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Ramadan, the Muslim month of fasting, is a physical challenge on the body but a deeply spiritual time for Muslims too. And with work tending to occupy a significant amount of our daylight hours, fasting Muslims can come across a number of challenges in their **jobs**, especially with fasts lasting up to 16 hours per day in the later half of Ramadan.

Challenges in the workplace can include tiredness and headaches, a lack of acknowledgement by employers, inflexibility when it comes to working hours and prayer breaks, and the constant fielding of questions from colleagues.

So if you're an employer or just want to make sure you can be there for your friends, colleagues, or neighbors, what do you need to know?

When does Ramadan start?

Ramadan 2022 is expected to start on the evening of Friday April 1, meaning Saturday April 2 will be the first day of fasting.

The holy month begins with the sighting of the crescent moon, which normally appears the night after a new moon.

How do you say 'happy Ramadan'?

If you want to wish someone a happy Ramadan, whether they're a friend, a colleague, neighbor, or acquaintance, you say "Ramadan Mubarak" or "Ramadan Kareem".