

MEFA
MEDIA FOR ALL

**Supporting your
Muslim colleagues
through**

Ramadan



About Ramadan

Ramadan marks the revelation of the Holy Qur'an and serves as a time for Muslims to strengthen their connection with God, the Qur'an, and their faith. It is also a period of personal growth, fostering a deeper bond with oneself, others, and the community

Muslims fast during Ramadan as a means of spiritual training and purification.

During this month, no food or drink is consumed during daylight hours. The fast begins with a pre-dawn meal called Suhoor and ends at sunset with a meal known as Iftaar.

Start: Expected evening of Friday, 28 February
End: Expected evening of Sunday, 30 March

Eid-ul-Fitr

At the end of Ramadan, Muslims celebrate one of their major holidays, called Eid-ul-Fitr, or the "Festival of the Breaking of the Fast".

Eid-ul-Fitr involves a special prayer and sermon in the morning, followed by a community celebration. The day spent in gratitude, socialising, eating and reuniting with friends and family.

Fasting

Suhoor – A pre-dawn meal to sustain energy for the fast.

Fasting Period – No eating or drinking from dawn to sunset.

Iftaar – The fast is broken at sunset with dates, water, and a full meal.

Muslims who are pregnant, menstruating, ill, elderly, nursing or travelling are exempt from fasting. It is important to be mindful and not question a colleague if you see them consuming water or food during Ramadan.

The Ramadan Effect






Ramadan and fasting can cause some effects for Muslims in the workplace. It is important to understand what they may experience.

Fasting doesn't influence everybody in the same way. However the following effects, may commonly be found in the workplace:

- Physical or mental distress
- Low energy
- Fatigue
- Dehydration
- Discrimination
- Not feeling understood
- Lack of focus or productivity
- Headaches and migraines

Paying attention to these points and providing the right support can lead to better outcomes for both employers and employees

How Can We Support Muslim Colleagues During Ramadan?

-  **Communication and Education**
Communication through internal emails, webinars, or articles are great ways to make Muslim colleagues feel seen and supported through Ramadan.
-  **Consider Requests for Breaks**
Allow colleagues to take regular breaks for prayers or to gather themselves throughout the day.
-  **Allow More Working From Home**
Research highlights that Muslim employees find working from home hugely beneficial during Ramadan.
-  **Avoid Training Days, Social Events and Travel**
These can be strenuous and after work events could be difficult if they coincide with Iftar timings. Food-focused events should also be avoided.
-  **Regular Check-ins**
This provides an open line of communication and allows for any adjustments to be made. Muslim women especially are 40% less comfortable than men requesting adjustments.
-  **Consider Volunteering Days**
Charitable campaigns can go a long way as it aligns with the spirit of Ramadan and promotes a positive workplace culture.



MEFA
MEDIA FOR ALL