Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada
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Archived: June 2, 2025 11:38:59 AM
From: [redacted] Représentants [redacted]
Sent: Mon, 10 Mar 2025 12:41:28
To:
Cc: [redacted] Representatives, Représentants Immigration, [redacted]
Subject: FW: Reciprocal Employment Work Permit Requirements - REP-2025-0070- Due 6-Feb-25 - REP-2025-0587 - Due 19-03-2025
Importance: Normal
Sensitivity: None

Hellc

\sb160

\sb160Thank you for reaching out for additional clarification to the Immigration, Refugees and Citizenship Canada's Immigration Representatives mailbox.

\sb160I am agreement that the original response was insufficient and added to your confusion because in leaned heavily into ICT language. You are correct that the two companies do **not** need to share common ownership, but rather an officer would expect to see that a relationship of reciprocity exists between the Canadian and overseas entity.

\sb160Reciprocity begins with the idea that Canadians would have similar if not exactly equivalent experiences in the foreign national's home country as indicated below:

> \sb160It is not necessary that there be exact reciprocity (i.e. one for one exchange), but the general order of magnitude of exchanges should be reasonably similar on an annual basis. In assessing reciprocity, one would consider the relative number and percentage. For example, for exchanges involving larger numbers of foreign nationals (e.g. greater than 25), officers could require a higher minimum proportion of Canadians employed abroad to foreign nationals employed in Canada (e.g. at least 75%) than for smaller exchanges.
>
> \sb160When the entities involved have no history of conducting reciprocal exchanges with Canada, it is reasonable to initially limit work permits to a small number of individuals and that subsequent work permits be issued only when reciprocity has been demonstrated. (source)

In response to your original question, employers cannot hire a foreign national directly from the street to work under C20. The potential employee must have been hired by an entity overseas.

For example, Google Canada is hiring people from Google US to work under C20, Amazon Canada is hiring FWs from Amazon FR to work in Canada, etc.

For more information, please consult the following webpages:

International Mobility Program (IMP): Canadian interests - Reciprocal employment general guidelines R205(b), C20 - Canada.ca

We hope this additional information is of assistance. Do not hesitate to reach out again if you required further clarification.

Sincerely,

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada
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Immigration Representatives Mailbox

From:
Sent: [redacted] 19, 2025 11:32 AM
To: Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.IRCC@cic[redacted]
Subject: RE: Reciprocal Employment Work Permit Requirements - REP-2025-0070- Due 6-Feb-25

Hi ImmREPS,

[redacted] clarification [redacted] the response [redacted] below.

1. Can you kindly address this portion of the question: Can the foreign national be presently unemployed abroad at the time of making their application for a reciprocal employment work permit? Or, must they be employed by an entity related to the Canadian entity that seeks to employ them in Canada?

2. You state: "The entity outside of Canada must actively be 'doing business' in Canada by regularly, systematically, and continuously providing goods and/ or services by a parent, branch, subsidiary, or affiliate in Canada." This suggests that the reciprocal employment Work Permit category has a corporate relationship requirement that mirrors the requirement for ICT Work Permits such that an applicant has to show that their non-Canadian employer has a parent-subsidiary or branch/affiliate relationship with the Canadian entity that seeks to employ them in Canada. Is this the case?

3. If two companies that do NOT share common ownership (as in a parent-subsidiary or branch/affiliate) have a regular practice of doing business (regularly, systematically and continuously providing goods/services to each other), is this not sufficient to qualify an applicant for a reciprocal employment Work Permit? It is understood that the Canadian company would need to demonstrate that Canadian employees have similar opportunities to work abroad and/or that the Canadian company has a Global Mobility Policy that contemplates such 'exchanges' etc…. but I cannot find any clear guidance from IRCC online that suggests there is a 'qualifying corporate relationship' requirement under this category as there is with an ICT Work Permit.

Thank you.

Kind Regards,

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada
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From: Immigration Representatives ▌Représentants immigration (IRCC) (IRCC [redacted]
Representantsimmigration.IRCC[redacted] <[redacted]
Sent: [redacted] 14, 2025 4:34 PM
To:
Cc: Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-[redacted]igration.IRCC[redacted]
Subject: FW: Reciprocal Employment Work Permit Requirements - REP-2025-0070- Due 6-Feb-25

Hello

\sb160

\sb160Thank you for your email correspondence to Immigration, Refugees and Citizenship Canada's Immigration Representatives mailbox. We appreciate your patience.

\sb160Note that this service provides guidance and not case-specific advice.

\sb160Please find the answers to your questions below:

\sb160

Question 1

\sb160In the context of an application for a reciprocal employment work permit, must the applicant demonstrate that there is a corporate relationship between the sending entity (outside of Canada) and the receiving entity (in Canada)?

\sb160

Response 1

The onus is on the institutions or applicants to demonstrate that reciprocity exists, and that a corporate relationship exists between the two entities. The entity outside of Canada must actively be 'doing business' in Canada by regularly, systematically, and continuously providing goods and/ or services by a parent, branch, subsidiary, or affiliate in Canada.

The reciprocity could be indicated in the exchange agreement between the Canadian and foreign parties, a letter from the receiving Canadian institution, the work contract.

For more information, please consult the following webpages:

Locally engaged staff of diplomatic and consular missions and international organizations: Reciprocal employment (LMIA exemption code C20) – International Mobility Program - Canada.ca

We hope this information is of assistance. Do not hesitate to reach out again if you required further clarification.

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada
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Sincerely,

Immigration Representatives Mailbox

De :
Envoyé : 9 janvier 2025 09:47
À : Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-[redacted]
Objet : Reciprocal Employment Work Permit Requirements

[redacted]

In the context of an application for a reciprocal employment work permit, must the applicant demonstrate that there is a corporate relationship between the sending entity (outside of Canada) and the receiving entity (in Canada)?

If so, what are the requirements for the corporate relationship? For example, is it the same guidelines that apply to intracompany transferee work permit applications with respect to qualifying corporate relationships?

Can the foreign national be presently unemployed abroad at the time of making their application for a reciprocal employment work permit?

\qjor otherwise. Thank you.

Thank you.

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19(1)

of the Access to Information Act

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