

RAMADAN

Ramadan, the ninth month of the Islamic calendar, holds profound significance as the period when the Prophet Muhammad first received divine revelation. It is a time of devout dedication to God. The Islamic calendar's lunar nature means Ramadan begins with the sighting of the new moon, resulting in shifting start and end dates. Muslims fast from sunrise to sunset during Ramadan, refraining from food, water, and other indulgences. The fast is broken at sunset with iftar, typically consisting of water and dates. Evenings are dedicated to taraweeh, a special congregational prayer at mosques lasting one to three hours.

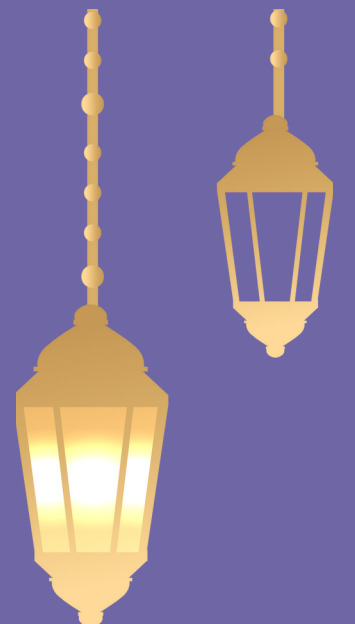
WHEN IS RAMADAN?

This year, Ramadan is expected to start around March 10, 2024, and end on April 9th, 2024, determined by moon sightings. Eid al-Fitr, marking its conclusion, is anticipated on the evening of April 9th, 2024. The Islamic calendar, following lunar phases, starts months with the first crescent of a new moon, beginning after sunset. Ramadan usually lasts 29-30 days, subject to moon sightings.



WHEN IS EID-UL-FITR?

In 2024, Eid-ul-Fitr is anticipated to fall around April 10th or April 11th, its timing fluctuating yearly due to moon sightings and geographical variations. It marks the conclusion of Ramadan and fasting, fostering unity and joy among Muslims worldwide. Alongside Eid-ul-Fitr, Eid-ul-Adha holds particular significance in the Hajj pilgrimage, symbolizing sacrifice and Prophet Ibrahim's devotion. Both Eids encompass unique meanings, rituals, and practices, enhancing the cultural and religious significance for Muslims globally.



WHY DO MUSLIMS OBSERVE FASTING DURING RAMADAN?

Fasting transcends mere abstinence from food and drink; it serves as a spiritual purification. Ramadan entails introspection, cultivating patience and prayer, quieting the mind to nourish the soul. Millions of Muslims worldwide observe fasting during Ramadan, impacting their work routines. For some, Ramadan augments their spiritual practices, while others find it as an opportunity to deepen their faith. This individual journey warrants sensitivity from employers.



SUPPORT DURING RAMADAN

AT WORK

SUPPORTING MUSLIMS DURING RAMADAN INVOLVES UNDERSTANDING AND ACCOMMODATING THEIR NEEDS. HERE'S HOW:



UNDERSTANDING FASTING:

Educate all staff on fasting's challenges and its effect on behavior and productivity, especially during long workdays.

MEAL OPTIONS:

Consider saving meals in the workplace for fasting employees to ensure they have food choices.



FLEXIBLE WORKING AND TIME OFF:

Offer flexible working options and time off during Ramadan, (where operationally possible) considering its impact on energy levels and worship commitments.

RESPECTFUL SCHEDULING:

Avoid scheduling meetings or social events during fasting hours or after sunset meals.

FLEXIBLE WORK ARRANGEMENTS AND REMOTE WORK CONSIDERATION:

Offer shift swaps, adjusted hours, flexitime, and remote work options (where operationally possible) to accommodate fasting employees, ensuring fairness for all and considering time differences and fasting routines for remote team members.



OPEN COMMUNICATION:

Encourage discussions with employees to understand their individual needs and preferences.

AWARENESS AND SENSITIVITY:

Recognize Ramadan's approach and its potential impact on colleagues. Respectfully inquire about fasting without pressure and educate the team about Ramadan and its significance, fostering a more inclusive workplace culture.



BREAK TIME:

Allocate ample time for front-line workers to break their fast, pray, and eat properly.

EVENING EVENTS:

Respect employees' commitments for prayers and family gatherings during Ramadan.

EID CELEBRATIONS AND LAST 10 DAYS OF RAMADAN:

Recognize the significance of the last 10 days of Ramadan for Muslims. Be prepared for holiday requests for Eid, as the festival date varies, and accommodate time off and flexible scheduling requests for those observing.

SUPPORT DURING RAMADAN

PATIENT CARE

Ramadan is a month-long period of spiritual, mental, and physical cleansing observed by Muslims worldwide.

Muslims fast from sunrise to sunset during Ramadan. The predawn meal (Suhoor) is consumed before sunrise, and Iftar marks the breaking of the fast at sunset. Patients typically eat Suhoor as early as 4 am and break their fast with Iftar after sunset.

IMPACTS OF FASTING ON HEALTH AND ADJUSTMENTS FOR HIGHER RISK PATIENTS, INCLUDING THOSE WITH DIABETES

- Long periods of fasting can lead to health concerns such as hypoglycemia, dehydration, urinary issues, headaches, and dizziness.
- Patients, especially those with diabetes, may require adjustments to medication timing or dosage due to the impact of fasting on health.
- Some risks faced by Muslims with diabetes fasting during Ramadan may include hypoglycemia, hyperglycemia, diabetic ketoacidosis, dehydration, thrombosis, hypotension, and falls.

EXEMPTIONS FROM FASTING

- Certain individuals are exempt from fasting, including children who have not reached puberty, pregnant or breastfeeding women, menstruating women, and those with conditions that could worsen through fasting.
- Patients with diabetes, especially those using insulin or medication, may be exempt due to health risks associated with fasting.

SUPPORTING PATIENTS

- Patients who cannot fast can compensate by offering charity or fasting at other times of the year when their health is better.
- Encourage patients, especially those with diabetes, to speak to their healthcare provider for guidance on managing their condition during Ramadan.
- Respect patients' cultural values and traditions during Ramadan, and support them in navigating the potential difficulties or risks of fasting.
- If unsure about a patient's fasting practices or diabetes management during Ramadan, engage in open communication to understand their needs and preferences.