

*Supported by the National Research Fund
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Policy responses to the Covid-19 pandemic

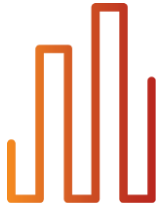
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Leave Network online Seminar

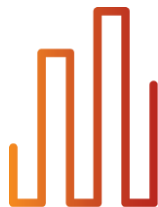
September 17 - 18, 2020



ECEC availability during the confinement

Providers have been wholly closed from **16 March 2020 to 24 May 2020** (for children below and above 36 Months). Since 25 May, ECEC have reopened with special measures (maximum 5 children/group, physical distancing,..) : these rules applied until 15 July 2020 corresponding to the summer school holidays.

During the closing period (16 March 2020 to 24 May 2020), a special childcare service was provided to children (from 3 months to 12 years) of health workers.

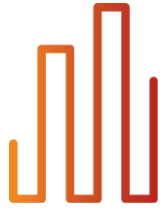


School availability during the confinement

Schools have been wholly closed from **16 March to 24 May 2020** for children in elementary education (less than 12 years). Since 25 May, schools for children in elementary education have reopened with special measures (see below): these rules apply until the 15 July 2020 corresponding to the summer school holidays.

For children in secondary education (12 years and more), schools have been wholly closed from **16 March on. From 4 May**, students in the senior classes have resume courses, followed on 11 May by all other classes in secondary education and vocational training, as well as the Advanced Technician's Certificate (Brevet de technicien supérieur - BTS).

In terms of method, the government has opted for a return to **the classroom on a rotating basis**. Specifically, each class will be divided into two groups, both in elementary and secondary education and in vocational training. Each group had a week of classes and learning at school or high school, followed by a week of revision at home or in a childcare facility. On the June 29th 2020 the rotating basis was abolished and since that date the two rotating groups joint in one class again and daily school attendance for all students was established till the July 15th (i.e. the start of summer school holidays).



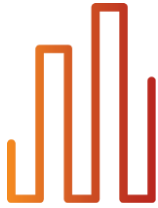
Leave for family reasons (children less than 13 years old)

A special leave for family reasons (*congé pour raisons familiales extraordinaire*) has been put in place between 14 March and 24 May 2020 (during the school and childcare facilities closures). Under other conditions, a special leave for family reasons covers the period from 25 May to 15 July (during the reopening of the elementary schools and childcare facilities).

The special leave for family reasons that covers the period from **14 March 2020 to 24 May 2020** is for **a parent (employees, self-employed) of at least a child less than 13 years**. If anyone else is able to look after the child, whether a relative or another member of the household, for example because they have the benefit of short-time work during the period for which leave for family reasons is being requested, the parent cannot benefit from leave for family reasons. These other persons may be the other parent, the parent's spouse, another member of the household concerned. Moreover, both parents (or spouse) cannot take leave for family reasons at the same time.

The special leave for family reasons that covers the period from **25 May 2020 to 15 July 2020** is for parent (employees, self-employed) of at least a child of these categories: a child who was born on or after 1 September 2015 and is dependent on the applicant; a child under the age of 13 normally enrolled in school, whose school is closed or whose classes remain suspended for reasons directly related to the health crisis, or who cannot be cared for by any school or childcare facility due to the implementation of a plan for alternating the care of pupils or the application of imposed barrier measures, assuming that a certificate attesting to such a situation can be provided; a vulnerable child. Other conditions remain the same than for the special leave for family reasons that covers the period from 14 March 2020 to 24 May 2020.

During the leave, **the parent receives his regular salary** top-coded at 5 times the social minimum wage. Employer is reimbursed by the National Health Fund.



Leave for family support (disabled and elderly persons)

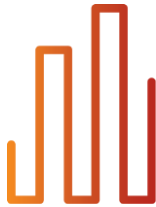
The Ministry of Family Affairs, Integration and the Greater Region has introduced (18 March 2020) **the leave for family support** (*Congé pour soutien familial*) in order to enable employees and self-employed people to look after a disabled adult or an elderly person following the closure of a day-care structure or a training or employment structure. Public-sector employees are entitled since 25 November 2020.

Given that some structures will not be able to resume all their activities immediately after the end of the state of crisis (24 June 2020) and that they will not be able to work at full capacity, the government has decided that leave for family support shall be maintained beyond the declaration of the end of the state of crisis. It is therefore possible to request leave for family support **from 25 June 2020 until 25 November 2020**. It should be noted that the leave for family support shall end if the approved care structure notifies the Minister that it has resumed all or part of its activities and that there is a place available in the approved service for the person concerned.

Entitlement conditions: i) the approved structure that would normally take care of the disabled adult or elderly person must have ceased all or part of its activities in the context of the state of crisis; ii) the private-sector employee, the public-sector employee or self-employed person must care for the disabled adult or elderly person in the home where they both live; iii) neither the worker or a member of the household has the benefit of short-time work during the period of leave for family support and no other care means is available (condition iii) no longer applies from 25 June on).

If necessary, where several people live in the same home as the disabled adult or elderly person, they may alternate taking leave for family support. In this case, each person wishing to take the leave must submit a duly completed form. The leave may be divided among the members of a household, but they may not take the leave at the same time.

During the leave, **the carer receives his regular salary** top-coded at 5 times the social minimum wage. Employer is reimbursed by the State.



Coverage and costs

Leave for family reasons due to COVID19

On average, about 30.000 employees per month benefited from this policy during the confinement period (March 16 – May 25)

- The total labour force in Luxembourg in 2019 : 310.000, i.e. about 10 per cent of the total labour force benefited from the policy
- According to our preliminary estimation, about 40 per cent of the parents with at least one child of eligible age benefited from the policy. Given only one parent could have benefited, we can deduced that most of the eligible households with at least one child or require age benefited from the policy.
- Analyses of gender equality in leave take-up and the duration of take-up is needed as mainly women are expected to take this leave and might face various consequences of this absence