



UNIVERSITY OF  
**TORONTO**

# **EID-UL-FITR IN THE WORKPLACE**

Inclusive Employer Guide

**EQUITY · DIVERSITY · INCLUSION**

# WHAT IS EID-UL-FITR?

Eid-ul-Fitr, or the ‘festival of breaking the fast’, is a religious holiday that marks the end of the Muslim holy month of Ramadan. The holiday is celebrated during the first three days of Shawwal, the 10th month of the lunar Islamic calendar. On this day, more than 1.6 billion Muslims from around the world take part in Eid prayers, give to charity, attend social gatherings and exchange gifts.

In 2023, Eid-ul-Fitr is predicted to begin on April 21 and end on April 24, however the exact date varies depending on when the new moon is sighted in different parts of the world.

## HOW IS EID-UL-FITR OBSERVED?

Eid officially begins at sunset on the night of the first sighting of the crescent moon. Many Muslims commemorate this night by cooking meals, decorating their homes, and preparing for Eid celebrations.

On the morning of Eid, Muslims gather in mosques to offer Eid prayer. This prayer is an opportunity for Muslims to offer gratitude and reflect on the lessons of the holy month of Ramadan.

There is often a sermon that highlights Islamic tenets of peace, mercy, and forgiveness. Charity, or “**zakat**” is a key aspect of Ramadan and one of the five pillars of Islam. Muslims are encouraged to donate to charities and those who are less fortunate as a sign of gratitude.

After Eid prayer, Muslims traditionally embrace one another and wish each other “**Eid Mubarak**” or “Happy Eid.”

Following Eid prayers, families will visit relatives, neighbours, and friends or hold large communal celebrations at home. Many families host Eid dinners where they prepare traditional meals, eat sweet pastries, and exchange gifts and money.

# HOW CAN WE CREATE AN INCLUSIVE ENVIRONMENT?

- 1** **Get educated.** Ensure staff who supervise or work alongside Muslim colleagues are aware of Ramadan and Eid-ul-Fitr and how they can be supportive.
- 2** **Intentional planning.** Avoid booking meetings and scheduling events on Eid-ul-Fitr if possible.
- 3** **Be flexible.** Since the exact date of Eid may differ from one Muslim community to another, please be mindful and work to accommodate an employee who wishes to take the day(s) off to celebrate. Look for solutions that suit all parties.
- 4** **Be thoughtful.** You can wish your Muslim colleagues a “Happy Eid” or “Eid Mubarak” (EED moo-BAH-ruck) as way to celebrate the day with them.
- 5** **Don’t make assumptions.** For personal reasons, not all Muslim colleagues may take time off for Eid, but they may still observe in various ways.