

Inclusion Moment: Ramadan



What is Ramadan?

- Ramadan is the 9th month of the Islamic calendar and is observed as a month of fasting, prayer, reflection, and community.

- Fasting is one of the five pillars of Islam and marks the time when the Qur'an was revealed.

- In 2025, Ramadan in Malaysia begins on the evening of 1st March and ends on 30th March, followed by Eid-ul-Fitr on 1st & 2nd April.

- Muslims fast from sunrise to sunset, refraining from food, drink, and other physical needs.

Ramadan Around the World & Malaysia

- Approx. 1.9 billion Muslims worldwide observe Ramadan.

- In Muslim-majority countries like Malaysia, workplaces may implement reduced working hours during Ramadan.

- Eid-ul-Fitr is a public holiday in Malaysia, marked with communal prayers, charity, and festive gatherings.

- Raising awareness about Ramadan promotes inclusivity and understanding in diverse workplaces.



Supporting Muslim Community in Ramadan

- Flexible Work Arrangements: Allowing to go back one hour earlier to prepare for Iftar
- Avoid Scheduling Meetings During Iftar: Respect sunset hours as this is when Muslims break their fast.
- Respect Individual Choices: Not all Muslims fast (exemptions include medical conditions, pregnancy, travel, etc.).
- Provide Prayer Spaces: Ensure Muslim student and staff have access to designated prayer rooms and taraweeh space for hostel residents.
- Be Considerate with Leave Requests: Allow flexibility with Eid leave dates as the holiday is based on moon sighting.

Common Greetings During Ramadan

- Ramadan Mubarak – ‘Blessed Ramadan’
- Ramadan Kareem – ‘Generous Ramadan’
- Eid Mubarak – ‘Blessed Eid’

Using these greetings fosters an inclusive and respectful workplace culture.



Why is Religious Inclusion Important?



- Employees feel valued and develop a strong sense of belonging.



- Encourages an inclusive work environment and fosters team cohesion.



- Increases understanding and respect among diverse colleagues.



- A more inclusive culture leads to higher employee satisfaction and productivity.

Thank You

