



RAMADAN GUIDE

ASPIREHER

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www.aspireher.co.uk





ABOUT ASPIREHER

AspireHer Consultancy CIC is a social enterprise dedicated to empowering women, particularly those from minority backgrounds, to enhance their technical skills and advance their careers in technology. Founded by Rana Alqrenawi, who brought extensive experience in tech, business, and entrepreneurship, AspireHer is committed to fostering equity, diversity, and inclusion within the tech ecosystem, **with a focus on supporting Muslim Women.**

At **AspireHer**, we're not just addressing gaps in representation; we're transforming how businesses approach equity, inclusion, and belonging. We work tirelessly to:

- Empower **women** to thrive through tailored mentoring, skills-building, and career support.
- Partner with **employers** to foster workplace cultures that celebrate differences and champion equity.
- Advocate for change by amplifying diverse **voices** and driving conversations that matter.





WELCOME MESSAGE

Dear Friends, Partners, and Changemakers,

Welcome to **AspireHer**. It's an honour to have you join us on this journey to create inclusive workplaces where women—particularly women of colour—can thrive in technology and leadership. AspireHer was founded with a deep commitment to breaking barriers, amplifying voices, and ensuring that workplaces are spaces of belonging, respect, and opportunity for all.

As we enter the sacred month of Ramadan, it is a time of reflection, compassion, and community. For Muslim women in the workplace, Ramadan brings unique experiences—from balancing professional commitments with fasting to finding time for spiritual connection and well-being. This is an opportunity for organisations to foster understanding, flexibility, and meaningful support to ensure every woman feels valued and empowered throughout this month.

We are proud to share our **Ramadan Guide**, designed to help employers support Muslim women in their teams by providing practical insights and recommendations that foster understanding and inclusivity.

Together, we can create workplaces where no woman feels the need to compromise her faith to succeed**. Thank you for being part of this journey, championing this mission, and standing with us in shaping a more inclusive and equitable future.

With gratitude and determination,

Rana Alqrenawi
Founder & CEO, AspireHer



INTRODUCTION

As we approach the holy month of Ramadan, employers and colleagues need to understand how to support Muslim women in the workplace during this sacred month.

Beyond fasting from dawn to sunset, Ramadan is a time of spiritual reflection, increased devotion, and community connection.

For many Muslim women, balancing professional responsibilities with the personal and spiritual commitments of Ramadan can be both rewarding and challenging.

WHY DOES YOUR SUPPORT MATTER?





According to a 2022 Muslim Census report, 1 in 2 Muslims felt their employer did not offer adequate support during Ramadan.

For Muslim women - who often juggle additional family responsibilities - the lack of understanding can amplify feelings of isolation and burnout.

A more inclusive approach during Ramadan fosters well-being, engagement, and productivity while also demonstrating respect for diversity and inclusion values.








COMMON CHALLENGES MUSLIM WOMEN FACE DURING RAMADAN:

-  **Fatigue and Energy Levels:** Fasting for up to 16 hours can lead to fatigue, especially during long workdays or meetings scheduled around peak fasting hours.
-  **Workplace Isolation:** Without understanding or accommodations from colleagues, Muslim women may feel disconnected from team activities or social events.
-  **Inflexible Work Hours:** Fixed schedules can be challenging when balancing early morning meals (**Suhoor**), prayer, and late-night worship (**Taraweeh**).
-  **Lack of Safe Spaces:** Without private spaces for prayer or rest, Muslim women may struggle to fulfil religious obligations at work.



HOW EMPLOYERS CAN OFFER SUPPORT:

-  **Flexible Work Hours:** Offer flexible start and end times or allow remote work to accommodate fasting and prayer routines.
-  **Respect for Break Times:** Avoid scheduling lunch meetings or food-centric events during Ramadan unless inclusive alternatives are provided.
-  **Provide Prayer Spaces:** Ensure access to quiet, private areas for prayer throughout the workday.
-  **Open Dialogue:** Encourage conversations around Ramadan—ask your team what support they need and listen with empathy.
-  **Considerate Scheduling:** Avoid scheduling critical meetings during fasting hours or close to Iftar (the meal that breaks the fast).





CALL TO ACTION

Let's Create Inclusive Workplaces Together. Supporting Muslim women during **Ramadan** isn't just about adjusting policies; it's about fostering a workplace culture that values empathy, respect, and inclusion.

If you're unsure how to support your team, we are offering 1:1 consultations for employers and Muslim women to help navigate Ramadan with confidence.

Let's ensure every woman feels supported to thrive—this Ramadan and beyond.

Book a 1:1 session with me on the website or send me an email to start a conversation.



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