


<p>★<i>Acts of Worship</i></p> <p>What are acts of worship?</p> <p>Muslims have been obliged to pray five times a day to only one God (Allah). They must cleanse their mouth, hands and feet before praying. Every Friday they go to a mosque to perform a group prayer.</p>	<p>★<i>Conclusion</i></p> <p>According to Yanmar, their response to Muslim employees has increased their satisfaction and motivation, raised a high reputation, and gathered excellent human resources from abroad.</p> <p>So, mutual talks on how to respond to Muslim employees between a company and Muslims may lead to creating a better work environment. It is important for both sides to find the best way since some Muslims strictly observe Koran's teachings, others do not.</p>	<div data-bbox="1398 99 2051 207"> <p><i>Aiming at a better workplace ~Response to Muslims~</i></p> </div> <div data-bbox="1491 314 1947 856">  </div> <div data-bbox="1429 978 2030 1320"> <p>This brochure has been compiled by collecting the examples of Muslim religious practices and company's responses to Muslim employees, so that Muslims can work comfortably in Japanese companies. Muslim religious practices are performed according to the sacred book "Koran" that describes the revelations of only one God (Allah).</p> </div>
<p>• <i>Example of support</i></p> <p>• <u>Establishment of a praying room (in Yanmar Co., Ltd.)</u></p> <p>In Yanmar, after purifying themselves at a multipurpose restroom, Muslim employees pray for around 15 minutes. Since a praying room is situated where few people go in and out, they can pray quietly there. The time they begin to pray is up to them.</p>	<p>• <i>Reference</i></p> <p>佐藤兼永(2015)『日本の中でイスラーム教を信じる』 文藝春秋</p> <p>森まゆみ(2018)『お隣のイスラーム』 紀伊國屋書店</p>	
<p>• <u>Fridays worship (in Daikin Industries, Ltd.)</u></p> <p>The company gives special consideration to Muslim employees, such as not to schedule meetings, so Muslims can go to a mosque on Fridays to perform a group prayer.</p>	<p>• <i>By courtesy of</i></p> <p>Yanmar Co., Ltd. Daikin Industries, Ltd.</p>	
<p>• <i>Other problems</i></p> <p>Muslims' worry is that even if a praying room is provided, there is no place to purify themselves. So it may be necessary to provide them with a sink, etc. Some Muslims strictly observe worship time, others do not.</p>	<p>Osaka Prefectural Toyonaka Senior High School</p> <p>Location: 2-5-12, Uenonishi, Toyonaka City, Osaka 560-0011</p> <p>Telephone: 06-6854-1207</p> <p>Second-year high-school students: Moeka Matsumoto, Mina Yamaguchi, Riho Kawagoe and Asumi Fukaya</p>	

★Meal

What is Haram?

Haram means things “forbidden” in Islam. Some foods are prohibited to eat.



• Fasting

Muslims must follow the obligation of one-month Ramadan, during which they fast from dawn to dusk.

• Example of company's response

• Preparation for a dining room for Muslims (in Yanmar Co., Ltd.)



After participating in seminars and hearing from Muslims on “halal,” Yanmar decided to provide “Muslim Friendly”

services, and has been offering about 14 items of halal food every day.

• Working hours during Ramadan

The company shortens the break time to hasten the closing time for Muslim employees.

• Others

People must not urge Muslims to drink alcohol in a party or request to organize a party.

★Contact of men and women

The Koran includes passages that

- people must not expose private parts
- women must let their accessories expose



This is construed variously, but the obligation of “wearing a scarf to prevent the stares of men” still exists.

• Voice of Muslim women

- 1) Some women may hesitate or refuse to shake hands with men.
- 2) Some women are in trouble with a shared locker because they cannot expose the skin to others.
- 3) Some women cannot wear a scarf because other people might warn them not to wear it.

• To resolve such problems

- 1) Understanding why they refuse to shake hands
- 2) Installing a personal locker
- 3) Understanding and permitting to wear a scarf



★About money

In Islam, getting unearned incomes is prohibited, so they cannot receive bank interest. Interest in a bank account is deemed as haram and cannot be spent. Most Muslims do not know even the fact that a bank deposit yields interest, so opening a bank account should be careful.



~ Supplementary explanation about haram and halal ~

• Meal

Why do they not take pork and alcohol?
→ Because pork is deemed a dirty animal in the Koran and alcohol causes drunkenness, damaging their health. Consomme soup and gelatin are also prohibited to take.

• Worship

Why do they worship God?
→ The Koran describes as follow

- Keep up worship; acts of worship really keep you away from immorality and evil.
- A disaster will occur to those who neglect acts of worship.

It is said that acts of worship bring peace of mind, making subsequent work progress.