

Expanding into Ukraine is an exciting business decision that can lead to new relationships, product offerings, services, and more. However, you can't do any of that without a talented team of employees behind you who have the right Ukraine work visas. If you're unsure how to get a work visa in Ukraine for all of your employees, this can impact how long it takes you to start working in Ukraine.

Working with a Global PEO such as Globalization Partners eases every part of your expansion. Our team will act as the Employer of Record to hire employees legally ready to work in Bahrain. We'll assign them to work for you while taking care of your payroll, compensation, benefits, and more. You can trust us to handle your expansion while you grow your bottom line.

### **What Types of Ukraine Work Permits Are There?**

Many foreign citizens will need a work permit to work for your company in Ukraine. However, the country has many notable exceptions. These types of people do not need a work permit in Ukraine:

- Foreign citizens with permanent residence permits
- Refugees
- Individuals with an immigration permit
- Recognized people needing additional protection or those with temporary protection in the country
- Representatives of foreign maritime fleets and airlines serving companies in Ukraine
- Foreign media employees with accreditation to work in Ukraine
- Professional athletes, artists, and more
- Emergency services personnel for urgent work
- Employees of foreign representative offices
- Clergymen residing in the country temporarily for religious activity
- People participating in the implementation of international technical assistance projects
- Conduct teachers or those participating in a scientific activity at higher education institutions
- Any other foreigners that meet Ukraine's laws or international treaties

Otherwise, foreign citizens will need a job through a locally registered company or an individual in Ukraine to get a work permit. A work permit is not the same as a residence permit, and employees will need to get both to stay in Ukraine for an extended period.

## Requirements to Obtain a Work Visa in Ukraine

Both employees and employers have certain requirements for Ukraine work visas and permits. Employers must pay foreign employees at least 32,000 UAH unless they're in a "special category." These individuals are usually founders or beneficiaries of a Ukrainian company. All work permits are issued based on employment with a specific company in a certain position.

You, as the employer, must apply for work permits on behalf of employees. Required documents include:

- Application
- Copy of the passport with personal details
- A passport-sized color photo of the employee
- A copy of the employment contract with your certification
- Documents confirming you have the power to represent the employee
- Copies of higher education documents for applicants who graduated from top 100 universities
- Certified copies of documents, copyright, and related rights for creative professionals
- Copy of an agreement for a specific task if you sent the employee to Ukraine for a certain activity

If you issue these documents overseas, they will need to be legalized and translated into Ukrainian.

## What Steps Should You Take to Get a Work Permit in Ukraine?

Once you complete the application and collect the required documents, you can file for your Ukraine work permit with local authorities of the State Employment Service of Ukraine at your

company's location. A representative from your company will need to go to the physical office, as there is no online filing system.

You will also need to pay the government's fee, depending on the contract's duration. Work permits are usually issued for the duration of the employment contract but no longer than three years for certain categories or one year for all other workers. Work permits for one to three years cost six living wages as defined by Ukrainian law on the first of every year. Work permits can be renewed an unlimited number of times.

### **Other Important and Unique Considerations**

The State Employment Service of Ukraine will either reject or approve the application within seven working days of receiving the filing. If approved, you will receive bank details for the work permit payment fee. You will need to give employees a certified copy of the work permit and ensure they sign their employment contract within 90 days of receiving the permit.

### **Work With Globalization Partners**

With our experience as a Global PEO, our team is well-versed in handling expansions in Ukraine and beyond. [Contact us today](#) to learn more about our services and how to get a working visa in Ukraine with our assistance.