ISLAMOPHOBIA: THE WORKPLACE

ISLAMOPHOBIA 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.[1]

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.[2]

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.[3]

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

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

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.[6]

ISLAMOPHOBIA: THE WORKPLACE

ISLAMOPHOBIA AWARENESS MONTH

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**.[7]

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.[8]

A 2024 study found that **69% of Muslim workers experience everyday microaggressions - subtle hostility or exclusion** - within their workplace.[9]

Data presented to the Scottish Parliament showed a **600–700% surge in anti-Muslim incidents** — including workplace cases — between October 7–19, 2023, amid a wider UK-wide increase in Islamophobia.[10]

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. DWP internal analysis, AICD, 2008.
8. Valuing Family, Valuing Work: British Muslim Women and the Labour market, London Development Agency, The Young Foundation, 2008.
9. Pearn Kandola. (2024). Antisemitism and Islamophobia at Work – 2024 Report. Available at: https://pearnkandola.com/insights/a-summary-of-our-latest-research-antisemitism-and-islamophobia-in-the-workplace/
10. Anti-Islamophobia Working Group. (2024). Written Evidence to UK Parliament Home Affairs Committee (Submission GIS0032). UK Parliament. Available at: https://committees.parliament.uk/writtenevidence/139892/pdf/