ANNUAL REPORT
2020-2021
National Assembly
of Québec

ASSEMBLÉE NATIONALE
DU QUÉBEC

This publication was prepared in collaboration with the senior management and personnel of all National Assembly of Québec administrative units. Unless otherwise specified, the information in this report covers the National Assembly's activities from April 1, 2020, to March 31, 2021.

PRODUCTION MANAGEMENT
Aurelle Lavigne-Robichaud

COORDINATION AND CONTENT
France Pelletier

COPYEDITING
Martine Dignard

INPUT AND CONTENT
Content creators from the departments and directorates of the National Assembly

TRANSLATION
Sylvia Ford

GRAPHIC DESIGN
Isabelle Bédard

LAYOUT
Louise Williams

PHOTOS
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PHOTOGRAPHY
Christian Chevalier
Stéphane Groleau
Claude Mathieu

Communications Directorate

PRINTING
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A MESSAGE FROM THE PRESIDENT

I am proud to present the 2020-2021 Annual Report of the National Assembly of Québec. In addition to providing an overview of our strategic plan, this report gives an account of the work accomplished during the last year within our institution by taking stock of the many different activities that took place and were deployed in a variety of forms. The COVID-19 pandemic, which is still active at the time of writing, has had a strong impact on the past year and the content of this publication reflects this.

In 2020-2021, the pandemic forced us to rethink the organization of all of our activities, while at the same time considering new ways in which we, as the first institution of the State, can assume and continue our role of supporting parliamentarians in their duties. This role, which continues to motivate us so strongly, is fundamental and serves as the foundation of our democratic and law-based society. MNAs had to adjust the frequency in which they worked in the House and in Parliamentary Committees while respecting the health guidelines. Their constituency work has also changed. Thus, the roles of legislator, overseer of government action and representative of the citizens, which are decisive in our parliamentary system, have continued to be exercised in a different way. The elected women and men of the National Assembly have brilliantly risen to this challenge with the support and expertise of their political and administrative staff.

In 2019, we inaugurated a new reception pavilion, which was praised by many as innovative and relevant. Institutional, interparliamentary, educational and cultural activities were to take place there. The arrival of COVID-19 changed the agenda.

Nevertheless, several activities were able to take place virtually thanks to the skill and diligence of the administrative staff. Furthermore, the IT upgrade projects already underway were propelled into high gear due, in part, to teleworking. Both informational and physical infrastructure projects had to be reorganized. The parliamentary reform, which aims to make our parliament more accessible, open and responsive, has continued to mature and take shape. However, this unusual year will have shown us in a spectacular way that human resources are the backbone of our organization and that we can count on them to continue to move forward, to progress and to offer an institution in full possession of its means.

Since I took office as President in 2018, I have wanted to open up our institution to as many people as possible. To do so, our practices will continue to evolve, certainly in a traditional way, but also in an innovative and open way. With the support of a solid and competent team, of politicians concerned with the growth of their institution and of Quebecers proud of their democratic history, I know that this quest is possible, because it is shared by those who believe in a promising future for Québec.

Best wishes for the year ahead!

François Paradis
President of the National Assembly of Québec

A MESSAGE FROM THE SECRETARY GENERAL

Like the President, I am pleased to table the 2020-2021 Annual Report of the National Assembly of Québec. As you read it, you will conclude that the National Assembly has not escaped the uncertainties caused by the COVID-19 pandemic. At the same time, you will acknowledge that it has adapted admirably to the demands of this health crisis. Parliament has indeed been able to adjust, to make multiple arrangements and to find appropriate solutions while continuing its mission as the representative of our democratic State. This past year will have indeed shown us that the mission of this great institution, that of supporting MNAs in the exercise of their duties, has continued without interruption while demonstrating its effectiveness and resilience.

Without the creativity, loyalty and professionalism of the administrative and political staff of the National Assembly and without the invaluable collaboration of the MNAs, it would have been difficult to carry out all that has been achieved in one year. In fact, throughout this unusual year, virtual activities have gone hand in hand on a daily basis with activities taking place on site, following the evolving recommendations of public health experts. These activities and exchanges were supported by collaborative technological tools, which were made available to parliamentarians and staff. Most staff members began teleworking in March 2020 and, at the time of publishing this report, are still working remotely. I am proud to see that together we have been able to meet several challenges. Each issue has been successfully addressed thanks to our great ability to adapt, while maintaining parliamentary best practice. Never have we compromised at the expense of the quality of services offered to parliamentarians. I would like to take this opportunity to express my gratitude to this dynamic team that constitutes the National Assembly of Québec.

Over the next few years, the work ahead of us will be to continue building a parliament that is even more open, vibrant, accessible, plural and representative of the ambitions and dreams of Quebec society.

It is now up to you to discover, by reading this report, the full richness and diversity that motivate the National Assembly of Québec.

Enjoy your reading!

Siegfried Peters
Secretary General of the National Assembly of Québec

DECLARATION CONCERNING THE RELIABILITY OF DATA AND INFORMATION

The results and information in this report are the responsibility of the Secretary General and management of the National Assembly of Québec, who must ensure that this 2020–2021 Annual Report of the National Assembly of Québec is accurate, reliable and complete.

To the best of our knowledge, this Report accurately represents parliamentary activity and services by the institution in 2020–2021. It also details the objectives and results of the 2019–2023 Strategic Plan and the 2019–2023 Sustainable Development Plan.

An internal audit was conducted to assess whether the information it contains is plausible and consistent, and a validation report was drafted. In our estimation, the data and information presented in this Annual Report and related documentation are reliable, free of errors and verifiable. They reflect the situation as at March 31, 2021.

Members of National Assembly management,

Siegfried Peters
Secretary General
of the National Assembly of Québec

François Arsenault
Associate Secretary General
for Parliamentary Affairs

Isabelle Giguère
Director General for Information
and Visitor Experience

Serge Bouchard
Associate Secretary General
for Administration

INTERNAL AUDIT REPORT

To the Secretary General:

I have reviewed the information presented in the 2020–2021 Annual Report of the National Assembly of Québec. Responsibility for the reliability of this information rests with the management of the National Assembly of Québec.

My mandate was to review the information in accordance with industry standards to assess its quality and consistency. This entailed obtaining certain information and supporting documentation, performing analyses, reviewing calculations and discussing the information provided.

Following my audit, I conclude that the information contained in the 2020–2021 Annual Report of the National Assembly of Québec appears plausible and consistent in all material respects.

Manon Carrier
Internal Auditor

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An institution central to Québec's democracy and government

THE NATIONAL ASSEMBLY AT A GLANCE

The term "National Assembly" refers to the deliberative forum where the 125 parliamentarians elected by the people of Québec discuss matters of public interest.

125 parliamentarians

elected by the population

who debate matters of public interest.

The National Assembly is also

a parliamentary administration at the service of MNAs, numbering 675 people as at March 31, 2021.

Mission of the National Assembly

The National Assembly enacts laws in the areas of its jurisdiction, oversees the actions of the government and the public administration, and debates matters of public interest.

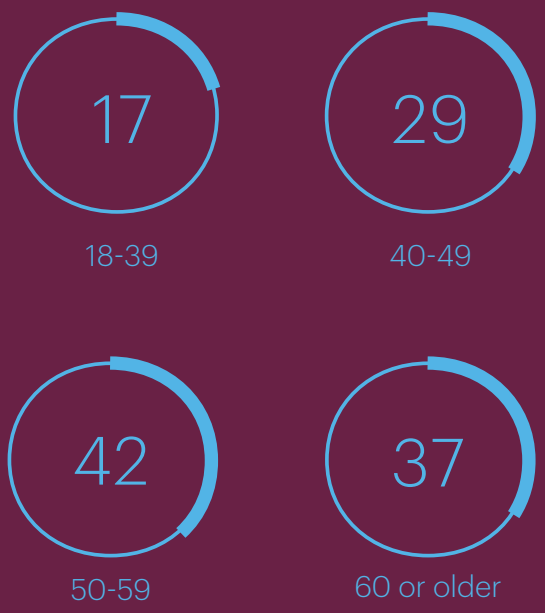
Parliament as at March 31, 2021

Distribution of seats

125 parliamentarians, including 55 women

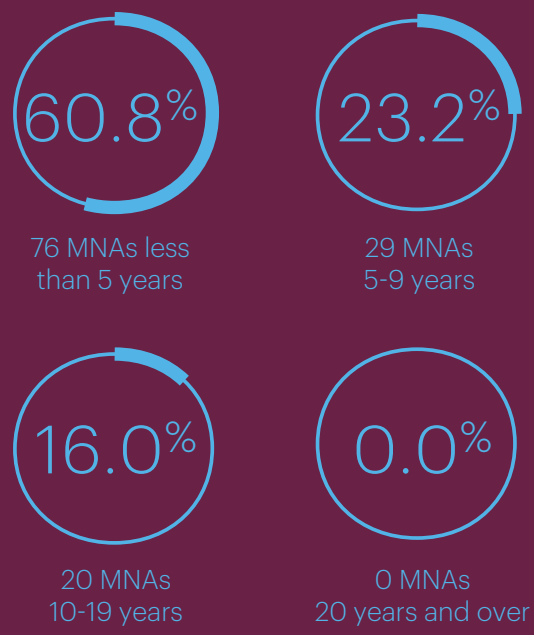
Parliament as at March 31, 2021 (cont.)

Distribution of MNAs, by age



Average age
53

Distribution of MNAs, by years of parliamentary experience



Average
5 years and **5 months**

HIGHLIGHTS

As at March 31, 2021

58

recommendations of the Select Committee on the Sexual Exploitation of Minors

Select Committee on end-of-life care

creation, on March 31, 2021, of the Select Committee on the Evolution of the Act respecting end-of-life care

60

interparliamentary relations activities held virtually

The parliamentary year in numbers

57 bills introduced

38 bills passed, **29** unanimously

108 petitions tabled

378 persons and organizations heard during special and general consultations

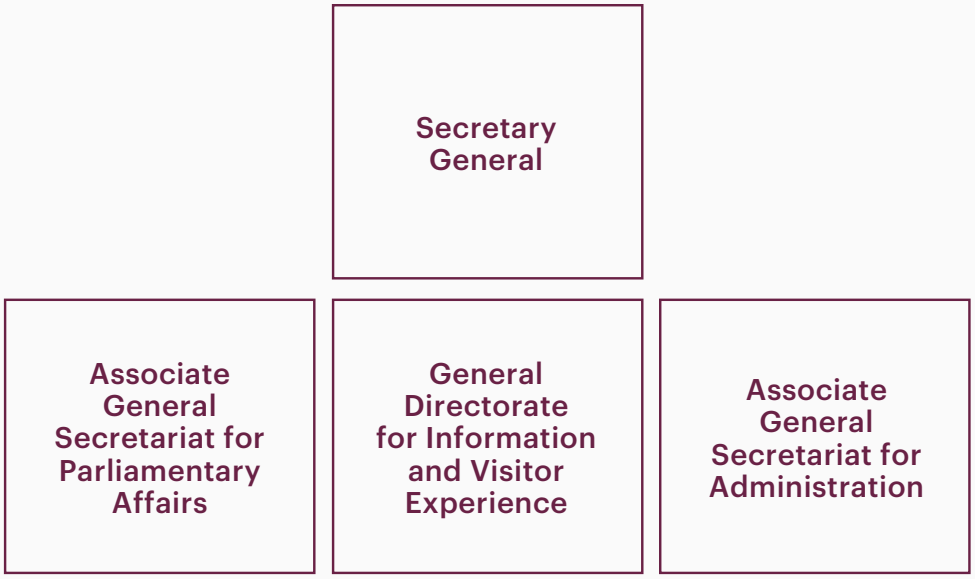
3 parliamentary reform proposals tabled, bringing to **4** the number of projects examined

2 orders of initiative carried out

HIGHLIGHTS

As at March 31, 2021

A new internal organization



A general directorate and two associate general secretariats were created to support the Secretary General in the management of the institution

On the way to a digital Parliament

8 projects completed or underway to support the vision of the digital Parliament

3 projects completed to strengthen digital information security

HIGHLIGHTS

As at March 31, 2021

Towards a better work-life balance

Setting up
of a breastfeeding room near the National Assembly Chamber

Installation
of baby-change tables on all floors of the Parliament Building

Establishment
of a takeaway service at the Café du Parlement

For a dynamic and inclusive workplace

Holding a mandatory conference for all administrative staff and accessible to parliamentarians on
diversity and inclusion

Launch of the first
Action Plan for Persons with Disabilities

HIGHLIGHTS

As at March 31, 2021

Pas si beige que ça! campaign

24 staff members participated voluntarily in the advertising of the campaign

2 episodes of the *Pas si beige que ça!* podcast were broadcast

57 publications on our social media

110,538 persons reached by the campaign on our social media

535% increase in visits to the **Careers and Internships** page of the website

HIGHLIGHTS

As at March 31, 2021

An award-winning reception pavilion

Heritage Enhancement Category and Universal Accessibility Distinction **Award of Excellence in Architecture from the Ordre des architectes du Québec**	Building Mechanics – Electrics Category **Grands prix du génie-conseil québécois 2020**	Institutional Architecture Category **Architecture MasterPrize Award (AMP)**
Award of Excellence **Canadian Consulting Engineering Awards 2020**	Winner Public and Institutional Buildings **Mérites d'architecture de la Ville de Québec**	Winner Interior Design **Prix d'excellence Cecobois 2021**

97

young people, aged 9 to 15, took part in the first edition of the day camp aimed at awakening citizenship, democracy, commitment and leadership

A first edition of the Citizen's Day Camp

HIGHLIGHTS

As at March 31, 2021

A first action to offset greenhouse gas emissions

- **1** component covering greenhouse gas emissions resulting from the institutional activities of the National Assembly

  964 tons of CO_2 equivalent emitted in the 2019-2020 fiscal year were offset in 2020-2021

- **1** component allowing parliamentarians to voluntarily offset emissions related to travel between their constituency and the Parliament Building and to certain constituency office activities

  329 tons of CO_2 equivalent emitted in the 2019-2020 fiscal year were offset in 2020-2021

HIGHLIGHTS

As at March 31, 2021

An Assembly in partnership with its community

Signing of a new partnership agreement with McGill University for the development of a course in legislative translation from French to English, and for an annual internship at the Legislative Translation and Publishing Directorate	For the 3rd time, renewal of the agreement with the Research Chair in Democracy and Parliamentary Institutions of Laval University	Inauguration of the work of art *Sommet de la montagne*, which is in partnership with EXMURO and Ville de Québec

HIGHLIGHTS

As at March 31, 2021

A YEAR MARKED BY THE PANDEMIC

Impact on parliamentary work

HIGHLIGHTS

As at March 31, 2021

16

sittings cancelled
in April and May 2020

5

special orders adopted,
between April 2020 and
March 2021, to govern
the conduct of parliamentary
business in accordance
with the requirements of the
Direction de la santé publique

Organization of **54** virtual sittings in parliamentary committees, including **14** held in spring 2020 to allow opposition parties to question ministers on the management of the pandemic

Amendments to certain rules of procedure in the House and in parliamentary committees:

- Limit of **36** parliamentarians in the Blue Room, in addition to the President
- Change in the parliamentary schedule to facilitate the observance of the curfew
- Registered and proxy voting procedures

Rearrangement of the deliberation rooms to respect the rules of physical distancing

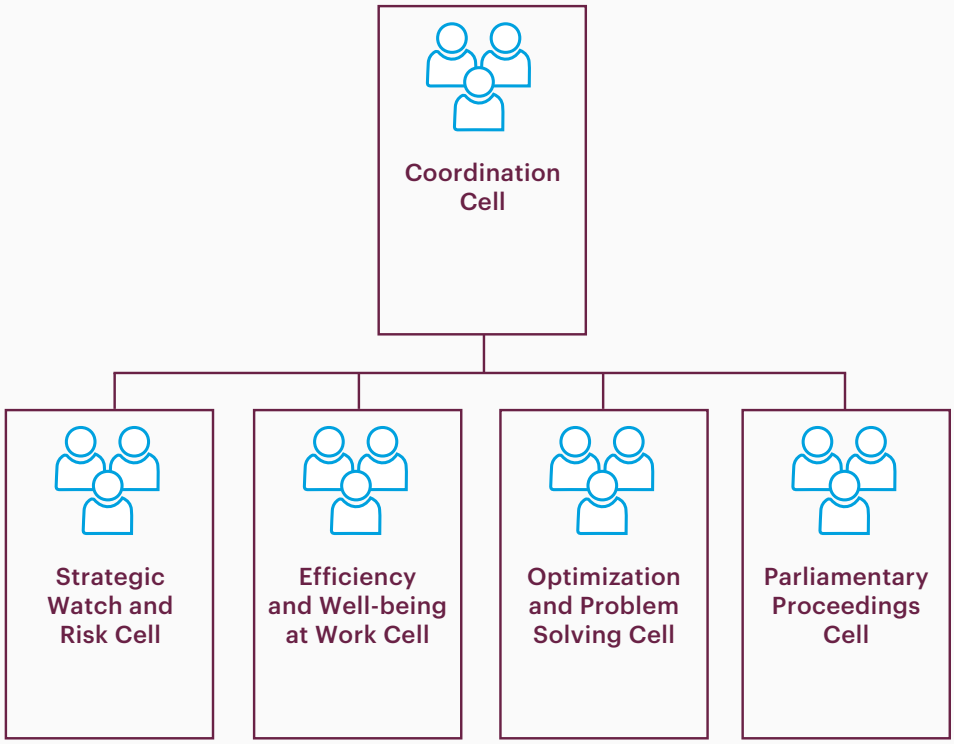
Transition to paperless parliamentary work through the deployment of an electronic document filing platform and a reduction in the number of of bills printed and distributed

HIGHLIGHTS

As at March 31, 2021

Adapting to health measures

Collective input from staff across all sectors in the context of the deployment of an administrative structure to meet the challenges of COVID-19



Design, construction and installation of temporary sanitation stations in the work spaces and deliberation rooms by the workers of the National Assembly

HIGHLIGHTS

As at March 31, 2021

Adapting to health measures (cont.)

Implementation of specific health measures in all sectors of the National Assembly, such as the Library, the Café du Parlement and the Boutique

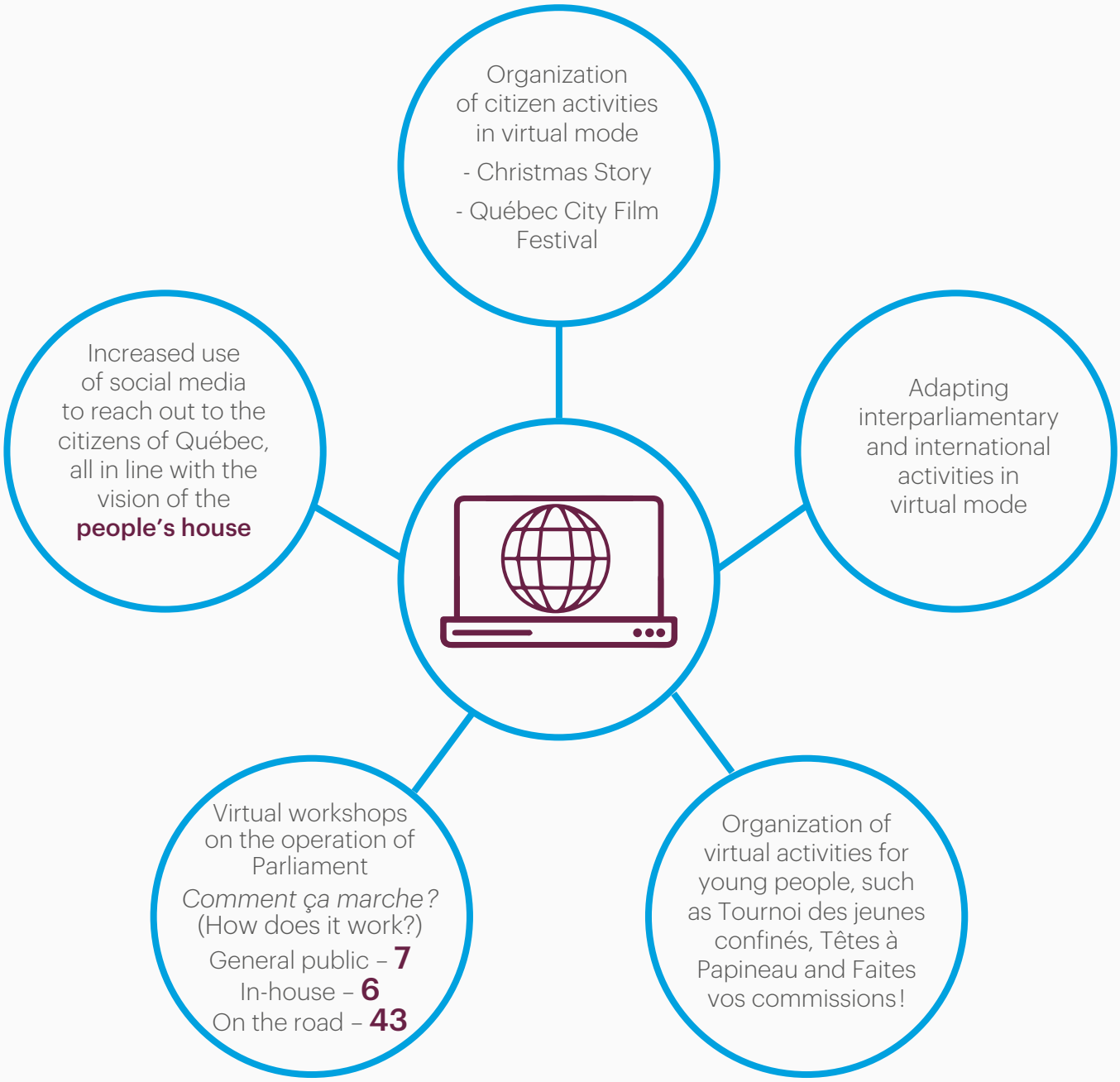
Postponement of the reopening of the Le Parlementaire restaurant

14 checklists produced on different topics – telework, technology, ergonomics, information security, etc.

HIGHLIGHTS

As at March 31, 2021

Achieving our mission in a different way



PARLIAMENTARY LIFE

Composition of the National Assembly

As at March 31, 2021

The following changes in the composition of the National Assembly were observed.

RESIGNATIONS

None

BY-ELECTIONS

None

CHANGES IN STATUS

3 MNAs became independent

Mr. Harold LeBel,
Member for Rimouski,
December 15, 2020

Mr. Denis Tardif,
Member for Rivière-du-Loup–Témiscouata,
December 17, 2020

Mr. Louis-Charles Thouin,
Member for Rousseau,
March 30, 2021

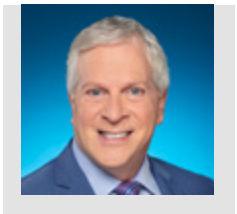
President and Vice-presidents of the National Assembly

President of the National Assembly

The President of the National Assembly has three key roles: presiding over sittings and mediating parliamentary debates, overseeing the Assembly's administrative services, and representing the National Assembly. In his administrative capacity, the President ensures that the parliamentary administration meets the needs of its Members and the people of Québec.

The President also represents the National Assembly, raising its profile in Québec and internationally, promoting democratic values and informing the public on the work of MNAs through outreach and educational activities.

+ **www.assnat.qc.ca/president**

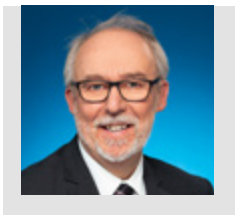


François Paradis
President
Since November 27, 2018

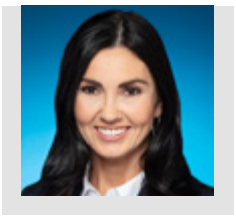
Vice-presidents of the National Assembly

As at March 31, 2021

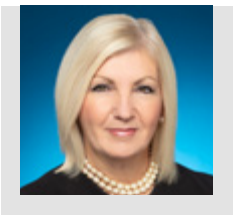
The President of the National Assembly is assisted by three vice-presidents, who may replace him in the event he is absent or has an impediment. These three Members, appointed by the Assembly, preside over certain parliamentary sittings and support the President in his administrative duties.



Marc Picard
Member for Chutes-de-la-Chaudière
First Vice-President
Since November 27, 2018



Chantal Soucy
Member for Saint-Hyacinthe
Second Vice-President
Since November 27, 2018



Maryse Gaudreault
Member for Hull
Third Vice-President
Since November 27, 2018

+ **www.assnat.qc.ca/fonctions**

6 decisions rendered by the President and the Vice-presidents of the National Assembly in 2020-2021

Office of the National Assembly

Established under the *Act respecting the National Assembly* (chapter A-23.1), the Office of the National Assembly exercises oversight, regulatory and approval functions.

The Office also performs other duties entrusted to it by the Assembly. It approves budget estimates, makes decisions relating to the administrative management of the National Assembly, and regulates expenditures and allowances allocated to Members and House Officers to perform their parliamentary functions.

For the duration of the 42nd legislature, the Office is made up of the President, six Members of the Government party, three Members of the Official Opposition, one Member of the Second Opposition party and one Member of the Third Opposition party.

Composition of the Office

As at March 31, 2021

PRESIDENT

- François Paradis

MEMBERS

Coalition avenir Québec (6)

- Eric Lefebvre (Arthabaska)
- Geneviève Hébert (Saint-François)
- Mario Laframboise (Blainville)
- Lise Lavallée (Repentigny)
- Sylvain Lévesque (Chauveau)
- Donald Martel (Nicolet-Bécancour)

Québec Liberal Party (3)

- Gaétan Barrette (La Pinière)
- David Birnbaum (D'Arcy-McGee)
- Marwah Rizqy (Saint-Laurent)

Québec solidaire (1)

- Ruba Ghazal (Mercier)

Parti québécois (1)

- Véronique Hivon (Joliette)

SUBSTITUTE MEMBERS

Coalition avenir Québec (6)

- Mario Asselin (Vanier-Les Rivières)
- Gilles Bélanger (Orford)
- Sylvie D'Amours (Mirabel)
- Stéphanie Lachance (Bellechasse)
- Mathieu Lévesque (Chapleau)
- Jean-François Simard (Montmorency)

Québec Liberal Party (3)

- Enrico Ciccone (Marquette)
- Paule Robitaille (Bourassa-Sauvé)
- Filomena Rotiroti (Jeanne-Mance–Viger)

Québec solidaire (1)

- Gabriel Nadeau-Dubois (Gouin)

Parti québécois (1)

- Méganne Perry Mélançon (Gaspé)

THE OFFICE OF THE NATIONAL ASSEMBLY AT A GLANCE

71

decisions adopted by the Office

22

regulations tabled in the National Assembly

Among these decisions:

That of disclosing annually the expense reports of MNAs beginning with the 2020-2021 fiscal year

10 meetings held

+ http://www.assnat.qc.ca/en/abc-assemblee/ban/index.html

Parliamentary proceedings

The business, discussions and debates in the National Assembly Chamber and on parliamentary committees are known collectively as "parliamentary proceedings." These proceedings follow the calendar set out in the Assembly's Standing Orders. There are two distinct periods during which the Assembly sits to conduct parliamentary business: spring and fall. Each sessional period comprises weeks of ordinary hours of meeting followed by weeks of extended hours of meeting. Weeks are also set aside for riding work, and neither the Assembly nor committees may sit at this time.

Debates in the National Assembly of Québec follow specific rules of procedure derived from the British parliamentary tradition. Parliamentarians must also obey rules of conduct and observe decorum.

Ordinary and extraordinary sittings

In parliamentary language, each day of deliberations is a sitting. Ordinary sittings are those held in accordance with the parliamentary calendar and hours of meeting provided for in the Standing Orders; extraordinary sittings are held outside regular sitting periods, at the request of the Premier.

Each sitting of the National Assembly is divided into two periods: Routine Proceedings and Orders of the Day.

67
ordinary sittings

362 hr. 57 min.

No extraordinary sittings

Routine Proceedings

The period known as Routine Proceedings serves mainly to provide parliamentarians with information, particularly from the government.

At this stage, bills are introduced, making them public, and the Oral Questions and Answers period is held.

ROUTINE PROCEEDINGS AT A GLANCE

636
statements by Members

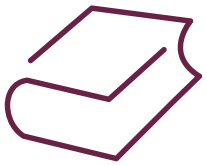
0
statements by Ministers

57
bills introduced, including:

32
Government bills

16
Private Members' public bills

9
Private bills



945 DOCUMENTS TABLED

Replies to the 94 written questions placed on the Order Paper and Notices	74
Pétitions tabled	
Number of petitions tabled	108
Number of signatures gathered	228,849
Number of replies tabled	109
Annual reports (government departments and public bodies)	277
Decisions of the Office of the National Assembly	22
Committee reports	94
Other documents	261

Oral Questions and Answers

Statistics for the Oral Questions and Answers period are calculated based on the parliamentary calendar for spring and fall 2020. These are not statistics for the fiscal year.

Period	Main questions	Supplementary questions	Hours spent
Spring 2020	232	444	17 hr.
Fall 2020	336	641	24 hr. 11 min.

+ **http://www.assnat.qc.ca/en/travaux-parlementaires/documents-deposes.html**

Orders of the Day

The period known as Orders of the Day is dedicated primarily to the consideration of bills. This is also when all other substantive debates, such as the business of opposition Members, is brought before the Assembly.

ORDERS OF THE DAY AT A GLANCE

6
Debates on Reports from Committees

16
Orders of Business Standing in the Name of Members in Opposition

1
Approval of an international commitment

78
Debates Upon Adjournment

38
Bills passed, 76.3% unanimously

33
Government bills passed, 72.7% unanimously

5
Private bills passed, all unanimously

+ **http://www.assnat.qc.ca/en/travaux-parlementaires/projets-loi/projets-loi-42-1.html**

Parliamentary committees

Parliamentary committees are work groups composed of a set number of MNAs who examine issues within the committee's particular area of competence and carry out other mandates assigned by the National Assembly. Committees are the ideal forum for the clause-by-clause consideration of bills, oversight of government activity and public consultations on topical societal issues in Québec.

The National Assembly has eleven standing parliamentary committees. Of these, the nine sectorial committees specialize in a particular area of government activity, while the two "horizontal" committees—the Committee on the National Assembly and the Committee on Public Administration—have a broader purview.

The Select Committee on the Sexual Exploitation of Minors was dissolved after having tabled its report in the National Assembly, on December 3, 2020. On a motion carried by the National Assembly on March 31, 2021, a select committee was created to examine the issues related to extending medical aid in dying to persons who are incapable of caring for themselves and those who are suffering from mental illness.

PARLIAMENTARY COMMITTEES AT A GLANCE

PARLIAMENTARY COMMITTEES	SITTINGS				PUBLIC CONSULTATIONS 29 special consultations, including 27 on bills		COMMITTEE REPORTS	
	Public sittings	Deliberative meetings	Total number of sittings	Total number of hours	Number of witnesses heard[1]	Number of briefs submitted	Number of reports tabled	Number of recommendations
Committee on the National Assembly (CAN)	-	-	-	-	-	-	-	-
Committee on Public Administration (CAP)	4	13	17	23 hr. 45 min.	8	-	2	14
Committee on Agriculture, Fisheries, Energy and Natural Resources (CAPERN)	17	1	18	57 hr. 41 min.	21	30	-	-
Committee on Planning and the Public Domain (CAT)	32	2	34	136 hr. 48 min.	28	37	1	4
Committee on Culture and Education (CCE)	19	5	24	67 hr.	15	20	1	20
Committee on Labour and the Economy (CET)	31	1	32	126 hr. 3 min.	58	104	-	-
Committee on Public Finance (CFP)	53	9	62	217 hr. 31 min.	85	123	-	-
Committee on Institutions (CI)	56	1	57	259 hr. 17 min.	105	134	1	-
Committee on Citizen Relations (CRC)	25	7	32	80 hr. 21 min.	30	48	-	-
Committee on Health and Social Services (CSSS)	21	12	33	71 hr. 52 min.	14	12	1	17
Committee on Transportation and the Environment (CTE)	54	2	56	245 hr. 29 min.	44	62	-	-
Select Committee on the Sexual Exploitation of Minors (CSESM)	1	19	20	45 hr. 10 min.	6	6	1	58
TOTAL	313	72	385	1,330 hr. 57 min.	414	576	7	113

+ **www.assnat.qc.ca/commissions**

[1] Number of witnesses (departments and public bodies): Please note that a person or organization heard more than once in the context of different mandates will be counted for each of their appearances.

Consideration of bills

The consideration of bills is the mandate that most occupies Québec's MNAs in sectorial committees. Over the past ten years, committees have spent, on average, 63.6% of their time considering bills.

CONSIDERATION OF BILLS IN PARLIAMENTARY COMMITTEE AT A GLANCE

80.1%

of committee time spent considering bills, holding public consultations and giving clause-by-clause consideration to bills

31

Government bills and

2

private bills considered in committee

242

sittings spent on the consideration of bills, including

70

sittings spent on consultations

2,437 sections examined

911 amendments considered, with **647** adopted

The bills considered by the parliamentary committees included the following topics:

- Protection of personal information
- Target benefit pension plans
- Protection of persons from conversion therapies
- Cultural heritage
- Justice accessibility and efficiency
- Assisted procreation
- Occupational health and safety
- Communication of personal information to the families of Indigenous children who went missing or died

54 virtual sittings

- **31** spent on special consultations and other types of hearings
- **23** deliberative meetings

2,676

online comments submitted by citizens, on

42

committee orders and bills

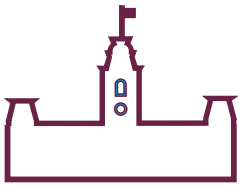
PARLIAMENTARY COMMITTEES	TOTAL NUMBER OF HOURS[1]	PUBLIC BILLS			PRIVATE BILLS		
		Number	Number of sections	Number of amendments adopted	Number	Number of sections	Number of amendments adopted
Committee on the National Assembly (CAN)	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Committee on Public Administration (CAP)	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Committee on Agriculture, Fisheries, Energy and Natural Resources (CAPERN)	48 hr. 44 min.	3	231	52	-	-	-
Committee on Planning the Public Domain (CAT)	120 hr. 13 min.	2	143	65	1	2	-
Committee on Culture and Education (CCE)	48 hr. 39 min.	1	113	74	1	3	2
Committee on Labour and the Economy (CET)	106 hr. 58 min.	3	327	20	-	-	-
Committee on Public Finance (CFP)	189 hr. 30 min.	6	600	129	-	-	-
Committee on institutions (CI)	224 hr. 21 min.	7	608	91	-	-	-
Committee on Citizen Relations (CRC)	52 hr. 59 min.	3	57	38	-	-	-
Committee on Health and Social Services (CSSS)	39 hr. 11 min.	2	53	26	-	-	-
Committee on Transportation and the Environment (CTE)	235 hr. 19 min.	4	300	150	-	-	-
Select Committee on the Sexual Exploitation of Minors (CSESM)	n/a	n/a	n/a	n/a	n/a	n/a	n/a
TOTAL	1,065 hr. 54 min.	31	2,432	645	2	5	2

[1] The total number of hours includes consultations on public and private bills.

Parliamentary oversight

Another important responsibility of parliamentary committees is overseeing government activities. Through such actions as examining estimates of expenditure, interpellations, supervising public bodies and executing other orders mandated by legislation, parliamentary committees enjoy special powers to provide enhanced oversight of the public service.

PARLIAMENTARY OVERSIGHT AT A GLANCE



8
Witnesses (departments and public bodies) heard by the Committee on Public Administration

29 sittings to examine the budget estimates

11 Interpellations in committees, during which Ministers were heard on subjects chosen by the opposition parties

Publication of

2

reports by the Committee on Public Administration containing

14

recommendations on the accountability of deputy ministers and heads of public bodies

10.5%

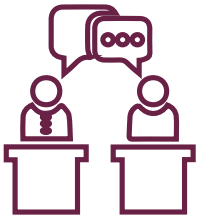
of total time spent on committee work related to parliamentary oversight

14 virtual sittings held in **6** sectorial committees in spring 2020 allowing opposition parties to question Ministers on the management of the pandemic

Other orders

Parliamentary committees spend the remainder of their time on various mandates under orders of the National Assembly or on their own initiative.

OTHER COMMITTEE ORDERS AT A GLANCE



Holding of special consultations and public hearings on digital contact notification applications, their relevance and usefulness and, if applicable, the conditions for making them socially acceptable in the fight against COVID-19

Creation of the Select Committee on the Evolution of the Act respecting end-of-life care

2 orders of initiative carried out on:

- the alarming increase in the use of psychostimulants in children and young people in connection with attention deficit hyperactivity disorder
- the future of the news media

Parliamentary diplomacy

Through parliamentary diplomacy, Québec MNAs actively work to extend the influence of the National Assembly around the world. One aim of these international activities is to make the National Assembly a more modern, open institution that better supports parliamentarians in their duties while promoting sectors of excellence in Québec society. The many virtual activities carried out during the year have enabled strong links to be maintained with several parliaments.

PARLIAMENTARY DIPLOMACY AT A GLANCE

60 interparliamentary and cooperation activities, held virtually	3 meetings with diplomats and members of the consular corps
52 parliamentarians taking part in interparliamentary relations activities, 54% of whom were women	44 multilateral activities, held virtually

As part of interparliamentary activities, Québec MNAs had the opportunity to exchange views with their counterparts on health issues as well as on the conduct of parliamentary business in a pandemic context. They also studied more than twenty topics of interest to Québec, many of which were directly related to parliamentary work:

- The new rules for the conduct of proceedings of a parliament in a time of pandemic
- Dropping out of school
- Good practice in information security
- Cyberviolence against women and children
- The state of the food, health and economic consequences of the COVID-19 crisis
- Education in times of health crisis
- Misinformation relating to health
- The US government's tariffs imposed on Canadian aluminium
- Impacts of the COVID-19 pandemic on the transportation sector
- Batteries and energy storage
- Perfluoroalkyl substances pollution of the St. Lawrence and the Great Lakes
- The latest developments in the North American power grid
- The transition to teleworking

MULTILATERAL ACTIVITIES

Member of 5 multilateral organizations

Participant in 44 activities hosted by interparliamentary organizations, including 10 by United States organizations

BILATERAL ACTIVITIES

16 partner parliaments

12 bilateral activities, including a videoconference of the France-Québec Interparliamentary Committee on digital education, in which 5 French parliamentarians and 4 Québec parliamentarians as well as 4 experts took part.

INTERPARLIAMENTARY COOPERATION

In addition to its extensive diplomatic network, the National Assembly has developed broad services in the field of interparliamentary cooperation. These services contribute to strengthening the institutional capacity of parliaments.

4 cooperation activities

20 participants in the Leadership Workshop for Women Parliamentarians

3 working meetings with the National Assembly of Burkina Faso and the Haitian Parliament

+ **http://www.assnat.qc.ca/en/diplomatie/index.html**

Training for MNAs and political staff

PARLIAMENTARIAN AND POLITICAL STAFF TRAINING AT A GLANCE

34
training sessions for MNAs and their staff

- Continuation of training sessions on managing situations of incivility, conflict and harassment, to ensure that all **125** parliamentarians of the current legislature have received these training courses since their inception in December 2008
- Other training sessions offered on request on various subjects such as the disclosure of Members' expenses, but also on the end of the fiscal year, the presentation of the Library's services, the functioning of the National Assembly and of the parliamentary committees
- Conference on diversity and inclusion offered to all administrative and political staff of the National Assembly

Training and educational activities organized by the Cercle des femmes parlementaires

The Cercle des femmes parlementaires, established in 2010, is a forum for female MNAs from all parties to gather and reflect on their shared experiences. Its aim is to better equip women to play their roles of legislators and overseers of Government action.

To achieve this, the Cercle holds training and educational activities, some for Cercle members only and others for all parliamentarians.

THE CERCLE DES FEMMES PARLEMENTAIRES TRAINING ACTIVITIES AT A GLANCE

1
conference on mentoring presented virtually

+ **http://www.assnat.qc.ca/en/deputes/cerclefemmes/index.html**

Members' payroll, allowances and expenses

The remuneration of Members of the National Assembly includes their base salaries and various allowances to cover expenses incurred in the performance of their duties.

APPROPRIATIONS (IN THOUSANDS OF DOLLARS)	2020-2021	2019-2020
PAYROLL		
Regular remuneration (includes the basic allowance and additional allowances for parliamentary duties)	13,940.9	13,709.0
ALLOWANCES		
Allowances for expenses, attendance and travel In their ridings and elsewhere in Québec (includes the increase to offset the fact that allowances for expenses and travel in their ridings and elsewhere in Québec are now taxable, federally, effective January 1, 2019)	4,608.1	4,787.9
Transition allowance[1] (including allowance paid when a Member leaves)	395.2	-
Travel from riding to Parliament Building	518.8	715.0
Accommodation in or around Québec City	1,630.4	1,641.1
Additional allowance for the purchase of office furniture and equipment during the first and fourth terms of office	36.4	74.5
Additional allowance for the purchase of office furniture and equipment for new ridings	-	1.8
Riding office operating expenses	7,666.0	8,439.3

EXPENDITURES	Political staff 2020-2021	Office staff of Ministers 2020-2021	Total 2020-2021	Political staff 2019-2020	Office staff of Ministers 2019-2020	Total 2019-2020
Payroll	15,007.0	9,075.7	**24,082.7**	14,778.2	8,221.0	**22,999.2**
Travel expenses	81.0	330.1	**411.1**	410.1	425.5	**835.6**
Political party and independent Members research services			**2,347.9**			**2,580.7**

+ **http://www.assnat.qc.ca/en/abc-assemblee/fonction-depute/indemnites-allocations.html**

[1] An expense was recorded in 2020-2021, as the provision that had been calculated in 2018 was insufficient.

Political staff

Under the *Act respecting the National Assembly* (chapter A-23.1), the Office of the National Assembly establishes by regulation the standards and scales according to which the staff of an MNA or of a Minister's office are recruited, appointed and remunerated. The working conditions of other political staff, such as political attachés, advisors, support staff, researchers and executive assistants are also established by the Office, by regulation.

As at March 31, 2021, 472 people were employed by MNAs and House ministers on Parliament Hill and in riding offices. The number for March 31, 2020, was 468.

PARLIAMENTARY ADMINISTRATION

Mission, vision and values of the parliamentary administration

Mission

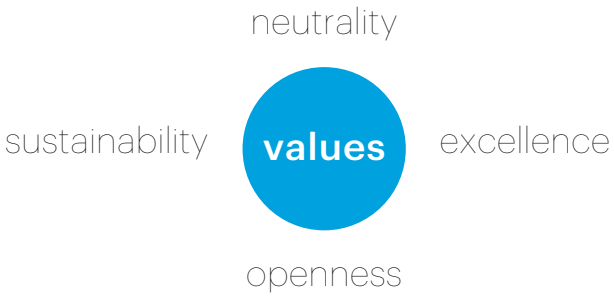
The National Assembly administration ensures that MNAs work under the best possible conditions and have the services they need to carry out their responsibilities to the fullest. It promotes democracy and raises the Assembly's profile by making the institution better known to the people of Québec.

Vision

The National Assembly administration is reputed for the high quality of its services. It employs state-of-the-art parliamentary and administrative practices, and assists elected representatives in their dialogue with the people.

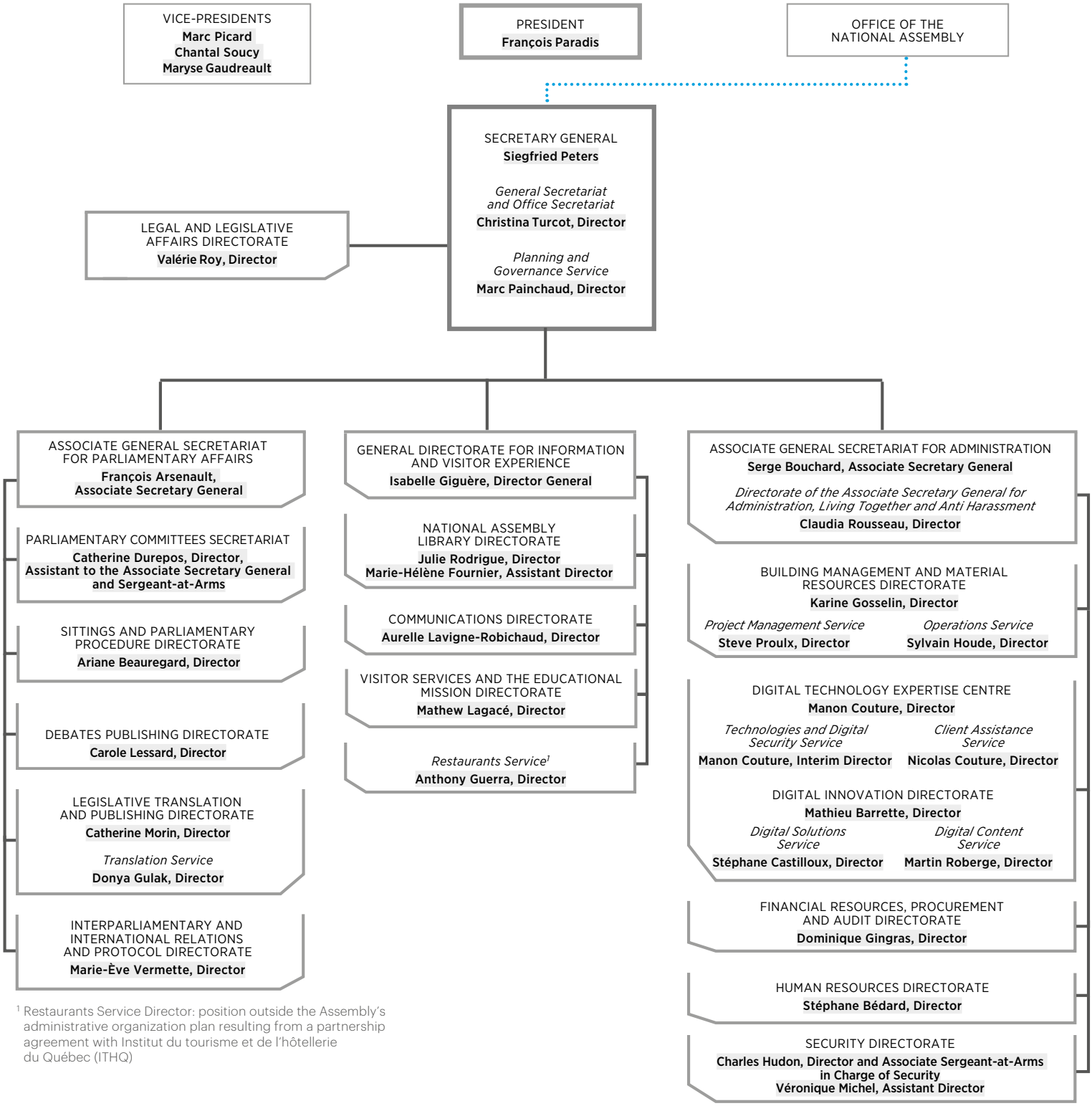
Values

The National Assembly administration adheres to the Québec public service's statement of values, which is based on competence, impartiality, integrity, loyalty and respect. In the parliamentary context, it embraces the following values as well:



Administrative organization

AS AT MARCH 31, 2021



[1] Restaurants Service Director: position outside the Assembly's administrative organization plan resulting from a partnership agreement with Institut du tourisme et de l'hôtellerie du Québec (ITHQ)

Administrative activities and services

Welcoming the public

With its reception pavilion, the National Assembly embodies the concept of the "people's house." Our new facilities, public programming and visitor experience make us a destination of note for the people of Québec and for those visiting Québec City.

THE PEOPLE'S HOUSE AT A GLANCE

For public health reasons, the Parliament Building was closed to external visitors beginning on March 13, 2020. Since then, visitors (citizens, tourists, and organized groups, etc.) have not been allowed to enter. Only witnesses taking part in certain parliamentary committees have been granted access.

PUBLIC PROGRAMMING

A range of activities offered to the general public: events, exhibitions and artistic presentations.
Some activities were cancelled or modified due to the closing of the Parliament.
Others, however, were specifically planned with the pandemic in mind.

45

eligible projects received in the first call for projects from the general public

REVIEW OF THE 11 PUBLIC ACTIVITIES HELD VIRTUALLY OR EXTERNALLY

Dates	Activities
August 31, 2020 (filming) September 16 to 20, 2020 (broadcast)	Québec City Film Festival (FCVQ) Taping of interviews with artisans of Québec cinema in the agora Interviews broadcast during the FCVQ virtual event
May 4, 2020, September 21, 2020 October 5, 2020, November 2, 2020 December 7, 2020, February 8, 2021 March 1, 2021	Workshops for the general public *Comment ça marche? (How does it work?)* *(Facebook live)*
September 11, 2020	Inauguration of the work of art *Sommet de la montagne* on the forecourt, in partnership with EXMURO and Ville de Québec
September 23, 2020, to September 20,2021	Exhibition *La plume et le verbe* (Library)
December 19, 2020, to January 1, 2021: broadcast of the Christmas story on all platforms	*Les araignées de Noël*, by storyteller Steve Bernier

Library

The Library of the National Assembly stores, organizes, develops and distributes collections that contribute to the political and parliamentary life of Québec. It serves its priority clientele by providing reliable, unbiased information and analysis, and reaches a wider audience by offering access to its rich documentary and archival heritage.

THE LIBRARY AT A GLANCE

Supporting the work of parliamentarians

- 3,456 inquiries and research requests
- 429 requests completed by the Research Department
- 3,646 documents loaned
- 586 document management requests

An open, living library

- 1,021,859 Web page views from the catalogue or thematic guides
- 11,770 pages of parliamentary debates indexed
- 3,124 new titles added to the collections
- 7,814 new records added to the catalogue
- 941 new publications reported in the list of new releases, including 506 about COVID-19

18th annual political book prize

2020 | 18e ÉDITION

PRIX DU LIVRE POLITIQUE DE L'ASSEMBLÉE NATIONALE DU QUÉBEC

Prix de la présidence de l'Assemblée nationale

Denyse Baillargeon: *Repenser la nation. L'histoire du suffrage féminin au Québec* – Éditions du remue-ménage

Prix de la Fondation Jean-Charles-Bonenfant (doctoral thesis)

Yuxi Liu: *Les relations transnationales entre le Québec et la Chine populaire (1960-1980): acteurs, savoirs et représentations* – Université du Québec à Montréal and Université d'Angers (cotutelle thesis)

Prix de la Fondation Jean-Charles-Bonenfant (master's thesis)

Katryne Villeneuve-Siconnelly: *L'instable, le réalisme et le radical. L'intégration institutionnelle de partis nationalistes antisystèmes* – Université Laval

Prix du Ministère des Relations internationales et de la Francophonie du Québec/Ministère de l'Europe et des Affaires étrangères

Yuxi Liu: *Les relations transnationales entre le Québec et la Chine populaire (1960-1980): acteurs, savoirs et représentations* – Université du Québec à Montréal and Université d'Angers (cotutelle thesis)

+ **www.assnat.qc.ca/bibliotheque**

Boutique

The National Assembly's gift shop, La Boutique, now conveniently located officially in the reception pavilion, opened its doors on June 1, 2019. Its new location features an attractive new design that enhances product visibility. La Boutique is a showcase for made-in-Québec art and gift items selected for their quality and originality. La Boutique was closed to the public in March 2020, but remained open to parliamentarians and staff of the National Assembly.

LA BOUTIQUE AT A GLANCE

BOUTIQUE

76%
of La Boutique products are made in Québec

52
Québec artisans are represented

Featuring craftworks from

15

of the 17 administrative regions of Québec

+ http://www.assnat.qc.ca/en/visiteurs/boutique-assemblee/index.html

Educational Mission

The National Assembly's educational programs team contributes to developing a more responsible, better informed and more engaged citizenry with a stronger attachment to its democratic institutions. In collaboration with the Jean-Charles Bonenfant Foundation, the National Assembly organizes a number of outreach activities at the Assembly, virtually and remotely, and in schools, for youth, teachers of all grade levels and the general public.

The National Assembly also dispenses training sessions for those interested in the rules of parliamentary debate and the workings of Parliament, notably through a course on parliamentary law and procedure that has been offered at Université Laval for 17 years. The Assembly also offers a legislative drafting clinic, which allows students to undertake training in legislative drafting and provides the opportunity to draft bills as part of the Student Forum.

EDUCATIONAL ACTIVITIES AT A GLANCE

NEW

faites vos commissions

Participation of 24 young people aged 17 to 21 in a 100% virtual parliamentary simulation

NEW

camp de jour citoyen

Participation of 97 young people aged 8 to 15 introduced to democracy, public speaking and leadership

comment ça marche? ateliers grand public

7 virtual sessions

415 participants

NEW

comment ça marche sur la route

47 training courses given to staff of government departments and public bodies

1,124 participants

NEW

C'est quoi TON projet?

Participation of 14 elementary and secondary school class groups, representing approximately 380 participants, in a bill competition

PAR ICI LA DÉMOCRATIE

1,508 Subscribers

Average of 20,505 monthly visitors

NEW
Live quizzes on Facebook

2 Tournoi des jeunes confinés – 2 Les Têtes à Papineau

5 Jean-Charles-Bonenfant Foundation bursary interns: Félix Bélanger, Sandrine Jouis, Anne Leblanc, Olivier Montreuil, Charles Morissette

1,908 young people, accompanying adults and members of the public took part in educational activities or in a virtual parliamentary simulation

VOX POPULI TA DÉMOCRATIE À L'ÉCOLE !

169 member schools

2,432 participating students

76 workshops in schools

voxpopuli.quebec/
+ www.paricilademocratie.com/
+ www.fondationbonenfant.qc.ca
+ http://www.assnat.qc.ca/carrieres/en/

Participation of 14 undergraduate students in the internship program for student pages

Restaurants

The Le Parlementaire restaurant has been open to the public for over fifty years and has served Québec parliamentarians for over a century. Le Parlementaire's "little brother," the Café du Parlement, is the perfect option for persons with little time to eat.

In order to make the restaurant Le Parlementaire a must-see destination in Québec and with a view to maintaining the infrastructure, renovations were carried out on the premises. These renovations were completed in spring 2020.

The restaurants of the National Assembly are proud to showcase Québec specialities, with menus that change with the seasonal offerings of the province's producers. In summer, produce harvested from the garden on the National Assembly grounds is also included in the dishes meticulously prepared by the Assembly's restaurant team.

OUR RESTAURANTS AT A GLANCE

1,235

takeaway meals were sold at the Café du Parlement

Addition of a takeaway service at the Café du Parlement

Obtention, for the second consecutive year, of the ***Aliments du Québec au menu*** certification. This official certificate recognizes restaurants that promote Québec products on their menus.

+ **http://www.assnat.qc.ca/en/visiteurs/restaurants/index.html**

Recording and television broadcasting of parliamentary proceedings and press activities

The Digital Content Service is responsible for recording parliamentary proceedings, press events and institutional activities. These activities and proceedings are then broadcast on the National Assembly Channel and posted on the website.

The Service also produces multimedia content to fulfill the institution's mission and publicize the democratic process.

RECORDING AND TELEVISION BROADCASTING AT A GLANCE

558
press activities, representing

an increase of 55%

1,923
hours of parliamentary proceedings and press activities recorded[1]

31 virtual hearing sessions in parliamentary committees

96 sessions of witnesses heard by videoconference

62 sittings in parliamentary committees recorded in two adjoined rooms

Production of the program *Regards croisés*, which offers a unique perspective from former parliamentarians on key events in the history of Québec

Production of the video clips *Les coulisses du Protocole*, which demystify the rules of protocol

Recorded or produced content per year	Multimedia productions	Press events	Video excerpts
2020-2021	126	558	2,020
2019-2020	90	358	2,211

[1] Parliamentary work halted due to the pandemic between April 1 and April 24, 2020. The calendar of proceedings was reduced by the various special orders. No institutional activities recorded by the Digital Content Service.

+ **http://www.assnat.qc.ca/en/video-audio/en-direct-webdiffusion.html**

Journal des débats

The *Journal des débats* (Hansard) provides a faithful written record of all that is said, in French or in English, during parliamentary proceedings and press activities.

Certain special events may also be transcribed with the approval of the Secretary General.

THE *JOURNAL DES DÉBATS* AT A GLANCE

58,923

online page views of the *Journal des débats* index

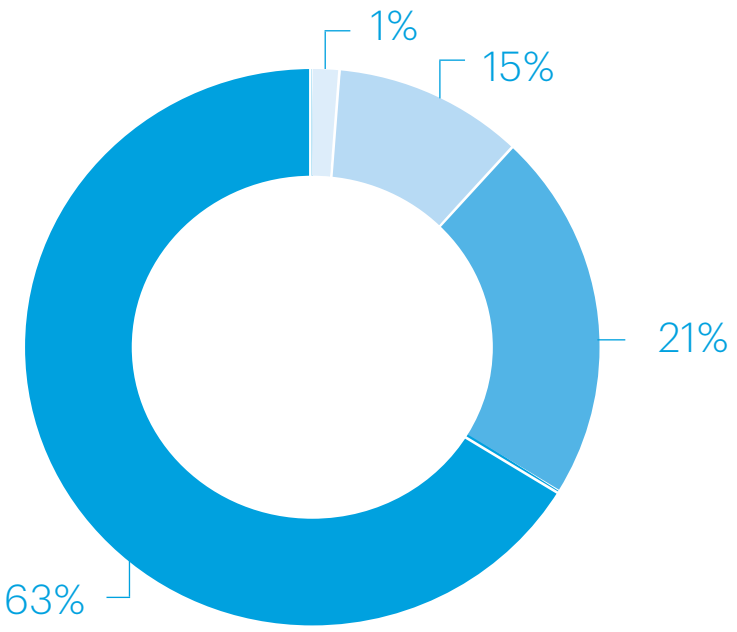
1,822 hr. 29 min.

of parliamentary debates transcribed, revised, edited and laid out

23%

reduction in the number of hours of events transcribed, as compared to 2019-2020

Percentage of time spent on parliamentary proceedings and press activities



+ http://www.assnat.qc.ca/en/travaux-parlementaires/journaux-debats.html

Legislative translation and publishing

All bills are translated so they can be introduced in the National Assembly in French and English. The same applies to amendments adopted during the legislative process, whether they are proposed in French or English. Statutes are published in the Annual Volume of the Statutes of Québec and on the Publications du Québec website.

In addition to its mandate to translate and publish laws, the Legislative Translation and Publishing team provides translation services to the administrative units of the National Assembly, the Lieutenant-Governor of Québec and the officers of the National Assembly.

LEGISLATIVE TRANSLATION AND PUBLISHING AT A GLANCE	
Translation of 57 bills introduced in the National Assembly	Publishing of 4,703 pages of bills and statutes, in French and English
Translation of 230 texts from the 12 administrative units of the National Assembly	

+ **http://www.assnat.qc.ca/en/publications/fiche-recueil-annuel-lois.html**

Security

The Security Directorate ensures the protection of persons and the security of buildings and premises occupied by parliamentarians and the administration. To this end, it develops and implements measures relating to the physical safety of persons and the prevention of accidents and fires, and plans emergency operations. It also plays an advisory role with respect to the security measures prioritized by the authorities of the National Assembly.

SECURITY AT A GLANCE	
Implementation of a new security measure, namely double identification at the west and east entrances of the parliamentary precinct	Implementation of security measures for persons involved in the **137** demonstrations held near the Parliament Building

Resources used

Use of financial resources

APPROPRIATIONS* (IN THOUSANDS OF DOLLARS)	2020-2021	2019-2020
General Secretariat and Legal and Parliamentary Affairs		
General Secretariat and Legal Affairs		
General Secretariat and Office Secretariat Directorate	1,549.8	1,364.3
Legal and Legislative Affairs Directorate	782.1	1,049.5
	2,331.9	**2,413.8**
Parliamentary Affairs		
Associate General Secretariat for Parliamentary Affairs**	349.1	913.7
Sittings and Parliamentary Procedure Directorate	1,113.7	979.6
Parliamentary Committees Directorate	1,244.2	416.0
Debates Publishing Directorate	1,862.7	1,893.1
Legislative Translation and Publishing Directorate	556.6	512.9
Interparliamentary and International Relations and Protocol Directorate	2,042.7	2,828.0
Select Committee on the Sexual Exploitation of Minors	9.0	48.9
	7,178.0	**7,592.2**
Associate General Secretariat for Administration, Institutional Affairs and Library of the National Assembly		
Institutional Affairs and Library of the National Assembly		
General Directorate for Information and Visitor Experience***	17.6	-
Restaurants Service****	1,370.4	2,130.7
National Assembly Library Directorate	5,219.5	5,241.9
Communications Directorate*****	1,981.0	2,071.4
Visitor Services and the Educational Mission Directorate*****	1,561.9	2,557.3
	10,150.4	**12,001.3**
Administrative Affairs and Security		
Associate General Secretariat for Administration**	446.7	430.3
Building Management and Material Resources Directorate	9,182.5	8,938.8
Digital Technology Expertise Centre	11,865.5	9,447.3
Financial Resources, Procurement and Audit Directorate	2,218.2	2,140.1
Human Resources Directorate	12,075.4	11,691.0
Security Directorate	6,057.7	6,385.4
	41,846.0	**39,032.9**
Administrative sector total	**61,506.3**	**61,040.2**
Statutory services for parliamentarians	**65,267.7**	**68,717.0**
Capital expenditure appropriations and advances	**10,454.0**	**9,549.1**
Appropriations used	**137,228.0**	**139,306.3**
Amortization of fixed assets	**6,015.0**	**3,523.5**

* The appropriations used include fixed assets, salaries, operating expenses, transfers and advances. Figures are subject to change until the official close of the government's fiscal year.

** On Tuesday, December 8, 2020, Mr. François Arsenault, Director General for Parliamentary Affairs, and Mr. Serge Bouchard, Director General for Administration, were appointed Associate Secretary Generals unanimously by the Members of the National Assembly. Subsequently, on February 18, 2021, the administrative organization plan (POA) was adopted by the Office of the National Assembly (decision 2141) to reflect this change.

*** A new general directorate was created and comprises communications, the Library, activities in relation to visitor experience and restaurants.

**** Through decision 2142 on February 18, 2021, the Restaurants Service was transferred to the administrative affairs sector and Security to the institutional affairs sector and the Library. The current year expenditure includes an amount of 1,287.3 thousands of dollars, which was charged to administrative affairs rather than to institutional affairs. Similarly, the comparative figure is for expenditure that was submitted in 2019-2020 for the administrative affairs sector.

***** Last year, data from these two directorates were combined for presentation purposes.

Use of human resources

As at March 31, 2021, the administrative sector had a total of 675 employees, including 488 regular employees and 187 casual employees.

As at March 31, 2020, the total number of employees in this sector was 701.

ADMINISTRATIVE SECTOR WORKFORCE BY JOB CATEGORIES AT A GLANCE		
Job categories	**As at March 31, 2021**	**As at March 31,2020**
Supervisory staff	5.6%	5.7%
Professionals	37.5%	32.8%
Public servants	42.4%	46.1%
Workers	6.8%	7.4%
Peace officers	7.7%	8.0%

Regular and casual personnel

Distribution by gender		
	As at March 31, 2021	As at March 31, 2020
Women	49.9%	50.9%
Men	50.1%	49.1%

Distribution by age		
	As at March 31, 2021	As at March 31, 2020
Under 35	17.9%	20.4%
35 and over	82.1%	79.6%

Workforce management and control

Distribution of the workforce in paid hours								
Job categories	2020-2021				2019-2020			
	Hours worked [1]	Hours of overtime [2]	Total hours paid [3] = [1] + [2]	Total transposed FTEs* [4] = [3]/1,826.3	Hours worked [1]	Hours of overtime [2]	Total hours paid [3] = [1] + [2]	Total transposed FTEs* [4] = [3]/1,826.3
1. Supervisory staff	69,377	195**	69,572	38.1	62,512	131**	62,643	34.3
2. Professional staff	423,597	6,679	430,276	235.6	401,279	7,875	409,154	224.0
3. Office, technical and related staff	515,990	2,626	518,616	284.0	542,818	7,129	549,947	301.1
4. Workers, maintenance and service staff	66,715	268	66,983	36.7	115,697	1,409	117,106	64.1
5. Peace officers	97,741	1,333	99,074	54.2	103,680	7,307	110,987	60.8
Total	**1,173,420**	**11,101**	**1,184,521**	**648.6**	**1,225,986**	**23,851**	**1,249,837**	**684.3**

* Transposed full-time equivalent (FTE).

** The overtime hours shown in the table are those worked prior to an employee's appointment to a management position. They are paid at the time of appointment. Otherwise, no overtime is payable to a manager.

The number of authorized paid hours for 2020-2021 is 1,380,000.

Distribution of staff at the National Assembly			
Directorate	Number of regular employees	Number of casual employees	Total number of employees
Office of the Secretary General	12	1	13
Legal and Legislative Affairs Directorate	7	1	8
Associate General Secretariat for Parliamentary Affairs	92	31	123
General Directorate for Information and Visitor Experience	113	53	166
Associate General Secretariat for Administration	264	101	365
TOTAL	**488**	**187**	**675**

Training

Breakdown of expenditures on training and professional development, by area of activity	Expenditures (in thousands of dollars)	
	2020-2021	2019-2020
Management (training for supervisory personnel)	51.9	26.0
Management (training for non-supervisory personnel)	40.3	20.6
Communications	6.5	12.2
Organizational efficiency**	20.4	3.1
Organizational knowledge*	-	10.6
Language training	2.3	4.2
Preparing for retirement	1.8	4.0
Financial assistance for education	4.1	6.0
Information technology	14.5	7.5
Health and safety**	1.2	5.6
SPECIALIZATIONS		
Law	0.7	0.1
Building management	4.5	1.6
Financial resources	6.0	4.5
Human resources	7.6	7.2
Legislative translation and publishing	0.5	-
Business architecture	0.2	-
Security	5.9	5.2
Other	11.6	2.0
TOTAL	**180.0**	**120.4**

* In-house training given by National Assembly staff.
** Multiple training sessions given internally by National Assembly staff.

Changes in expenditures on training

Breakdown of expenditures on training	2020	2019
Proportion of total payroll (%)*	0.62%	1.27%
	2020-2021	**2019-2020**
Average number of training days per person	1.32	1.31
Minimum amount allocated per person	$256.59	$168.22
Total training days	**925**	**923**

* The proportion of total payroll is calculated by calendar year, while the other results are calculated by fiscal year.

Average number of training days, per employee, by job category	
Supervisors	2.32
Professionals	1.62
Public servants	1.03
Workers	0.02
Peace officers	2.40

Living together

Awareness campaign on respect

In 2020-2021, the National Assembly continued its preventive actions to develop and entrench a culture of respect and create a healthy and harmonious living environment for elected persons and political and administrative staff at the Parliament. Thus, from November 9 to 13, 2020, the *Ça me fait plaisir* campaign on respect and civility at work was held.

This campaign, which is part of the Action Plan on Respect at the National Assembly, was designed to be a simple and pleasant way of encouraging gestures of respect, courtesy, politeness, good manners and cooperation at work. It was intended for administrative staff, parliamentarians and their staff.

Managing situations of incivility, conflict and harassment

The National Assembly has also ensured that new employees are trained on how to manage incivility, conflict and harassment by inviting them to a mandatory training course that is already available to all employees and was offered **eight** times during the year 2020-2021.

Conference on diversity and inclusion

In an effort to provide an inclusive work environment for all, a conference on diversity and inclusion was offered on 3 occasions to all administrative and political staff of the National Assembly.

A total of 473 administrative staff members, 152 political staff members and 18 parliamentarians participated.

Action Plan for Persons with Disabilities

Since March 2021, the National Assembly has had an action plan for persons with disabilities. This plan was developed in cooperation with a working group of persons with disabilities from various directorates.

Voluntary departure rate

The voluntary departure rate includes transfers, resignations and retirements. This rate decreased in 2020-2021 compared to 2019-2020. This is due to a lower number of transfers.

Voluntary departure rate	
2020-2021	2019-2020
11.4%	12.9%

Voluntary departure rate, excluding retirements	
2020-2021	2019-2020
7.5%	9.4%

Employment equity

As it is exempt from the *Public Service Act*, the National Assembly is not required to report data on equal opportunity access to employment for target groups and women. However, out of its commitment to leading by example and exhibiting transparency, Québec's foremost institution has chosen to report data on equality and inclusion in the workplace. Like all Québec government departments and agencies, the National Assembly is increasing its efforts to ensure that all target groups are adequately represented in its regular workforce.

Representation of visible and ethnic minorities, Anglophones, Indigenous people and persons with disabilities

Hiring

The government objective is to ensure that by 2023, 25% of new hires (regular, casual, interns and students) are members of visible and ethnic minorities, Anglophones, Indigenous people or people living with a disability, for a public service that better reflects the diversity of Québec society.

HIRING FROM TARGET GROUPS AT A GLANCE

Employment status	Total number of hires 2020-2021*	Number of hires from visible and ethnic minorities	Number of Anglophones hired	Number of Indigenous persons hired	Number of persons with disabilities hired	Number of hires, members of at least one target group**	Hiring rate, members of at least one target group (%)
Regular personnel	23	1	2	0	0	2	8.7%
Casual personnel	37	3	2	0	0	5	13.5%
Students	30	1	0	0	0	1	3.3%
Interns	38	1	0	0	0	1	2.6%
TOTAL	**128**	**6**	**4**	**0**	**0**	**9**	**7.0%**

* Assignments, transfers and promotions are excluded.

** Some staff members belong to more than one target group and have been included in each of the target groups to which they belong. However, these persons are only counted once in the total.

Presence of target groups in the regular and casual workforce

The government's goal for the Capitale-Nationale region is to achieve a 12% representation rate for members of visual and ethnic minorities in the regular and casual workforce by 2023.

The target for people with disabilities is 2% of the regular workforce.

CHANGING REPRESENTATION OF PEOPLE IN TARGET GROUPS WITHIN THE REGULAR AND CASUAL WORKFORCE AT A GLANCE*		
TARGET GROUPS	**2020-2021**	**2019-2020**
Visible and ethnic minorities	6.5%	5.7%
Anglophones	2.7%	2.4%
Indigenous people	0.4%	0.4%
People with disabilities	0.7%	0.9%
TOTAL	**10.4%**	**9.4%**

* Employees who belong to more than one target group were counted only once.

Gender equality

REPRESENTATION OF WOMEN BY JOB CATEGORY AT A GLANCE	
JOB CATEGORY	**PERCENTAGE OF WOMEN**
Supervisory personnel	52.6%
Professionals	51.4%
Public servants	57.3%
Workers	26.1%
Peace officers	21.1%
TOTAL	**49.9%**

As at March 31, 2021, women represented 49.9% of the Québec National Assembly's regular and casual workforce.

Measures and actions aimed at hiring, integrating and retaining members of target groups

The National Assembly is pursuing efforts to achieve desired levels of representation for all target groups. Instilling a culture of respect and inclusiveness is one of the aims of the Assembly's 2019–2023 Strategic Plan. An action plan on diversity and inclusion is being developed to ensure that the parliamentary precinct is an inclusive environment, welcoming differences, promoting diversity and facilitating successful integration for all.

Use of information resources

The projects on which the teams worked in 2020-2021 were essentially aimed at enhancing the technological and organizational foundations of the National Assembly in order to enable the digital shift, to develop more efficient tools and to modernize certain equipment.

PROJECT	DESCRIPTION	DEADLINE	BUDGET
COVID-19	Responding to the needs arising from the pandemic	End of March 2021	$767.8
OFFICE 365 Collaboration and management of personal devices	Respond to the needs expressed regarding collaboration tools (especially Teams) Regulate the safe use of personal devices Maintain the expertise acquired and necessary for the optimal use of the new tools	End of March 2021	$927.4
Replacement of the robotic cameras in the National Assembly Room	Install high performance cameras to achieve adequate quality and framing	September 2021	$573.3
PROJECTS UNDER $500,000			
SMS notifications related to the conduct of parliamentary proceedings (alerts in the House)			$2,972.5
Management information software			
Digital tour and virtual exhibitions			
Modernization of event recording, replacement and modernization of sound recording systems and control equipment in certain rooms of the Parliament Building			
Enhanced network and desktop security for Windows			
Replacement of computer equipment and administrative tools			
Transparency of MNAs' expenses and administrative expenses			
Unified communications			
Transcript of parliamentary debates			
Redesign of the National Assembly's website and webcasting			
Workflow management and automation (BPM)S			
MNAs' digital platform			
Management of the new legislature			
Total amount of the projects			**$5,241.0**

Use of building resources

The Building Management and Material Resources Directorate plans, coordinates and oversees activities related to building management and material resources. It also provides advisory services to parliamentary authorities and supports parliamentarians and administrative units in spatial planning and building management.

BUILDING MANAGEMENT AT A GLANCE			
Projects at the Parliament Building valued at over $1 million			
Project	**Description**	**Timeline**	**Budget**
Improvement of the architectural lighting of buildings A and B	The project consisted of a new architectural lighting concept for the Parliament Building and the Pamphile – Le May Building.	Work carried out from March to November 2020	$3.9 million
Replacement of the windows of the Jean-Antoine-Panet Building	The existing windows no longer met the energy requirements and were no longer properly sealed, which in the medium term could damage the structure of the building.	Work carried out from July to November 2020	$1.8 million
Projects under $1 million			
Replacement of dry pipe sprinkler systems in attics/building A			$2.5 million total allocated for these projects
Construction of new showers/buildings A and B			
Upgrading of three elevators			
Renovation and upgrading of elevator no. 1 in the Parliament Building			

Ethics

The administrative staff of the National Assembly is subject to the rules of ethics set out in the *Public Service Act* and the Regulation respecting ethics and discipline in the public service; staff must also subscribe to the values of Québec's public administration. For this reason, the National Assembly has designated an Ethics Officer who presents the standards of ethics and professional conduct and advises managers and staff in order to promote ethical behaviour. In addition, she represents the Assembly within the network of ethics officers in the public service.

9	5	1
advisory-type requests processed and followed up	training sessions offered to new employees during the welcoming day	training offered to new student pages

Preparation of the 2021-2023 Action Plan

Access to information

Every person has the right to access information concerning him or her or administrative documents held by the National Assembly. Requests for access to documents are processed in accordance with the *Act respecting Access to documents held by public bodies and the Protection of personal information* (CQLR., chapter A-2.1), with particular emphasis on the expeditious processing of requests so that the time limits set by the Act are met.

Total number of requests received	20

Number of requests processed, according to their nature and timeframe

Processing timeframe	Requests for access to administrative documents	Requests for access to personal information	Rectification
0 to 20 days	14	2	-
21 to 30 days	2	-	-
31 days or more (if applicable)	2*	-	-
Total	18	2	-

* Time required considering the notice to third parties having to be given, all in pursuance of sections 25 and 49 of the Act.

Number of requests processed, by nature of request and decisions rendered

Decisions rendered	Requests for access to administrative documents	Requests for access to personal information	Rectification	Provisions of the Act invoked ↓
Accepted (in full)	4	0	-	Not applicable
Partially accepted	6	2	-	Sections 20, 22, 24, 29, 31, 32, 34, 37, 39, 53, 54 and 88
Rejected (entirely)	2	0	-	Sections 29, 53 and 54
Other*	6	0	-	Sections 1 and 42

* This category includes access requests for which no document corresponding to the request was held by the Assembly or for which the request was not sufficiently precise to enable the desired document to be found.

Accommodation measures and notices of review

Total number of access requests that were reasonably accommodated	0
Total number of notices of review received from the Commission d'accès à l'information	0

2019-2023 Strategic Plan results

+ http://www.assnat.qc.ca/en/publications/fiche-plan-strategique.html

ISSUE 1: Quebecers' interest and trust in their democratic institutions

DIRECTION 1: AN OPEN PARLIAMENT

In order to maintain their interest and trust in the democratic institutions, people need to identify with them and understand how they work. With this in mind, the National Assembly must continue to open its doors and to use multiple channels of communication, both to reach the greatest possible number of people and to hear their concerns.

Aim 1. A "people's house" that is welcoming

Priority 1: Become a must-see destination

Indicator	2019-2023 Target	2020-2021 Result	2019-2020 Result
Increase in the number of visitors to the Parliament Building (%)	35% increase by 2023	100% decrease. No persons visiting the Parliament Building	12% increase 120,451 visitors to the Parliament Building

Base number: 107,535 visitors in 2018-2019

The Parliament Building was closed to visitors for the entire 2020-2021 fiscal year due to the pandemic. No guided tours were offered during this period.

However, various projects were carried out and these will allow the National Assembly to consolidate its place as a must-see destination in Québec City. First of all, architectural lighting systems that highlight the ornamental richness and architectural details of the institution's buildings were put into operation. In addition, the renovation of the dining room of the Le Parlementaire restaurant was completed. Visitors will be greeted in a completely new decor when the restaurant reopens. Finally, a call for tenders was issued for the interior renovation of the National Assembly Library.

Priority 2: Partner with the community

With a view to offering a renewed visitor experience when health measures permit, Le Parlementaire restaurant has completed an extensive overhaul of its menus, in partnership with Institut de tourisme et d'hôtellerie du Québec (ITHQ). This new offer showcases Québec's emblematic products.

The National Assembly continued its partnership with the Festival de cinéma de la ville de Québec by presenting interviews with Québec cinema artisans in the agora of the reception pavilion. It also entered into partnership negotiations with the Carrefour international de théâtre and the Rendez-vous d'histoire de Québec to produce and film a theatrical activity and a series of conferences held at the Assembly.

A call for projects was also launched to develop the **Citizen Programming**, and to present a calendar of free activities intended for the general public. The Citizen Programming will begin in 2021-2022, in collaboration with various partners.

Aim 2. A "people's house" that communicates

Priority 3: Disseminate parliamentary and institutional information in a dynamic way

Indicator	Target	2020-2021 Result	2019-2020 Result
Increase in website traffic (%) (Number of visits)	15% increase by 2023	54.9% increase compared to 2018-2019 6,760,075 visits	23.7% increase compared to 2018-2019 5,397,942 visits

Base number: 4,364,750 website visits in 2018-2019

The Assembly website has seen a significant increase in the number of visits over the past year. The most popular sections were those on press conferences, petitions and bills.

New content was developed, including the **Careers** section, which aims to allow the National Assembly to stand out as an employer. The First Reading blog was also launched on the National Assembly Library website. It provides information on the Library's activities and news, promotes its collections and archival holdings, and disseminates original publications produced by the various departments of the institution.

During the year, the teams also worked on a project to implement a transcription assistance solution for the production of the Journal des débats. In short, the Journal will make it possible to optimize the creation of content and to caption a maximum number of videos available for broadcast and webcast.

Lastly, a reflection on the redesign of the National Assembly's website has been undertaken. The purpose of this project is to fill in the gaps, particularly in terms of user experience, referencing and accessibility, since the last major modernization of the website dates back to 2010.

Indicator	Target	2020-2021 Result	2019-2020 Result
Increase in the number of subscribers to social media	25% increase by 2023	49.3% increase compared to 2018-2019 66,051 subscribers	26% increase compared to 2018-2019 55,714 subscribers

Base number: 44,228 subscribers in 2018-2019

Thanks to its dynamic publications and the diversification of its contents, the sustained increase in the number of persons subscribing to the National Assembly's social media (Facebook, Twitter, YouTube, Instagram and LinkedIn) continued in 2020-2021. Examples include the release of two informative videos on protocol, as well as the presentation of portraits of the directors expressing the management values advocated by the institution.

Priority 4: Increase disclosure of administrative information

The Office of the National Assembly approved, on the recommendation of a committee of parliamentarians, the regulation authorizing the disclosure of expenses of MNAs and office holders. A system and a new section of the website are being developed to produce and host this information. A training program for elected officials and members of their staff has been deployed to assist them in this new approach.

Work is also underway to disclose administrative information similar to that made public by Québec's departments and agencies on an annual basis, although the National Assembly is not subject to the government rules relating to this area.

An online disclosure of the 2020-2021 fiscal year expenses of the MNAs and the National Assembly's office holders as well as certain administrative information is scheduled for 2021-2022.

Aim 3. A "people's house" that encourages participation

Priority 5: Promote and encourage citizen participation

Indicator	2019-2023 Target	2020-2021 Result	2019-2020 Result
Percentage of participatory tools updated	100% of tools by 2023	In progress	In progress

Base number: 4 mechanisms for citizen participation in place

During the fiscal year, efforts were focused on revising the online comment mechanism that allows citizens to express their opinions on parliamentary committee mandates and bills. New forms were created to gather their comments and the content of the explanatory section of the National Assembly website was reviewed. Testing remains to be carried out before the official launch of this initiative.

Priority 6: Educate for democratic life

Indicator	2019-2023 target	2020-2021 result	2019-2020 result
Increased participation in educational activities (%) (Number of participants)	25% increase by 2023	68.9% increase compared to 2018-2019 1,908 participants	26.5% increase compared to 2018-2019 1,430 participants

Base number: 1,130 participants in 2018-2019

Despite the fact that several educational activities scheduled to take place in person had to be cancelled due to the pandemic and health measures, the total number of participants increased significantly in 2020-2021 compared to 2018-2019. This increase is a result of the implementation of new virtual youth activities such as the "C'est quoi ton projet" legislative drafting contest and the "Faites vos commissions" parliamentary committee simulation, as well as the first-ever in-person Citizen's Day Camp in the summer of 2020. The offering of the "Comment ça marche" conferences for the general public was also expanded to target staff members of departments and agencies wishing to learn more about the workings of the National Assembly, which made it possible to reach several persons.

ISSUE 2: Adapting services to MNAs' evolving needs

DIRECTION 2: A PARLIAMENT THAT SUPPORTS THE PEOPLE'S REPRESENTATIVES

Supporting MNAs in their duties is at the heart of the National Assembly administration's mission. The administration must put all the conditions in place to allow MNAs to concentrate on the essential aspects of their work and fully play their role in a constantly changing environment. The administration's contribution includes the gamut of services provided to elected representatives and their staff as well as the tools made available, assistance offered and information communicated to them so they can perform their functions as effectively as possible.

Aim 4. Efficient, high-quality services

Priority 7: Provide MNAs with efficient support

Indicator	2019-2023 Target	2020-2021 Result	2019-2020 Result
Member satisfaction	Measure the satisfaction rate twice during the 42nd Legislature	Not started	Not started

In order to ensure that the administrative activities adequately meet the needs of MNAs, meetings of four advisory committees composed of parliamentarians continued during the fiscal year. These committees are as follows:

- Advisory Committee on the Working Conditions and Various Allowances Paid to MNAs
- Advisory Committee on Zero Harassment at the National Assembly
- Advisory Committee on Sustainable Development
- Advisory Committee on Parliamentary Diplomacy

A feedback questionnaire to gather comments from parliamentarians following interparliamentary activities has also been developed. It will be deployed as soon as health conditions allow the resumption of such activities.

Priority 8: Ensure ongoing improvement of tools and services

The year 2020-2021 saw the advancement of various initiatives aimed at improving the tools and services offered by the National Assembly.

A project to review the processes for managing and implementing a new legislature was initiated in anticipation of the 43rd Legislature. Its purpose is to improve the reception, accompaniment, training and support of incoming and outgoing MNAs and their staff members, through the optimization of processes and the development of a technological solution aimed at modernizing and automating certain tasks. During the year, the structure of the mandate was established and a working group, made up of staff members from the different directorates involved, was formed to participate in defining the solution and to make recommendations to the authorities.

A great deal of work has gone into developing the content and layout of the various chapters of the 4th edition of the book *Parliamentary Procedure in Québec*. One chapter remains to be finalized.

The first draft of an information kit for parliamentarians appointed to positions of responsibility related to interparliamentary relations was created in order to better equip elected officials in performing their duties.

On the technological front, several projects have also progressed:

- New audio, video and robotic equipment was acquired and will be installed in the Blue Room to improve sound and image recording.
- The sound recording systems in two Committee rooms and a press room were replaced.
- Temporary solutions allowing the electronic signature of certain administrative documents and the tabling of electronic documents in the House have been implemented.
- The House Alert project, which allows MNAs and their staff to receive notifications on their technological devices related to the progress of parliamentary business, continued, and a first phase of testing began with a pilot group. However, this project must be deployed to the entire clientele.
- The infrastructure for the implementation of a unified communications system has been put in place and a global deployment strategy has been developed.

Aim 5. Support for knowledge development

Priority 9: Seek out best practices to fuel reflection on parliamentary work

Indicator	2019-2023 Target	2020-2021 Result	2019-2020 Result
Number of benchmarking activities	2 activities per year	2 activities carried out	2 activities carried out

Two benchmarking activities were conducted during the 2020-2021 year. The first focused on health-related adaptations in parliaments, while the second addressed the conduct of hybrid or virtual parliamentary business in parliaments around the world.

Priority 10: Put knowledge gained from exchanges with partner parliaments to work in the Assembly

Although all in-person interparliamentary activities were cancelled due to the pandemic and health measures, the National Assembly still participated in 60 such activities virtually in 2020-2021. A procedure for conducting virtual discussions was developed and implemented.

The quartet mechanism, comprising an interparliamentary and international relations advisor, a committee clerk, a research officer and a reference service advisor, which was introduced in 2019-2020 to link interparliamentary relations activities to parliamentary work, was consolidated. Documents clarifying the roles and responsibilities of each member of the quartet and outlining the service offering to parliamentary committees were developed.

Priority 11: Enhance training for MNAs and their staff

Indicator	2019-2023 Target	2020-2021 Result	2019-2020 Result
Creation of a directory of available training	2020	In progress	In progress

Although significant work was done during the fiscal year, including a review of the existing training courses offered, consultation with target groups and the development of certain contents, the creation of the training directory was not completed in 2020-2021.

The training offer for parliamentarians and political staff is described in detail on page 35 of this document.

ISSUE 3: Employee motivation and living together as a community

DIRECTION 3: A PARLIAMENT AS A COMMUNITY

As an employer, the National Assembly must look after its personnel's well-being, ensure they have a healthy work environment and provide them with appropriate support and tools to reach their full potential. The Assembly needs to be a more appealing employer in order to attract competent, diverse, motivated employees. The administration firmly intends to stand out from the competition owing to its inclusive practices and to take action to improve quality of life at work for all its personnel.

Aim 6. A culture of respect and inclusiveness

Priority 12: Promote respectful, civil relations

Indicator	2019-2023 Target	2020-2021 Result	2019-2020 Result
Training rate for administrative staff (incivility, conflict management and harassment)	80% of administrative staff with completed training	88.9%	73.8%

Base number: 81% of administrative staff with completed training in 2018-2019

The National Assembly continued its activities to prevent situations of incivility, conflict, and harassment during the 2020-2021 year. An awareness campaign emphasizing civility was launched in the fall of 2020. Entitled " Ça me fait plaisir", it aimed to encourage gestures of respect, courtesy, politeness, good manners and collaboration in the workplace.

In addition, eight training sessions for administrative staff were held during the fiscal year. These sessions were delivered by the harassment responder and resulted in 149 persons being trained, for a cumulative rate of 88.9% of employees trained.

Sessions were also offered to parliamentarians who had not yet participated in the mandatory training. With these sessions, the training for all MNAs of the 42nd Legislature was completed.

Priority 13: Value diversity and difference in all forms

Indicator	2019-2023 Target	2020-2021 Result	2019-2020 Result
Representation of target groups among regular and casual personnel	12% of regular and casual personnel by 2023	10.4% of regular and casual personnel	9.4% of regular and casual personnel

Base number: 9.3% of regular and casual personnel in 2018-2019

The representation of target groups within the workforce increased by 1% in 2020-2021 compared to 2018-2019 to reach 10.4%.

Various actions have been implemented to raise staff awareness regarding diversity and inclusion issues.

A section of the National Assembly's Internet portal has been updated to include educational content on the subject.

An action plan on inclusion for persons with disabilities has been developed. Its objective is to establish a list of concrete actions to reduce barriers to the professional integration of persons with disabilities within the National Assembly and to facilitate their interactions with the institution.

Finally, consultations with administrative staff and preliminary work were also carried out to develop an action plan on inclusion and diversity. A conference on the topic was offered to all administrative and political staff during two sessions. A third session is planned for early in fiscal year 2021-2022.

Aim 7. Motivated, highly qualified personnel

Priority 14: Establish practices that motivate and engage

Indicator	2019-2023 Target	2020-2021 Result	2019-2020 Result
Personnel's level of motivation	Survey in 2022	Not started	Not started

The COVID-19 pandemic has posed professional and personal challenges for many persons. In order to better support staff members facing difficulties, the National Assembly has increased the amount allocated for the payment of professional fees under the Employee Assistance Program (EAP) from $600 to $850 per fiscal year. A page containing sites of interest, webinars and other resources, listed by topic, was also created on the institution's internal portal.

While a significant number of employees were teleworking, virtual breaks were put in place. Offering a respite to staff members, these virtual breaks made it possible to regularly gather employees around a short presentation offered by a colleague on various subjects.

Finally, during the year, the National Assembly entered into a partnership with HEC Montréal to participate in the Global Experience Panel project. This partnership will enable the institution to obtain precise data on the motivation and commitment of its employees through quarterly surveys sent to staff members.

Priority 15: Capitalize on employee expertise and attract new talent

Indicators	2019-2023 Targets	2020-2021 Results	2019-2020 Results
Rate of personnel access to skills development activities	65% of regular and casual personnel with annual access, by 2023, to at least one non-mandatory skills development activity	51.%	Not applicable
Increase in number of interns and students (%)	20% increase by 2023	17.9% increase compared to 2018-2019 46 students and interns	12.8% increase compared to 2018-2019 44 students and interns

Base number: 39 students and interns in 2018-2019

The competency development indicator was further defined during the fiscal year. It is the rate of access of employees to skills development activities that has been retained. This indicator makes it possible to evaluate the effort made by the organization in terms of skills development for all employees, with a view to ensuring equity. Calculated for the first time, it was determined that 51% of regular and casual employees had access to at least one non-mandatory skills development activity in 2020-2021. The target to be achieved has been set at 65% in 2022-2023.

In addition, the service offering in terms of skills development and support for managers and team leaders in their management and coordination roles was reviewed. Managers and team leaders were able to participate in a training program given by ENAP. Additional training was offered to them, notably on remote leadership, in order to better equip them to face the challenges arising from the pandemic and teleworking.

In order to position the National Assembly as a workplace of choice, a major overhaul of the National Assembly's employer image was carried out during the fiscal year. An innovative communications campaign entitled **Pas si beige que ça!** was launched, along with the first episodes of a podcast featuring various employment sectors. The visuals and content of the job offers published by the National Assembly were modernized, as was the **Careers** section of the institution's website.

Despite the cancellation of several internships due to the pandemic, the National Assembly welcomed 46 students and interns in 2020-2021, which was 7 persons more than in 2018-2019.

Aim 8. A contemporary work environment

Priority 16: Encourage employee versatility and mobility

Indicator	2019-2023 Target	2020-2021 Result	2019-2020 Result
Number of measures taken with respect to the work environment	6 measures by 2023	5 measures completed or in the process of being deployed	3 measures in the process of being deployed

Two measures encouraging employee versatility and mobility, which began in 2019-2020, continued or were completed in 2020-2021:

- To increase administrative staff mobility and teleworking, approximately 300 laptops were distributed to the personnel based on the needs expressed by managers and the implementation of the computer equipment obsolescence plan.
- The deployment of the Office 365 suite and the new features of the Teams collaborative communication application was completed to facilitate remote work.

Two new measures were also completed during the fiscal year:

- A directive on the use of personal equipment for professional purposes was adopted to ensure the security of the National Assembly's information in a context of staff mobility and the use of third-party devices not owned by the employer. It is accompanied by a new mobile device management system (deployment of secure containers) aimed at strengthening the security of institutional data on mobile devices.
- A policy on teleworking has been developed to provide a framework for this mode of work delivery. It must be adopted by the authorities of the National Assembly.

A number of initiatives were put in place to address the work-family-life balance survey of MNAs and their staff in 2019-2020:

- Baby-change tables were installed on all floors of the Parliament Building in both the women's and men's washrooms.
- A breastfeeding lounge was set up near the Blue Room.
- A process to simplify access to the Parliament Buildings for spouses and children of MNAs was introduced.
- The Café du Parlement launched a new takeaway meal service.

Priority 17: Continue modernizing the work environment

Indicators	2019-2023 Targets	2020-2021 Results	2019-2020 Results
Development of an overall design vision for National Assembly facilities	2020	In progress	In progress
Percentage of completion of the planned renovations	To be determined	Not started	Not started

Two projects related to modernizing work environments were completed in 2020-2021:

- An auxiliary kitchen was added to the Le Parlementaire restaurant facilities. It will allow for easier and more efficient food preparation and service.
- New showers were installed in the Pamphile-Le May Building and the Parliament Building.

A call for tenders was also completed in order to develop an overall vision for the layout of work spaces. The services of an architectural firm and an engineering firm were retained to support the in-house teams in the analysis of the needs, characteristics and issues related to the National Assembly buildings, with a view to developing an overall concept for the innovative design of the work spaces.

ISSUE 4: THE ABILITY TO RECONFIGURE AND INNOVATE

DIRECTION 4: A HIGH-PERFORMING PARLIAMENT

The National Assembly administration is well known for its efficiency in managing routine activities and delivering services to parliamentarians. While maintaining this efficiency, the administration wishes to improve its long-term planning, decision-making and accountability mechanisms by drawing on best management practices. It hopes to encourage the development of an organizational culture conducive to learning and innovation, with an emphasis on collaboration among the directorates, efficient information sharing and strategic monitoring.

Aim 9. Enhanced governance

Priority 18: Improve planning and management tools

Indicators	2019-2023 Targets	2020-2021 Results	2019-2020 Results
Degree of implementation of a management information software	Implementation of software in 2020 100% of priority indicators by 2023	In progress	In progress
Percentage of IT master plan carried out	100% of master plan implemented by 2023	In progress	In progress

The eight iterations planned to complete Phase 1 of the implementation of the budget monitoring management information software have been completed. However, two other iterations will finally be necessary to complete this first phase.

Preliminary work on the implementation of an institutional management dashboard has begun and an advisory opinion is being drafted. The objective of this project is to ultimately provide the authorities of the National Assembly with a tool for monitoring and periodically measuring the organizational performance of the institution, using various key indicators.

The Regulation on contracts was revised and a computerized tool for approving National Assembly contracts was deployed to facilitate the planning and monitoring of contracts.

The development of a governance framework and a project portfolio management framework for information resources was initiated. These framework documents aim to establish common rules for the organization, planning, execution, monitoring, reporting and closure of technology projects.

Finally, reflections on the IT master plan continued.

Priority 19: Factor sustainable development into the organization's practices

Indicators	2019-2023 Targets	2020-2021 Results	2019-2020 Results
Percentage of Sustainable Development Action Plan carried out	100% of Action Plan implemented by 2023	47.8%	30.4%
Obtain LEED* silver certification	Certification planned for 2020	In progress	In progress

* Leadership in Energy and Environmental Design (LEED)

The Sustainable Development Action Plan measures that have been implemented are detailed in the following section of the annual report. A total of 11 of the 23 actions in the plan were completed as of March 31, 2021. Several delays were caused by the pandemic. Thus, 5 actions scheduled for 2020-2021 could not be completed. However, two actions that were scheduled to be completed in the next fiscal years have been fulfilled ahead of schedule.

The National Assembly's application to the Canada Green Building Council in January 2020 for LEED silver certification for the reception pavilion is still being evaluated. The pandemic has caused delays with the certification body.

Aim 10. A culture of communication and learning

Priority 20: Improve internal communications and collaboration among directorates

Indicator	Target	2020-2021 Result	2019-2020 Result
Deployment of the internal communications strategy (%)	Submitted in 2020 100% deployed in 2023	In progress	In progress Strategy submitted

The internal communications strategy, developed in 2019-2020, had to be adjusted to the context of the pandemic and remote work for a significant portion of the National Assembly staff. Several initiatives were carried out:

- A **COVID-19 newsletter** was created to allow staff members to stay informed and in touch with the National Assembly, even when working remotely.
- Information and thank-you videos were recorded by the Secretary General and the President.
- A **COVID-19** section was created on the institution's internal portal.
- Reference guides were produced on topics such as psychological health, technologies and ergonomics.
- Posters were designed and installed in the National Assembly buildings to inform persons moving about the buildings of the health instructions to be followed.

A project to redesign the National Assembly's internal portal has begun with an inventory of its content and an analysis of its problem areas. The objectives of this initiative are notably to prevent the technology used from becoming obsolete and to allow the portal to meet the new Web standards.

Priority 21: Encourage strategic monitoring and partnerships to spur innovation

Indicator	Target	2020-2021 Result	2019-2020 Result
Number of new partnerships or collaborations with the academic and professional communities	7 new partnerships or collaborations by 2023	Total of 7 partnerships, including 2 new ones in 2020-2021	5 new partnerships established or new collaborations

Four monitoring cells, made up of staff members from different directorates, were set up to support the management of the impact of COVID-19 on the activities of the National Assembly.

In addition to the usual monitoring, the National Assembly's Library Directorate conducted documentary monitoring focusing on various aspects of the pandemic in order to provide information to the cells. A total of 115 monitoring activities on various topics of interest were carried out during the year.

Two new partnerships were established in 2020-2021:

- A partnership was established with McGill University to develop a course in legislative translation from French to English as part of the graduate program in legal translation, and to prioritize applications from students in this program to complete an internship at the National Assembly.
- A partnership with HEC Montréal was established to participate in the **Global Experience Panel** research project. This partnership will allow the institution to obtain accurate data on the motivation and commitment of its employees through regular surveys sent to staff members.

A total of seven partnerships or collaborations have been established with the academic or professional community since the inception of the Strategic Plan.

Aim 11. A resilient organization

Priority 22: Keep reinforcing security and continuity

Indicators	2019-2023 Targets	2020-2021 Results	2019-2020 Results
Percentage of completion of the second phase of the infrastructure improvement project	100% of the project completed in 2023	In progress	In progress
Percentage of completion of the information security and service continuity action plans (%)	100% of the action plans completed in 2023	75%	71%

Several activities to strengthen security and continuity measures took place in 2020-2021.

The conceptual study for phase II of the infrastructure improvement project was completed. It has resulted in a coherent overall vision for the urban development of the National Assembly grounds. A master plan is currently being developed. The first stage of this project is to redevelop the inner courtyard and improve waste management, and the second stage is to improve safety on Rue des Parlementaires and the grounds of the institution.

With respect to information security, the organization has continued to implement new technologies to strengthen its threat prevention and response capabilities. In order to support the digital transformation and the securing of new solutions, a technology architecture team was set up. The capabilities of the cyber defense operations centre were also strengthened in order to increase the institution's maturity, particularly through better monitoring and detection of threats.

At the organizational level, new directives, stemming from the Information Security Policy, were adopted to better regulate the use of personal devices as well as recourse to cloud-based services by the National Assembly. Security reviews were regularly conducted on the institution's systems and applications in order to identify and correct security gaps that could pose a risk to the National Assembly's data. The Information Security Training and Awareness Program was updated through the deployment of phishing tests. In addition, approximately 250 persons from the political and administrative sectors participated in various information security awareness sessions (general security awareness, security in Teams, etc.)

Furthermore, the National Assembly adopted a risk management policy aimed at providing a framework for the identification, evaluation, control and monitoring of risks that could affect its ability to fulfill its mission.

In terms of continuity of essential services, the pandemic also made it possible to test several mechanisms, including the implementation of teleworking, the introduction of a bubble system within certain teams working on site, the obligation to wear personal protective equipment, etc.

Finally, with the goal of developing an emergency response plan to ensure the protection of the Library's collections in the event of a disaster, a calibration and analysis exercise was conducted and specialized response carts were acquired. The plan is currently being finalized.

2019-2023 Sustainable Development Plan results

The National Assembly's 2019–2023 Sustainable Development Plan sets out the Assembly's commitment to practices that respect the social, environmental and economic dimensions of sustainable development in its many spheres of activity. Two committees contribute to the implementation of the plan:

- An advisory committee made up of MNAs from each party;
- An advisory committee of administrative personnel.

As part of the Administration's 2019–2023 Strategic Plan (Priority 19), the Sustainable Development Plan sets out 23 actions to be carried out by the National Assembly between 2019 and 2023. This section presents the institution's achievements and results in relation to its sustainable development commitments for the year 2020-2021.

+ **http://www.assnat.qc.ca/en/publications/developpementdurable.html**

AREA 1 – WELL-BEING AT WORK

Objective 1.1. Provide parliamentarians and National Assembly personnel with a healthy work environment

Action 1.1.1. Integrate sustainable development criteria into infrastructure development, repair and maintenance projects

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2021-2022	Implementation of a decision-making tool, which allows to integrate the principles of sustainable development in the completion of infrastructure development, repair and maintenance projects	Not started	Not started

The tool has not yet been developed. However, the principles of sustainable design have been integrated into various projects carried out in 2020-2021, particularly in the choice of materials and equipment acquired. These considerations have also been included in the reflection surrounding the work environment modernization project currently being implemented.

Action 1.1.2. Set up outdoor spaces for the use of personnel

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2019-2020 (Recurring action)	Access to a temporary outdoor space for staff members	Completed	Completed

Once again this year, the personnel of the National Assembly had access to a temporary outdoor space on the grounds of the institution during the summer. Particular attention was paid to respecting the rules of distancing in its design.

Action 1.1.3. Develop a green management guide for riding offices

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2021-2022	Tabling of guide	In progress	Not started

Three initiatives aimed at more sustainable office management were completed in 2020-2021:

- The creation of a reference guide for parliamentarians to organize eco-friendly events in constituencies;
- The creation of forms and guides on offsetting greenhouse gas (GHG) emissions resulting from travel between the constituency and the Parliament Building, as well as from constituency office activities. These documents allowed MNAs who wished to do so to offset these emissions;
- The creation of a guide on the installation of an electric vehicle charging station at the constituency offices was accompanied by the launch of a pilot project involving ten MNAs from each parliamentary group represented at the National Assembly.

Objective 1.2. Foster employee engagement at work and strengthen the sense of belonging to the National Assembly

Action 1.2.1. Periodically hold institutional activities aimed at improving the dissemination of information

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2019-2020 (Recurring action)	Two activities per year	Completed	Completed

Three information dissemination initiatives took place in fiscal year 2020-2021, although the pandemic prevented activities from being held in person:

- The implementation of a **COVID-19 newsletter** allowing staff members to stay informed and connected to the National Assembly, even when working remotely;

- The organization of virtual presentations by the Secretary General, intended for all staff members, with the aim of reviewing the year 2020 and the impacts of the pandemic on the institution's activities;
- The production of various videos by the Secretary General to inform the administrative employees of the health measures put in place and to thank them for their efforts.

Action 1.2.2. Develop an employee recognition program

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2019-2020	Implementation of the recognition program	In progress	Not started

The Policy on the recognition of years of service in the National Assembly or in the Québec public administration by administrative staff was revised and improved. In addition, work has begun on the development of a workplace recognition program.

Objective 1.3. Implement practices fostering individual and collective commitment to sustainable development

Action 1.3.1. Provide awareness-raising and educational activities to promote sustainable development

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2019-2020 (Recurring action)	Two activities per year	Completed	Completed

Two activities were held during the 2020-2021 fiscal year:

- The organization of a home gardening contest, which contest was accompanied by a presentation on fall gardening and the creation of a reference document, published on the National Assembly intranet portal;
- The organization of a free virtual conference on food wastage at home. This conference was offered during lunchtime, in collaboration with an expert from the Earth Day participatory movement, within the framework of the **À vos frigos** program.

Action 1.3.2. Carry out a project fostering sustainable development in each administrative unit

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2022-2023	One project per administrative unit (15)	6	1

As of March 31, 2021, 6 out of 15 administrative units had completed a project promoting sustainable development.

The five new projects completed in fiscal year 2020-2021 include:

- The reduction of approximately 50% in the number of paper copies of documents distributed within the framework of parliamentary proceedings through the implementation of an electronic document filing platform, which aims to reduce document handling in a COVID-19 environment;
- The provision of ready-to-eat take-home and cooked-on-site products at the Café du Parlement to facilitate work-life balance.

AREA 2 – INSTITUTIONAL VISIBILITY

Objective 2.1. Preserve and promote heritage and support artistic creation

Action 2.1.1. Establish a conservation and restoration program for heritage objects and archives

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2019-2020 (Recurring action)	100% of annual planning for each year completed	100% of projected annual planning in 2020-2021	81% of projected annual planning in 2019-2020

All of the conservation and restoration programming for heritage objects and archival materials planned for the 2020-2021 fiscal year has been carried out. This represents the completion of 14 projects that resulted in the restoration of 27 heritage objects and two archival documents.

Action 2.1.2. Showcase Québec art and handicrafts in the Assembly's gift shop

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2022-2023	75% of the gift shop's inventory consists of Québec-made products	76.4%	76%

In November 2020, the decision was made to evaluate the percentage of products made in Québec on a monthly basis, since this figure varies throughout the year. It was thus calculated that the gift shop's inventory was made up of 76.4% of Québec products on average, between November 2020 and March 2021.

Action 2.1.3. Establish an arts and culture showcase program

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2020-2021	100% of annual programming completed	In progress	Not started

A draft policy to guide the development and management of works of art and artistic and cultural activities under the responsibility of the National Assembly or conducted in collaboration with external entities was produced. A call for projects was also launched to develop Citizen Programming, including a calendar of free activities for the general public. This programming will begin in 2021-2022 and its activities will bring the reception pavilion to life and increase the public's knowledge of the National Assembly.

Although annual programming was not put in place in 2020-2021, notably because of the pandemic, three activities related to arts and culture still took place:

- The conduct of interviews with artisans of Québec cinema in the agora of the reception pavilion, within the framework of the Québec City Film Festival;
- The installation of Charles-Étienne Brochu's work *Sommet de la montagne* on the forecourt of the National Assembly;
- The recording and virtual broadcasting of a Christmas story.

Objective 2.2. Make the workings of democratic institutions better known

Action 2.2.1. Set up a digital visit for people visiting Parliament on their own

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2020-2021	(Target to be determined after the first year of implementation)	In progress	In progress

The implementation of a self-guided digital tour for persons visiting the legislature was not completed in 2020-2021. The health situation prevented the conduct of the in-person test phase, originally scheduled for fall 2020, one of the last steps planned before launch.

Action 2.2.2. Set up a youth day camp on citizenship

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2020-2021 (Recurring action)	Holding of a day camp annually	Completed	In progress

The first edition of the **day camp on citizenship** took place from July 20 to August 14, 2020. A total of 97 young people between the ages of 9 and 15 were given the opportunity to learn about citizen participation while having fun in symbolic and historically significant places. Group size and activities were adapted to meet health requirements.

Action 2.2.3. Offer continuing education for teachers

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2019-2020 (Recurring action)	Holding of a seminar annually	Cancelled	Completed

The second **teachers' seminar** was cancelled due to COVID-19.

AREA 3 – ENVIRONMENTALLY RESPONSIBLE MANAGEMENT

Objective 3.1. Foster environmentally responsible consumption of goods and services

Action 3.1.1. Implement a responsible purchasing policy

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2020-2021	Tabling of the responsible purchasing policy	In progress	In progress

Though a reworking of the draft responsible purchasing policy, begun in 2019-2020, was completed in 2020-2021, it was not tabled during the fiscal year. Alignment with government guidelines that are currently being developed is sought, and this has delayed completion of the policy. A review of the procurement team's priorities was also required due to COVID-19. A reflection on the implementation of the draft policy has been initiated.

Action 3.1.2. Include sustainable development criteria in calls for tenders and mutual agreement contracts

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2021-2022	Integration of environmentally responsible criteria in 25% of annual calls for tenders	In progress	Not started

A reflection aimed at determining an implementation plan for this action has been initiated. This plan will aim notably at setting up practices to accompany the administrative units throughout the process.

Action 3.1.3. Adopt an environmentally responsible approach to the planning of institutional activities

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2021-2022	Implementation of tools to better account for sustainable development in the organization of institutional activities and the assessment of their performance	Completed	In progress

Produced in 2019-2020 for use by the protocol service, the tool detailing criteria that focus on taking sustainable development into account when organizing institutional activities was improved in 2020-2021 to make it more user-friendly. An evaluation grid for compiling the number of criteria taken into account for each institutional activity was also finalized. However, these two tools were not used, as no in-person institutional activities were held due to the pandemic.

Action 3.1.4. Feature a daily vegetarian menu at the Café du Parlement

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2019-2020 (Recurring action)	Feature a daily vegetarian menu	Completed	Completed

The Café du Parlement offered at least one vegetarian dish among its hot and cold meal choices throughout the year, including periods when the dining room was closed due to the health measures in force.

Objective 3.2. Diversify and adapt technology with a view to responsible use

Action 3.2.1. Ensure optimal management of computer equipment (computers and printers)

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2022-2023	Review computer equipment management practices	In progress	In progress

Three hundred new laptops were delivered to the administrative staff of the National Assembly in order to compensate for the obsolescence of certain equipment and to promote teleworking. Decommissioned equipment was donated to an organization that refurbishes and distributes it to educational institutions.

Action 3.2.2. Set up a web conferencing service

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2021-2022	Set-up of the web conferencing service	Completed	In progress

The Teams collaborative communication application, initially deployed in 2019-2020 and allowing for web conferencing, was upgraded with the addition of several features in 2020-2021. Two mobile video conferencing stations were also made available to clienteles.

Action 3.2.3. Develop a mobile application for the institutional activities of the National Assembly

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2021-2022	Deployment of the mobile application	Postponed	Not started

A discussion paper on the requirements for the mobile application was produced, but this project was not prioritized in 2020-2021 due to the cancellation of all of the National Assembly's in-person institutional activities and the need for IT teams to work on other more urgent deliverables, including those related to virtual parliamentary proceedings.

Objective 3.3. Contribute to efforts to reduce greenhouse gas (GHG) emissions

Action 3.3.1. Produce inventories of the institution's greenhouse gas (GHG) emissions

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2019-2020 (Recurring action)	Produce an inventory of the institution's GHG emissions at the end of each fiscal year	Completed	Completed

The National Assembly's GHG emissions inventory was completed for the 2020-2021 fiscal year. Through its institutional activities, as well as those of parliamentarians, the National Assembly produced a total of 1,675.22 tons of CO2 equivalent. This is a decrease of 508.97 tons of CO2 equivalent compared to fiscal year 2019-2020[1].

More specifically, 278.69 tons of CO2 equivalent were emitted by the travel of MNAs and of political and administrative staff (548.69 tons in 2019-2020), 1,389.47 tons of CO2 equivalent were generated by the energy consumption of the National Assembly buildings (1,624.21 tons in 2019-2020), and 7.06 tons of CO2 equivalent were generated by the residual materials produced during the period in question (11.28 tons in 2019-2020).

[1] Following the adoption of new GHG emission conversion factors by the Department of Energy and Natural Resources, the 2019-2020 fiscal year inventory was recalculated. A new emission category was also added to make the inventory even more accurate. This category covers emissions related to the use of chilled water inside the National Assembly buildings. The National Assembly's total GHG emissions for the year 2019-2020 were thus reduced from 2,364.53 to 2,184.19 tons of CO2 equivalent.

The decreases in GHG emissions between 2019-2020 and 2020-2021 are due notably to health measures that restricted the number of employees working on site and travel by parliamentarians and political and administrative staff, as well as to milder winter temperatures.

Action 3.3.2. Implement a residual materials management plan

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2020-2021	Implementation of the residual materials management plan	In progress	In progress

The discussions surrounding the revision of the residual materials management plan have been temporarily delayed to facilitate the linkage with the parliamentary precinct project. One of the objectives of the plan is to redevelop the inner courtyard of the Parliament Building and to overhaul the management of residual materials at the National Assembly in order to facilitate, among other things, the handling of the numerous bins and to eliminate the collection of bins on Rue des Parlementaires.

Action 3.3.3. Offset greenhouse gas emissions linked to parliamentarian travel on interparliamentary missions

Target years of implementation	2019-2023 Target	2020-2021 Result	2019-2020 Result
2020-2021 (Recurring action)	Minimum annual offset of 100% of the various institutional emissions categories, with the exception of emissions related to the energy consumption of the National Assembly buildings, for which the target is 30%[2]	Offset 100% of the various institutional emissions categories, with the exception of emissions related to the energy consumption of the Assembly buildings, which was 50%	In progress

The first institutional emissions offset process for the National Assembly was completed in 2020-2021. It aimed to offset the emissions produced in 2019-2020.

A total of 964 tons of CO2 equivalent out of the 1,768.40 tons of CO2 equivalent resulting from institutional activities were offset with qualified organizations through a public tender. This represents 54.51% of the total institutional emissions for the 2019-2020 year.

An initial voluntary offsetting process for parliamentarians' GHG emissions was also put in place in 2020-2021. It allowed MNAs who wished to do so to offset a total of 329 tons of CO2 equivalent resulting from travel to and from their constituency and the Parliament Building, as well as from the activities of their constituency office, out of their constituency operating budget. As with the institutional approach, it is the emissions generated in 2019-2020 that have been offset.

[2] The minimum threshold for offsetting GHG emissions related to building energy consumption has been set at 30% to give the institution the flexibility to carry out reduction projects in this category of emissions. A diagnostic study to assess the level of obsolescence and energy performance of heating and cooling equipment is underway and will provide input for GHG reduction strategies.

APPENDIX
List of bills

List of Government bills passed

No. 15	CET	An Act respecting the Société de développement et de mise en valeur du Parc olympique
No. 18	CRC	An Act to amend the Civil Code, the Code of Civil Procedure, the Public Curator Act and various provisions as regards the protection of persons
No. 29	CI	An Act to amend the Professional Code and other provisions in particular in the oral health and the applied sciences sectors
No. 32	CI	An Act mainly to promote the efficiency of penal justice and to establish the terms governing the intervention of the Court of Québec with respect to applications for appeal
No. 35	CAPERN	An Act to modernize certain rules relating to land registration and to facilitate the dissemination of geospatial information
No. 42	CFP	An Act to give effect to fiscal measures announced in the Budget Speech delivered on 21 March 2019 and to various other measures
No. 44	CTE	An Act mainly to ensure effective governance of the fight against climate change and to promote electrification
No. 45	CI	An Act concerning mainly the appointment and the terms of office of coroners and of the Chief Coroner
No. 46	CTE	An Act to amend the Natural Heritage Conservation Act and other provisions
No. 50	CAPERN	An Act respecting the leasing of part of the water power of the Shipshaw River
No. 51	CET	An Act mainly to improve the flexibility of the parental insurance plan in order to promote family-work balance
No. 52	CSSS	An Act to strengthen the complaint examination process of the health and social services network, in particular for users receiving services from private institutions
No. 53	CFP	Credit Assessment Agents Act
No. 55	CI	An Act to amend the Civil Code, in particular to make civil actions for sexual aggression, violence suffered during childhood and spousal violence imprescriptible
No. 56	CRC	An Act to recognize and support caregivers and to amend various legislative provisions

List of Government bills passed (cont.)

No. 62		Appropriation Act No. 2, 2020-2021
No. 63		Appropriation Act No. 3, 2020-2021
No. 65	CTE	An Act to amend mainly the Environment Quality Act with respect to deposits and selective collection
No. 66	CFP	An Act respecting the acceleration of certain infrastructure projects
No. 67	CAT	An Act to establish a new development regime for the flood zones of lakes and watercourses, to temporarily grant municipalities powers enabling them to respond to certain needs and to amend various provisions
No. 68	CFP	An Act mainly to allow the establishment of target benefit pension plans
No. 69	CCE	An Act to amend the Cultural Heritage Act and other legislative provisions
No. 70	CRC	An Act to protect persons from conversion therapy provided to change their sexual orientation, gender identity or gender expression
No. 71	CTE	An Act respecting off-highway vehicles
No. 72	CI	An Act to amend various legislative provisions concerning mainly bodies in the field of public safety
No. 73	CSSS	An Act to amend various provisions relating to assisted procreation
No. 75	CI	An Act to improve justice accessibility and efficiency, in particular to address consequences of the COVID-19 pandemic
No. 76		Appropriation Act No. 4, 2020-2021
No. 77	CAPERN	An Act respecting the Institut de technologie agroalimentaire du Québec
No. 85	CAT	An Act to facilitate the conduct of the 7 November 2021 municipal general election in the context of the COVID-19 pandemic
No. 87	Committee of the Whole	An Act to limit certain charges in the restaurant industry
No. 89		Appropriation Act No. 5, 2020-2021
No. 91		Appropriation Act No. 1, 2021-2022

List of private Members' public bills passed: No bills

List of private bills passed

No. 210	CCE	An Act respecting the subdivision of a lot located in the Maison Roussil protection area in Terrebonne and partly in the Maison Bélisle protection area in Terrebonne
No. 211	Committee of the Whole	An Act respecting SSQ Mutual
No. 212	Committee of the Whole	An Act respecting La Capitale Civil Service Mutual
No. 213	Committee of the Whole	An Act respecting Municipalité des Îles-de-la-Madeleine
No. 218	CAT	An Act respecting Municipalité des Îles-de-la-Madeleine