Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada
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Archived: June 3, 2025 10:30:12 AM
From: Immigration Representatives / Représentants immigration (IRCC)
Sent: Fri, 25 Apr 2025 16:04:53
To:
Cc: Immigration Representatives / Représentants immigration (IRCC)
Subject: FW: Clarification on Eligibility for Canadian Experience Class (CEC) – Compensation in Shares - REP-B-2025-0078 -Due 17-Apr-25
Importance: Normal
Sensitivity: None

Good day,
[redacted] **Immigration Representatives Mailbox.**
Please note that this mailbox is intended for general guidance and does not provide responses to case-specific inquiries but have provided the following information as guidance. If you have case specific questions about a file, you are encouraged to submit the IRCC Web form.
Please see our response to your question.
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For the economic classes under the permanent residence programs, work is defined in subsection 73(2) of the Immigration and Refugee Protection Regulations as follows: "Despite the definition work in section 2, for the purposes of this Division, work means an activity for which wages are paid or commission is earned."

Please note that company shares in lieu of salary, would not generally be considered a wage and therefore such experience would not count as work under the Canadian Experience Class.
Please be advised that the assessment of an application is conducted on a case-by-case basis, taking into consideration the specific circumstances and the supporting documentation available to the officer. It is the applicant's responsibility to provide sufficient documentation to demonstrate that they meet the requirements.
We trust that this information will be of assistance to you.

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[redacted]

The Immigration Representatives Mailbox

From:
Sent: [redacted] 11, 2025 7:29 PM
To: Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-[redacted]
Subject: Clarification on Eligibility for Canadian Experience Class (CEC) – Compensation in Shares

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> **ATTENTION:** Ce courriel provient de l'extérieur du gouvernement du Canada. Ne cliquez pas sur les liens et n'ouvrez pas les pièces jointes sauf si vous reconnaissez l'expéditeur et sachez que le contenu est sûr.

Hello,
I am seeking clarification regarding the eligibility criteria for the Canadian Experience Class (CEC) under the Express Entry system, specifically concerning compensation structure.

If an individual is compensated in company shares (equity) instead of a conventional salary, would this remuneration be

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considered as "paid work experience" under the CEC requirements?

I would appreciate your guidance on whether such an arrangement aligns with the definition of paid employment under Canadian immigration regulations. If there are any specific policies or references that address this matter, please do share them.

[redacted] and assistance. I look forward to your response.

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Regards,