



# KEY RELIGIOUS HOLIDAY GUIDANCE 2022

## WHAT IS THE GUIDANCE FOR RELIGIOUS HOLIDAYS?

It is important to consider colleagues and clients who are celebrating important religious festivals.

Employers should plan for any impact these may have in the workplace and speak to employees to prepare and make arrangements to manage expectations.

## EMPLOYERS SHOULD KEEP THE FOLLOWING IN MIND

- Be aware of holiday requests
- Consider the practical elements of observing religious holidays, for example not scheduling lunch meetings with someone who is fasting
- Be respectful of information that is shared
- Offer flexibility where possible

## KEY RELIGIOUS DATES

Date	Celebration	Notes
2 March- 16 April	Lent	<ul style="list-style-type: none"><li>• Some Christians may fast or give up certain foods and will donate the money saved to charity.</li><li>• If you have a colleague or employee who has given something up for Lent, be respectful of this if the information is shared with you.</li></ul>
2 April- 1 May	Ramadam	<ul style="list-style-type: none"><li>• The beginning of Ramadan depends on the sighting of the new moon so the dates often vary slightly by region and country.</li><li>• This is the holiest month for Muslims.</li><li>• During the month of Ramadan Muslims are required to fast from daybreak until after sunset. No food or drink may be consumed during the hours of fasting.</li><li>• During Ramadan, some Muslims may seek adjustments at work to allow for fasting. When arranging meetings with colleagues or clients who are fasting for Ramadan, be mindful of the time and format of these meetings including evenings when prayers and breaking of the fast take place.</li></ul>
15 April- 23 April	Passover	<ul style="list-style-type: none"><li>• The Seder meal is held in family homes during the first two evenings of the festival.</li><li>• During the 8 days, Jews refrain from eating food containing grains that rise (wheat, barley, rye, oats), eating Matzah (unleavened bread) in place of bread products, which represents the dough that did not have time to rise when their ancestors fled from slavery.</li></ul>



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Date	Celebration	Notes
14 April	Vaisakhi/Baisakhi	<ul style="list-style-type: none"><li>Sikhs who observe Vaisakhi do so by visiting their local Gurdwaras, a place of worship in Sikhism where traditional colours of yellow and orange are worn.</li><li>Large processions are held all over the world, known as Nagar Kirtan. Celebrations include devotional singing and chanting hymns and Guru Granth Sahib Ji is carried in the procession in a place of honour.</li></ul>
17 April	Easter	<ul style="list-style-type: none"><li>Easter Sunday is 17 April this year for the Western Church, with Maundy Thursday, Good Friday preceding.</li><li>Orthodox Christians celebrate Easter Sunday on 24 April.</li><li>Many Easter traditions, such as the giving of chocolate Easter eggs, symbolise the gift of new life.</li><li>Many of the UK's statutory holidays are fixed around Christian festivals. However, colleagues may seek some adjustments to attend certain masses and services (for example, on Maundy Thursday).</li></ul>
2 May	Eid	<ul style="list-style-type: none"><li>This is a time - once the fast of Ramadan has been completed - for making gifts to the poor. It is especially a time for new clothes, good food, and presents for children. Families get together and contact friends, especially those who live far away.</li><li>The traditional greeting is 'Eid Mubarak' - 'a happy and blessed Eid'.</li></ul>
6 May	Wesak/Buddha Day	<ul style="list-style-type: none"><li>Houses are decorated with lanterns and garlands, and temples are ringed with little oil lamps.</li><li>'Wesak cards' are sent to friends and donations given to those in need.</li><li>Water is poured over the shoulders of the Buddha in a ritual known as "Bathing the Buddha" as a reminder to purify the mind from greed, hatred and ignorance.</li></ul>

## CONTACT OUR EMPLOYMENT LAW EXPERTS



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