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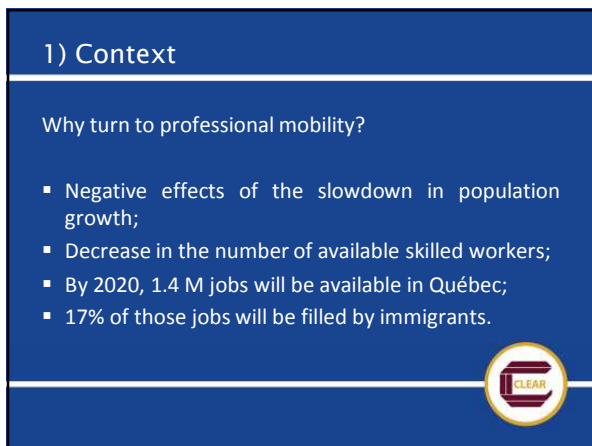
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**2) Goals**

- 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.



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**2) Goals (cont.)**

While

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



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**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.



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**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



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**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.



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**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.



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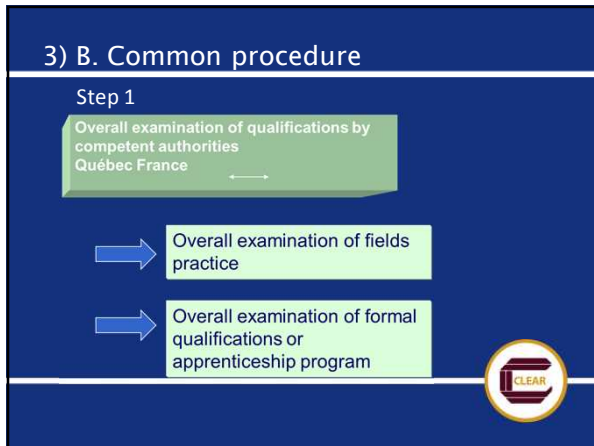
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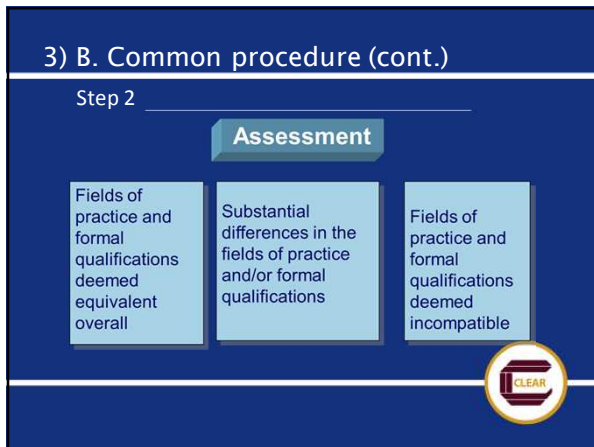
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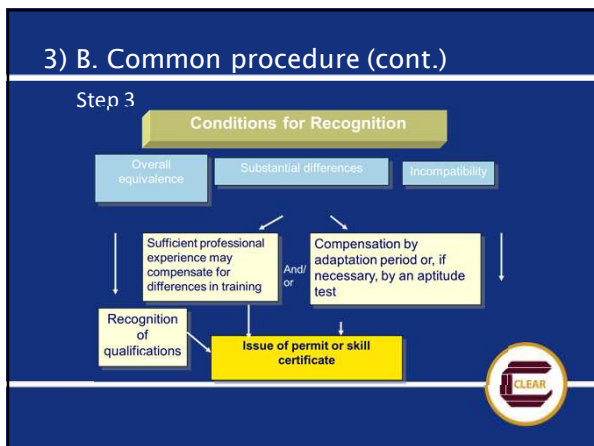
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### 3) C. Negotiation challenges

- Different professional qualification systems
  - In Québec : 52 professions and 44 professional authorities (318 000 members); many functions (Money-Services Businesses and Insurance), 48 trades (247 000 – Construction and Non-construction Sectors); Automobile sector (34 000 workers);
  - The *Office des professions*, the *Commission de la construction*, *Emploi-Québec* and the *Comité paritaire Automobile*;
  - France: 60 trades and professions / many departments and professional bodies different than in Québec.



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### 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.



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### 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.



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### 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.



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### 3) D. Results (cont.)

Side effects:

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



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### 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]).



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### 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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### Speaker Contact Information

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