**Our programme for Schaerbeek**

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**Schaerbeek 1030 times better!**

For the past five years, every week, the members of the **MR of Schaerbeek** have travelled through all the districts of our municipality to come and meet you. We knocked on countless doors, visited hundreds of shops, and spoke with thousands of Schaerbeeks. These interactions were a valuable opportunity to listen to your concerns, share your hopes, and build together a vision for the future of our municipality. These exchanges were an invaluable source of inspiration for us.

For their part, **Les Engagés** have undertaken a profound overhaul of their movement, drawing much of their inspiration right here in Schaerbeek, thanks to the many meetings with you.

**For your trust, your inspiration, and your exchanges, dear Schaerbeekoise, we say THANK YOU!**

After 30 years of power by Bernard Clerfayt and the ECOLO/GROEN, it is time to turn the page and give Schaerbeek a new lease of life. Today's challenges require a new approach, an ambitious vision for the future. Schaerbeek needs change.

As the opposition, the MR and Les Engagés have often worked together within the municipal council, acting as forces for proposal and improvement. However, the current management has not lived up to expectations. The majority has become a minority, a sign that renewal is necessary. **Schaerbeek deserves 1030 times better!**

This is why, **with our common values and our desire to better represent you, we are proposing a united list "MR & Les Engagés"** to carry out a common project.

Every commitment that we, MR & Les Engagés, make today is the direct result of our fascinating discussions, our work with you and within the municipal council. This is a clear demonstration of our commitment to representing you with dedication and integrity.

This program is much more than a project, it is a Vision. To rebuild Schaerbeek, to renew the links between citizens and democracy, to give back to our municipality its soul, its "zwanze", its pride, and its legendary diversity. A vision that distinguishes Schaerbeek from all the other municipalities in the Kingdom.

This vision is based on respect for the citizen and local democracy. It is time for Schaerbeek to reinvent itself and embrace change. It is time to reconnect Schaerbeek with the realities on the ground, to re-establish the links between the people of Schaerbeek and to strengthen their connection with the municipality.

This also requires rigorous management of sovereign functions (security, cleanliness, order, infrastructure, fair taxation) and a renewed ambition for the environmental transition and social emancipation functions (education, employment, commerce, social support, housing), as well as mobility and an aspiration to cultivate the unique atmosphere of Schaerbeek (culture, animal welfare, seniors, living together). Every concrete proposal we put forward comes from our discussions with you. Our desire is to build a better Schaerbeek, for today and tomorrow. For you!

**Our 7 commitments to make Schaerbeek 1030 times better**

1. **Making every neighbourhood clean, safe and pleasant:** cleanliness and safety as the basis for living together

Our concrete proposals:

* + Increase the number of recording officers and acquire mobile cameras to better fight against offences related to cleanliness.
  + Strengthen the community police and the cycling brigade.
  + Develop Local Prevention Partnerships (PLP) and a team of peacekeepers to intervene in the evening and at night.

1. **Bringing fluidity and serenity back to each neighborhood for a better quality of life:** improving mobility, parking and quality of life in each neighborhood.

Our concrete proposals:

* + Reassess mobility plans in consultation with citizens and return to blue zones where possible.
  + Priority to pedestrians: double the resources of the Sidewalk Renovation Plan.
  + Maintain a permanent dialogue with STIB & SNCB to develop a wide and efficient public transport offer.
  + Increase free parking tickets for visitors and enforce scooter parking zones.
  + Make cycling safer.

1. **Supporting the middle class and boosting the local economy:** Facilitating access to homeownership, adapting taxation, supporting local businesses and stimulating employment and tourism.

Our concrete proposals:

* + Double at least the Be Home bonus to better support homeowners.
  + Digitise urban planning procedures for construction and renovation.
  + Launch campaigns to promote local shops.
  + Develop guided walks and cycling routes to attract tourists.
  + Support businesses that promote short circuits and new concepts such as pop-up stores.

1. **Promote a sustainable environmental transition:** Promote environmentally friendly urbanization, ensure animal welfare, and encourage green initiatives.

Our concrete proposals:

* + Develop renewable energy production methods in municipal buildings.
  + Supporting the creation of energy communities and greening public spaces with the inhabitants.
  + Raising awareness and educating about animal welfare
  + To ensure the transformation of our neighbourhoods, including the Reyers and Mediapark districts, and Friche Josaphat by promoting urban diversity, housing, infrastructure, green spaces, and a nature reserve.

1. **Make Schaerbeek a welcoming municipality for all generations:** Offer continuous support to families, from early childhood to seniors, and promote sport, culture, and folklore to strengthen social ties.

Our concrete proposals:

* + Strengthen the teaching of fundamental knowledge in municipal schools.
  + Ban the use of smartphones in the municipality's primary and secondary schools.
  + Encourage initiatives to expand the provision of childcare for young children and create a third day centre for seniors.
  + To complete the offer of extracurricular activities for 12-18 year olds.
  + To develop disabled sport and promote women's sport.
  + Relaunch local cultural events such as the artists' trail and revitalize the Scharnaval with an annual edition.

1. **Promoting social emancipation and digital inclusion:** Strengthening socio-professional integration, fighting the digital divide and providing opportunities for all.

Our concrete proposals:

* + Improve support for single-parent families and create new transit housing.
  + Strengthen the socio-professional integration of CPAS beneficiaries.
  + Adapt public space for better inclusion of all, including people with disabilities.
  + Work for increased digital inclusion by developing adapted initiatives.

1. **Modernise governance, strengthen social cohesion and enhance Schaerbeek's identity:** improve public services, restore a financial balance, and encourage active citizen participation to rebuild social ties in all neighbourhoods.

Our concrete proposals:

* + Control public spending without raising taxes.
  + Depoliticize recruitment and career progression processes.
  + Make municipal accounting more transparent.
  + Ensure the political neutrality of official communications, including Schaerbeek Info.
  + Set up several advisory councils (children, seniors, merchants) to gather their opinions.
  + Propose participatory budgets to directly involve citizens in decision-making.

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**What are communal elections and why your vote matters on October 13:**

* The Commune is the level of local power. To sum up, it is the maintenance of our streets, mobility, the police, cleanliness, security, municipal finances, the CPAS (the Public Centre for Social Action), municipal education, libraries, folklore, youth centres, social housing, links between neighbourhoods, links within neighbourhoods, neighbourhood contracts, the defence of communal interests, urban planning procedures, administrative management (birth, marriage, divorce, death, passports, identity card, etc.)
* on 13 October, you will choose your representatives in the Municipality of Schaerbeek. They are called "communal councillors". These are the municipal parliamentarians. They control the work of the municipal aldermen (the ministers) and that of the Mayor. They also have the power to propose municipal regulations.
* There are 47 municipal councillors in Schaerbeek, a figure that depends on the number of inhabitants (about 130,000 in Schaerbeek).
* Within this municipal council, these 47 municipal councillors will come together in a majority. So at least 24 councillors. They will propose a general plan for six years and will choose 8 French-speaking aldermen, a Dutch-speaking alderman and a mayor. The aldermen and the mayor are the ministers of the municipality. They have a budget that they can spend in order to run the various services you have.
* The 47 municipal councillors will also choose advisers from the CPAS (Public Centre for Social Welfare), Police Advisers (from the BRUNO police zone, for Brussels North) and representatives from a large number of associations, inter-municipal associations, public companies, etc.
* In Schaerbeek, it is a budget of nearly 300 million euros, which you, the inhabitants, finance through your taxes, i.e. 5000 EUR per voter, since we are 65000 voters in Schaerbeek
* It is also the future of our Municipality and your children that is decided through this election.
* Thank you for your trust.

# Making every neighborhood clean, safe, and enjoyable.

## 1.1. Cleanliness: a top priority

During our meetings in the field, you unanimously expressed that cleanliness is one of your main concerns, regardless of the district where you live: Brabant, Benefactors, Terdelt or elsewhere. Abandoned waste, illegal dumping and the proliferation of rats are recurring problems that strongly affect the quality of life in Schaerbeek.

**We are making public cleanliness a priority for the 2024-2030 term.**

It is clear that an effective environmental policy requires the participation of all citizens. We need to raise awareness of environmental issues while taking concrete steps to ensure clean streets and civic behaviour. Our vision is that of impeccable neighbourhoods, where everyone respects and values their environment.

**Our proposals for a clean Schaerbeek:**

* **Intensification of cleaning:** Increase the frequency of cleaning of public spaces and promote the use of the free number 0800 939 88 as well as the "Fix My Street" application to report illegal dumping.
* **Introduction of collective bins:** Study the implementation of collective bins, as in Antwerp or Rotterdam, to reduce bags on the sidewalks, costs and pollution.
* **Smart and selective bins:** Install smart bins and selective sorting points, including buried glass bubbles.
* **Street ashtrays:** Continue to install street ashtrays where necessary to limit cigarette butts in public spaces.
* **Bulky waste management:** Create collection points in neighbourhoods with quarterly collections, including services for chemical waste.
* **Pest Control:** Conduct pilot projects to control the rat population and expand the use of contraceptive seeds for pigeons.

**Inform and raise awareness:**

* **Individual Responsibility:** Reaffirm the obligation for residents to maintain clean sidewalks in front of their properties.
* **Public awareness:** Launch awareness campaigns via social media, posters and events to encourage cleanliness.
* **Partnership with citizens:** Collaborate with neighbourhood associations and committees on clean-up and awareness-raising projects.
* **Potty training:** Integrate respect for cleanliness and waste sorting into school curricula from kindergarten onwards.
* **Ambassadors of the living environment:** Create a network of citizens committed to promoting public cleanliness and the beautification of public spaces.

**Punishing incivility:**

* **Zero tolerance:** Increase the presence of control officers and develop a network of mobile cameras to combat illegal dumping.
* **Sanctions and community service:** Strengthen penalties for offences, with a focus on community service accompanied by training on respect for the environment.

## 

## 1.2. Safety and prevention: everywhere and at any time!

Security in Schaerbeek must be guaranteed. We have noticed a growing concern about the increase in insecurity in certain neighbourhoods. The MR and Les Engagés are committed to taking significant measures to improve security while respecting individual freedoms.

### 1.2.1. Prevention: for enhanced and shared security

The MR and Les Engagés want to strengthen prevention and security in Schaerbeek by clarifying and expanding the competences of peacekeepers, by developing community initiatives, and by actively fighting against incivility and street harassment.

**Our proposals:**

* **Peacekeepers' Competencies:** Clarify and expand the competencies of peacekeepers to include prevention and oversight roles. Establish a referent guard per district to reinforce the image and the feeling of security. These guardians must be able to intervene in conflicts related to the sharing of public space and inappropriate behaviour. This reinforcement must be accompanied by adequate training.
* **Evening and night interventions:** Develop teams of peacekeepers who intervene in the evening and at night to ensure a secure presence 24 hours a day.
* **Fight against incivility:** Strengthen the fight against incivility by increasing the number of reporting officers and intensifying controls.
* **Fight against street harassment:**
  + Raise awareness of the phenomenon of street harassment among police teams, street educators and police officers.
  + Train police and prevention officers to better support victims and deal with complaints effectively.
  + Implement awareness campaigns, including posters and dedicated annual events.
  + Create a tab for Schaerbeek on the "App-elles" application, allowing you to quickly report cases of sexual violence and street harassment, with a map of the professionals and help available.
* **Mobile branch of peacekeepers:** Create a mobile branch for a reinforced presence throughout the municipal territory.
* **Local Prevention Partnerships (PLPs):** Encourage collaboration between residents, police and municipal services by establishing neighbourhood-specific PLPs with interested citizens.
* **Burglary prevention:** Continue and expand prevention campaigns, including ROSACE operations.
* **Cooperation with schools:** Strengthen cooperation between municipal prevention services and schools to raise awareness of safety among young people.
* **Télé Police Vision:** Reintroduce financial incentives for the installation of security systems such as Télé Police Vision in shops and independents.
* **Street lighting:** Evaluate and strengthen street lighting to deter nighttime criminal activity and improve the safety of public spaces.
* **Etiquette actions:** Organise and support information and awareness-raising sessions on respect for others and good practices in public spaces, schools and sports clubs.

### 1.2.2. Community policing

The MR and Les Engagés wish to strengthen the territorial anchoring of the community police so that it meets the needs of the population, while integrating new technologies for increased security.

**Our proposals:**

* Organize events such as "Coffee with a Cop" to improve relations between the police and citizens.
* Proximity to citizens: Create KOBAN, small neighborhood police stations for more effective surveillance.
* Night Patrols: Intensify night patrols by police officers for a constant presence on the ground.
* Valuation of neighbourhood inspectors: Recognise and enhance the role of neighbourhood inspector to strengthen the relationship of trust with citizens.
* Support for victims: Improve the reception and support of victims, in particular those of sexual and intra-family violence.
* Technology support: Strengthen the use of technology by deploying more CCTV cameras in sensitive areas and using video analytics tools to detect and track suspicious behavior in real time.

### 1.2.3. Amplification of municipal administrative penalties

The MR and Les Engagés are committed to increasing the use of municipal administrative sanctions (SAC) to guarantee compliance with the rules of life in society.

**Our proposals:**

* Training of recording officers: Strengthen the training of recording officers so that they can intervene effectively.
* Educational document: Implement a harmonized informative and educational document explaining the offences covered by the SAC and the corresponding sanctions.
* Fight against uncleanliness and nuisances: Strengthen the use of SACs in the fight against uncleanliness, noise pollution and anti-social behaviour.

### 1.2.4. Security in the North Quarter

The MR and Les Engagés are proposing a specific action plan for the northern district, in collaboration with the federal state and the Brussels Region, to fight against insecurity and crime.

**Our proposals:**

* General security plan: Establish a general security plan involving all levels of government to combat drug trafficking, improve the monitoring of orders to leave the territory (OQT) and strengthen the visible presence of the security forces.
* Involve the private sector to ensure security and complement the work of peacekeepers.
* Fight against fictitious addresses.
* Prostitution and security: To join forces with other levels of government in the reflection on the care of sex workers and in particular, on the management of prostitution in the Aerschot district.

### 1.2.5. Road safety

The MR and Les Engagés are committed to improving road safety in Schaerbeek by strengthening controls and developing roads to reduce the risk of accidents.

**Our proposals:**

* Cycling brigade: Strengthen the action of the cycling brigade for increased safety, based on an evaluation of its current effectiveness.
* Traffic controls: Analyze the possibility of expanding the skills of peacekeepers in terms of traffic control.
* Alcohol and Drug Testing: Increase the frequency of testing to deter dangerous behaviour.
* Cadastre of accident-prone places: Establish and update a cadastre of accident-prone places to target the necessary developments.
* Road development: Developing roads to improve safety, for example with Berlin cushions and speed bumps.
* Safety around schools: Strengthen security measures around schools during rush hour.
* Preventive and repressive speed cameras: Install permanent speed cameras to control and enforce speed limits.
* Fight against urban rodeos:
  + Administrative seizure of the vehicles involved.
  + Creation of an app to quickly report rodeos and guide the preventive action of the police.[OS1]
  + Installation of sound radars at night in strategic locations.
* Highway Code Education: Promote traffic education in schools and encourage the use of reflective vests and helmets among children.

### 1.2.6. Air nuisance and overflight

The MR and Les Engagés are committed to strengthening the fight against air pollution by entrusting the problem to an alderman.

**Our proposals:**

1. To make the voice of the people of Schaerbeek heard on air pollution, and to relay them to the different levels of government.
2. To bring together the grievances of the people of Schaerbeek to make them stronger.
3. Inform the population about the aid available for insulation against noise pollution.
4. Disseminate and respond to public inquiries concerning the airport.

# 2. Bringing back fluidity and serenity for a better quality of life in each neighborhood

The MR and Les Engagés recognise the urgency of climate issues, the scarcity of planetary resources, and the importance of respecting our environment. We believe in a positive approach that encourages smoother and more balanced mobility between different modes of traffic. The "Good Move" traffic and parking plans have been widely criticised by citizens due to very insufficient consultation. It is crucial to listen better to residents and to promote more democratic citizen consultation so that everyone can move efficiently and quickly.

## 2.1. Priority for pedestrians!

The MR and Les Engagés consider that our streets should allow everyone, whatever their physical condition, to move around independently.

We believe that pedestrian mode, which has long been neglected, must become a priority. It is time to put pedestrians at the heart of our mobility policies for a public space accessible to all.

Pavements in good condition, accessible pedestrian crossings, and devices adapted to the visually impaired are essential for a truly shared public space.

**Our proposals:**

* **Sidewalk renovation:** Intensify renovation efforts with special attention to people with reduced mobility (PRM), using sustainable materials adapted to winter conditions.
* **Audible red lights:** Generalize red lights equipped with audible devices for the visually impaired and install pedestrian timers at certain strategic intersections.
* **Walkability of sidewalks:** Improve the safety and walkability of sidewalks by sanctuarizing pedestrian spaces.
* **Accessibility for all:** Implement a multi-year road renovation plan and an accessibility programme for people with reduced mobility.
* **Regular maintenance:** Ensure regular maintenance of crosswalk paints and integrate pedestrians into snow removal policies.

## 2.2. Support for public transport

The MR and Les Engagés believe that support for public transport is essential for efficient and environmentally friendly mobility.

**Our proposals:**

* **Metro development:** Supporting Beliris and STIB in the development of the metro between Gare du Nord and Bordet, ensuring accessibility and good management of the construction sites and limiting the impact on the population and commerce.
* **Improvement of the tram:** Increase the commercial speed of tram 55, keep the current route of tram 25, and increase the frequency of trams 3 and 7. To support the dialogue with the Region, STIB and the residents of Avenue Princesse Elisabeth in order to come up with a project for the renovation of the tram 92 rails and to bring serenity to the district.
* **Constant dialogue:** Maintain a permanent dialogue with STIB to adjust the bus and tram network according to the needs of users.
* **Enhancement of the train:** Better promote the rail offer at the Schaerbeek and Meiser stations, which often provide rapid travel around Brussels.

## 2.3. Encouraging cycling

The MR and Les Engagés want cycling to be safe and encouraged for soft and sustainable mobility.

**Our proposals:**

* **Safe cycle paths:** Develop safe cycle paths on the main regional structuring axes, with increased citizen consultation.
* **Bicycle parking:** Increase the number of secure spaces for bicycles near shops, residences and strategic places, without removing parking spaces. Fight against "suction cup bikes" abandoned on parking racks.
* **Shared bikes:** Support the development of shared bikes and integrate cycling into the cleaning of roads (leaves in autumn, snow).

## 2.4. Regulating scooters

The MR and Les Engagés recognise the need to better regulate the use of shared scooters to ensure the safety of all.

**Our proposals:**

* **Strict regulations:** Evaluate and adapt the municipal parking plan for scooters and strengthen controls to ensure compliance with the already existing rules by strengthening controls.
* **Road safety:** Implement specific prevention measures for bicycle and scooter users and punish dangerous behaviour.

## 2.5. Municipal mobility plans in connection with the regional plan

The MR and Les Engagés believe that mobility plans must be concerted, evaluated and adjusted according to local realities.

**Our proposals:**

* **Channeling through traffic:** Reducing through traffic within neighbourhoods, while facilitating the mobility of residents.
* **Participatory evaluation of mobility plans:** Objectively evaluate the meshes of the Good Move plan with real consultation with residents, shopkeepers, and transport companies, and review the plans accordingly.
* **Respect for developments:** Guarantee compliance with road improvements and punish infringements using technologies such as radars and cameras.
* **Shared cars:** Encourage the development of shared cars and free floating in collaboration with the Region.
* **Smart Traffic:** Get from the Region a smart traffic system with adaptive traffic lights.

## 2.6. Family-friendly parking policy

The MR and Les Engagés consider that the parking policy must meet the needs of families and caregivers.

**Our proposals:**

* **Local adaptation:** Adjust the parking policy according to the specificities of each district in consultation with the inhabitants.
* **Free parking:** Allow free parking from 7 p.m. where possible and increase the offer of free parking tickets for visitors.
* **Facilitate family parking:** Extend the duration of free parking on Wednesdays and Saturdays, and encourage companies to share their parking lots with local residents.
* **Underground car parks:** Study the feasibility of underground or silo car parks in neighbourhoods with high parking pressure.
* **Penalties for fraudsters:** Consider the use of clogs for offending vehicles, especially those registered abroad.

## 2.7. Renovation of certain structuring axes

The MR and Les Engagés are committed to ensuring that the renovations are carried out taking into account regional and federal funding.

**Our proposals:**

* **Place Colignon:** Renovate the square in parallel with the arrival of the metro to make it more user-friendly.
* **Avenue Huart Hamoir:** Preserving the heritage and the perspective during its renovation.
* **Avenue Louis Bertrand and Rue Royale-Sainte-Marie:** Carry out the renovation projects of these axes.
* **Avenue Rogier and Place des Bienfaiteurs:** Renovate these structuring spaces to improve their functionality and aesthetics.

## 2.8. Harmonious territorial development

The MR and Les Engagés believe that Schaerbeek must support the development of certain neighbourhoods with a global and concerted vision.

**Our proposals:**

* **Northern District:** Promote the creation of housing, shops, community facilities, and green spaces to revitalize this district.
* **Friche Josaphat:** To support a mixed-use project integrating housing, a nature reserve dedicated to biodiversity, and recreational green spaces, while ensuring conviviality and environmental impact.
* **Transformation of boulevards and squares:** Demand a global vision for the redevelopment of the boulevards Lambermont/Wahis/Reyers and Place Meiser, with a tunnel for the tram and facilities for active modes.
* **Mediapark and the Reyers district:** Supporting the transformation by ensuring consultation with the inhabitants and the preservation of green spaces such as the Bois Georgin. Ask the Régie des Bâtiments for the development and preservation of the wooded area between the E40 and Rue Colonel Bourg. Request the revision of the route of the Mediatram on Rue Colonel Bourg.

# 3. Support the middle class and boost the local economy (Employment, Shops, Tourism,...)

## 3.1. Taxation that supports the middle class

The MR and Les Engagés are committed to supporting the middle class, the pillar of our society, by proposing an adapted tax system that promotes access to property and reduces tax burdens.

**Our proposals:**

* Develop with the aim of at least doubling the municipal Be Home bonus : As soon as the budgetary means allow, we will at least double the Be Home bonus to better support owner-occupiers. This bonus reduces the amount of tax called "property tax" for owners occupying their property.
* Relaunch of the repayment premium: Relaunch the subsidy which reimburses part of the additional cents to the property tax during the first five years following the acquisition of a single property, to reduce the tax burden on new owners.
* Maintaining the lowest additional cents in the Region: Ensure that the additional cents to the Personal Income Tax (PPI) remain at the lowest level in Brussels, in order to protect the purchasing power of the inhabitants of Schaerbeek.

## 3.2. Adapt and digitise urban planning procedures to facilitate construction and renovation

The MR and Les Engagés are aware of the difficulties encountered by citizens during urban planning procedures. We need to simplify and modernise these procedures to encourage the renovation and construction of quality housing.

**Our proposals:**

* Simplification and digitalisation of procedures: Simplify, accelerate and digitise administrative procedures related to urban planning to encourage investment in the renovation or construction of new housing, while respecting the specificities of Schaerbeek.
* Transparency and speed of processes: Draw up a clear list of the documents necessary for the admissibility of an urban planning file, publish it on a dedicated web page and undertake not to declare a file inadmissible if this list is respected. This will ensure increased transparency and shorter timelines for obtaining permits.
* Simplified Building Regulations: Simplifying building regulations to allow for greater flexibility in construction and renovation, while promoting sustainability.
* Enhancement of listed heritage: Strengthen the enhancement and protection of listed heritage in Schaerbeek, by ensuring that renovation projects respect the architectural identity of the municipality.
* Taking into account energy performance: Adapt the administration's guidelines so that they take into account the improvement of the energy performance of buildings as a priority.
* SDD (Single Discharge Declaration) for developments without authorisation: If necessary in consultation with the regional authorities, propose a Single Discharge Declaration (DLU) for developments carried out without authorisation/permit, with a fixed fine if certain standards are respected, to regularise situations in complete transparency.

### 3.3. Economy: Support for Traders, SMEs and Liberal Professions

The MR and Les Engagés are aware of the challenges faced by SMEs, the self-employed and traders in Schaerbeek. Mobility difficulties, tax pressure, as well as a lack of cleanliness and safety are pushing many entrepreneurs to consider leaving the capital. We want to reverse this dynamic by actively supporting the local economy, revitalizing commercial districts and creating sustainable jobs.

**Our proposals:**

* Revitalisation of the support service for traders: Redefine the missions of the municipal service dedicated to traders so that it better meets their current needs.
* Strengthened partnerships: Strengthen collaboration between traders' associations and municipal authorities for more concerted action.
* Cargo bike delivery: Encourage local businesses to use cargo bike delivery, an environmentally friendly and efficient mode of transportation.
* Rethinking the mobility of shopping districts: Facilitating mobility and access to shopping districts to make them more attractive and accessible.
* Deck Installation: Facilitate the installation of streetside decks, in harmony with mobility and the neighborhood.
* Local initiatives: Relaunch local initiatives, such as flea markets and neighbourhood activities, to forge local links and revitalise businesses.
* Communication campaigns: Launch campaigns to promote the shops to the people of Schaerbeek and visitors.
* Trade Advisory Council: Create a Trade Advisory Council bringing together traders, neighbourhood associations and local experts to guide local economic policies.
* "Innovation" budget: Setting up a budget dedicated to innovation to support start-ups and local companies in their innovative projects.
* Clauses in public procurement: Integrate clauses favouring local businesses and social economy actors in public procurement.
* "Fair Trade Municipality" label: Work towards obtaining the "Fair Trade Municipality" label for Schaerbeek.

### 3.4. Developing tourism as a vector for local economic growth

The MR and Les Engagés firmly believe that tourism can be a powerful lever to boost the local economy. Schaerbeek has many tourist assets that need to be better promoted.

**Our proposals:**

* Enhancement of local assets: Highlight local treasures such as the Train Museum, the Maison Autrique, the Maison des Arts and the Rue de Brabant, by establishing partnerships with tourist guides, bloggers, and influencers on social networks.
* Guided walks: To develop guided walks to discover the hidden treasures of Schaerbeek.
* Cycling routes: Create cycling routes to offer visitors an active and ecological way to explore the municipality.

### 3.5. Developing the media and digital economy from the Mediapark

The MR and Les Engagés see the development of the Mediapark as an opportunity to position Schaerbeek as a major player in the new economy and the media. This project can attract innovative companies and create diversified jobs.

**Our proposals:**

* Audiovisual and Digital Valley: Transforming Schaerbeek into an attractive hub for companies in the audiovisual and digital sector, in particular by stimulating the creative economy in new media.
* Training young people in new technologies: Encouraging the training of young people in emerging technologies such as programming and the creation of applications, inspired by projects such as Molengeek.
* Support for "Digital Schools": Support local schools in their participation in the "Digital Schools" project to prepare young people for the jobs of tomorrow.

# 4. Be actors in the environmental transition and animal welfare

## 4.1. Energy transition: Improving energy performance and promoting renewable energies

The MR and Les Engagés are determined to improve the energy performance of buildings and to encourage the production and sharing of renewable energy throughout the municipality.

**Our proposals:**

* **Sharing green energy:** Encouraging the installation of solar panels on public and private buildings to create energy communities, allowing all citizens to benefit from this renewable energy.
* **Priority to social housing:** Start by equipping the buildings of the Foyer Schaerbeek so that social tenants and their neighbours benefit from energy communities as a priority.
* **Energy audit of municipal buildings:** Ensure that all municipal and CPAS buildings are audited to target renovations to the most energy-intensive, while taking into account future needs such as air cooling in summer.
* **Smart energy management:** Developing smart energy management in municipal buildings.
* **Eco-schools:** Encourage schools to obtain the eco-school label to integrate sustainability into education.

## 4.2. Ecology and biodiversity: Protecting and promoting biodiversity

The MR and Les Engagés place the protection and promotion of biodiversity at the heart of their actions for a healthy and sustainable environment.

**Our proposals:**

* **Spaces dedicated to biodiversity:** Protect and develop areas such as the Friche Josaphat and the Bois Georgin, by creating observation trails for fauna and flora. Collaborate with schools to strengthen their educational role.
* **Green walk:** Take advantage of the available spaces to develop an Evero-Schaerbeek loop linking all the green spaces in the Brussels region.
* **Urban greening:** Intensify the planting of trees and plants in our streets, and support citizen initiatives to green and beautify public spaces.
* **School initiatives:** Continue and intensify school activities to arouse interest in biodiversity and the environment.
* **Public Awareness:** Conduct awareness campaigns such as Arbor Week, Water Week, and Pollinator Fortnight.
* **Green training:** Offer training on composting, making eco-friendly cleaning products, and other environmentally friendly practices.
* **Ressourcerie:** Create or support a resource centre to recover and reuse objects, fight against waste, and promote socio-professional reintegration.
* **Recycling and zero waste:** Collaborate with associations to structure the recycling of used clothing and furniture, and develop a zero waste strategy, including the promotion of composting and urban vegetable gardens.
* **Good Food:** Promote locally the regional "Good Food" strategy for healthy, sustainable and accessible food for all.

## 4.3. Sustainable urban planning: Supporting the climate transition through thoughtful urbanization

The MR and Les Engagés support sustainable urbanisation that integrates climate-friendly practices into all projects.

**Our proposals:**

* **Urban renewal:** Support the renovation and development of public spaces, ensuring a reduction in minerality and an increase in greenery, particularly on strategic sites such as MediaPark, Place Meiser, and the Cage aux Ours.
* **Green spaces and playgrounds:** Develop new green spaces and renovate playgrounds so that they are accessible to all children and youth, regardless of their physical abilities.

## 4.4. Promoting animal welfare

The MR and Les Engagés are committed to the protection and well-being of animals, and Schaerbeek must continue to be a leader in this area.

**Our proposals:**

* **Alderman for animal welfare:** Maintain an alderman dedicated to animal welfare to coordinate actions at the municipal level.
* **Education and awareness:** Establish educational programs and awareness campaigns on animal welfare, especially for children, and strengthen the accountability of future pet owners, including NAC (new pets), and continue the sterilization of stray cats.
* **Support for the elderly:** Promote the creation of a corps of volunteers to help the elderly take care of their animals.
* **Animal crematorium:** Finalise the creation of an animal crematorium in Schaerbeek, offering a dignified burial to pets.
* **Dog walking areas:** Create new off-leash dog walking areas.

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# 5. Becoming a welcoming municipality for all generations

## 5.1. Schaerbeek education that aims for excellence!

The MR and Les Engagés consider education to be a fundamental pillar of our democracy. It is essential for the development of young people so that they become responsible, active, critical and supportive citizens. Our goal is to guarantee quality teaching in all schools in Schaerbeek, while supporting the educational teams.

**Our proposals:**

* **Mastery of fundamental knowledge:** Ensure that municipal schools focus on mastery of fundamental knowledge, such as French or Dutch, as well as basic literacy and numeracy skills.
* **Early detection of learning disabilities:** Improve the detection of learning disabilities and characteristics such as high potential, by implementing reasonable accommodations for each student.
* **Computer Learning** : Promote the learning of computer fundamentals within schools.
* **Citizenship modules:** Develop modules on citizenship, including knowledge of civic rights and duties, the national anthem to strengthen civic engagement from an early age.
* **Language immersion:** Encourage the development of language immersion and language awareness from kindergarten, in particular through immersion internships.
* **Smartphone ban:** Ban the use of smartphones in primary and secondary school to promote concentration and social interactions.
* **Creation of a "Schools Council":** To create a space for dialogue between all schools in Schaerbeek, making it possible to effectively inform parents and facilitate collaboration between schools and public services.
* **Support for school infrastructure:** Update the plan for the renovation of school buildings in consultation with the Region and the Wallonia-Brussels Federation, and ensure the completion of important projects such as the extension of the Fernand Blum Athenaeum and the creation of the Olympe de Gouges secondary school.
* **Access to school infrastructure:** Allow access to municipal school infrastructure, such as sports halls, to residents and associations outside school hours to strengthen the integration of schools into neighbourhood life.
* **Homework School Support:** Support existing homework schools and encourage the creation of new structures to offer comprehensive academic support.

## 5.2. Family: Ongoing support for parenthood

The MR and Les Engagés recognise that the role of a parent is demanding and that the public authorities must offer adequate support to help families in Schaerbeek.

**Our proposals:**

* **Reinforcement of the Parents' House:** Perpetuate and strengthen the Parents' House to make it a central reception and information point for all families in Schaerbeek.
* **Creation of places of respite:** Create places of respite for parents of young children, children with disabilities or special needs.
* **Separating Parent Spaces:** Create dedicated spaces to support separating parents, to ensure the harmonious development of the children involved.
* **Parenting exchange activities:** Develop exchange and support activities adapted to each age group, such as breakfasts/debates and intergenerational workshops.
* **New Parent's Guide:** To publish a practical guide for new parents listing all the services and support structures available in Schaerbeek.
* **Support for NEB Consultations:** Provide financial and material support for NEB children's consultations.

## 5.3. Early childhood: Increasing childcare capacity

The MR and Les Engagés are committed to responding to the shortage of nursery places in Schaerbeek, which has become a burden for many parents.

**Our proposals:**

* **Increase in crèche places:** Increase the number of places in public crèches, including for children with disabilities.
  + **Co-reception network:** Develop a network of co-hosts and home care workers to expand the childcare offer. Analyze the possibility of integrating co-childcare in a nursing home to create intergenerational synergies.
  + **Support for associative and private crèches:** Encourage and support new crèche projects in partnership with the ONE, K&G and the European Union, and promote non-subsidised childcare through targeted bonuses.
* **Support for families affected by disability:** Promote and support the non-profit organisation "A vos côté 1030" in its role of supporting families affected by disability.
* **Proactive management of nursery places:** To analyse and improve the management of nursery places to offer more proactive support to parents.

## 5.4. Children and Youth: Prioritizing Youth

The MR and Les Engagés want to make young people the driving force behind the policies that concern them. Youth organisations play a key role in the personal development and training of young people.

**Our proposals:**

* **Creation of an Alderman in charge of 0-18 year olds** and implementation of a local "Youth" plan in collaboration with local actors.
* **Youth and Children's Councils:** Perpetuate and energize the Youth Council and create a Children's Council to encourage their active participation.
* **Youth infrastructure:** To provide youth associations with the premises necessary for their development.
* **Voluntary Citizen Service:** To encourage young people to engage in voluntary citizen service to invest in the service of the common good.
* **Extracurricular internships:** Maintain and develop the offer of extracurricular internships by ensuring their educational nature and their financial accessibility.
* **Centre for Technological Learning:** To create a centre dedicated to technological learning for 12-18 year olds, offering free access to training programmes tailored to their needs.
* **Internships for young adults:** Develop an internship offer for young people from the age of 18 who wish to get involved in projects for the community.
* **Intergenerational projects:** Promote projects that create exchanges between young people and seniors.

## 5.5. The elderly: A municipality for all ages

The MR and Les Engagés are committed to maintaining and developing existing services for the elderly, who represent a significant part of the Schaerbeek population.

**Our proposals:**

* **Alderman dedicated to age policy:** Perpetuate an Alderman dedicated to seniors and implement an age policy with actions co-constructed with the Consultative Council for Seniors.
* **Daily support:** Promoting local social ties, facilitating administrative procedures, and acting for the digital inclusion of seniors.
* **Taxi vouchers and bulky waste collection service:** Generalise taxi vouchers and maintain the special bulky waste collection service for the over 60s.
* **Support for the non-profit organisation "A vos côté 1030":** To support the activity of the non-profit organisation to facilitate the home care of seniors.
* **Senior guide:** Maintain and regularly update the senior guide, which lists all the structures and activities dedicated to their well-being.
* **Intergenerational housing:** Promote alternative and intergenerational housing, and support SRMs to provide suitable housing options.
* **Festive and cultural activities:** Strengthen festive and cultural activities for seniors, and offer adapted sports and cognitive activities.

Finally, to conclude the sending of this sub-chapter on generations to Schaerbeek, we will study the establishment of an alderman dedicated to health. Indeed, the Municipality, the CPAS, the nurseries, the schools, the local associations in the field... are the first relays in terms of health. Especially at a time when we finally understand how much prevention can play a formidable role in health. At the same time, it is obvious that health is a cross-cutting matter, from personal well-being to road safety, from aerial flights to air quality, from our green areas to sport and the way the Municipality takes care of its staff.

In a constantly changing world, the MR and Les Engagés consider it essential to preserve and promote the richness of our cultural identity while encouraging creativity and innovation. We also believe that the sporting life is a vector of well-being, personal development and social cohesion. Sport, folklore and culture are the foundations of living together, and we want to actively support them at the local level.

## 5.6. Sport for all!

The MR and Les Engagés are committed to making sport accessible to all citizens, especially young people and people with disabilities, in order to promote a healthy and inclusive lifestyle.

**Our proposals:**

* Sports vouchers: Maintain the sports voucher policy to facilitate access to sport for children and young people, with particular attention to the promotion of this system among young girls. Increase the value of the sports voucher as soon as the budgetary situation allows.
* Sports Promotion Days for Women and Girls: Organize dedicated days with free introductory sessions to encourage women's participation in sport.
* Development of e-sports: Encourage the practice of e-sports and support the creation of a gaming festival.
* Expanded Neptunium Hours: Open Neptunium on Saturday mornings to allow more people access to the pool.
* Renovation of the Terdelt sports site: Renovate and develop the Terdelt sports site to make it a modern and accessible place.
* Josaphat sports centre: Create a sports centre around the Josaphat site by bringing together the fields of the Set Wahis Club and the Kituro rugby club, with the addition of an indoor hall.
* Outdoor sports infrastructure: Develop outdoor sports infrastructure in public spaces, parks and playgrounds to encourage physical activity in an accessible way.
* Promotion of disabled sport: To develop disabled sport in collaboration with associations, schools and sports clubs, and to encourage the creation of mixed teams including people with and without disabilities.

## 5.7. A wide, varied and accessible cultural offer

The MR and Les Engagés wish to enrich cultural life in Schaerbeek by offering a diverse programme accessible to all, in order to strengthen social cohesion and ensure equitable access to culture.

**Our proposals:**

* Development of the SKA's cultural action: Support the new cultural centre in Schaerbeek, the SKA, by diversifying its revenues and private sponsors to guarantee its sustainability.
* Cultural accessibility for all: Encourage local initiatives, private or associative, that offer affordable cultural activities for all citizens.
* Street Arts Festival: Create a Street Arts Festival to energize the local cultural scene and make art accessible to all.
* Schaerbeek artists' trail: Relaunch an artists' trail and propose other initiatives to promote the work of local creators.
* Extension of the opening hours of the Sesame library: Extend opening hours, especially on weekends, to offer better access to cultural resources.
* Review the functioning of the Maison Autrique: Rethink the management of the Maison Autrique to better integrate it into the municipal cultural offer.
* Reception of cultural companies: To facilitate the establishment of cultural companies in Schaerbeek to boost the sector.
* Culture at school: Organize educational visits for classes to local cultural places in order to make students aware of the cultural richness of their municipality.
* Create artistic courses for our young people.
* Facilitate access to and participation in cultural life for the Municipality's vulnerable groups by creating or revitalising partnerships with the CPAS and the non-profit organisation Article 27.
* To develop cultural and artistic activities, on the one hand, specifically adapted to the interests and abilities of seniors and, on the other hand, intergenerational.
* To offer owners of empty shops the opportunity to use empty shop windows for temporary exhibitions of artists.

## 5.8. Folklore : retrouver la zwanze schaerbeekoise !

The MR and Les Engagés wish to revive local folklore, a symbol of Schaerbeek's identity, by revitalising traditional events and anchoring them in local life.

**Our proposals:**

* Revitalize the Scharnaval, give it a more local anchoring and return to an annual edition.
* To support the Beer Museum and to analyse with its members how to revitalise it.
* Organise physical routes to discover Schaerbeek: visible markers (totems) take up key historical and urban elements, a few folklore anecdotes and encourage the discovery of Schaerbeek on foot or in a soft mode
* with themed routes allowing the discovery of traders' specialities
* with nodes like what is done in Flanders, both for pedestrian and cycling routes.
* Youth Art Clinics: Create youth art clinics to develop their creativity and cultural sensitivity.
* Cultural activities for seniors: Develop cultural activities adapted to seniors and encourage intergenerational initiatives.
* Temporary exhibitions in empty windows: Offer owners of empty businesses the opportunity to use them for temporary exhibitions of local artists.
* Thematic routes and nodes: Create thematic routes to discover the specialities of local traders and install nodes as in Flanders, to facilitate walking and cycling routes.

# 6. Promoting social emancipation and digital inclusion (CPAS, fight against the digital divide, Employment/Training)

## 6.1. A welcoming, efficient and activating CPAS for citizen-beneficiaries

The MR and Les Engagés are committed to making the CPAS a key player in social emancipation, by ensuring transparent management and focusing its actions on the activation of citizen-beneficiaries. The CPAS must not only organise aid for the most disadvantaged, but above all support the beneficiaries to accompany them towards a sustainable exit from poverty.

**Our proposals:**

* Cross-cutting plan to combat child poverty: Implement a plan led by the CPAS, co-constructed with public actors, associations and the people concerned, to effectively fight against child poverty.
* Support for single-parent families: Improve support for single-parent families by guaranteeing access to childcare facilities, providing information on rights related to child support, and developing the MIRIAM project.
* Development of food aid services: Support innovative projects such as social grocery stores to fight against food insecurity, while promoting access to sustainable and healthy food
* Synergies with the municipality: Develop more synergies between the CPAS and the municipality for more coordinated and effective action.
* Relocation of the CPAS: Study the possibility of relocating the CPAS building to the centre of Schaerbeek, for example in the building of the former M-Village business centre on Rue des Palais.

## 6.2. Adapted and accessible housing

The MR and Les Engagés consider access to suitable and affordable housing as an essential condition for leading a dignified and active life.

**Our proposals:**

* Support for the Foyer Schaerbeek: Accelerate and finalise the renovation plan for the Foyer Schaerbeek, and encourage the development of new social housing with the available regional funds. Finding management solutions to avoid walled housing.
* Transfer of the municipal seniors: Transfer the two municipal seniors' offices to the Foyer Schaerbeeks or another operator to ensure their renovation, particularly that of the Brems seniors' office.
* Solutions for the homeless: Develop specific solutions for homeless people in partnership with the Foyer Schaerbeek, such as housing first and agreements with associations.
* Partnership between the CPAS and the Foyer Schaerbeekois: To strengthen the partnership between the CPAS and the Foyer Schaerbeek to better respond to social emergencies.
* Development of the Schaerbeek Social Real Estate Agency (ASIS): Support and develop the action of social housing agencies to increase the supply of accessible housing.
* Increase in transit housing: Increase the number of transit housing units for households with limited incomes who have lost their housing due to force majeure.
* Continue to re-rent unoccupied housing and vacant spaces above shops.
* Support for the municipal ILHO unit: Intensify the fight against sleep merchants by supporting the action of the ILHO unit (Investigation Logement Huisvestiging Onderzoek).

## 6.3. Enable residents to find or create a job, as often as possible in the vicinity

The MR and Les Engagés make it a point of honour to maximise the chances of citizens to find or create a job, and this as often as possible close to where they live, thus improving their quality of life and reducing their ecological footprint.

**Our proposals:**

* Support for vocational training: Promote and support the training available in the local area, in particular those relating to professions in shortage.
* Socio-professional integration via the CPAS: Strengthen the socio-professional integration of CPAS beneficiaries, in particular via Articles 60 and 61, by placing them with third-party employers for sustainable integration.
* Job and training fairs: Continue and revitalize the organization of job and training fairs in partnership with local and regional actors.
* Creative programs for young people: Stimulate the link between high schools and extracurricular actors to develop creative programs and introductory programs in entrepreneurship or computer coding.
* Training in the neighbourhoods: Encourage the organisation of training courses in the heart of the neighbourhoods to encourage certain groups to participate and encourage them to reintegrate professionally.
* Alliance between the municipality and companies: Develop an alliance to promote local job offers, internships, and projects that promote the link between training and employment.
* Information and collaboration: Ensure that the CPAS informs its beneficiaries of existing employment assistance services and collaborates better with them.
* Schemes for young people who have dropped out: Create alternative schemes to get young people who have dropped out of school and guide them towards professional integration.
* Student support: To offer services and logistics to support students in the choice and completion of their higher education, by providing them with premises, psychological support, and information on training and professional opportunities.
* Promote language exchanges: Support language exchanges through municipal twinning and local association projects.

## 6.4. Ensuring equal opportunities and combating discrimination

The MR and Les Engagés are resolutely committed to fighting against all forms of discrimination and to promoting equality between all citizens.

**Our proposals:**

* Community Projects for Dialogue: Foster projects that create spaces for dialogue and exchange between different communities.
* Support for the Women's House: Continue the activities of the Women's House and support associations working for gender equality.
* Inclusive public facilities: Designing public space to be inclusive and welcoming to women, with more benches, public toilets, and better light.
* Non-sexist education: Raise awareness of gender-neutral education in childcare settings, schools, and sports clubs, in collaboration with the voluntary sector. Develop awareness-raising actions on respect for consent and sexual orientation with recognized associations, particularly in municipal secondary schools.
* Women's names for streets: Assign women's names to new streets in developing neighbourhoods.
* Fight against LGBTQIA+ discrimination: conduct an assessment of the situation of LGBTQIA+ people in Schaerbeek, and identify actions to be implemented to improve their inclusion. Raising awareness of LGBTQIA+ harassment or discrimination in services and schools
* Training of municipal staff: Train municipal staff and elected officials on issues of gender equality, plural genders, and diverse sexual orientations to prevent discrimination in hiring and improve the reception of new employees.
* Fight against illiteracy: Support integration pathways for newcomers and literacy courses to combat adult illiteracy.
* Support for people with disabilities: To improve the daily lives of people with disabilities by respecting the regional employment quota and supporting the initiatives of the Consultative Commission for Persons with Disabilities.

## 6.5. Working towards better digital inclusion

The MR and Les Engagés recognise the importance of digital inclusion for all citizens and want to put in place an action plan to bridge the digital divide in Schaerbeek.

**Our proposals:**

* Digital Inclusion Action Plan: Develop a plan in collaboration with the CASS (the coordination of social action in Schaerbeek) and the voluntary sector to ensure better digital inclusion in Schaerbeek.
* Cadastre of Digital Public Spaces (DPS): To produce a cadastre of public and associative DPSs, and to support them so that they can offer their services effectively.
* Citizen Action Group "Digital Divide": To get involved in the establishment and support of a citizen action group dedicated to the fight against the digital divide.
* Public Wi-Fi Network Development: Expand the local public Wi-Fi network to allow wider access to the internet.
* Common signage: Develop common signage to make digital players and places where it is possible to print visible.
* Financing of DPSs: To request regional aid for the structural funding of DPSs and public digital writers.

# 7. Modernise governance and enhance Schaerbeek's identity and strengthen citizen participation and rebuild social cohesion in the neighbourhoods:

The citizens of Schaerbeek expect the municipality to be managed more efficiently. The MR and Les Engagés are committed to meeting this demand by improving transparency, efficiency and accountability in the management of public finances and human resources, while ensuring a quality service to users.

Since the beginning of the legislature, the lack of citizen participation has been strongly criticised. For Schaerbeek, it is crucial to make citizen participation a priority in the years to come, by adopting a real culture of collective commitment.

## 7.1. Budget & Finance: Achieving Balance

The MR and Les Engagés are aware of the financial challenges faced by local authorities. We are committed to restoring balanced budgets while avoiding further tax increases and protecting homeowners.

**Our proposals:**

* Systematic evaluation of public policies: Systematize the evaluation of public policies to ensure that they achieve their objectives and adjust or eliminate those that fail.
* Reduction of additional cents to the PPI: Encourage, as soon as the situation of the municipal finances allows, the reduction of the additional municipal cents to the personal income tax to reduce the tax burden on citizens.
* Stabilization of the property tax: Make a firm commitment not to increase the property tax and to maintain fair taxation.
* Increase in the Be Home premium: Increase and index the municipal Be Home premium to better support owner-occupiers.
* Fiscal prudence: Avoid the introduction of new municipal taxes that could penalise households or slow down economic development.
* Public-Private Partnerships (PPPs): Explore PPP opportunities to reduce investment spending and limit municipal debt.
* Green taxation: Encourage green taxation and environmentally friendly initiatives for sustainable management of local finances.
* Budget transparency: Improving transparency and understanding of budget accounting through educational efforts for citizens.
* Rigorous management of public finances: Implement rigorous financial management, including transparency in the management of the payroll and a register of non-profit organizations subsidized by the municipality accessible to citizens.

**Requests to the federal state and the Region:**

* Fiscal peace vis-à-vis local authorities: Demand that any tax reform by the federal government take into account its impact on local finances or that a compensation mechanism be provided.
* Revision of the KUL standard: Revision of the KUL standard for the financing of police zones, which has become obsolete since 1996.
* Financing of the CPAS: Demand fair funding for local solidarity, with 100% coverage of the RIS by the federal state.

## 7.2. Modernized HR management aimed at efficiency, fairness and pride in working for citizens!

The MR and Les Engagés believe in human resources management that values skills, encourages pride at work and ensures efficiency in the service of the people of Schaerbeek.

**Our proposals:**

* Optimal allocation of human resources: Ensuring effective management of human resources, by placing the right people in the right places.
* Pride in service: To give back to the municipality's employees the pride of working in the service of citizens.
* Determination of administrative values: Determine, in a participatory manner, the fundamental values guiding the administration.
* Social dialogue: Dialogue with workers' representatives to ensure the best working conditions and fairness.
* Advertising of job offers: To ensure sufficient publicity of municipal job offers to attract local talent.
* Depoliticisation of recruitment: Totally depoliticise the recruitment process, by excluding any Alderman or Mayor from recruitment panels.
* External managerial evaluation: Systematically evaluate managerial abilities by an external participant before any managerial function is assigned.
* Continuous training of managers: Strengthen the training of managers and support them in new ways of working (teleworking, etc.).
* Stop the statutarization: Stop the statutarization of civil servants, while maintaining the gains for those already appointed.
* Absenteeism management: Implement a more assertive management of absenteeism to ensure optimal efficiency.
* Reflection on teleworking: Conduct an in-depth reflection on teleworking, its frequency, the effectiveness of agents and the methods of managerial control.

## 7.3. Improving the governance of decision-making and communication bodies

The MR and Les Engagés are committed to strengthening the transparency, accessibility and neutrality of decision-making and communication bodies for a more effective governance that respects citizens.

**Our proposals:**

* Independent presidency of the Municipal Council: Appoint a president of the Municipal Council who is not a member of the College to guarantee the independence of this body.
* Access to administrative documents: Strengthen transparency vis-à-vis citizens and elected officials by ensuring better access to administrative documents.
* Satisfaction surveys: Organise user satisfaction surveys to assess the quality of municipal services and improve them.
* Political neutrality of Schaerbeek Info: To ensure the political neutrality of Schaerbeek Info and of any official communication from the municipality and the CPAS.
* Reactivation of the Schaerbeek lobby: Reactivate a municipal lobby bringing together elected representatives from the different lists and levels of government to relay the concerns and needs of Schaerbeek.

## 7.4. Develop and promote citizen participation in a transversal way

* Consider the creation of a municipal citizen participation service : This service will be responsible for organising and facilitating the involvement of citizens in major municipal issues, particularly in urban planning and mobility.
* Setting up a digital platform: To encourage online citizen participation.
* Specific Advisory Councils: Create a Children's Council to introduce youth to democracy, a bilingual Youth Council, a Council of Elders to guide policies in their favour, and revitalize the Disability Council.
* Directly involve citizens in major decisions by organising representative panels (drawn at random) for large-scale projects.

## 7.5. Rebuilding links in the neighbourhoods

* Participatory budgets for neighbourhood advisory councils: Offer residents the opportunity to propose and finance local projects to beautify or strengthen social ties.
* Creation of neighbourhood advisory councils: To allow citizens to give their opinion on local issues and to initiate proposals.
* Support for neighbourhood committees and associations: Support the revival of committees where they are inactive, and support local associations to strengthen social cohesion.
* Appoint neighbourhood referents: Support the collective projects of the inhabitants and facilitate relations between public and associative actors and the inhabitants.

## 7.6. Engaging citizens in local and societal life

* Association Week: Organize an annual event to highlight local associations, with open houses, project visits, and a big party.
* Online platform for volunteering: Promoting volunteering and facilitating contact between citizens, associations and service seekers.
* Material support for volunteer initiatives: Free loan of equipment, rental at preferential rates, and provision of premises for community projects.
* Local sponsorship: Encourage local companies to support associative activities.
* Subsidize neighbourhood committees: Provide financial assistance for the creation and start-up of new committees.
* Youth Engagement: Supporting schools and youth movements in organizing activities to improve their neighbourhoods.

## 7.7. Fostering symbiosis between cultures, communities, social groups and generations

* Fight against stereotypes and discrimination: Launch awareness campaigns and encourage companies to sign the Diversity Charter.
* Open Day of Places of Worship and Inter-Conviction Initiatives: Encouraging encounters between communities through joint events.
* Friendship Fortnight: To highlight each year one or more nationalities present in Schaerbeek through cultural events.
* Duty of remembrance: Make November 11 an active day of remembrance, with the participation of schools and youth movements.

## 7.8. Ensuring digital inclusion in the accessibility of municipal services

The MR and Les Engagés consider that digital inclusion is essential to guarantee equitable access to municipal services.

**Our proposals:**

* Maintaining physical counters: Ensuring access to a sufficient number of physical counters where users can meet trained and welcoming staff.
* Flexible hours: Ensure that ticket office opening hours are sufficiently wide, especially for walk-in beaches.
* Equal costs and timeliness: Ensure that processing costs and times are the same, regardless of the channel users use.
* Maintaining paper communications: Ensuring that users who wish or request it can continue to receive paper communications.

## 7.9. Giving a taste for democracy

* Integration of new inhabitants: Revitalise the welcome meetings to help them discover Schaerbeek and offer them a "welcome pack" in local colours.
* Voter Registration of New Foreign Residents: Encourage voter registration.
* Welcome ceremony for new Belgian citizens: Organise an oath and celebration for people becoming Belgians, especially those who have followed the integration process.
* Facilitate the voting of the less able-bodied: Set up accessible polling stations.