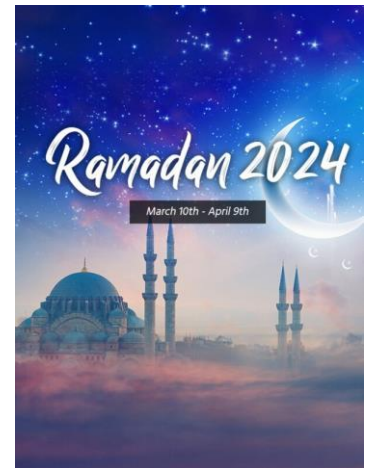


Muslims around the globe have begun observing the holy month of Ramadan, a period of deep spiritual reflection and fasting that takes place every year.

## What Is Ramadan? When Is It?

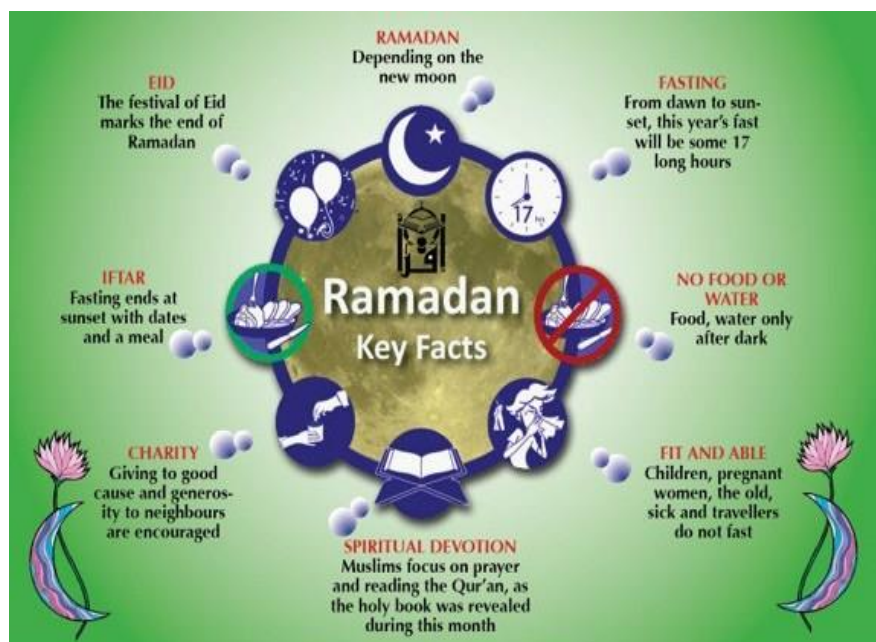
Ramadan is the 9th month in the Islamic calendar, and it is believed to be the month when God revealed the first verses of the Quran to Mohammad. In 2024, Ramadan began on the evening of Sunday, March 10th and will end on the evening of Tuesday, April 9th. The celebration of Eid al-Fitr, also known as the Festival of Breaking Fast, will take place on Wednesday, April 10th.



During Ramadan, adult Muslims and those who have reached puberty are required to fast from eating, drinking, and smoking during daylight hours. However, there are exceptions for those who are physically and mentally unwell, traveling, or pregnant.

If you want to support those observing Ramadan, there are a few things you can do. First, acknowledge and respect their commitment to fasting. You can also wish them well by saying "Ramadan Mubarak," which means "Have a blessed Ramadan." Additionally, try to avoid eating or drinking in front of someone who is fasting, if possible. It's also important to consider the challenges that come with fasting, such as dehydration and fatigue. If you're participating in exercise, be mindful of taking extra breaks to eat and drink. Lastly, be courteous around prayer times and be open-minded to the traditions and practices of Ramadan, especially if it's new to you.

## Facts about Ramadan



## For Non-Muslims

Care, respect and consideration  
in the workplace or education

### Office Practices for Employees Who Are Not Fasting



#### Greet Muslims

Saying "Ramadan Kareem" or "Ramadan Mubarak" will show how friendly you are.



#### Eat Only in Designated Areas

Have your meals during lunch break and try to pick a room away from fasting Muslims.



#### Be Kind

Bear in mind that your Muslim colleagues abstain from food and drink, so their power may reduce. Don't overload them with tasks.



#### Be Patient

Don't lose your patience with Muslim colleagues. Their productivity may be affected by fasting, but this is temporary.



#### Schedule Meetings Wisely

Meetings should be after prayer times; you've to be flexible with Muslim colleagues. The best time for a meeting is in the morning where people are active and fresh.



#### Wear Modest Clothes

Dressing modestly demonstrates your courtesy as you respect others' traditions. Wear things that cover arms and knees.



#### Accept Iftar Invitations

Accept Iftar invitations to share the month's spirits with your colleagues. It will help you to share happy moments with them.



#### Raise Awareness

Let everyone knows more about the holy month by putting up posters, for example. That would help non-Muslims understand more about the nature of the month and allow Muslims to feel more comfortable.



**What can be done to minimise risks during fasting? Considerations for those fasting but also those that are supporting them with exercise, physical activity and sport.**

- Continue your normal exercise or training but consider moving more high-intensity exercise sessions to nearer to iftar time (if able) which may help allow re-hydration and nutrition intake soon after exercise. Speak to coaches/teams and see if there can be any adjustments made to training times.
- It is best not to start any new exercise or sports during Ramadan without advice from a healthcare professional.
- Avoid exercising in hot temperatures or at the hottest times of the day (if able) to reduce increased sweating and reduce the risk of dehydration.
- Avoid using the sauna or steam rooms if using the gym or swimming pool, as this may increase the risk of dehydration.
- Try to rest after training. If possible, have small naps during the day to minimise the risk of fatigue and sleep disruption, or deprivation.
- People with diabetes (type 1 or type 2) should speak to their diabetes team for advice on whether it is safe to fast during Ramadan for them. As well as seeking advice before starting to fast in Ramadan on what to do with the timing and doses of diabetes medication or insulin.



**For further reading about guidance on exercising during Ramadan: <https://www.bda.uk.com/resource/sport-and-exercise-during-ramadan.html>**

Further reading

<https://www.bbc.co.uk/news/explainers-56695447>

<https://www.bbcgoodfood.com/recipes/collection/ramadan-recipes>

<https://www.islamic-relief.org.uk/giving/islamic-giving/ramadan/ramadan-timetable/>

<https://mcb.org.uk/resources/ramadan/>