**The Ukraine Crisis – Email to employees**

**This emails should help you to communicate with any employees who are concerned about friends and family in Ukraine and Russia. Please get in touch if you need any other help with the crisis.**

Dear colleagues,

I am writing to those of you with family or friends in Ukraine. It is a difficult and frightening time and they have our absolute sympathy, as do you.

The situation is complex and fast moving but we appreciate you may need to understand whether and how they can find safety outside of Ukraine. We cannot advise on the entirety of the journey, there are too many moving parts, but we wanted to help you understand the key visa and immigration considerations.

**Considerations for Ukrainian friends and family**

* Reports suggest that up to 1 million people have left Ukraine since the conflict began.
* Limits have been placed on who can leave, with men aged 18 to 60 and women in strategic roles (e.g. doctors) expected to stay.
* Visa services are largely closed in Ukraine but many people have passed into bordering countries.
* People moving across borders will be expected to hold certain documents. You can find those documents [here](https://www.fragomen.com/a/web/r3dJqmCGFu8VLQdci5yiwc/safe-exit-options-ukraine.pdf).
* Ukrainian nationals can ordinarily enter European Union Member States without a visa. We are aware that some individuals, including those who do not have biometric passports, are currently unable to travel onward to other countries based on how they have entered countries bordering the Ukraine. Further details should be forthcoming on their ability to move within Europe or remain where they are currently located.
* EU countries have agreed to issue temporary protection visas of at least 1 year, allowing people to live and work in that country and extendable for two additional years.  Details on this will be released by each EU country as they implement these rules, including whether local labour market checks for individuals prior to working.
* Rules differ in other jurisdictions outside of the EU. Ukrainian nationals must hold a visa to enter the UK. Visas will not be available to everyone and the rules are complex. You can find more advice [here](https://www.gov.uk/world/ukraine).
* In some cases people are looking to move to countries outside of Europe where a visa is not needed.  You can find a list of those countries [here](https://www.fragomen.com/a/web/6UxpTksPYTEUmyAct8JpqW/ukraine-crisis-table-of-ukrainian-visa-exemptions-022822.pdf).  Please remember that those stays will often be limited to between 90 and 180 days.  Consideration should be given to whether they will be able to extend their stay once in country.

**Other considerations**

This email concentrates on Ukrainian nationals but understand that people from many countries are caught up in the crisis. We understand that the best advice is for non-Ukrainians to contact their consulate or Embassy if they are leaving Ukraine.

You may also have family and friends who want to leave Russia.  It is also complicated. Some visa services are currently operating in Russia, but many consulates have suspended visa issuance, and general banking sanctions mean people may struggle to pay for their applications. Flights are limited and could also pose problems.  Many countries are also slowing down or preventing Russian visa applications.

Please remember that the situation is moving quickly and arrangements can change without warning. Please be sure to research your decisions before taking any action.