

Pan-Canadian Strategy for Francophone Immigrant Women in Minority Communities: Breaking Down Barriers for Equitable Integration

Explanatory Sheet

Chapter 9: Employment Integration

Issues

Lack of transparency and communication in the integration process

- Need for pre-departure training on Canadian work culture, particularly in minority communities.
- Inform women about the importance of the French language on the job market in their chosen province or territory, and help them integrate into the economy.

Recognition of professional qualifications

- Difficulty finding a job that matches their expertise.
- Difficulties in obtaining recognition for foreign diplomas.
- Obstacles in recognizing prior learning.
- Need for financial support to pursue studies or training and/or set up paid internships in companies to ensure recognition of prior learning.

Employer discrimination and prejudice against Francophone immigrant women

- Limited perception of employment options and persistent gender stereotypes.
- Employers need to be made aware of foreign experience and how to obtain professional references abroad.
- Need to raise employer awareness on gender and race discrimination.

Access to employment

- Lack of appropriate mentoring and coaching programs.
- Language and cultural barriers when looking for a job.
- Difficulties finding a job that matches expertise and professional identity.
- Misperception of the job market and job requirements.

Employment support

- Need for adapted language assistance and employment integration programs.
- Inequalities in English- and French-language support programs.
- Support program tailored to women's qualifications and immigration status.

Consultation Highlights

45%

found it very difficult to find a job matching their expertise.

37%

have found it very difficult to get their first work experience in Canada.

26%

have encountered moderate difficulties and 22% have had a lot of difficulty obtaining support services for job searches.

38%

have encountered much difficulty in obtaining recognition of their work experience in their country of origin.

23%

found the language barrier particularly difficult.

34%

of respondents mention economic conditions as the main barrier in their immigration process, and this figure rises to 43% for mothers with children.

International Monitoring

Best Practices

- **Recognize and respond to the specific needs of immigrant women to ensure their successful professional integration.**
- **Foster the professional integration of skilled migrants, with particular emphasis on the recognition of qualifications and simplified access to the labour market.**
- **Standardizing practices through directives such as EU Directive 2005/36/EC.**

Examples of initiatives:

- Sweden's "**Equitable Entry**" program lists the skills of potential migrants and prospective employers.
- The Estonian Digital Nomad Visa to facilitate administrative procedures.
- The German project for targeted vocational training for migrant mothers.
- Finland's complete reform of its integration policy with a more inclusive and targeted approach for women.
- The European Commission and the introduction of a "Tinder"-style platform to facilitate the recruitment of skills matching market needs.
- Couture Petits Points Sewing (Emploi-CPPS).

To learn more on the Pan-Canadian strategy, visit
immigration.affc.ca/en



Objective 9: Ensure effective integration into the workforce, respecting expertise and professional identity.

Recommended Strategies

Setting up an employment preparation service at the pre-departure stage

Transparently inform women about the minority language context, offer them English courses to facilitate their professional integration, and provide job-search support.

Facilitate recognition of diplomas and professional experience

Set up prior learning recognition programs accessible on the job market, outside the school system and in collaboration with professional associations. Create pre-departure training programs to guide immigrant women through the recognition process.

Fund internships intended as a first Canadian experience for immigrant women

Set up a support program for the first Canadian experience in partnership with companies to offer professional internships in the field of expertise and facilitate job retention.

Actively address pay inequalities through equitable policies and programs

Guarantee employment equity by raising awareness and implementing legislation accordingly.



Create mentoring and accompanying programs tailored to immigrant woman

Set up mentoring programs adapted to French-speaking immigrant women, in particular by putting them in touch with French-speaking Canadian employers for employment and mentoring opportunities. Offer more sustained support tailored to their needs.

Raising employer awareness and promoting diversity in the workplace

Raise employers' awareness of immigrant women's skills, promote diversity in the workplace and demystify prejudice. Provide employers with the tools they need to recognize foreign experience and references.

Accompaniment to help integrate into the workforce while respecting foreign qualifications

Provide employment support adapted to the professional identity and qualifications of immigrant women.

Improving collaboration between parties

Strengthen collaboration between employment integration agencies and employers.