luxembourg shared their perspectives on the “ native speaker effects ” they were facing at work . The study demonstrated that even perfect fluency in the working language could not prevent serious communication failures related to the presence of multiple languages in the workplace. This situation also raised broader issues regarding the precariousness of language work . Employers’ cost-cutting decisions to transfer language tasks from structural positions to cheaper	

	<p>freelance workers or low-paid “native speakers” culminate in the “amateur” language work performed by these “natives.” However, the symbolic elevation of the “native English speaker” is not only harmful to both “native English speakers” and others in this workplace but reinforces the global dominance of English.</p> <p>The results indicate that, alongside the focus on workers’ ideal language competences, raising metalinguistic and sociolinguistic awareness may help achieve more effective communication in multilingual settings, where language ideologies dictate the legitimate use of languages.</p> <p><i>(Adapted from: https://doi.org/10.1111/josl.12431)</i> (accessed 27 November 2023)</p>
Remarks	<p>We have chosen this article because of its contribution to the field of intercultural communicative competence, particularly in the context of initial training for junior positions in a multilingual organisation.</p>