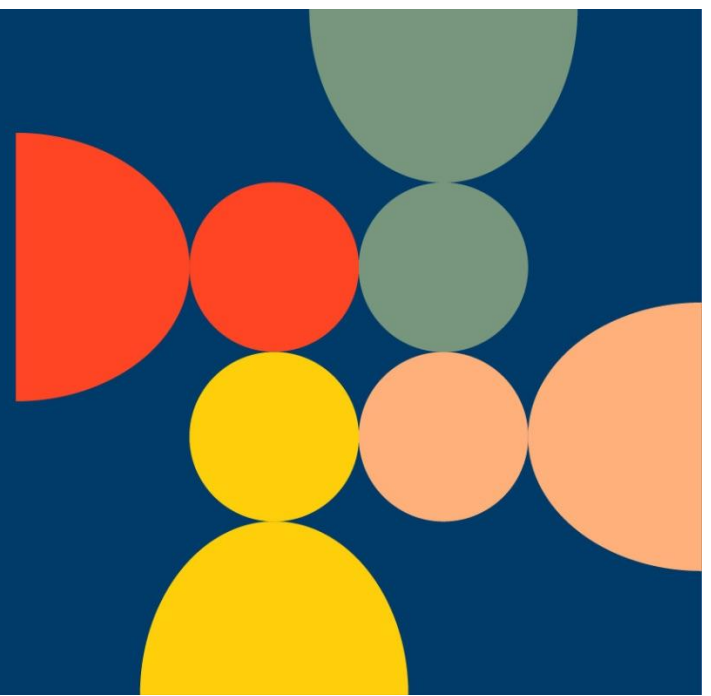


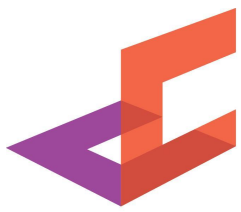
Chantier Filet social en culture



From words to action

The Social Safety Net in Culture Project, led by Compétence Culture, aims to strengthen the socioeconomic security of artists, artisans, and cultural workers through three pillars of social protection.

Presentation document
March 2026



COMPÉTENCE CULTURE

COMITÉ SECTORIEL DE
MAIN-D'ŒUVRE EN CULTURE

Mission: Compétence Culture, a sectoral workforce committee, works to promote the recognition and visibility of professions in the cultural sector in Quebec. It identifies labour market challenges and, in collaboration with its partners, supports the development of skills and the socio-professional well-being of artists, artisans, and cultural workers.

- An important link to Quebec government agencies
- Over 70 members: professional associations, unions, communities of practice, regional cultural councils
- Management of major projects:
 - [Intervention-Compétences program](#)
 - [Cultive.ca](#) platform
 - Campaign to promote careers in the cultural sector, [Culture et moi](#)
 - [Cultural Human Resources Action Plan 2023-2028](#)

Why take action?

- Growing structural precarity among artists, artisans, and self-employed workers
- Conditions of financial insecurity
- Inadequacy of current social protection mechanisms
- Numerous studies documenting the precarious socioeconomic conditions of cultural professionals
- Recognition by the Quebec and Canadian governments of the fundamental role of arts and culture in social cohesion and identity
- Significant contribution of the cultural sector to Canada's economy

The social safety system no longer reflects
the realities of cultural work.

Pillars of a Social Safety Net for the Cultural Sector

A – Unemployment insurance and subsistence allowances

A1 - Replacement income (job loss, maternity leave, parental leave, sick leave)

A2 - Guaranteed minimum income

B – Group insurance and pension plans

Access to healthcare and prescription drug coverage

Disability benefits

Québec Pension Plan – Canada Pension Plan

Group plan

C – Tax measures

Income averaging – Tax credit

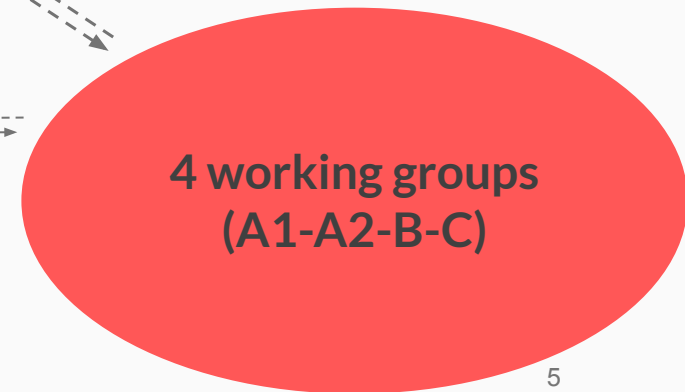
Other measures

Structure of the Social Safety Net Project: An Iterative Process

MANDATE - Compétence Culture

Body responsible for ensuring the project's accountability to government partners and the cultural sector.

- Ensure ethical project governance
- Validate the cultural sector's processes and consultation initiatives



The project follows a feedback loop approach



A few words about the iterative process

1 The **working groups** produce analyses and scenarios. They consult with the cultural community.

2 These results are presented to the Consultative Committee.

3 Sectoral, regional, and national partners provide feedback and make adjustments.

4 The working groups revise their analyses.

5 The proposals are approved by the cultural community and championed by the Consultative Committee.

This process is repeated at various stages of the project to ensure:

- thoroughness of the analyses
- sectoral relevance of the solutions
- cultural community buy-in



Coordinating Committee

The committee is made up of 4 people:

- Pascale Landry, ED of Compétence Culture
- Gilles Charland, strategic advisor
- Sylvie Meste, cultural affairs consultant
- Christine Harel, CRHA, HR/OD and knowledge transfer consultant



Coordinating
Committee

MANDATE

- Logistical coordination
- Fundraising
- Setting up the working groups and the Consultative Committee
- Organizing the work of the Consultative Committee and the working groups
 - Schedule meetings and set agendas
 - Draft meeting minutes
 - Coordinate follow-ups and deliverables
 - Manage communications
 - Compile a list of the various initiatives in the cultural sector

Working Groups

Each group includes:

- A working group leader (leadership, expertise, political acumen)
- 2 to 4 specialized experts
- 1 to 2 representatives from the cultural sector
- 1 analyst / project manager (Compétence Culture)
- Professionals brought in on an as-needed basis

**Working groups
(A1-A2-B-C)**

PILLAR	LEADER	CONTRIBUTORS	EXPERTISE
A1 Unemployment insurance	Pierre Céré	Milan Bernard Laurence Dubuc Stanley Péan Diane Viau	Economics, law, non-standard work, ISQ data, international models, research
A2 Guaranteed minimum income	Parise Mongrain	Marie-Pierre Boucher Jean-Michel Cousineau Eve-Lyne Couturier Martine D'Amours Karla Etienne Ambre Fourrier Louise Harel	Social policies, non-standard work, law, economics, international models, research
B Insurance and pension	Gilles Charland	Stéphane Chagnon Marie-Eve Gagnon Julie-Anne Richard Christian Robitaille 1 open position	Actuarial science, QPP/PPP, group insurance, occupational pension plans
C Tax measures	Geneviève Lauzon	Frédéric Carrier Carlos Moreno Chantale Shedleur	CPA, tax policy, public policy, international models, research



Working Group Mandate

The composition of the working groups is expected to change depending on the phase of the work and needs.

RESPONSIBILITY	DESCRIPTION
Research and analysis	Compile existing data Identify gaps Analyze current mechanisms Produce a summary of the current situation for each topic
Modelling	Develop quantified models Assess their feasibility, costs, and impacts
Consultation	Organize consultations with relevant stakeholders Provide the necessary documentation
Writing	Prepare progress reports Draft recommendations
Submission	Submit deliverables to the Consultative Committee for review and approval

Methodology

- **Methods**

- Review of existing literature and statistical analysis
- Requests for public data from ministries and government agencies
- Surveys and consultations with the cultural sector to ensure all professional statuses are taken into account
- Holding of expert workshops (e.g., actuarial firms)
- Impact analysis and budget scenario planning

- **Deliverables**

- Four situation assessments (pillars A1, A2, B, C)
- Four sets of models
- A framework for coordinated recommendations (Quebec/Canada)
- A toolkit for sector-specific implementation of social protection measures



Expected Results

- **Benefits**

- Stronger social safety net
- Reduced gaps in coverage (non-standard work, intermittent work, multiple employment statuses)
- Shared roadmap for improving working conditions in the cultural sector
- Creation of models applicable to other economic sectors





Consultative Committee



Consultative
Committee

The Consultative Committee is composed of 18 to 22 people:

- Plurality and diversity within the sector
- Sector expertise (overall perspective, discipline-specific and regional issues, labour market, HR, research, policy, economics, EDI)
- Political and strategic skills
- Understanding of “social safety net” issues in culture
- Geographic coverage



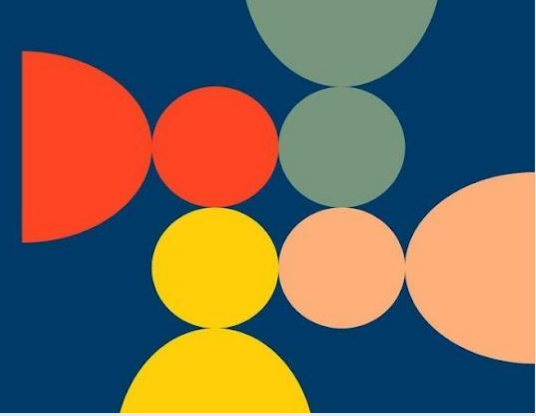
Mandate of the Consultative Committee

The Consultative Committee serves as the central body for dialogue and approval of the project's work.

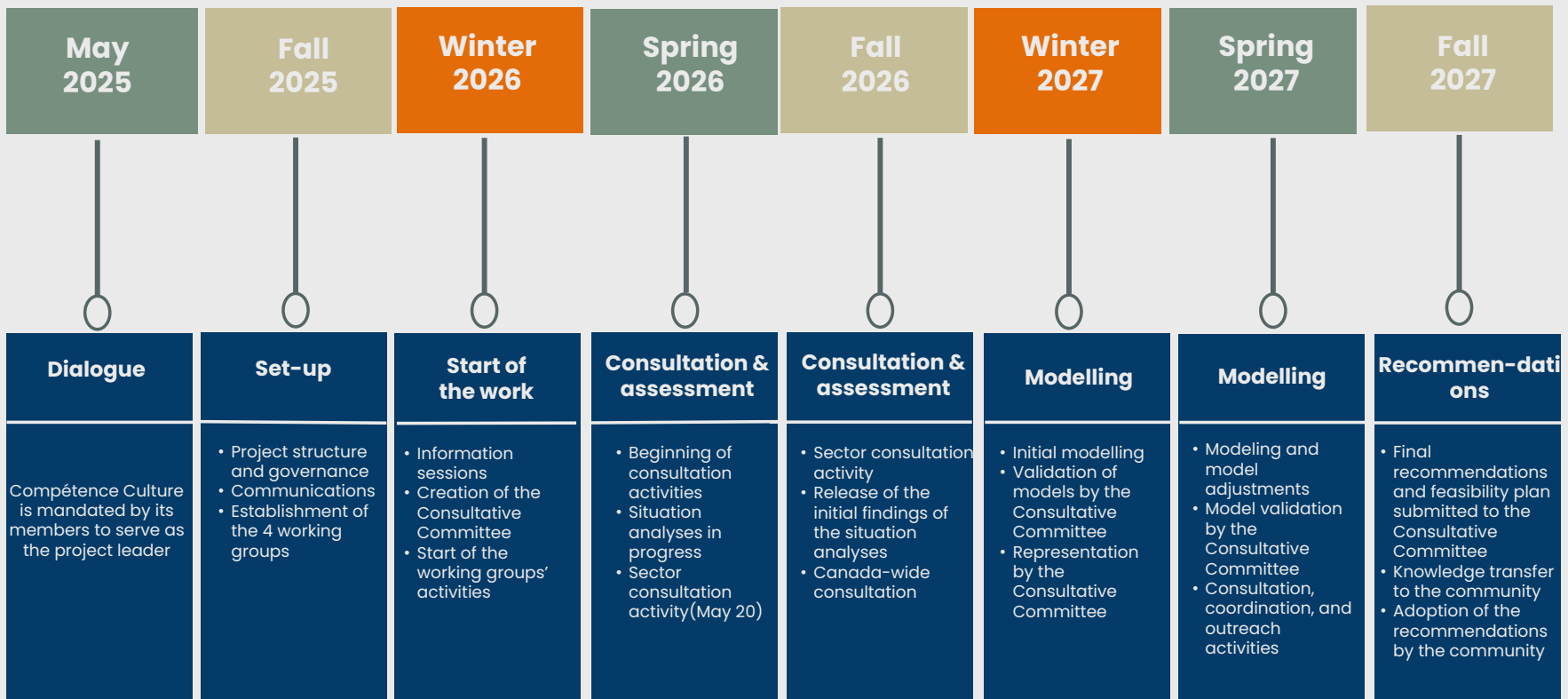
RESPONSABILITY	DESCRIPTION
Sectoral representation	Ensure a diversity of perspectives and the collective legitimacy of decisions.
Mobilization	Support the working groups by engaging the sub-sectors in the sharing of information, surveys, and other communications.
Validation of deliverables	Review and approve the working groups' progress reports, models, and final recommendations. Serve as the voice when presenting recommendations to the cultural sector and gauge the level of support.
Strategic reflection	Develop a consensus in order to put forward the final recommendations.
Government mediation	Play an active role in the cultural sector's political advocacy efforts.
Ethical and inclusive monitoring	Ensure compliance with the principles of fairness, accessibility, and transparency.

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Timeline



ONGOING:

- Seeking provincial, federal, private, and foundation funding
- Engaging with provincial and federal interest groups to build partnerships

Opportunities for Involvement

Sectoral and regional groups/associations, Indigenous representatives, Anglophone representatives, GMAQ and other coalitions

- Contribute to consultations and surveys
- Validate proposed scenarios
- Share information and rally support within their networks
- Support advocacy efforts

National partners (e.g., Fédération culturelle canadienne-française, Culture Works Canada)

- Participate in Canadian comparative analyses
- Share sector-specific expertise
- Support advocacy efforts

University groups and researchers

- Participate in the production of data and analyses
- Compare documentation
- Validate the methodology of proposed models

Funders and institutional partners

- Discuss the feasibility of the proposed solutions
- Contribute to the analysis of funding mechanisms
- Align with public policies
- Identify implementation levers



Achievements

- More than 50 letters of support from the cultural community
- Support from the Front commun pour les Arts
- The MCC expressed its support for Compétence Culture in the final report of the Chantier sur les arts de la scène
- Several presentations to government bodies and foundations
- Bodies established (coordinating committee, working groups, and consultative committee)

Challenges

- Funding (economic and political context)
- Ongoing mobilization and solidarity within the community



Conditions for Future Success

- . Shared long-term vision
- . Solidarity within the cultural sector: ability to come together for the common good
- . Complementarity of actions: mutual trust in the process
- . Implementation of projects: accepting the varying pace of work
- . Social acceptability
- . Funding



Compétence Culture thanks its partners

Avec la participation financière de :



Comments or questions:

developpement@competenceculture.ca