

Hanukkah

Hanukkah is an eight-day Jewish holiday that marks the victory of a Jewish group called the Maccabees over an invading Syrian army. Although it always falls between late November and early January, Hanukkah's exact dates on the Gregorian calendar vary each year. In 2019, Hanukkah will begin on the evening of December 22nd and end on the evening of December 30th.

History of Hanukkah

According to the books one and two of the Talmud (a collection of books on Jewish law), a Syrian Greek army led by a king named Antiochus invaded Jerusalem in year 175 Before Common Era (BCE) to make the Jewish people worship Greek gods and bow down to a statue of King Antiochus. The Ten Commandments forbid Jews from worshiping statues or idols, so they refused. Furthermore, a group of Jewish fighters called the Maccabees rebelled against the Syrian invasion. After a three-year war, the much smaller Jewish fighters recaptured Jerusalem. However, they found that their temple had been almost completely destroyed.

The Talmud recounts that the Jewish people then began to clean and rebuild their temple. When they were done, they rededicated the temple to God by lighting a lamp called a *menorah*. They only had enough oil to keep the lamp burning for one day, but the *menorah* stayed lit for eight days. Jewish texts regard this as a miracle symbolizing God's protection during a difficult time. Hanukkah literally means "rededication" and is also known as the Festival of Lights.

Observance of Hanukkah

Many Jews celebrate Hanukkah by lighting one candle on a candelabra called a *hanukiah* each day of Hanukkah. These candelabras are commonly referred to as *menorahs*. However, the term "*menorah*" is technically only used to describe the original candelabra located in the Jewish temple in Jerusalem. On the first night of Hanukkah one candle of the *hanukiah* is lit, on the second night the first and second candles are lit, on the third night three candles are lit, and so on until all eight candles are lit on the eighth night.

Hanukiahs have nine branches rather than eight. The ninth branch, which is a different height from the other branches, is called the *shamash*, meaning servant. The candle from that branch is lit first and then used to light the other branches of the *hanukiah*. Two blessings are recited over the lighting of the candles. On the first night of Hanukkah a third blessing is recited as well. Often, *hanukiahs* are placed in a window or other place where they can be seen by the public, since publicizing the miracle of Hanukkah is a central part of the observance of Hanukkah.

Traditionally, Jews celebrate Hanukkah by eating fried food such as *latkes* (potato pancakes) and jelly donuts. The oil used in the fried foods is representative of the oil used to light the menorah in the Jewish temple. Other traditions include giving small amounts of money called *gelt* (children are often given chocolate coins instead) and playing *dreidel*, a game played with a spinning top. Usually people play *dreidel* for small tokens such as pennies.

Gift-giving is not traditionally a key component of Hanukkah. However, because Hanukkah generally falls close to Christmas, many people now give gifts during Hanukkah.

Scheduling

Hanukkah is generally not considered one of the most significant Jewish holidays (compared to Rosh Hashanah, Yom Kippur, Sukkot, Passover, and others) and observances of Hanukkah occur during the evening. Though the holiday is typically celebrated outside of standard work hours, it is important to remember that employees may need scheduling accommodations during Hanukkah. Some employees may request days off to be with their families; others may ask for a modified schedule so that they can leave early during Hanukkah and get home in time to light the *hanukiah* candles and prepare for celebrations. Supervisors should work with employees to accommodate these requests.

Greetings for Hanukkah

If you would like to recognize Hanukkah with your co-workers and friends, saying “Happy Hanukkah” would be appropriate. It is also appropriate to say *Hanukkah Sameach* (sah-MAY-ach), which means Happy Hanukkah in Hebrew, or *Chag Sameach*, which means “happy holiday” in Hebrew.

For more useful information on world religions, subscribe to Tanenbaum’s online resource, [Religion at Work: A \(Human\) Resource](#). Visit the Tanenbaum [Workplace Resources](#) page for additional Tanenbaum fact sheets and contact Tanenbaum at workplacediversity@tanenbaum.org with questions.