

# ISLAMOPHOBIA: THE WORKPLACE

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AWARENESS MONTH

Facilitating an inclusive social environment in the workplace is simple to achieve and has wide-reaching benefits for employees and the workplace. Creating a Muslim-friendly environment attracts talent, nurtures loyalty, and enhances job satisfaction. Unfortunately, data shows that Muslims experience Islamophobia in corporate spaces, from recruitment to the workplace.<sup>[1]</sup>

A job-seeker with an English-sounding name was offered **three times the number of interviews** compared to an applicant with a Muslim name, a BBC study found.<sup>[2]</sup>



In 2017, a government report found that only **one in five members** of the economically active Muslim population is in full-time employment, compared to one in three overall.<sup>[3]</sup>

More than **two-thirds** of UK Muslims in employment have experienced some form of **workplace Islamophobia**.<sup>[4]</sup>



A significant number of UK Muslims say that they have faced discrimination during **annual work reviews (32%) and at job interview stage (34%)**.<sup>[5]</sup>

While **37% of the UK Muslims** surveyed said they had faced Islamophobia at recruitment stage, the figure rose to **58% of Black Muslims** currently in work. <sup>[6]</sup>



UK Muslims are **more likely to be unemployed** than their white British counterparts. <sup>[7]</sup>

Department of Work and Pensions analysis has estimated that between a **quarter and half** of the current ethnic minority employment gap in the UK is **caused by employer discrimination**. <sup>[8]</sup>



Department  
for Work &  
Pensions

According to The Young Foundation, **23% of women respondents** who are in work said they felt they were treated differently or encountered discrimination in interviews because they were Muslim. **43% percent of women respondents** not currently in work said they felt they were treated differently or encountered discrimination at interviews because they were Muslim. <sup>[9]</sup>

1. The Crescent Index, Muslim Friendly Employers

2. Adesina, Z and Marocico, O. (2107) "Is It Easier to Get a Job If You're Adam or Mohamed?" BBC News, February 06, 2017, accessed at: <https://www.bbc.com/news/uk-england-london-38751307#:~:text=The%20fake%20candidates%20applied%20for,recruiters%2C%20but%20Mohamed%20only%20two.>

3. Social Mobility Commission, UK GOV, Press Release: Young Muslims in the UK face enormous social mobility barriers, 2017.

4. Polling conducted by Savanta ComRes for Hyphen, 2022

5. *ibid.*

6. *ibid.*

7. Sweida-Metwally, Samir. Does the Muslim penalty in the British labour market dissipate after accounting for so-called "sociocultural attitudes"? Ethnic and Racial Studies, 2022, Vol 45, 16

8. DWP internal analysis, AICD, 2008.

9. Valuing Family, Valuing Work: British Muslim Women and the Labour market, London Development Agency, The Young Foundation, 2008.