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### 1) Context

Why turn to professional mobility?

- Negative effects of the slowdown in population growth;
- Decrease in the number of available skilled workers;
- By 2020, 1.4 M jobs will be available in Québec;
- 17% of those jobs will be filled by immigrants.
2) Goals

- Attract workers who practice regulated professions or trades;
- Remove obstacles to attracting those workers;
- Facilitate and accelerate the recognition of professional qualifications for individuals;
- Increase the competitiveness of businesses in light of the strong global competition, by facilitating and accelerating the recruitment of qualified workers;
- Respond more effectively to labour needs in both manufacturing and service sectors.

2) Goals (cont.)

While

- Protecting public health and safety;
- Maintaining the quality of professional services.

2) Goals (cont.)

Various implemented projects:
- Agreement on Internal Trade (AIT);
- Provisions regarding the recognition of professional qualifications included in the Comprehensive Economic and Trade Agreement between Canada and the European Union (CETA);
- Accelerated professional certification for people trained outside Québec;
- Québec-France Agreement on the Mutual Recognition of Professional Qualifications.
3) Québec-France Agreement

QUÉBEC-FRANCE AGREEMENT ON THE MUTUAL RECOGNITION OF PROFESSIONAL QUALIFICATIONS

A. Guiding principles
B. Common procedure
C. Negotiation challenges
D. Results
E. Enforcement challenges

3) A. Guiding principles

- Is based on the recognition of qualifications and not on the equivalence of degrees;
- A common procedure to facilitate and accelerate the recognition of professional qualifications and legislative implementation in Québec and in France;
- Authorities overseeing professional regulations throughout Québec and France apply this common procedure in order to sign Mutual Recognition Arrangements (MRAs) allowing for the effective recognition of professional qualifications.

3) A. Guiding principles (cont.)

- Reciprocity;
- Applies to all regulated professions and trades;
- Is not an instrument modifying immigration rules or rules pertaining to security checks applied to the entry of foreign nationals.
3) B. Common procedure

Step 1
Overall examination of qualifications by competent authorities.
Québec, France.

Step 2
Assessment
Fields of practice and formal qualifications deemed equivalent overall.
Substantial differences in the fields of practice and/or formal qualifications.
Fields of practice and formal qualifications deemed incompatible.

Step 3
Conditions for Recognition
Overall equivalence.
Substantial differences.
Incompatible.

Sufficient professional experience may compensate for differences in training.
Compensation by adaptation period or, if necessary, by an aptitude test.

Recognition of qualifications.
Issue of permit or validation certificate.
3) C. Negotiation challenges

- Different professional qualification systems
  - In Québec: 52 professions and 44 professional authorities (318,000 members); many functions (Money-Services Businesses and Insurance), 48 trades (257,000 – Construction and Non-construction Sectors); Automobile sector (34,000 workers);
  - The Office des professions, the Commission de la construction, Empló-Québec and the Comité paritaire Automobile;
  - France: 60 trades and professions / many departments and professional bodies different than in Québec.

3) C. Negotiation challenges (cont.)

- Absence of comparable precedents;
- Differences in the scope of practice of various professions, especially in the health field;
- The magnitude of the task: all of regulated professions or trades in Québec and France;
- Many actors to mobilize in Québec and France;
- Support from civil society partners, including trade union representatives.

3) C. Negotiation challenges (cont.)

- Compliance with international trade agreements on services (GATS, NAFTA);
- European rules regarding professional qualifications;
- Canadian rules regarding the distribution of legislative powers.
3) D. Results

On December 31 2012:

- 81 professions and trades in Québec are covered by a signed MRA, 77 of these MRAs are effective;
- More than 750 people have already obtained legal authorization to practice in Québec under a MRA, notably 441 nurses, 56 lawyers, 66 doctors and more than 50 trades workers.

3) D. Results (cont.)

Side effects:

- Circular migration;
- Communication and collaboration between competent authorities.

3) E. Enforcement challenges

- Overcome certain difficulties, such as funding or availability of extra training internships and courses;
- Recruitment, reception and integration of applicants from France to help them find a job (integration project referrals from a professional [MICC] online investment [MESS] gateway employment in the region [MESS / MICC]).
4) Forecast

- A model for the inclusion of provisions relating to the recognition of professional qualifications in the CETA;
- Negotiating other agreements concerning the recognition of professional qualifications for professions and trades (Maghreb countries, United States, Mexico, others?)

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