**A Dyadic Perspective on Ethnic Minority Identity at Work:**

**Workplace Experiences of British-Born Muslims of Pakistani Descent**

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**Abstract**

Much of our understanding of ethnic minority workers' identity is based on the apparent discrimination that characterises their work lives in (often ethnocentric) organisations and labour markets. However, it is possible for the oppressed to construct a social reality as active agents in interpreting discrimination in their work lives. Equally important is to take into account their ability to resist discrimination in ways that are empowering. Drawing on qualitative interviews with British-born Muslims of Pakistani descent (BBMPDs), this research furthers our understanding of identity at work by considering how ethnic minority workers experience discrimination. By examining BBMPDs' capacities for self-identification, determination, and valuation, it exposes their agency to mediate as well as resist discrimination. Accordingly, the research presents (1) identity as a constraint, and (2) identity as a resource, as two integral components of our dyadic perspective on identity at work.

**Keywords:** Agency, British-born Muslims, diversity, identity, Muslim workers, Pakistani