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Ramadan: inclusion and solidarity

For Muslims, the holy month of Ramadan has now begun. We look at how colleagues can show solidarity.

As part of observing Ramadan, many Muslims will abstain from food and water in daylight hours. It is not a punishment but a spiritual discipline alongside prayer, study and charity. Colleagues may have periods of low energy so it can be a great sign of inclusivity to ask if there is any way you can help.

Eid-al-Fitr, the celebration that marks the end of Ramadan, is expected to fall on Tuesday 9 April this year.

Not everyone will be fasting the whole time or at all. There are exceptions for those who, for example, are ill (long- or short-term), younger, older, menstruating or pregnant. Someone might not like to talk about these personal reasons but people are often happy to talk about their beliefs and practices. It's respectful to avoid being intrusive or focusing on the idea that fasting can be difficult. It's absolutely fine to express interest or admiration, or just to ask how someone's month is going and wish them a happy Ramadan - "Ramadan Mubarak".

Other forms of support could be: offering colleagues flexibility around when or where they work, what kind of tasks they have on at different times of the day, planning smaller and more frequent breaks for rest or prayer, or planning for shifts to break or finish around the sunset meal. If you're working as the sun sets, you could time your own food break to coincide.

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