Understanding structural racism in the UK job market through intersectionality and lived experience lens

TESFAY ABADI

MA Sociology

[tesfay.abadifil1@gmail.com](mailto:tesfay.abadifil1@gmail.com)

Structural racism continues to prevail within the UK job market, where racially marginalized individuals are impacted in accessing work opportunities and progress in their careers. This study will investigate the magnitude and the lived experiences of structural racism in the UK job market using a mixed-methods approach. Statistical data from national sources (the national labour force dataset and the office for national statistics) will be analysed to identify the patterns of inequalities in employment outcomes by ethnicity, gender and religion. In addition to this, semi-structured interviews will be conducted with individuals from minority backgrounds and will explore the lived experiences of workplace discrimination, starting from the hiring stage, and institutional barriers that place racially marginalized groups at disadvantage. Theoretically Grounded in intersectionality and critical race theory, the research will examine how race intersects with other social identities, such as gender and socioeconomic class, to shape unequal labour market experiences. Some research findings suggest that systemic bias in recruitment, limited progression opportunities and policies impacted people from minority backgrounds while this research highlights the importance of centering lived experience alongside quantitative analysis to understand the structural nature of racism in employment. The study's findings will contribute to developing more inclusive market labour policies.

Tesfay is a postgraduate student in MA sociology focusing on structural inequality, race, and social justice. His current study investigates the magnitude and lived experiences of structural racism in the UK job market. He particularly emphasized on intersectionality and critical race theory. His work combines statistical analysis and interviews to explore how race, gender and class shape employment effects. Grounded in intersectionality and critical race theory he aims his research findings to inform anti-racist policies and amplify lived experiences within the labour market.