**Possible measures for Bureau zoom call, 17 April 2020**

**Part 2**

**Support to EAPN staff members with children**

3 staff members have children – Leo, Rebecca and Philippe. All three are trying to juggle work responsibilities and child care, as Belgian schools have been closed since early March, and there is currently no clarity as to when they will open up again. Leo, Rebecca and Philippe had a call today to discuss the situation – we are working on the assumption that schools will be closed for at least another 6 weeks (obviously this is our best guess). We are basing this on the press conference of the Belgian Government of 15 April, details available [here](https://www.info-coronavirus.be/en/news/extension-up-to-and-including-3-may/).

The three of us all have slightly different home situations – but we have all being doing what we can for the last few weeks. As we now know that the situation will last for some time, we want to be clear with ourselves, our families and our colleagues about what we can and cannot do. We are trying to work through the crisis, but we all recognise that we are not able to work to our full capacity when we have children at home to take care of as well.

We outline below what we feel capable of doing, and propose 2 options, with a clear recommendation.

**Our capacity**

|  |  |  |
| --- | --- | --- |
| **Leo** | **Philippe** | **Rebecca** |
| From 20 March until further notice, Leo can work 08h30 – 15 00 each day, an equivalent of 30 hours per week.  (As per our work rules, 30 minute lunch break is **not** included in the working time) | From 20 March until further notice, Philippe can work 8.30-15.30 Mon to Thur and 8.30-12.30 Fri, the equivalent of 30 hours per week.  (As per our work rules, 30 minute lunch break is **not** included in the working time) | From 20 March until further notice, Rebecca can work 09 – 30 – 13 30 each day, an equivalent of 20 hours per week. |

**The options for EAPN**

**Option a.** From an employer’s perspective, we continue as if nothing has changed, and continue to provide full salaries to colleagues. This would show solidarity towards colleagues who are trying their best during a very difficult period.

**Option b.** From an employer’s perspective, we could put colleagues on temporary part time unemployment. This would mean that the government would pay 70% of the salary for the time which isn’t worked, and EAPN could choose to supplement the salary so that colleagues are not impacted financially. It should be noted that Trade Union representatives have heard of some problems with the temporary unemployment related to receiving sick leave.

**Director’s recommendation:** In a spirit of solidarity and recognition of the difficult period we are all living, I recommend option a.