

Linguistic Profiling and Algorithmic Discrimination in International Online Recruitment Processes

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Abstract: The growth of cross-border web-based recruitment has reshaped the way organizations locate and assess talent, but it has also brought about the existence of subtle disparities imbued in digital recruitment. In the present paper, discuss the convergence of linguistic profiling and algorithmic discrimination in the recruitment practices worldwide and how language-related signals, like accent indicators, vocabulary, and styles of writing, can be used to affect the results of automated screening. Taking a theoretical and analytical approach, the research is a synthesis of recent literature in the field of language and identity and algorithmic decision-making and will form a conceptual definition of how linguistic characteristics are perceived by recruitment technologies. It becomes evident in the analysis that, regardless of the intent to improve the efficiency and objectivity of the hiring processes, algorithm-driven hiring systems can contribute to sustaining the current social hierarchies, favouring the normative linguistic processes. These kinds of systems are usually based on training data and assessment criteria that incorporate standardized language expectations. The results point to the idea that linguistic profiling is not solely a human process; it is becoming embedded in automated systems and, as such, forms a layer of discrimination that is hard to detect and to fight back. In this paper, it has been concluded that the solution to these issues needs a critical evaluation of the operationalization of language in recruitment technologies. It emphasizes the necessity to create more inclusive systems, transparency in the analysis of algorithms, and the policies that consider diversity of language as an asset and not a weakness. Placing linguistic profiling in the context of the wider discussion of algorithmic fairness, this paper is relevant to the current debate on equity and ethicality in digital recruitment spaces.

Key Words: linguistic profiling, algorithmic discrimination, online recruitment, language bias, hiring algorithms, digital hiring ethics, global workforce diversity

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Introduction

The introduction of artificial intelligence into global recruitment systems has massively changed the employment processes, particularly through automated decision-making systems to filter and evaluate recruits through online platforms. It has become widely embraced to enhance effectiveness and standardize the process of selection, but recent findings are starting to suggest that may also reproduce and intensify the existing forms of discrimination present in data and institutional processes (Parviainen, 2024; Rosenthal-von der Pütten & Sach, 2024). These automated recruitment systems are often founded on historical information and predictive algorithms, which can implicitly encode language, identity, and socio-cultural background biases, with direct impacts on the outcomes of applicants in subtle but substantial ways (Wang et al., 2024; Ore & Sposato, 2022).

In this regard, the linguistic profiling has become an extremely significant yet seldom-debatable aspect of algorithmic discrimination (Nguyen & Hajek, 2022; Oman et al., 2024). Language is not just a channel

of communication but is also an identity that depicts the region, education, and social positioning, among others. When the linguistic characteristics (e.g., the writing style, grammatical or lexical preferences) are considered by the recruitment systems, actively discriminate against the candidates who do not fit the standardized or dominant versions of the language (Drożdżowicz & Peled, 2024). This leads to a stratified form of prejudice where linguistic difference is a proxy for bigger social classification, which is not necessarily accepted.

Newer research points to the fact that algorithmic discrimination is not just an issue of technical defect, but that it is a structural issue influenced by the legal, ethical, and social processes (Haitsma, 2023; Orwat, 2024). Mechanized systems will be more prone to extrapolate trends among groups and will lead to statistical discrimination to favour efficiency over an individual analysis (Orwat, 2024). Moreover, these systems are rather opaque, which makes it hard to determine and question discriminative results, posing the question of responsibility and openness of hiring procedures (Parviainen, 2024; Büchi et al., 2023).

The fusion of linguistic profiling and algorithmic decision-making is something that needs to be looked at more closely as international recruitment turns more and more dependent on the Internet. Knowing how biases based on language are incorporated into automated systems is important not only to consider the inequities in the global labour market but also to create more comprehensive and ethically-based recruitment models.

Key Contributions:

- The paper is a theoretical summary of linguistic profiling and algorithmic discrimination in the international online recruitment process, and highlights the application of language as a source of implicit evaluative information in automated recruitment systems.
- It notes that the recruitment tools based on algorithmic methods can encode linguistic discrimination, in which standardized or dominant language forms are systematically favoured, with the result of excluding applicants with different languages.
- The paper presents the analytical framework analysis of how the use of candidate languages is perceived, rated, and converted into hiring decisions in digital recruitment pipelines.
- It adds to the discussion on fairness in AI by highlighting the importance of linguistically inclusive and ethically transparent recruitment systems and placing linguistic diversity as a key topic in the discussion of algorithmic fairness.

The following is the arrangement of the paper. Section I provides the context of the algorithmic system of recruitment and also explains why linguistic profiling became a possibility as a hidden form of discrimination in online hiring. Section II presents the literature review of algorithmic discrimination and unbiased AI hiring, and the most important research gaps in language-based assessment are identified. Section III outlines the methodological approach, which explains a conceptual framework of how candidate language is processed, interpreted, and evaluated in online recruitment systems. Section IV is devoted to the results that are gained after measuring the effects of linguistic alignment on recruitment results and how language variation affects the justice of the candidate selection process. Section V provides the conclusion of the research and summarizes it with the importance of linguistic diversity in hiring algorithms and the future research to improve hiring to be more inclusive and transparent.

Literature Survey

Scholarly writing on the topic of algorithmic hiring has focused more and more on the intricate connection between artificial intelligence and discrimination in hiring settings (Chen, 2023). According to

the studies of AI-based hiring tools, despite the common claim that the technologies are less biased according to people, they can replicate the structural inequalities in training data and decision-making models (Oman et al., 2024; Hunkenschroer & Luetge, 2022). Studies have underscored the fact that algorithmic discrimination is not a technical constraint only, but also a consequence of the socio-institutional context of design and implementation of the systems, which is prone to create bias as systemic and not accidental (Garcia et al., 2024).

An increasing body of literature has addressed the issue of fairness in algorithmic recruitment and how predictive models can be used to discriminate against particular groups of people. It has been demonstrated that biased algorithms can not only reduce the diversity among the candidates but also jeopardize the quality of the hiring process, and preferably, they will give advantages to historically dominant groups (Kelly-Lyth, 2021). Moreover, large-scale language-based systems have been audited, and it has been found that automated assessment tools may provide uneven results in comparison of gender and racial groups, so the use of automated assessment tools in employment situations is questionable (Ochmann et al., 2024).

The other significant aspect of the literature is the language bias in the artificial intelligence system. The research on language models shows that non-standard dialect and linguistic differences are usually misunderstood or underestimated, which supports the rules of the dominant language when it comes to automated decisions (Hilliard et al., 2022). This has a great bearing on international recruitment, where international candidates with different linguistic backgrounds will be dealing with systems that may implicitly be biased towards standardized forms of expression.

Other studies have explored mitigation measures, such as algorithm design that is fair and debiasing. Despite the potential in this type of approach in controlling discriminative outcomes, scholars opine that technical interventions cannot be effective in the absence of other systems of governance and ethical restrictions (Tilmes, 2022; Hauer et al., 2021). Also, interdisciplinary surveys demonstrate the importance of considering legal, social, and computational methods in the context of algorithmic hiring as a whole (Rigotti & Fosch-Villaronga, 2024). Even new research results suggest the continuation of discrimination in modern AI systems, which means that the existing solutions can only partially combat more fundamental structural inequalities (Lavanchy et al., 2023).

The literature review demonstrates that there is a general agreement that the existing algorithmic recruitment systems do not exist in a vacuum but are affected by linguistic, social, and historical biases founded on information and construction. Language profiling turns out to be a highly urgent, but under-researched aspect that overlaps with algorithmic discrimination, especially in international recruiting situations. Although progress has been made in fairness-oriented methods, there is still a huge gap in the consideration of the effects of language-based biases on automated decisions. This implies that there is a need to adopt a more holistic and interdisciplinary approach in which linguistic diversity is considered to be core to equitable recruitment practices.

Methodology

Research Design

This paper embraces a theoretical approach in the discussion of the role of language in the decision-making process in international online recruitment systems. The emphasis is on the perception of how various types of written communication, which are introduced by candidates, are perceived in the hiring process and how affect the results. The research is based on the current scholarly debates regarding

the use of language, employment patterns, and online assessment platforms in order to develop a well-organized perception of the problem.

A critical reading of the modern research and ideas of conceptual discussions directs the methodology, which enables the research to explore the role of language beyond communication and as a determinant in assessment. Especially, the role of linguistic variation is considered, and how it can affect competence, professionalism, and even suitability in hiring scenarios.

Language-Based Evaluation in Recruitment

In order to substantiate the analysis, a systematized representation is created to describe the relationship between language use and recruitment results in online recruitment situations. Instead of showing a rigid series, this depiction will show how various candidate communications are construed and evaluated through the hiring process.

It begins with the language the candidates have used in their resumes, cover letters, and other means of communication via the Internet, as shown in Figure 1. These forms of expression involve issues such as the tone, sentence structure, and selection of words, which can have an effect on the perception of a candidate. The next tier is an indication of the reception of such aspects of language, where certain types of communication are considered more appropriate or professional than others.

This is then succeeded by an assessment stage where the judgments are influenced by the similarity a candidate has to the generally accepted expectations in the language. At this stage, it is possible that specific patterns of language, in particular those which represent common or standard forms, are given more preference. Shortlisting or not, the outcome of this assessment is involved in the hiring processes.

The implications of these sorts of decisions on a bigger scale, i.e., the potential disqualification of candidates whose language may reflect other cultural or territorial backgrounds, are also indicated in the drawing. It also brings to the fore the questions of fairness and equal opportunity, as well as the topicality of considering linguistic differences in the recruitment process.

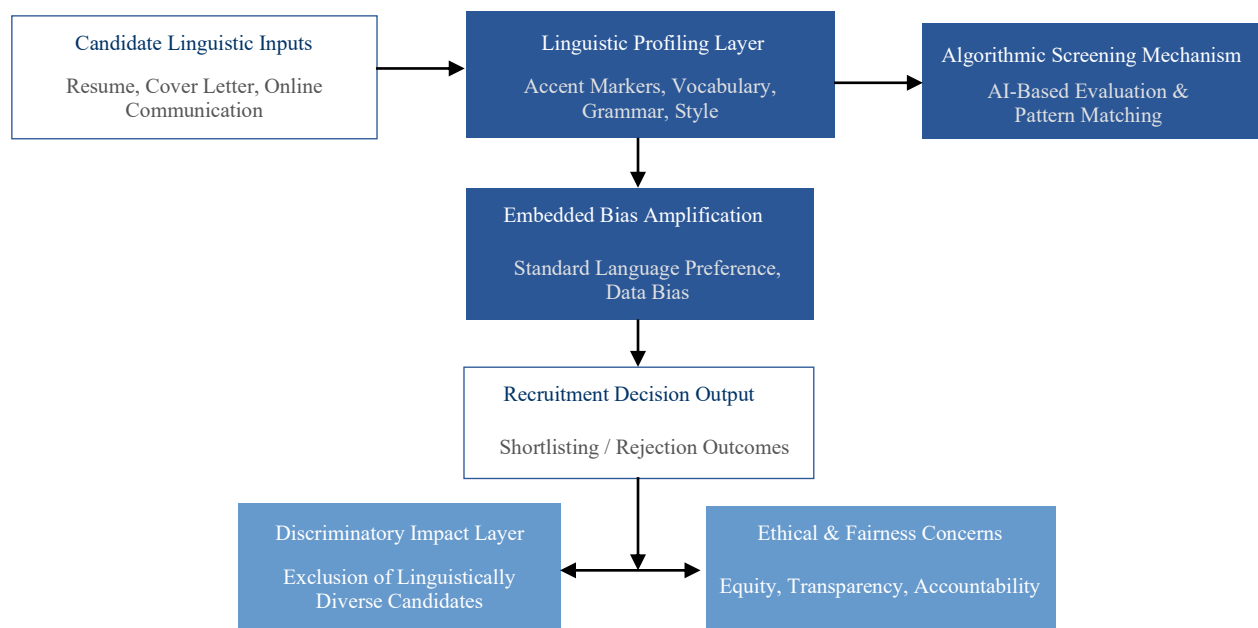


Figure 1: Conceptual Framework Linking Linguistic Profiling and Algorithmic Recruitment Bias

Analytical Approach

This is done by examining each element of the framework separately and how the decisions of recruitment can be influenced by using language-based differences. The study focuses on describing the preference tendencies as a result of using language and how these tendencies can reflect the social expectations in general.

Applying this framework to organize the discussion, the study provides a clear and organized view of how linguistic profiling can impact the outcomes in international recruitment, without any technical or quantitative tools.

Generally, the methodology provides a formal and explanatory process of examining the role of language in decision-making in relation to international online recruitment. The structure of the analysis in terms of the stages illustrated in Figure 1 gives a clear image of how the communication of the candidates is decoded, evaluated, and the employment results are translated. The route enables the reduction of the exercise to how linguistic diversity can affect perceptions and create bias during the recruiting process. It is under this that the paper illuminates the broader implications of language-based assessment, particularly in the context of fairness, inclusion, and the need to respect multiple expressions of self in the context of global recruitment processes.

Results and Discussion

The discussion reveals that language is a major contributor to recruitment success in online recruitment platforms. The attributes of linguistic features, including clarity, structure, and compliance with generally accepted norms, affect candidate evaluation as shown in the framework in Figure 1. Applicants with a matching communication with the standardized versions of the language have better chances of being taken as competent and professional, thus having a high probability of being shortlisted.

Conversely, those applicants with different linguistic styles representing regional, cultural, or educational differences might be disadvantaged inadvertently. This is not necessarily due to the inability, but it is due to the different forms of expression that are less favourably construed in the course of assessment. These tendencies give reason to conclude that language functions as a subconscious form of filter, constructing results in a manner that is not evident.

Table 1: Influence of Linguistic Alignment on Recruitment Outcomes

Linguistic Alignment Level	Communication Characteristics	Evaluation Outcome	Likely Recruitment Decision
High Alignment	Formal tone, structured sentences, standard usage	Strong positive perception	High probability of shortlisting
Moderate Alignment	Minor variations in style and structure	Neutral or mixed perception	Conditional consideration
Low Alignment	Informal tone, grammatical variations, non-standard usage	Less favourable perception	Higher probability of rejection

Table 1 shows the correlation between different degrees of linguistic alignment and the effect have on recruitment. It demonstrates that applicants, whose speech is based on generally accepted language standards, have a better chance of being rated positively, and in most cases, shortlisted. On the contrary, moderate-aligned candidates undergo mixed tests, whereby selected based on criteria other than language. The individuals who are low linguistic aligned are more likely to be viewed unfavourably, and this can

lower their likelihood of advancing in the employment process. The table emphasizes the importance of language expression variance in creating judgments of evaluation, which validates the importance of linguistic factors in recruitment.

Table 2 gives some of the major linguistic characteristics that may be prevalent in candidate communication, and how usually interpreted in a recruiting situation. It presents key linguistic features commonly observed in candidate communication and their typical interpretations within recruitment contexts. The table shows that, in most cases, some other perceived qualities, such as a sense of professionalism and clarity, are associated with some features of language. It also demonstrates that the deviation of the standardized norms, such as informality in the language or the use of local language, can result in a negative interpretation. These correlations show that language may have an effect on the results of evaluations, which helps in the disparities in hiring candidates.

Table 2: Linguistic Features and Recruitment Interpretation

Linguistic Feature	Common Interpretation	Potential Impact on Decision
Formal vocabulary	Professionalism	Higher chance of shortlisting
Structured sentences	Clarity and coherence	Positive evaluation
Informal expressions	Lack of professionalism	Possible rejection
Regional language usage	Cultural specificity	Misinterpretation or bias
Grammatical variations	Perceived lack of accuracy	Lower evaluation scores

Discussion

The discussion indicates that language has a minor but significant effect on the determination of recruitment in international online job markets. As shown in Table 1, applicants with communication that is consistent with generally accepted linguistic standards are more likely to be given more favourable appraisals. This implies that language is not only a medium of expression but also another element that leads to perceived competence and appropriateness. The judgments on evaluative bases tend to be biased by the perceptions of anticipation of the expected rules of conduct on how the candidates are supposed to conduct themselves, which is evidenced by the choice of structured, formal, and standardized language.

In the meantime, the findings reveal that linguistic diversity may be discriminated against unintentionally. The applicants who use expressions or non-standard words that are regionally related can be perceived in a negative manner, even where have qualifications that are almost similar. This brings out the role of language as an indirect filter, how it can be used to influence access to opportunities, not deliberately. Such trends are even more apparent in the context of international recruitment, where variations in the use of language are even more pronounced and are indicative of more general cultural and educational variations.

In the discussion, the implications of the same patterns for fairness and inclusivity are also stated. By being attentive to particular forms of language in a uniform fashion, recruitment processes can even entrench the existing imbalances, giving preference to the applicants who have already been acclimatized to dominant patterns of communication. This highlights the importance of more awareness in the evaluation and interpretation of language. Promoting a more welcoming perspective on the communication styles would help to create fairer hiring practices and be more representative of the diverse talent.

Conclusion and Future Work

This paper has explored the importance of linguistic profiling in influencing the effectiveness of the recruitment process in the context of online recruitment in a multinational setting. It is demonstrated that language as a tool of communication is not the only instrument to be used to evaluate other individuals, but it can also serve as a foundation on which some expressions are favoured implicitly over others. Applicants who comply with generally recognized language standards are more readily seen as positive, whereas those who represent a variety of language backgrounds may unintentionally suffer a disadvantage. These trends suggest that despite the mediation of recruitment processes by digital systems, there are still expectations related to the language and professionalism that guide the process. The results highlight the importance of considering linguistic diversity as a valid and valuable characteristic of candidate identity. By engaging in such concerns, it is possible to have a more inclusive practice of hiring based on competence and not conformity in expression.

This research can form the basis of future studies by incorporating empirical research to gain a better understanding of the role of linguistic differences in recruitment decisions in various situations. By looking at actual hiring statistics, recruiter attitudes, and applicant experiences, it can be more insightful to understand the level and effect of language-based bias. The fields of study and their comparison with the geographical locations could be used to identify the differences in the linguistic expectations in different working environments. In addition, the possibilities of promoting fairer evaluation practices in future work can be examined by promoting the acknowledgment of linguistic diversity and reducing the excessive reliance on the standard language norms. Such mechanisms can be used to facilitate the establishment of increased, equal, and inclusive recruitment systems worldwide.

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