

One in eight Pakistani women have been illegally asked about marriage and family aspirations in job interviews – compared to one in thirty White women.



Muslims suffer from the highest unemployment rate (12.8%), and the greatest pay gap in comparison to their Christian counterparts (16.5% less for men and 22.4% for women).

Young British Muslims will have accounted for one quarter of the growth in the UK's working age population between 2008 and 2018.



Studies have shown that CVs submitted under a non-Muslim name are three times more likely to be offered an interview than those with a Muslim name attached.



50% of women wearing the hijab feel that they have missed out on progression opportunities because of religious discrimination and that the wearing of the hijab had been a factor.

Employment Discrimination against Muslims

1. Young British Muslims will have accounted for one quarter of the growth in the UK's working age population between 2008 and 2018.

Zamila Bunglawala, Valuing Family, Valuing work: British Muslim Women and the Labour market, report (The London Development Agency, November 2008), 4

2. Muslims experience the highest levels of disadvantage in the labour market and, according to the National Equality Panel, also suffer the greatest "ethnic penalty".

"Employment opportunities for Muslims in the UK", report, House of Commons Women and Equalities Committee, August 11, 2016, 6, <https://www.publications.parliament.uk/pa/cm201617/cmselect/cmwomeq/89/89.pdf>. John Hills et al., An anatomy of economic inequality in the UK: Report of the National Equality Panel, report, Government Equalities Office, January 2010, <https://eprints.lse.ac.uk/28344/1/CASEReport60.pdf>

3. This ethnic penalty is especially felt by Muslim women, who often suffer multi-level discrimination that is compounded by religion, gender, skin colour, and ethnicity.

4. Muslims suffer from the highest unemployment rate (12.8%), and the greatest pay gap in comparison to their Christian counterparts.

"Employment opportunities for Muslims in the UK"

5. Muslims are paid between 13-21% less than their Christian counterparts.

John Hills et al., An Anatomy of Economic Inequality in the UK: A Report of the National Equality Panel, report, Centre for Analysis of Social Exclusion, The London School of Economics and Political Science (June 2010), 228.

6. Studies have shown that, to achieve an equal level of success, ethnic minority applicants must send 74% more applications than their white counterparts.

See "Forgotten Women: the impact of Islamophobia on Muslim women," ENAR, accessed June 06, 2017, <http://www.enar-eu.org/Forgotten-Women-the-impact-of-Islamophobia-on-Muslim-women>.

7. Studies have also shown that CVs submitted under a non-Muslim name are three times more likely to be offered an interview than those with a Muslim name attached.

Zack Adesina and Oana Marocico, "Is it easier to get a job if you're Adam or Mohamed?," BBC News, February 06, 2017, accessed June 05, 2017, <http://www.bbc.co.uk/news/uk-england-london-38751307>.

8. One in eight Pakistani women have been illegally asked about marriage and family aspirations in job interviews – compared to one in thirty White women.

See "Forgotten Women: the impact of Islamophobia on Muslim women," ENAR, accessed June 06, 2017, <http://www.enar-eu.org/Forgotten-Women-the-impact-of-Islamophobia-on-Muslim-women>.

9. 50% of women wearing the hijab feel that they have missed out on progression opportunities because of religious discrimination and that the wearing of the hijab had been a factor.

Ibid.

10. Muslims are frequently victims of frustrated ambitions as they are under-represented in the higher positions within their professions.

"Muslims in employment: prejudice and discrimination in wider society examined - News from Parliament," UK Parliament, April 12, 2016, <http://www.parliament.uk/business/committees/committees-a-z/commons-select/women-and-equality/s-committee/news-parliament-2015/employment-opportunities-for-muslims-evidence-15-16/>.

