

PEOPLE MOBILITY

Lunch & Learn

16 March 2022

In the latest Lunch & Learn session, Global Mobility Experts and Lawyers came together to discuss and understand the current happenings in **#Ukraine** and what it means for companies and HR teams from a legal and tech perspective.



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#Ukraine

The war in Ukraine has led millions of Ukrainians to flee their country, many of whom are arriving in Germany. Tom Stiebert, Lawyer with International Law Firm DWF and Katrin Ruland, founder of the international relocation tech company, Noah Mobility, joined Daniel Zinner to discuss what HR teams and companies are focusing on regarding Ukraine, the legal frameworks surrounding immigration in this special situation and how the mass influx of Ukrainian migrants into the EU can be supported with technology.

Main Findings

-  With the massive influx of Ukrainian refugees, companies need to understand the legal frameworks around employment and integration.
-  From a relocation perspective, most requests have come from teams wanting to resettle themselves, both from Ukraine and Russia.
-  Due to the Temporary Protection Directive, there is the question of whether German law applies.
-  There are many bureaucratic obstacles where support is needed, namely registration, taxes and work permits.
-  Hand in hand cooperation between legal and tech is indispensable during this time.

The [EU Temporary Protection Directive](#), first drafted in 2001, is an exceptional measure providing immediate and temporary protection to people from non-EU countries who flee their country of origin.

The Directive was triggered for the first time in 2022 as a result of those fleeing the war in Ukraine.

Despite the triggering of the Temporary Protection Directive, there is still some confusion from both companies and individuals about what the conditions are. These confusions were discussed:

Legal Focus

There are many bureaucratic challenges companies and HR teams will face during the influx of Ukrainian migrants into the EU. Some to be aware of are the registration procedure, the procedure for obtaining a work permit, and the tax and social security law.

As the Temporary Protection Directive gives its beneficiaries the right to access employment, companies should pay particular attention to whether the German law applies in this situation.

Further legal considerations for companies are employment contracts. It needs to be understood if “standard” contracts can apply here under the ongoing proceedings or if there should be special features added.

Tech Focus

Relocation tech services are of great importance during such a mass influx of migrants into the EU and relocation companies are often asked how they can help.

Local registration and the provision of accommodation are already successful and available from official, corporate and private sources.

Relocation tech companies can help by using their existing technology solutions. Noah Mobility, for example, already has an eBIS interface in Berlin with the Federal Foreign Office. They are also able to provide an onboarding process tool.

It is expected that once arrival and initial administration have taken place, there will be a massive increase in cases. Companies should ensure they are making use of relocation tech services and legal services to ensure the successful recruitment of new employees from Ukraine. It is vital that legal services and tech services cooperate well together during this period of time, to ensure smooth transitions for companies and employees alike.

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People Mobility Alliance

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