

# ● IMMIGRANT COMPLEXITY

../../., Intellectual Output 3 (IO3), Assoc. Prof. Dr. Salim ATAY

1.1 Culture Concept



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# LECTURERS

# SPECIAL ISSUES

**Religious Practices At Workplace  
&  
Women issues in career**

# ● Religious Practices (1/2)

"The religious issue is often seen as a sign of cultural distance and as an obstacle to the integration of immigrants"

"From the point of view of immigrants, religious traditions and ties are an important source of self-esteem, social support and cultural continuity"

# ● Religious Practices (2/2)

"In studies of religion as a factor influencing the adaptation of immigrants religious affiliation, immigrants must be considered, along with the religious structure of the host society«

"Strong ethnic and religious identification prevents the assimilation of immigrants and promotes the choice of the separation attitude"

# GROUP DISCUSSION


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- What are the possible conflicts regarding religious beliefs and job practices
- What are the possible conflicts regarding worship rituals and workplace environment

# ● The Current Issue



The great majority of immigration is from Islamic countries to EU and career counsellors in EU have only little information about Islamic believes rituals in work life. Therefore, Islamic issues which are commonly subject to work place are taken with priority



## What should be asked to Muslim refugees to understand their religious sensitivity (1/2)

- Does he/she consume pork
- Does he/she prefer not to work in workplaces just selling/producing pork
- Does he/she prefer not to work in workplaces just selling/producing alcohol



# ● What should be asked to Muslim refugees to understand their religious sensitivity (2/2)

- Does he/she perform pray
- Does he/she fast in Ramadan
- Does he/she any sensibility regarding one to one or shift working with opposite sex

# ● Halal Food

- Halal /Kosher certified or vegetarian foods are appropriate
- &
- It is a possibility that he/she does not prefer to work in workplaces just selling/producing pork/alcohol.

# ● Perform Pray (Salaah)

## Time

- Five times a day but only 1 or 2 of them are within working hours
- It takes approximately 10-15 minutes to perform each

## What is needed

- Isolated place and a prayer rug (any kind of clean fabric approximately 70x120cm) is enough, going to mosque is not necessary

# ● Fasting

For people who fast

- Only 1 month in a year
- Iftar and sahur hours change due to fasting seasons\*
- Lunch times could be arranged in workplace\*\*

*\* During the Islamic holy month of Ramadan, Muslims fast every day from sunrise to sunset. The pre-dawn meal is known as sahur, and the fast-breaking meal eaten after sunset is called Iftar.*

*\*\* E.g.; Instead of lunchtimes, Muslims can use their breaks at «iftar» hours.*

# ● Women Issues in Islam

- working with opposite sex only could be a problem when working one to one indoor or shift works.



**Thank you for the  
Attention.  
Questions?**

[satay@itu.edu.tr](mailto:satay@itu.edu.tr)  
[gulmezn@itu.edu.tr](mailto:gulmezn@itu.edu.tr)