

Best wishes!

2023



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EDITORIAL

CRISIS: TIME TO ACT

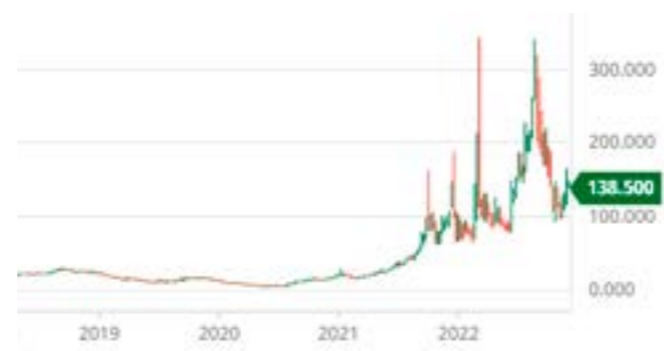
IS RUNNING OUT!

Never waste a good crisis - Winston Churchill

BY PIERRE PIRSON, President NCK-CNC

« In 1973 and 1981, we experienced two oil shocks, with all their consequences, which we are still experiencing today. If we continue to foolishly follow the all-gas policy without reacting, we could experience a gas shock, or even several in the future.” - [Philippe Hendrickx, Le Soir, 25 mai 2007](#)

It is with great sadness that month after month we have seen the much feared event that the CNC has been denouncing for years, the undermining of our energy infrastructures which has put us at the mercy of a gas shock. As in the case of oil shocks, it is a geopolitical event that provokes the shock on the basis of the structural dependence of our countries. The price of gas has been yo-yoing for many months, pushing the government to intervene in a massive way: there is talk of 10 billion in support measures.



Source : bartchart.com – Dutch TTF

As with the oil shocks, if we do nothing (or not enough) this gas shock will happen again in the future and will plunge many families into poverty and companies into bankruptcy.

EDITORIAL

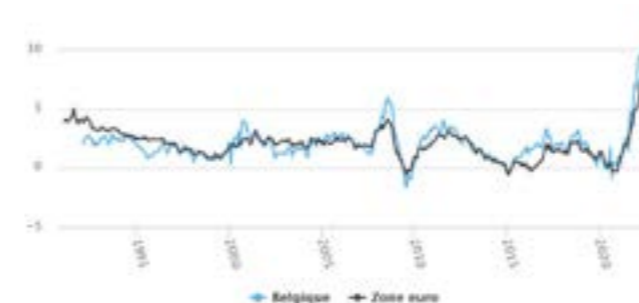
This fear of the future is directly reflected in the confidence of consumers and business leaders. As a reminder, these indicators are a good source for anticipating future economic developments.



Source : Banque Nationale de Belgique

One buffer is the existence of fixed energy contracts. But this buffer will come to an end and the vast majority of Belgians will find themselves directly exposed to high market prices. At the time of writing this editorial, I was reading that more than half of the Belgians were thinking of tightening their spending belt for Christmas, when they can still tighten it...

It must be said that inflation has exploded to levels not seen since the oil shocks.



Source : Banque Nationale de Belgique

Because our leaders apparently do not believe in the word of Churchill and to date are still not taking, in our opinion, sufficient measures for our future.

The pensions dossier has been rejected in Europe because it will increase the burden of pensions on the working population in the future. In the meantime, even our supplementary pensions are suffering, as this year 2022 has seen a relatively rare event: the fall in value of both shares and bonds. Fortunately, our supplementary pension rights are guaranteed by the employer... as long as he exists.

The extension, even of only two nuclear power plants, is overdue. There is still the job deal, which introduces interesting possibilities of flexibility, but with the prevailing gloom, I confess to fearing for a real implementation in companies.

The public is not mistaken and we can see in poll after poll that more and more votes could go to the extremes. Although our organisation is apolitical, democracy is an important value for us and this drift is worrying. It is time to wake up and act for families and the future of our children!

I hope for 2023 that the government will wake up and act for the good of the citizens.

BY ROLAND GLIBERT, GENERAL DELEGATE NCK/CNC

The General Assembly of the FECER took place in Mol on 3 and 4 November 2022. It was organised by Philippe Hendrickx, Secretary General of the FECER.

The current committee, namely Marco Faleri, President; Thomas Schneider, Vice President; Nikolajus Lebedevicius, Vice-President; Philippe Hendrickx, Secretary General; Anne Laszlo, Treasurer and Roland Glibert, auditor, was reappointed until the next GA at the end of 2023.

Following the meeting of the FECER with Hungarian trade union delegates in Hungary in June 2022 (see attached article), the Committee considered proposing their affiliation to the FECER in a form to be defined. As a reminder, the Hungarian trade unions had taken part in the “position paper” relating to the taxonomy. A trade union delegation was invited and took part, at the end of the General Assembly, in the preparation of the future action of the FECER vis-à-vis the European Commission (disconnection of the price of electricity from the price of production of the gas-fired power stations).



FECER meeting



GA & Hungarian delegation

The afternoon of 2 November was devoted to 2 presentations.

Philippe Hendrickx gave an overview of the energy situation in Belgium, which he introduced by giving an economic overview of Belgium. He then gave a critical analysis of the energy plans for the coming years that are under discussion.



Anicet Toure (Tractebel) presented the studies carried out in Belgium on SMR. He gave the characteristics of the studies and development of the different types of SMR in the world.

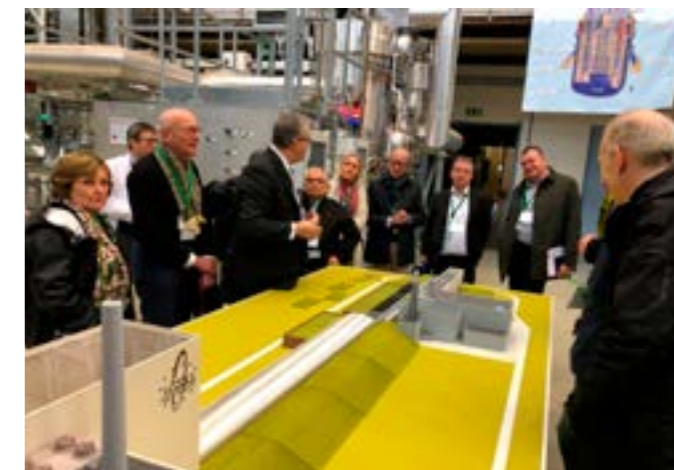
The day of 3 November was devoted to a visit to CEN/SCK Mol with a presentation of the activities of CEN/SCK and in particular the MYRRHA project and in the afternoon a presentation of our union by Pierre Pirson.



SCK/CEN meeting



Myrrha project Hamed Ait



Visit of the Myrrha facilities

SAVE THE DATE ! 30 march 2023

General Assembly of NCK-CNC, with statutory elections

Normally face to face in Brussels at 18h00 (exact place to be seen)

To subscribe: info@nck-cnc.be



MEETING FECER AT BUDAPEST 15/16/17 JUNE 2022

BY ROLAND GLIBERT, GENERAL DELEGATE NCK/CNC

On the initiative of Anne Laszlo, Treasurer (CFE-CGC) of FECER, representatives of European managers from Belgium, France, Germany, Italy and Lithuania representatives from Belgium, France, Germany, Italy and Lithuania met with Hungarian trade union representatives in Budapest and visited the Paks nuclear site.



Dr. Attila HUGYECZ, chief economic advisor in the Paks 2 nuclear new-build project, discussing with EVDSZ President Dr. Jozsef SZILAGY.

The meeting aimed to gain a better understanding of the problems and challenges of Hungary's energy policy and its integration into the European energy policy in the context of the Russia-Ukraine conflict. The participation of Hungarian trade union representatives in the FECER was also an objective.

Contacts had already been established with these representatives during the FECER initiative to include nuclear energy in the taxonomy: letter to the President of the European Commis-

sion Ursula Van der Leyen. The FECER delegation, whose first meeting since the pandemic, visited the Paks nuclear site. Four VVER-type reactors (480MW each of Russian design) put into operation in the 1980s are in operation and should be extended until 2040. The delegation exchanged with the operators of the nuclear site and with Hungarian energy specialists including Dr Attila HUGYECZ, Chief economic advisor for PAKS 2 at the State Secretariat. 33% of its electricity consumption comes from the 4 PAKS reactors.

Hungary has resolutely opted for nuclear energy in its energy mix; 45% of its production and 33% of its electricity consumption come from the 4 PAKS reactors.

Moreover, 36% of its electricity production is still of carbon origin (gas and coal) and the country imports 28% of its electricity. Hungary's geographical location and dependence on Russian gas make it a special case in Europe. Dr. A. HUGYECZ wondered about the policy to be followed: should we follow the energy policy of France or Germany? or an original policy for Hungary. The decision should take into account the 73% acceptance rate of nuclear energy and the recent 15-year gas supply contract with Russia.

We benefited from the good organisation of our stay in Hungary, especially during our visit to PAKS and the seminar in Budapest, which was an opportunity for fruitful exchanges. The trade unions that welcomed us were those of electricity (EVDZ), mining (BDSZ) and metallurgy (VSZSZ). Our Vice-President Philippe Hendrickx invited a trade union representation to participate in the presentation of the Myrrha project and the visit of the test facilities during our GA which will take place at CEN/SCK MOL at the beginning of November.



After the visit of Paks NPP with Hungarian colleagues

BENEFITS for our members

Terms and conditions: contact the secretariat.

For current or additional information see www.cnc-nck.be members benefits

1 LEGAL COVERAGE OF OCCUPATIONAL RISK :

Supplementary insurance

- In the context of professional activity, this insurance relates to :
 - to the civil remedy,
 - to the criminal defence
 - to civil defence
 - to the driver's guarantee
 - disputes arising from social legislation and the employment contract.

Annual premium: 35€

2 HERTZ:

Car rental at 10% off the national price.

3 LEGAL ADVISE ON LABOUR LAW :

This legal advice is extended to family members living in the same household as the CNC member.

4 CARLSON WAGONLIT TRAVEL :

Discount offered on various trips ordered via the website: <http://leisureatwork.cwtonline.be/index.aspx>

5 TRAINING SESSIONS

The CNC regularly organises training sessions. These are free of charge for members (or with a minimal participation fee). Non-members pay the full rate (min. 145).

More information ?

Contact the office via: info@nck-cnc.be.

Jobdeal: what to remember?

BY FRÉDÉRIC BAUDOUX: LEGAL SERVICE NCK-CNC

DISCLAIMER : Translated from French. Please note that the English version is a free translation without legal value.

On 29 September, the House of Representatives approved the bill of the Minister of Labour, Pierre-Yves Dermagne, which implements the “deal for employment”.

This is a set of measures that aims to adapt several rules organising work in Belgium to today’s realities and to help achieve the objective of an employment rate of 80% in 2030. The emphasis is on flexibility for the worker and the employer.

What are the new features introduced by this law that are likely to be of interest to managers. I propose to look at four points of attention: the four-day week, the flexible week, the right to disconnect and finally training and notice.

The four-day week.

A worker can split his or her full-time working week into four days if he or she wishes. Thus, a worker can work up to 9.5 hours a day to reach his or her full-time working week of 38 hours. This allows for a longer weekend each week or a day off in the middle of the working week.

The flexible week.

In addition, it will now be possible to use a flexible working week. This is a working pattern organised on a cycle over a period of two consecutive weeks, during which work in the first week is compensated for by work in the second week, in order to comply on average with the normal weekly working time.

This allows workers to work more hours in one week, so that they can take it easy the following week. For example, they can have more time for the children if they have alternating custody every other week.

It is the worker who must take the initiative to opt for the four-day week or flexitime. He must make a written request to his employer.

The employer may refuse, but must give reasons for doing so. The worker can renew his choice or not every 6 months.

These measures will be introduced by amending the work regulations if the normal working week is 38 hours and by collective labour agreement if the working week is 40 hours.

After agreement by the employer, an agreement between the employer and the employee determines the beginning and end of the working day, the time and duration of rest intervals and the days of regular work interruption. The agreement is valid for 6 months.

The law specifies that the employer may not unilaterally terminate the employment relationship of the employee, except for reasons unrelated to the request...but does not provide for sanctions.

The right to disconnect.

A right to disconnect is introduced in the private sector after having already been implemented from 1 February 2022 in the public sector.

The right to disconnect is the possibility to switch off one’s work mobile phone at the end of one’s shift. In other words, it is the fact of no longer receiving or having to answer phone calls, messages, text messages, e-mails concerning work, outside working hours. This applies to both colleagues and employers.

Employers who employ twenty or more workers

will have to establish agreements on the use of digital tools through a collective labour agreement or through the work regulations. In any case, this must be done by 1 January 2023 at the latest.

It is not clear to us why this right to disconnect is limited to companies with more than 20 employees... SMEs are not affected...

Training and notice.

The worker has an individual right to training offered by the employer. In companies with fewer than 20 employees in service, this is four days per year in 2023 and five days per year from 2024.

From 1 September 2022, employers must draw up a training plan. This plan must result in the enhancement of the skills of all employees through a well thought-out training policy.

Transitional route during the notice period.

When a worker is made redundant and has to serve his or her notice period, he or she can ask to start working for a new employer during the notice period, or the former employer can offer this solution. This is known as a “transitional period”. At the end of the transitional period, the new employer must offer a permanent employment contract.

The law introduces a novelty in the area of notice periods. Employees who are dismissed with at least 30 weeks’ notice or pay in lieu of notice (a condition for access to outplacement) can use the last third of this period to engage in activities that increase their employability in the labour market, while retaining their salary.

In the case of a notice period to be taken, workers can be absent from work with continued pay to participate in activities that increase their employ-

ability from the beginning of the notice period.

In the case of a breach of contract with payment of notice, the worker must be available for these activities.

These measures will be financed by the employer’s contribution
employer’s contribution due during this period.

The text of the law is identical to the one adopted at second reading in committee. It is available under this link : <https://www.lachambre.be/FLWB/PDF/55/2810/55K2810007.pdf>

At your disposal for additional questions,
Frédéric Baudoux



SURVEY ON THE IMPACT OF THE ENERGY CRISIS

BY ROLAND GLIBERT, GENERAL DELEGATE NCK/CNC

The CNC/NCK organised a survey on the impact of the energy crisis on our members' companies and the consequences for them. The rapid increase in energy prices has had a major impact on the economic and social management of our companies.

The questions that were asked were the following:

- Measures taken to reduce the impact such as reducing margins on products sold, stopping production lines of products whose price becomes prohibitive, reducing the wage bill.
- Impact on our members: what are the main concerns?
- Actions the CNC/NCK should take?

To facilitate the survey, a summary table of questions was sent to group leaders.

Economic measures

- 1.1 Reduction of margins
- 1.2 Stopping production lines
- 1.3 Reduction of the payroll
- 1.4 Others

Impact on your members

- 2.1 fear for career development
- 2.2 fear for dismissal
- 2.3 others

Actions of CNC/NCK

- 3.1 politics
- 3.2 media
- 3.3 others

Results

Economy

All industrial sectors except the energy sector have seen a reduction in margins. Companies that are highly dependent on energy prices have shut down production lines due to high cost prices or are transferring their energy-dependent activities to countries where energy costs are lower. In some companies the wage bill has been reduced.

Consequences for managers

There are concerns about the continuation of their careers in the company or even about their dismissal. The cessation of engagements leads to an increase in workload.

Action by the CNC/NCK

The CNC/NCK is invited to denounce this situation to the politicians.



POLITICAL PARTIES IN THE SOCIAL DEBATE

Contributions des partis politiques qui ont répondu à notre appel.



Faced with the explosion of energy prices as a consequence of the Russian invasion of Ukraine, ECOLO wants to build a social shield to protect citizens, companies and associations in the short term. Although the most effective and sustainable decisions can be taken at the European level through the regulation of gas and electricity prices, there are avenues at all levels of power. In the longer term, we want to steer the economy towards a less gas-dependent, more sustainable, fairer and more resilient future.

ECOLO's three priority actions are the extension of the social tariff, the increase of salaries through a tax credit and finally the taxation of the excess profits of the big energy companies.

1. The extended social tariff for citizens... but also for companies.

We need to support people because the situation is putting people who used to be able to get by in the past into difficulty. Today, two million people can be-

nefit from the social tariff (compared to 1 million previously). This extended version has been extended in time thanks to the action of the ecologists. Given the explosion in prices, we want to extend it to the middle classes who are at risk of falling into poverty.

ECOLO also wants to introduce a social tariff for SME's and the self-employed who see their business jeopardised by energy charges that have become too high in relation to their turnover.

2. Increase net wages through tax reform.

ECOLO wants net wages to increase. That is why we propose a solidarity tax credit that would allow a monthly increase of up to 150 euros for the lowest incomes. In addition to the social tariff and its extension, and in addition to the automatic indexation of salaries, this tax proposal must allow the middle classes threatened by the risk of poverty to be able to live in dignity.

How do we ensure this increase in net wages? By a solidarity tax credit, i.e. a tax cut on wages (wit-

holding tax). Unlike indexation, this increase costs the employer nothing. The gross salary does not change but the net salary is higher.

3. Financing by taxing the excess profits of the energy giants

The big energy companies, especially the oil companies, have benefited and continue to benefit from the energy crisis, making windfall profits during the war in Ukraine, at the expense of consumers. This is totally unfair. We want part of these profits to be used to finance social measures to protect citizens, companies and associations.

On the way to transition...

In addition to these 3 priority measures in this period of crisis, Ecolo calls for accelerating the transition to renewable energy sources that strengthen our autonomy while being part of a carbon neutral trajectory. The insulation of homes and buildings must also be improved. Climate change is intensifying. The increase in floods and droughts shows that climate change is now tangible

for citizens, but also for workers who are experiencing more insecurity in their workplaces. For us, climate and social justice are two sides of the same coin.

... Fair!

Finally, ECOLO recalls that there is no social justice without tax justice. Tax evasion and fraud cost us all: we must dare to talk about ethics in finance and taxation. Tax evasion and fraud cost Belgium between 20 and 30 billion per year, for the benefit of a few who arrogate to themselves the privilege of not contributing like all other citizens.



The energy crisis is cutting into the heart of the matter. Rising prices even pose an acute threat to our social and economic fabric. That is why the De Croo government has considered this crisis as one of the priorities to be tackled since the beginning of the year. The federal government therefore decided at the end of the summer to support the population (reduction of VAT and social rate for one million households). The banks are committed to protecting the hardest hit households. Measures will be taken to deduct surplus profits from the sector to finance a solidarity fund. The government is also calling on Belgians and businesses to reduce their consumption and set an example.

Although winter is not yet upon us, the effects of the war in Ukraine

are being felt across Europe with soaring energy prices. Thanks to its central position in Western Europe and its highly connected network with its neighbours, our country still holds a unique position in terms of supply. This central position protects us.

Thanks to the additional measures of the Winter 2022 Plan, which were proposed at the beginning of the summer, Belgium should be able to get through the winter with peace of mind. If the winter is no harsher than usual, our country will have an energy surplus that it can make available to its neighbours.

The big problem, however, is the very high prices. The current wholesale prices for gas and electricity are so disproportionate that market intervention is imminent. Like the high gas price, the wholesale electricity price no longer reflects the cost of producing one kWh of electricity. The market no longer works. So we have to intervene. That is why Belgium has been arguing since March for a cap on gas prices and a review of electricity prices at European level. We are pleased to see that work is finally being done in this area at European level.

The current price level and the pressure that these prices exert on families and our businesses every day require a coordinated political response. A number of decisions have been taken at federal level to cushion the energy price shock in Belgium. They are

based on six pillars: reduction of consumption, support for the population, bank support for the most affected households, support for businesses, promotion of investments in sustainable solutions and insulation, and the fight against unethical excess profits. Together with European solutions such as price caps, they will help us find a sustainable way out of the crisis.



The war in Ukraine highlights the sensitivities of European energy policy. Germany phased out its nuclear power after Fukushima. Belgium voted against the absurd nuclear phase-out as early as 2003, led by the Greens. Europe as a whole has underinvested in infrastructure and spare capacity for decades. To top it all off, the green transition is planning gas-fired power stations as a transitional capacity. This choice has led us straight into the arms of Putin. Without his cheap gas, the green transition falls apart. Those who pointed out the geopolitical risks of depending on such a regime have been ridiculed.

In itself, it is a question of supply and demand. Putin limits supply, so the price goes up. This contraction in supply will not be eliminated in the short term. So the low energy prices of the pre-war period will not return immediately. The coming winters will be difficult. What we can do is arm ourselves for the future. Invest at last in sustainable, CO2-neutral

energy that we will produce in Europe: nuclear energy.

For us, a combination of nuclear energy supplemented by renewable energy sources is the ideal energy mix.

Together with our Flemish government, we are doing everything we can to work on the demand side. The Flemish government is spending one billion euros on improving the energy efficiency of housing. We are also providing €1 billion in bridge loans and energy support for businesses. We strongly believe in strengthening people's purchasing power. This will maintain the incentive to use less energy. The employment bonus is a perfect example of this.

However, the main levers are at federal level. Where we sit in opposition. It is incomprehensible that the federal government should continue with the nuclear phase-out. Countries like the UK and the Netherlands have already postponed their nuclear phase-out measures. Tinne Vanderstraeten, however, is still dragging her feet. The green dogma against nuclear power will hurt us for a long time.

The poor financial situation of the federal state makes it impossible to implement major support measures like in Germany. There is no more room for manoeuvre. Moreover, the current crises are not the cause of the poor federal public finances. The deficit is

structural and the recent budget agreement does not change the situation much. Structural reforms are therefore urgently needed. We are spending like Northern Europe with the fiscal discipline of Southern Europe. This situation is unsustainable in the long term.



Energy bills have become unaffordable for many families. For the CD&V, maintaining purchasing power in the short term is the primary concern, both for the lowest paid and the middle class. To protect the most vulnerable in our society, we have expanded and extended the target group for social tariffs over time. But the CD&V cannot stop there: the working middle class must also be protected in this country. While other parties regularly call for the abolition of automatic wage indexation, we in the CD&V are fighting to preserve it, because it is the strongest barrier against the loss of purchasing power. In addition, despite fierce opposition, we proposed an intelligent reduction in VAT on gas and electricity, which has since been implemented without a deadline, in combination with a reform of excise duties. With the basic energy package, the heating oil voucher and the federal heating premium, we have further protected the welfare of the population. To finance them, we have tackled excessive profits in the energy sector.

The decisive decision to develop

substantial measures quickly in the short term has proved to be crucial, but does not offer a structural solution. More is needed in the medium term: we demand a decisive energy policy from Europe, with a cap on gas prices and a thorough adjustment of the functioning of the market. Within the federal government, the CD&V wants to strengthen the purchasing power of workers through a thorough reform of the tax system. In the CD&V, we want to ensure that people have more money at the end of the month. Work must and will pay off much more. If it were up to us, it would be as early as next year. Our plan for a comprehensive tax reform is ready for this and in December our party will put a first proposal on the table of the government.

As far as our energy supply is concerned, it is clear to the CD&V that it is absolutely not desirable to be more dependent on natural gas, and on fossil fuels in general, nor to be dependent on foreign regimes for our energy supply.

The future is clear: a massive commitment to electrification, powered by more renewable energy combined with nuclear power, both now and in the somewhat more distant future. A quick agreement on the life extension of the two newest nuclear reactors, Doel 4 and Tihange 3, is therefore necessary. As far as we are concerned, we must now see whether these two reactors can even be extended by 20 years directly. Extensions should also be thoroughly considered for all

other reactors.

Even in the distant future, nuclear energy must continue to play an important role for the CD&V. It is imperative to ensure sufficient clean (flexible) base load generation in Europe, preferably with «small modular reactors» (SMR) with intrinsic safety and low nuclear waste production.

Energyville recently calculated that an energy mix with 6 GW of SMRs in 2050 would have the lowest social costs. We have therefore introduced a bill to re-authorise the construction of new nuclear power plants in Belgium. We also want to set up a research programme to further explore the possibilities of small modular reactors in Belgium.

Of course, the current acute energy crisis is also set against the backdrop of the increasingly apparent climate change, the long-term consequences of which will become even more apparent. Fortunately, the resolution of these two crises goes hand in hand. The quest for a climate-neutral society also automatically leads to greater energy independence. The more processes we electrify, the lower our overall energy consumption will be and the more independent Europe will be.

One of the biggest challenges is to make our building stock more sustainable. The CD&V has therefore pleaded with the Flemish government for a sharp increase in premiums for energy saving

measures (Mijn VerbouwPremie) and to offer generous interest-free loans (Mijn VerbouwLening). Budgets for free energy audits have been increased and we are protecting tenants by limiting the indexation of rents for very poorly insulated houses.

Ultimately, what matters to the CD&V is that energy becomes affordable again, that security of supply is never compromised and that we are not too dependent on foreign regimes. This means developing sustainable energy production, without waste or climate impact, massively electrifying the heating of our buildings and transport, and renovating our homes.

In this way, we reduce our impact on the climate and increase our independence from energy imports. These objectives are the cornerstones of all our energy-related positions.



The energy debate and the proposals for dealing with the consequences of the Russia-Ukraine conflict on the population and on our economy were the questions asked of the political parties.

At the beginning of October this year, a governmental conclave was held, at the end of which it was decided that a new study should be carried out to analyse the needs to ensure the security of supply of our country.

In consultation with ELIA and the CREG, the Prime Minister and the Minister of Energy were asked to elaborate all additional options (including renewables, flexibility, nuclear and fossil fuels) in order to strengthen the security of supply of our country until 2030.

On this basis, we will see what is important to extend or not. But no anticipation...

We also believe that gas-fired power plants are not a solution to replace nuclear power plants. The two means of production, although centralised, are different and have their own advantages and disadvantages. The energy mix is a political choice of each state; at the Belgian level, decided by the federal government.

The next step is therefore a compromise to be found within the coalition.

In the longer term, with the objective of 2050, the SP is currently developing its strategic vision.



Our two nuclear power plants and their seven reactors are ageing but are far from obsolete. On 18 March 2022, the decision was taken to extend the two youngest reactors by 10 years. We would like to see this extended for 20 years. In addition, all extendable reactors must be extended. We want five of them.

In addition to this, we are calling for the construction of new reactors to be started so that they can compensate for the shutdown of the first extended reactors in 10 years. They will constitute a significant base of decarbonised electricity production for 60 years. They will enable the nuclear industry in Belgium to be sustained and even revived. At the same time, we advocate that the nuclear power of the future, including Small Modular Reactors (SMR), be developed in Belgium.

The MR is not in favour of building new gas-fired power stations. In the current context, it makes no sense to base our electricity production on gas. The war in Ukraine has led to an explosion in prices and we now have to find alternatives to gas. In addition, these power stations emit a lot of CO₂, unlike nuclear power. So it is not an optimal choice if we want to achieve our climate goals.

More than ever, we are aware of the importance of access to energy and its availability at an affordable price in order to make our economy work and create well-being. But the RM refuses to be fatalistic. The best response to this crisis is the implementation of a long-term industrial and economic strategy.

We advocate a nuclear/renewable energy mix to get fossil fuels out of our supply and to meet our climate goals of carbon neutrality by 2050. For example, investing in photovoltaic panels is still very

attractive given the rising price of electricity. Wind turbines in the North Sea are important sources of energy production. Less popular, onshore wind power is set to develop in a way that respects the environment. However, these energies are intermittent and nuclear power remains indispensable because our electricity needs will increase considerably as a result of the transition. This requires global action. The rate of renovation of buildings is far too low (it should triple to reach our objectives). Mobility is also a major source of CO₂ emissions. While the end of the sale of new vehicles with combustion engines is announced for 2035 in Europe, we must support companies in research and innovation. We also want to develop renewable energy production from biomass and biomethanisation, as well as geothermal heat networks.

Our proposals have been widely discussed in the Belgium 2030 debates organised in the four corners of French-speaking Belgium and were adopted at the congress held on 23 October in Brussels. The MR wants, for example, to strengthen and modernise our electricity distribution networks in order to meet the need for storage, as close as possible to production and consumption. In this way, renewable energy communities must be able to develop in a simple and attractive way. The optimal management of local networks will help each consumer to consume less and at the best time. We also propose incentives to de-

velop CO₂ capture in the industrial sector. The aim is to create a market with sufficient value for the captured CO or CO₂ so that it is profitable to store these gases in the ground or to reuse them directly in a circular economy. In the longer term, the production of fuels or synthetic gases from these “wastes” could be valorised to limit the use of traditional fossil fuels. We advocate that our country could develop as a hub for the transport of this molecule.

We are also considering hydrogen as an alternative. 80% of our energy consumption is based on fossil resources (oil and gas). Only 20% of our consumption is electric. In the future, we will not be able to ensure all of our energy consumption by electricity. Moreover, renewable electrical energy (photovoltaic, wind) is intermittent. When the wind blows and the light is strong, we will be inundated with electricity that must be stored or the electricity system will collapse.

This is where new vectors such as batteries come in, but they will not be enough. Excess electricity on the grid will have to be converted into hydrogen, using the latest generation of electrolyzers and of water. This will make it possible to supply power stations, propulsion in the air or even the need for heat in industry.

Our country has some cards to play in this area with its industries which have particular know-how in electrolyzers, in particular.

We are also a strategic geographical crossroads in the centre of Europe, which should lead us to develop our expertise in the handling and transport of these new carriers.

We are also a strategic geographical crossroads in the centre of Europe which should lead us to develop our expertise in the handling and transport of these new vectors.



CNC/ NCK: INFORMATION AND FACTS.

- The fourth trade union alternative that has been specifically defending the interests of professional and managerial staff since 1966.
- The CNC is an independent association.
- The CNC helps its members: per year +/-1000 individual interventions +/- 200 interventions at collective level.
- Gives a voice to it's members.

OBJECTIVES OF NCK/CNC

- Improvement of working conditions for all workers including managers and executives
- The CNC/NCK is the only organisation that opposes fiscal and parafiscal discrimination.
- Defending our interests in a humanitarian context without belonging to a particular political party.
- Our association is fighting for legal recognition in order to be present at all levels of social dialogue.
- The defence of professional and managerial staff at European level through the European Confederation of Professional and Managerial Staff (CEC).
- Legal pension increased in relation to management contributions.

SERVICES OF THE CNC/NCK

• Individual juridical advise and assistance

- Conclusion of employment contract
- Working out an amicable agreement
- Secondment and modification of function
- (supplementary) pensionplan
- Evaluation of function
- Dismissal and outplacement
- Company car package
- Restructuring

• Collective services.

- Organisation of an executive association
- Reorganisation in the company
- Analysis of collective labour agreements
- Closure or sale of the business

• The NCK/CNC is present in the works council and supports candidates in social elections.



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JAARLIJKSE BIJDRAGE (€)	Bankoverschrijving	Domiciliëring	
		jaarlijks	maandlijks
Actieve leden	145	135	11,5
Jonger dan 30 jaar	72	60	5,50
Gepensioneerden	61	50	4,00
Werklozen met uitkering, langdurig zieken	72	60	5,50
Echtparen	165	150	13,50

Collaborated to this issue:

Bairiot Jean-François (MR), Baudoux Frédéric, Cremers Jules (NVA), Cornet Cecile (Eco-Io-Groen), Gillard Nicolas (PS), Glibert Roland, Gouat Philippe, Van Butsel Wouter (CD&V), Pauwels Bas, Pirson Pierre, Van Wing Thomas (OpenVld)

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