Professional mobility between France and Quebec. Understanding the role and pertinence of mutual recognition agreements

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Plan presentation

- General MRA context
- Historical overview
- Identity and role of political/legal actors
- Research context
- Constrasting examples: social workers, nurses; quick overview of doctors, pharmacists, lawyers...
- Discussion and conclusion
Introduction

- **Aim of study**: To look at entry into practice of regulated professions in Quebec, by French professionals (8 categories)
- **MRA**: innovative process, aims at facilitating professional mobility in both directions
Progress in time

- 2008: initiation of France-Québec MRAs through political agreement;
- 2013: implemented by regulations among
  - 26 professions
  - 49 trades
  - 6 administrative functions
  - ... a few more in preparation
5 directing principles:

- Protection of the public (health, security)
- Maintaining professional service quality
- Respecting norms related to French language proficiency
- Equity, transparency and reciprocity
- Effectivity of professional qualifications MR

- Professions: 92% of France-Quebec MRA users
How MRAs were implemented

- 26 regulated professions: equivalence found on both sides / differences could be bridged
- Regulating bodies from each jurisdiction met to define exercise of profession, extent, limits...
- Thus, elaborating rules of eligibility and complementary measures, as needed
Research context

- Our research: 8 case studies of regulated professions (electrical and mechanical engineer, lawyers, doctors, nurses, pharmacists, social workers and architects)
- Document and understand professional practice entry in Quebec for French professionals among professions offering a MRA
- Identify main gateways and facilitators
Social worker
(let’s start with an easy one)

- French State Diploma « assistant de service social »
- Payment of required membership fees
- By end of 2013:
  - Legal authorization to exercise profession under MRA since April 2010: 57
    - Delivered in 2012: 19
    - Delivered in 2013: 22
Comparing work contexts
France/Quebec (Social workers)

- Important workplace diversity, in France and Quebec
- Precarity similar on both sides
- In Quebec, important vocational training market offers
- Important to understand legal context of practice
- « Surprise »...: Most employers ask to produce a Diploma equivalence and a previous work experience in Quebec
Case study: French Nurses in Quebec

- French State Nurse Diploma + complete studies in France; registered member of Ordre national des infirmiers de France
- Professional experience: 500 hours or diploma (maximum 4 years old)
- Deposit and analysis of documents (694$)
- TRP (temporary restrictive permit, 6 months) for 3 months (75 days) training in clinical setting
- Registering as member of OIIQ ( $)
By end of 2013:

- Legal authorizations to exercise profession delivered under MRA since July 2011: 572
- In 2012: 213
- In 2013: 190

Among the 26 professions: most used (from France to Quebec)
Engineers, doctors, lawyers...

- Idiosyncratic variations related to each profession’s particularities, but still... trans-professional trends can be seen
- Variable job market capacity of absorption
- Various individual aspects, mostly related with reason of migration:
  - Following spouse?
  - Age/career stage
  - Strategic aspects (job market, comparative salary, etc.)
Discussion - conclusion

- MRA ≠ guarantee of a good socioprofessional insertion
- Best insertion cases: those who had previous work experience in Quebec before MRA process (and therefore, social network)
- Many recognition problems faced by professionals after the MRA process, in working context (from colleagues and employers, and sometimes even regulating body, often related to novelty and lack of information)
- « Alternative » modes of insertion to get around under-recognition of experience among experienced engineers
- Questions around autonomy of professions, relations with management, relations with other professionals: new terms under new territory
Concluding remarks

- Third logic: yes, but in interaction, co-construction with market and government
- New professionalism: transnational movements bring comparison, reflexivity, especially on role of management and regulating bodies
- Complex set of factors to consider for analysis of barriers and facilitators of entry into professional practice for foreign-trained professionals