

# Diversity Calendar 2017-2018



Dates for Muslim and Druze holidays are subject to change, as they follow the lunar cycle.  
Having a real dialog with your employees and understanding their cultural needs and beliefs is irreplaceable.



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The Israeli Forum for Employment Diversity is dedicated to the promotion of diversified hiring, to develop and make accessible knowledge and tools specific to Israeli workplaces, helping them assimilate an organizational culture of diversity.

The Forum is a cross-cultural coalition of organizations active in the diversified work sector. To this end, the Forum promotes the professional position of a Diversity Manager, and runs a diversity managers training course for management executives.

The Forum currently has 140 members, including business firms, NGOs and other partners who are actively engaged in meetings, ongoing discourse and learning.

Are you a member of the Israeli Forum for Employment Diversity?

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**Join Us: [www.diversityisrael.org.il](http://www.diversityisrael.org.il)**

Sun Mon Tue Wed Thu Fri Sat

					1 Eid al-Adha	2 Eid al-Adha
3 Eid al-Adha	4 Eid al-Adha	5	6	7	8	9
10 Nabi Sablan	11	12	13	14 Feast of the Cross	15	16
17	18	19	20 Erev Rosh Hashanah	21 Rosh Hashanah A Eve of the Islamic New Year	22 Rosh Hashanah B Muharram	23
24 Tzom Gedalya	25	26	27 Feast of the Cross	28	29 Erev Yom Kippur	30 Yom Kippur

International Muslim Jewish Catholic and Protestant Christian Christian Orthodox Druze

**Eid al-Adha**, Sacrifice Feast Marks Abraham's willingness to sacrifice his son by God's command. Four days of rest.

**Prophet Sablan** Celebrated at the prophet's burial site close to Horfeis. A day of rest.

**Feast of the Cross** Marks the day of the Crucifixion of Christ. It is customary not to eat meat or dairy on this day, and to avoid festivities.

**Rosh Hashanah** Hebrew New Year. Celebrated at the beginning of the month of Tishrei, and spans two days of festivities.

**Muharram** Ra's al-Sanah al-Hijriyah First day of the Muharram - the first month of the Hijri Year. marks The Prophet's voyage from Mecca to al-Madinah. A day of rest.

**Fast of Gedaliah** Observed by Haredi Jews. It is customary not to hold festivities during this day. A short work day. A day of choice.

**Yom Kippur** A day of fasting and Ta'anit [denotes an ascetic practice of fasting or 'torturing' of the flesh]



# October 2017

# 10

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 ▲ Erev Sukkot	5 ▲ Sukkot	6 ▲ Sukkot Chol Hamoed	7 ▲ Sukkot Chol Hamoed
8 ▲ Sukkot Chol Hamoed	9 ▲ Sukkot Chol Hamoed	10 ▲ Sukkot Chol Hamoed	11 ▲ Hoshana Rabbah	12 ▲ Shemini Atzeret and Simchat Torah	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ **Sukkot** One of the Three Pilgrimages to the Temple in Jerusalem.

▲ **Hoshana Rabbah** A prayer for rain on the last day of Sukkot. A day of choice.

▲ **Shemini Atzeret and Simchat Torah** The Eighth Day of Assembly Celebrates the Joy of God, and includes Simchat Torah celebrating the conclusion of the 54 Parashot - sections of the Torah read every week.



# November 2017

# 11

Sun Mon Tue Wed Thu Fri Sat

1 2 3 4

5 6 7 8 9 10 11

12 13 14 15 16 17 18

▲ The International Day for Tolerance  
▲ Sigd

19 20 21 22 23 24 25

26 27 28 29 30

▲ Eve of Mawlid  
▲ Mawlid

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ **The International Day for Tolerance** Established by the UN to strengthen and promote values of welfare, freedom and equality, and to encourage tolerance and dignity.

▲ **Sigd Also Mehelela** A day of pilgrimage celebrated by Ethiopian Jews. A day of fasting, cleansing and renewal. Formerly held on November 18. A day of choice.

▲ **Mawlid** Birth of the Prophet This day has been celebrated since the death of Prophet Muhammad. A day of rest.



Sun Mon Tue Wed Thu Fri Sat

1 2

3 4 5 6 7 8 9

▲ The International Day of Persons with Disabilities

10 11 12 13 14 15 16

▲ First candle of Hanukkah ▲ Second candle of Hanukkah ▲ Third candle of Hanukkah ▲ Fourth candle of Hanukkah

17 18 19 20 21 22 23

▲ Fifth candle of Hanukkah ▲ Sixth candle of Hanukkah ▲ Seventh candle of Hanukkah ▲ Eighth candle of Hanukkah

24 25 26 27 28 29 30

▲ Christmas Eve ▲ Christmas ▲ Christmas ▲ Tisha B'Av

31

▲ New Year's Eve

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ **The International Day of Persons with Disabilities** Dedicated to promoting knowledge and recognition of the dignity, welfare and rights of disabled people, as well as recognizing their contribution to society.  
 ▲ **Hanukkah** celebrates the victory of the Hasmoneans (the Maccabean Revolt)

and the consecration of the Second Temple. During the holiday it is forbidden to mourn or fast, although work is permitted.  
 ▲ **Christmas** The Birth of Christ. Two days of rest.  
 ▲ **Tisha B'Av** Tenth of Tevet Fast Marks the destruction of the First Temple. Also, the general

day of Kaddish (mourning hymn) for persons whose day of passing is unknown. A short work day in the Haredi sect. It is customary to avoid festivities. A day of choice.  
 ▲ **New Year's Eve** The last day of the Gregorian Calendar



# January 2018

# 01

Sun Mon Tue Wed Thu Fri Sat

	1 ▲ New Year	2	3	4	5 ▲ Epiphany Eve ▲ Christmas Eve [Armenian]	6 ▲ Epiphany Eve ▲ Christmas [Armenian]
7 ▲ Christmas	8 ▲ Christmas	9	10	11	12 ▲ New Year's Eve	13
14 ▲ New Year	15	16	17	18	19 ▲ Epiphany	20
21	22	23	24 ▲ Eve of Nabi al-Khidr	25 ▲ Nabi al-Khidr	26	27
28	29	30	31 ▲ Tu BiShvat			

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ **Epiphany** Also The Three Kings. Celebrates the visit of the Magi and the revelation of God as Jesus Christ.

▲ **Epiphany** Celebrates the baptism of Christ.

▲ **Christmas** Celebrates the birth of Christ.

▲ **New Year** First day of the Gregorian Calendar.

▲ **Nabi al-Khidr** A day of pilgrimage to several holy sites associated with Nabi al-Khidr, and mainly Kafr Yasif – Makan Nabi al-Khidr. A day of rest.

▲ **Tu BiShvat**, New Year of the Trees. In contemporary Israel Tu BiShvat is expanded to an ecological holiday, a day of environmental awareness.



# February 2018

# 02

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

▲ Saint Maron (Maronites)

▲ Ta'anit Esther

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ **Saint Maron** is Mar Maroun, the founder of the Maronite Church whose center today is in Lebanon. Maronites pray on this day in favor of all Christians in Lebanon.

▲ **Ta'anit Esther** Fast of Esther A day of fasting commemorating Queen Esther's Ta'anit, before she petitioned the Persian king to abolish the decree ordering the execution of all Jews in the Empire. A day of choice.



Sun Mon Tue Wed Thu Fri Sat

1 2 3

▲ Purim ▲ Shushan Purim

4 5 6 7 8 9 10

▲ International Women's Day

11 12 13 14 15 16 17

18 19 20 21 22 23 24

▲ International Day for the Elimination of Racial Discrimination

25 26 27 28 29 30 31

▲ Yom al-Ard ▲ Passover  
▲ Good Friday  
▲ Passover Eve

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ **Purim** A thanks giving to God for saving the Jewish people of the Persian Empire. A day of choice.

▲ **Shushan Purim** celebrated only in cities which were walled during the time of Joshua. A day of choice.

▲ **International Women's Day** Established by the UN to mark women's struggles for equality and recognition.

▲ **International Day for the Elimination of Racial Discrimination**

On that day, in 1960, in Sharpeville, South Africa, police killed 69 people at a peaceful demonstration against the apartheid "pass laws".

▲ **Yom al-Ard Land Day** Marks the resistance of Arab Israelis to the expropriation of their lands. Includes parades in

Arab cities within Israel, and a main rally held in Sakhnin.

▲ **Good Friday** Marks the crucifixion of Christ. Held on the last Friday in the Holy Week before Easter.

▲ **Passover** First of the Three Pilgrimages Festivals.



Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 ▲ Easter ▲ Passover Chol Hamoed	2 ▲ Easter ▲ Passover Chol Hamoed	3 ▲ Passover Chol Hamoed	4 ▲ Passover Chol Hamoed ▲ Annunciation	5 ▲ Passover Chol Hamoed	6 ▲ Second Passover Eve ▲ Good Friday	7 ▲ Second Passover ▲ Annunciation
8 ▲ Mimouna ▲ Easter	9 ▲ Easter	10	11	12 ▲ Holocaust Day	13 ▲ Lailat al Isra'a wal Mi'raj	14
15	16	17	18 ▲ Yom Hazikaron	19 ▲ Independence Day	20	21
22	23	24 ▲ Eve of Ziyarat al-Nabi Shu'ayb	25 ▲ Ziyarat al-Nabi Shu'ayb	26 ▲ Ziyarat al-Nabi Shu'ayb	27 ▲ Ziyarat al-Nabi Shu'ayb	28 ▲ Ziyarat al-Nabi Shu'ayb
29	30	31				

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ **Easter** Celebrates the Resurrection of Christ. Two days of rest.

▲ **Annunciation** The day on which Gabriel announced to the Virgin Mary that she would conceive and become the mother of Jesus. A day of choice.

▲ **Mimouna** A North African Jewish tradition. A day of choice.

▲ **Good Friday** Marks the Crucifixion of Christ. Held on the last Friday in the Holy Week before Easter.

▲ **Holocaust Day** A day for remembering the events and victims of the Holocaust.

▲ **Lailat al Isra'a wal Mi'raj** Marks Muhammad's night journey from Mecca to "The Farthest Mosque" and ascension to heaven.

▲ **Yom Hazikaron** Memorial day for the fallen soldiers of Israel and victims of armed conflicts.

▲ **Independence Day** Celebrates the declaration of the State of Israel and its independence. A day of rest.

▲ **Ziyarat al-Nabi Shu'ayb** The prophet's tomb is located in the village of Hittin, above the Sea of Galilee. A site of pilgrimage, and ceremonies are held there on this day. A day of rest.



Sun Mon Tue Wed Thu Fri Sat

		1 ▲ International Worker's Day	2	3 ▲ Lag BaOmer	4	5
6	7	8	9 ▲ Eve of Feast of the Ascension	10 ▲ Feast of the Ascension	11	12
13 ▲ Memorial Day For the Jews of Ethiopia	14	15	16 ▲ First Day of Ramadan ▲ Eve of Feast of the Ascension	17 ▲ Feast of the Ascension	18	19 ▲ Erev Shavuot
20 ▲ Shavuot ▲ Pentecost	21 ▲ Pentecost ▲ World Day for Cultural Diversity	22	23	24	25	26
27 ▲ Pentecost	28 ▲ Pentecost	29	30	31		

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ **International Worker's Day** Formerly a national holiday in the Soviet Bloc. Today it gathers rallies for worker struggles and opposition to globalization.

▲ **Lag BaOmer** Celebrated by lighting bonfires, festivities in burial sites of Tzadikim (literally righteous Jews, and Biblical figures), and stopping the mourning rituals associated with Sefirat HaOmer. A day of choice.

▲ **Feast of the Ascension** Marks the Ascension of Christ to heaven. A day of rest.

▲ **Memorial Day For the Jews of Ethiopia** A day for remembering the 4 thousand Beta Israel Jews who perished in camps and on their journey to Jerusalem during Operation Ahim.

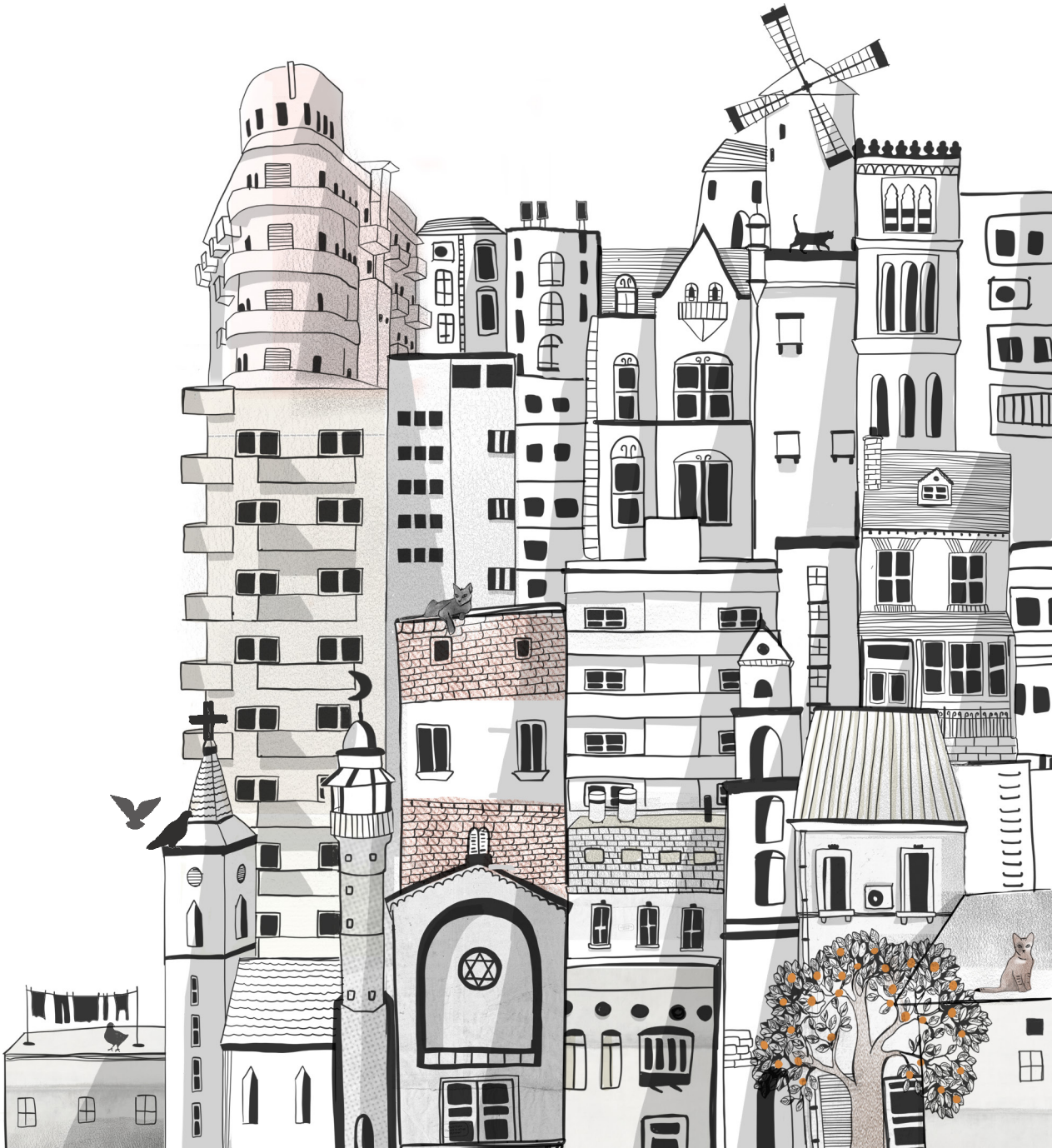
▲ **First Day of Ramadan** The start of the month-long fast of Ramadan, which includes daily prayers, and the fast

breaking Fatoor dinner. During Ramadan it is customary to finish work in the afternoon before the meal.

▲ **Shavuot** One of the Three Pilgrimages to the Temple in Jerusalem.

▲ **Pentecost** The first Sunday 10 days after Ascension. Two days of rest.

▲ **World Day for Cultural Diversity** Established by the UN to promote dialogue and inter-cultural development.



Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10 ▲ Laylat al-Qadr	11	12	13	14 ▲ Eid al-Fitr Eve	15 ▲ Eid al-Fitr	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ **Laylat al-Qadr** The Night of Power The night on which the first verses of the Quran were revealed to Muhammad.

▲ **Eid al-Fitr** Marks the end of Ramadan. A holiday of forgiveness, community and solidarity. It is customary to take a day off work.



July 2018

07

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
▲ Seventeenth of Tammuz Fast						
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
▲ Tisha B'Av						
29	30	31				

▲ International 
 ▲ Muslim 
 ▲ Jewish 
 ▲ Catholic and Protestant Christian 
 ▲ Christian Orthodox 
 ▲ Druze

▲ **Seventeenth of Tammuz**

Fast Marks the fall of Jerusalem. A short work day in the Haredi sect, and it is customary to avoid festivities. A day of choice.

▲ **Tisha B'Av**

Marks the destruction of the Temple. It is customary for Religious Jews not to work on this day. A day of choice.



# August 2018

# 08

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

▲ Eid al-Adha Eve

▲ Eid al-Adha

▲ Eid al-Adha

▲ Eid al-Adha

▲ Eid al-Adha

▲ International ▲ Muslim ▲ Jewish ▲ Catholic and Protestant Christian ▲ Christian Orthodox ▲ Druze

▲ Eid al-Adha Sacrifice  
 Feast Marks Abraham's  
 willingness to sacrifice his  
 son by God's command.  
 Four days of rest.

