

## **1. BORDER CROSSING**

### **1.1. Visa-free entry**

The citizens of Ukraine holding biometric passports do not need a visa to arrive to Lithuania for a short-term visit. The citizens of Ukraine enjoy a visa-free regime and may stay in Lithuania and other Schengen countries for up to 90 days within 180 days' period.

The passport of the citizen of Ukraine should meet the following criteria:

- it must remain valid for at least 3 months after the Ukrainian citizen's intended date of departure from the territory of Lithuania;
- it shall have been issued within the last 10 years.

The citizens of Ukraine crossing the border of Lithuania should complete the traveller's declaration where they should declare all goods carried by them.

### **1.2. Registration after arrival to Lithuania**

The citizens of Ukraine and their family members who left Ukraine for Lithuania due to the acts of war must register their arrival to Lithuania. For this, they should personally apply to:

- registration centre in Alytus city, Marijampolė city or Vilnius city (if foreigners have nowhere to stay after arriving in Lithuania); or
- any territorial office of the Migration Department (if foreigners have a place to stay after coming to Lithuania).

Registration should be made so that the competent authorities of Lithuania could take care of the citizens of Ukraine and their family members, as well as could create conditions for the foreigners to stay lawfully in Lithuania.

### **1.3. Stay for humanitarian reasons**

When the citizens of Ukraine and their family members duly register their arrival to Lithuania, they may apply for a temporary residence permit or a national visa on the grounds of humanitarian reasons.

The electronic temporary residence permit application may be submitted in advance before arriving to the registration centre or territorial office of the Migration Department for registration purposes. This application form can be completed after the foreigner logs in to the Lithuanian Migration Information System ("MIGRIS").

Residence permit or a national visa for humanitarian reasons is issued for up to 1 year. No state levy is charged for processing of the applications.

## 2. SPECIAL WORKING CONDITIONS IN LITHUANIA

Starting from 1 March 2022, new legal procedures are in force which significantly facilitate the conditions of employment in Lithuania for the citizens of Ukraine, their family members and stateless persons residing in Ukraine who fled Ukraine to Lithuania in connection with the military actions by the Russian Federation.

In particular:

- the citizens of Ukraine enjoying a visa-free regime or holding a valid Schengen visa have a right to work and are exempted from the obligation to obtain a work permit;
- the citizens of Ukraine holding a national visa on the grounds that they are unable to leave Lithuania due to *force majeure* circumstances have a right to work and are exempted from the obligation to obtain a work permit;
- the citizens of Ukraine who have applied for a temporary residence permit in Lithuania on the grounds of: (1) employment in Lithuania, or (2) highly-qualified employment (“Blue Card”) in Lithuania, have a right to work and are exempted from the obligation to obtain the decision that the foreigner’s work meets the needs of the Lithuanian labour market (the “Decision”) from the Employment Service;
- the citizens of Ukraine who have applied for asylum in Lithuania have a right to work from the date their application for asylum has been registered with the MIGRIS.

### 3. GENERAL WORKING CONDITIONS IN LITHUANIA

#### 3.1. General information

Generally, the citizens of Ukraine are allowed to work in Lithuania only if they have obtained a work permit or the Decision from the Employment Service. Nevertheless, several exceptions to this rule are set forth in Lithuanian legislation as discussed below.

The citizens of Ukraine have the following main employment options:

- a) Work under a work permit and a national visa (recommended option for initial arrival);
- b) Work under the Decision and a temporary residence permit (recommended option for extension of the foreigner's stay);
- c) Blue Card (employment of highly qualified employees);
- d) Intra-corporate transfers.

#### 3.2. Work permit + national visa option

To obtain a work permit, the Lithuanian legal entity that intends to employ the citizens of Ukraine must complete the following actions (work permit is not required and this step could be skipped if the profession of the foreigner is included in the list of professions in shortage in Lithuania and respective set quotas are not exceeded):

- a) register a vacancy at the website of the Employment Service for at least 5 business days and firstly offer work to the citizens or permanent residents of Lithuania and EU citizens.
- b) submit a work permit application to the Employment Service after the vacancy registration expires.

<b>Validity period</b>	Up to 1 year
<b>Timing</b>	Approx. 12 working days (i.e. 5 working days for the vacancy registration and 7 working days for the processing of the work permit application)
<b>Official fee</b>	EUR 121
<b>Authority</b>	Employment Service under the Ministry of Social Security and Labour of the Republic of Lithuania
<b>Main required documents</b>	<ul style="list-style-type: none"><li>• application;</li><li>• passport;</li><li>• commitment of the employer to employ foreigner for not shorter period than 6 months and pay the salary which will not be smaller than the salary paid to the citizens of Lithuania employed in the same position;</li><li>• information from the employer on the foreigner's qualification corresponding to his/her job and at least 1 year's work experience according to his/her qualification during the last 5 years;</li><li>• certificate about valid administrative penalties imposed on the employer;</li><li>• information from the employer on the state social insurance contributions paid during the last 6 months for the employed foreigners;</li><li>• payment of state fee.</li></ul>

To obtain a national visa, the foreigner must apply to the Lithuanian Visa Service in a foreign country or to an external service provider's visa application centre.

<b>Validity period</b>	Up to 1 year
<b>Timing</b>	15 calendar days (may be extended by up to 45 calendar days)
<b>Official fee</b>	EUR 120
<b>Authority</b>	Lithuanian Visa Service in a foreign country or an external service provider's visa application centre

<b>Main required documents</b>	<ul style="list-style-type: none"> <li>• application;</li> <li>• valid travel document;</li> <li>• 1 colour photo (35x45 mm);</li> <li>• number of the mediation letter submitted by the employer;</li> <li>• work permit issued by the Employment Service;</li> <li>• document certifying that the foreigner has sufficient funds and (or) receives regular income to live in Lithuania and to return to the country of his/her origin or a foreign country to which the foreigner has the right to depart;</li> <li>• health insurance document;</li> <li>• payment of state fee.</li> </ul>
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### 3.3. Decision + temporary residence permit option

To obtain the Decision, the Lithuanian legal entity that intends to employ the citizens of Ukraine must complete the following actions (the Decision is not required and this step could be skipped if the profession of the foreigner is included in the list of professions in shortage in Lithuania and respective set quotas are not exceeded):

- register a vacancy at the website of the Employment Service for at least 5 business days and firstly offer work to the citizens or permanent residents of Lithuania and EU citizens.
- submit an application on issuance of the Decision to the Employment Service after the vacancy registration expires.

<b>Validity period</b>	Up to 2 years
<b>Timing</b>	Approx. 12 working days (i.e. 5 working days for the vacancy registration and 7 working days for the processing of the application on issuance of the Decision)
<b>Official fee</b>	EUR 28
<b>Authority</b>	Employment Service under the Ministry of Social Security and Labour of the Republic of Lithuania
<b>Main required documents</b>	<ul style="list-style-type: none"> <li>• application;</li> <li>• passport;</li> <li>• commitment of the employer to employ foreigner for not shorter period than 6 months and pay the salary which will not be smaller than the salary paid to the citizens of Lithuania employed in the same position;</li> <li>• information from the employer on the foreigner's qualification corresponding to his/her job and at least 1 year's work experience according to his/her qualification during the last 5 years;</li> <li>• certificate about valid administrative penalties imposed on the employer;</li> <li>• information from the employer on the state social insurance contributions paid during the last 6 months for the employed foreigners;</li> <li>• payment of state fee.</li> </ul>

To obtain a temporary residence permit, the foreigner must apply to the Migration Department in Lithuania.

<b>Validity period</b>	Up to 2 years
<b>Timing</b>	4 months under general process; 2 months under urgent process
<b>Official fee</b>	EUR 120 for processing under general process; EUR 240 for processing under urgent process
<b>Authority</b>	Migration Department under the Ministry of the Interior of the Republic of Lithuania

<b>Main required documents</b>	<ul style="list-style-type: none"> <li>• application;</li> <li>• passport;</li> <li>• the Decision from the Employment Service;</li> <li>• number of the mediation letter submitted by the employer;</li> <li>• document certifying that the foreigner has sufficient funds and (or) receives regular income to live in Lithuania;</li> <li>• employee's commitment to declare residence address in Lithuania;</li> <li>• certificate of good conduct issued by the foreign authorities;</li> <li>• payment of state fee.</li> </ul>
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#### 3.4. Blue Card option

The citizen of Ukraine may obtain a temporary residence permit (the Blue Card) if the below requirements are met:

- (i) an employer intends to hire a foreigner for at least 1 year period and undertakes to pay a monthly salary amounting to not less than 1.5 average gross salaries in the Lithuania's economy (i.e. currently, not less than ~EUR 2,520 gross);
- (ii) Employment Service issues the Decision, except for the cases when:
  - monthly salary of the employee will amount to at least 3 average gross salaries in the Lithuania's economy (i.e. currently, not less than ~EUR 5,040 gross); or
  - profession of the foreigner is included in the list of the professions in shortage in Lithuania.
- (iii) foreigner has a higher education qualification or work experience of at least 5 years as attested by the Lithuanian authorities.

To obtain the Decision (if required), the Lithuanian legal entity that intends to employ the citizens of Ukraine must complete the following actions:

- a) register a vacancy at the website of the Employment Service for at least 5 business days and firstly offer work to the citizens or permanent residents of Lithuania and EU citizens.
- b) submit an application on issuance of the Decision to the Employment Service after the vacancy registration expires.

<b>Validity period</b>	Up to 3 years
<b>Timing</b>	Approx. 12 working days (i.e. 5 working days for the vacancy registration and 7 working days for the processing of the application on issuance of the Decision)
<b>Official fee</b>	EUR 28
<b>Authority</b>	Employment Service under the Ministry of Social Security and Labour of the Republic of Lithuania
<b>Main required documents</b>	<ul style="list-style-type: none"> <li>• application;</li> <li>• passport;</li> <li>• commitment of the employer to employ foreigner for not shorter period than 1 year and pay the salary amounting to not less than 1.5 average gross salaries in the Lithuania's economy;</li> <li>• information from the employer on the foreigner's qualification corresponding to his/her job;</li> <li>• certificate about valid administrative penalties imposed on the employer;</li> <li>• information from the employer on the state social insurance contributions paid during the last 6 months for the employed foreigners;</li> <li>• payment of state fee.</li> </ul>

To obtain the Blue Card, the foreigner must apply to the Migration Department in Lithuania (the application may also be submitted virtually).

<b>Validity period</b>	Up to 3 years
<b>Timing</b>	1 – 2 months under general process; 0.5 – 1 month under urgent process
<b>Official fee</b>	EUR 120 for processing under general process; EUR 240 for processing under urgent process
<b>Authority</b>	Migration Department under the Ministry of the Interior of the Republic of Lithuania
<b>Main required documents</b>	<ul style="list-style-type: none"> <li>• application;</li> <li>• passport;</li> <li>• the Decision from the Employment Service (if required);</li> <li>• number of the mediation letter submitted by the employer;</li> <li>• document certifying that the foreigner has sufficient funds and (or) receives regular income to live in Lithuania;</li> <li>• employee's commitment to declare residence address in Lithuania;</li> <li>• certificate of good conduct issued by the foreign authorities (only if the foreigner was sentenced);</li> <li>• payment of state fee.</li> </ul>

### 3.5. Intra-corporate transfer option

The citizen of Ukraine may obtain a temporary residence permit on the ground of intra-corporate transfer if the below requirements are met:

- (i) foreigner has special knowledge of the field, methods and management, necessary for the host company, established in Lithuania (i.e. high vocational qualifications and experience, related to the type of work or activity, which requires specific technical knowledge);
- (ii) foreigner has been working at the company, established in a foreign state that is not an EU member state, for at least 6 months prior to coming to the host company, established in Lithuania.

To obtain a temporary residence permit, the foreigner must apply to the Embassy of Lithuania outside the territory of EU member states or the Migration Department in Lithuania.

<b>Validity period</b>	Up to 3 years
<b>Timing</b>	2 months under general process; 1 month under urgent process
<b>Official fee</b>	EUR 120 for processing under general process; EUR 240 for processing under urgent process; consular fee – EUR 160
<b>Authority</b>	Migration Department under the Ministry of the Interior of the Republic of Lithuania
<b>Main required documents</b>	<ul style="list-style-type: none"> <li>• application;</li> <li>• passport;</li> <li>• number of the mediation letter from the Lithuanian company;</li> <li>• employment contract executed between the employee and posting company;</li> <li>• assignment letter from the posting company;</li> <li>• evidences confirming that the foreigner has the special knowledge of the field, methods and management, necessary for the host company;</li> <li>• evidences confirming that the foreigner has been working at the posting company for at least 6 months;</li> <li>• document certifying that the foreigner has sufficient funds and (or) receives regular income to live in Lithuania;</li> <li>• employee's commitment to declare residence address in Lithuania;</li> <li>• certificate of good conduct issued by the foreign authorities;</li> <li>• health insurance document;</li> <li>• payment of state fee.</li> </ul>

#### 4. FAMILY MEMBERS

Family members (i.e. spouse, registered partner, under-age children, dependent parents) may generally apply for the temporary residence permit on the ground of family reunification only if the holder of the residence permit:

- a) has resided in the Republic of Lithuania for the last 2 years;
- b) has a temporary residence permit valid for at least one year; and
- c) has reasonable prospects to acquire the right of permanent residence in the Republic of Lithuania.

The family members of the Blue Card applicant (holder) and intra-corporate transferee, on the other hand, may immediately apply for the temporary residence permit.

<b>Validity period</b>	The same validity as the principal's temporary residence permit
<b>Timing</b>	The same as applies to the principal
<b>Official fee</b>	EUR 120 for processing under general process; EUR 240 for processing under urgent process
<b>Authority</b>	Migration Department under the Ministry of the Interior of the Republic of Lithuania
<b>Main required documents</b>	<ul style="list-style-type: none"><li>• application;</li><li>• passport;</li><li>• document confirming family ties (e.g. marriage certificate, registered partnership agreement, birth certificate, other);</li><li>• document certifying that the foreigner has sufficient funds and (or) receives regular income to live in Lithuania;</li><li>• employee's commitment to declare residence address in Lithuania;</li><li>• certificate of good conduct issued by the foreign authorities;</li><li>• health insurance document;</li><li>• payment of state fee.</li></ul>

A temporary residence permit issued to the family members on the ground of family reunification entitles family members to work in Lithuania without any separate work authorisations.