

## **Overview over how Ukrainian attorneys can work and/or requalify in other European jurisdictions**

The European Lawyers' Association (ELA) is the alumni association of the European Lawyers' Programme (Programme) and the European Young Lawyers' Scheme (the predecessor of the Programme) and was set up in 1985 with a view to maintaining the professional and social contacts established during the Programme, and to provide a forum for participants to develop these links with other participants and practitioners in the UK. It has around 700 members from 28 countries. The ELA is registered in Belgium as an International Non-Profit Association. You can find more information about the ELA at <https://european-lawyers.org/>.

Through its network of national representatives, the ELA has collected information about how Ukrainian attorneys may work and/or requalify in other European jurisdictions.

The national representatives were asked to answer the following question:

- 1) *What are the different professional legal qualifications in your jurisdiction?*
- 2) *What are the different routes and procedures for a Ukrainian lawyer to re-qualify as a lawyer in your jurisdiction? If this varies for different categories of lawyers, please specify for each category with an indication of timescales.*
- 3) *Are there options for Ukrainian lawyers to work as a legal professional in your jurisdiction without requalifying as lawyer (such as for example a conveyancing or immigration consultant)?*
- 4) *Who is/are the professional body/bodies for lawyers in your jurisdiction? Please provide a link to relevant website(s) and contact details.*
- 5) *Are there any local NGOs or professional bodies which can support Ukrainian lawyers in the process of re-qualifying either financially (scholarship) and/or through the provision of advice?*

Below you will find answers to these questions for a number of European jurisdictions. Please note that this information is non-binding and may be subject to change. For binding information and/or legal advice, please contact the local authorities of the relevant jurisdiction.

## Table of contents

1. Bulgaria.....	3
2. Croatia .....	4
3. Denmark.....	5
4. England and Wales.....	6
5. Estonia .....	7
6. France.....	8
7. Germany.....	9
8. Italy.....	11
9. Lithuania.....	12
10. Luxembourg.....	15
11. Norway.....	21
12. Scotland .....	25
13. Slovakia.....	26
14. Spain .....	29
15. Switzerland .....	30

# 1. Bulgaria

Requirements what curriculum to follow in order to obtain a law degree are regulated by an old Regulation from 1996. Several attempts to modernise it have not been successful to date.

Higher education in the specialty "Law", acquired in a foreign higher education institution, is recognized in the Republic of Bulgaria if it meets the state requirements approved by the Council of Ministers under Art. 9, para. 3, item 9 of the Law on Higher Education.

According to the Law on Higher Education the Council of Ministers confirms the state requirements for recognition of a higher education with a professional qualification acquired in foreign higher education institutions and for recognition of a degree acquired abroad corresponding to the educational and scientific degree "doctor".

There is an institution dealing with these matters. Please see the link to its website where there is a procedure to follow:

[https://nacid.bg/en/Foreign\\_Qualifications\\_in\\_Bulgaria\\_B\\_M/](https://nacid.bg/en/Foreign_Qualifications_in_Bulgaria_B_M/)

## 2. Croatia

In Croatia, Ukrainian lawyers can work as paralegal only.

There is also no requalification process but finishing in Croatia university-level study programme in law.

The university-level study programme in Law is conducted as an integrated study programme integrating the first and second (i.e., undergraduate and graduate) levels of study into a five-year study programme. It is founded on the theoretical and practical study of Law, on the knowledge of the legal system of the Republic of Croatia and the European Union, as well as on the legal systems of European and other developed countries.

Only completion of a five-year university-level study programme in Law and the academic title of Master, in compliance with the reformed study programmes and in accordance with the Bologna Process, qualify students to perform the legal profession in the judiciary, in the State Attorney's Office, as notaries public, as attorneys, as lawyers in government bodies and local self-government, in companies, institutions, political bodies, political parties, and in diplomatic and consular services.

### 3. Denmark

It is not possible for citizens from countries outside of EU to become an attorney-at-law or lawyer in Denmark unless they have obtained a law degree from an EU member state. This also applies to persons who have already been – or are at present - practising law in a non-EU member state.

However, if they have already obtained a law degree from a non-EU member state they could contact the educational institution at stake (e.g. Copenhagen University) who will be able to advise on the possible transfer of qualification credits due to an already obtained law degree.

If a non-EU lawyer has obtained a master's degree in law in Denmark or another EU member state, there are opportunities to maybe become employed as an assistant attorney in Denmark. The Minister of Justice may fix a trial period of a maximum of three years, during which time that person shall be employed by a lawyer, e.g. as a legal consultant. This trial period serves to ensure that the consultant has the necessary knowledge of Danish procedural law and master the Danish language at a level that enables him or her to conduct oral proceedings in a proper manner.

When the trial period has ended, the employer must declare that the person is qualified to appear before court in Denmark, and after that, he or she will be able to work as an assistant attorney on the same terms as an assistant attorney with a Danish master's degree in law (in Denmark, one is in general required to be an assistant attorney for three years in order to become a lawyer), including access to the mandatory basic training and exams. However, the requirement of three years employment as assistant attorney may be reduced with a part of the trial period (usually half of the trial period).

After the conclusion of the nominal three years employment as an assistant attorney and the passing of the mandatory exams, the person's employer must provide a statement as to the obtained practical experience upon which the Ministry of Justice shall decide whether he or she fulfils all legal requirements necessary for the granting of the title of "Advokat" in Denmark.

Applications to become an assistant attorney in Denmark on the basis of a law degree obtained in another EU member state shall be filed with:

The Department of Civil Affairs  
Toldboden 2, 2. sal  
DK-8800 Viborg  
Email: [civilstyrelsen@civilstyrelsen.dk](mailto:civilstyrelsen@civilstyrelsen.dk)  
Secure email: [sikkerpost@civilstyrelsen.dk](mailto:sikkerpost@civilstyrelsen.dk)  
Website: [www.civilstyrelsen.dk](http://www.civilstyrelsen.dk)

## 4. England and Wales

Ukrainian lawyers who relocate to England and Wales are entitled to practise under their home-country professional title. They do not need to qualify as solicitors nor sit any exam in order to practise here.

They can provide legal services in Ukrainian law, international law and English law (including drafting contracts) with the only exception of a small number of activities.

They can work:

- in a UK law firm
- in a company as in-house lawyers
- as sole practitioners, or
- in partnership with, or be employed by, English and Welsh solicitors or other international lawyers

Ukrainian lawyers who wish to qualify in England and Wales can sit the Solicitors Qualifying Examination (SQE).

They need to:

1. hold a degree in any subject or an equivalent qualification (such as an apprenticeship) or work experience
2. complete two stages of assessment, SQE1 and SQE2 [SQE1 consists of two exams in multiple-choice question format, and SQE2 consists of a series of practical assessments of skills through written and oral examinations]
3. complete two years of qualifying work experience (QWE) in law firms, legal clinics in academic institutions, law centres and other appropriate organisations, inside / outside the UK
4. satisfy the Solicitor Regulation Authority's (SRA) character and suitability requirements.

If a Ukrainian Lawyer does not have a degree, he can take the SQE if he can show work experience equivalent to a UK degree. Applications for equivalence will be considered on a case-by-case basis.

The total cost of the SQE assessments is GBP 3,980 [eur 4.585], which breaks down as: SQE1 – GBP1,558 [eur 1.795] and SQE2 – GBP2,422 [eur 2790].

The next SQE 1 examinations will take place on 26 and 30 January 2023

Booking open: 22 September 2022 until 19 December 2022, 5pm.

From 2024, SQE 1 exams will take place in January and July; the SQE 2 exams in January, April, July and October.

<https://www.lawsociety.org.uk/campaigns/international-rule-of-law/news/support-for-ukrainian-lawyers-and-firms-in-england-and-wales> AND

<https://sqe.sra.org.uk/>

## 5. Estonia

Estonian Bar Association does not offer any special treatment for Ukrainian lawyers in terms of becoming a member of the Bar Association. Meaning that the same requirements apply for all lawyers, regardless of their nationality / origin - among others one has to have Estonian language skills and must take exams to be admitted to the Bar.

As to helping Ukrainians generally, several law firms have joined the project of providing pro bono legal advice to Ukrainian refugees - <https://advokatuur.ee/est/ukraina>.

Further, in practice many law firms are open to hire Ukrainian lawyers for assisting positions / fields of business that do not necessarily require Estonian language skills (e.g research work, transactions, etc.). The same also applies to other positions with legal background outside of law firms (e.g. in-house counsel). Usually, the person/ just have to have some interest and initiation by themselves.

## 6. France

The applicant must prove that he/she is a lawyer registered with a bar in another EU Member State.

### **Procedure:**

- The request must be addressed to the President of the Conseil National des Barreaux [CNB] - by recorded letter with acknowledgement of receipt.
- The CNB has one month to request a missing document and three months to accept the file.
- The CNB determines from 1 to 4 subjects that the candidate will have to pass.
- The examination of the application by the CNB is free of charge.

### **The aptitude test in French law:**

The examination takes place in the examination centre [CRFPA] in France chosen by the candidate.

Each of the topics is the subject of a 20-minute oral test.

If the candidate has to take 4 topics, the main test is a 4-hour written test.

Successful completion of the test is conditional on obtaining an average mark of 10/20 or higher.

For more details see:

CNB 180 Bd Haussmann, 75008 Paris, France

email address: [international@cnb.avocat.fr](mailto:international@cnb.avocat.fr)

<https://www.cnb.avocat.fr/en/accessing-legal-profession-france>



## 7. Germany

The options for non-EU lawyers/solicitors to practise in law in Germany and/or to requalify into German law are, unfortunately, limited.

The only option to practise law in Germany (albeit not German law) is via a special application to any of the respective German Bar Associations. The German Federal Lawyers Act (*Bundesrechtsanwaltsordnung* or *BRAO* for short) provides for the option for lawyers/solicitors registered in WTO countries, like Ukraine, to approach any of the Bar Associations of the German states (Germany is a federal state and each state has its own Bar Association) and apply to be admitted as lawyer/solicitor in order to practise law in Germany (§ 206 BRAO). However, they will only be allowed to advise on the law of their home country as well as international law and to practise under the professional title of their home country only, i.e. not to practise under the German „Rechtsanwältin“ or „Rechtsanwalt“.

Unfortunately, the application form in Ukrainian language provided by the Bar Association Berlin is not available under the respective links (see for example <https://www.brak.de/newsroom/newsletter/nachrichten-aus-berlin/2022/ausgabe-9-2022-v-452022/antragsformular-fuer-ukrainische-anwaeltinnen-zur-niederlassung-in-deutschland/>).

However, a good summary of the requirements for the application can, for example, be found on the website of the Bar Association München (German language) under the sub-heading „Anwälte aus Mitgliedsstaaten nach § 206 BRAO“ (<https://www.rak-muenchen.de/rechtsanwaelte/zulassung-und-mitgliedschaft/auslaendische-rechtsanwaelte>).

An application form in German language (here for the Bar Association München as an example) can be found here: [https://www.rak-muenchen.de/fileadmin/downloads/01-Zulassung/06-Auslaendische%20Rechtsanwaelte/Antrag\\_Aufnahme\\_WHO-Anwalt.pdf](https://www.rak-muenchen.de/fileadmin/downloads/01-Zulassung/06-Auslaendische%20Rechtsanwaelte/Antrag_Aufnahme_WHO-Anwalt.pdf).

Once accepted from the respective Bar Association, the lawyer/solicitor has to pay the yearly fees etc. as any registered German lawyer/solicitor and, importantly, they have to provide proof of continuous membership of their home Bar Association on a yearly basis. —> **Ukrainian lawyers will have to get in touch with the respective Bar Association and to provide the required documentation.**

Requalification into German law is rather more complicated. Qualifying as a lawyer in Germany requires, first, to successfully pass the so called first state exam after having studied at University and, secondly, successfully pass the so called second state exam after having gone through the legal preparatory service, i.e. traineeship. As a rule, foreign law degrees are not recognised in Germany (there are certain reliefs for University law degrees obtained in a member state of the European Union, in another state party to the Agreement on the European

Economic Area, or in Switzerland). —> **Ukrainian lawyers who would like to practise German law will have to undergo the lengthy process described above.**

**Of course, Ukrainian lawyers/solicitors can take up non-regulated legal positions which do not require registration with the Bar Association, e.g. para-legal, professional support lawyers etc.**

For information in German (partly in Ukrainian) see also the website of the German Lawyers' Association: [https://anwaltverein.de/de/engagement/soziales-engagement-rechtsberatung#collapse\\_493159](https://anwaltverein.de/de/engagement/soziales-engagement-rechtsberatung#collapse_493159)

## 8. Italy

Unfortunately, at the moment there are no special avenues for Ukrainian lawyers to re-qualify in Italy.

In this regard, Ukrainian lawyers that intend to re-qualify in our country are subject to the rules provided in the Lawyers' Regulation (Law no.247/2012), which provides that non-EU citizens can enroll in the bar association and exercise the legal profession only when falling into either of these categories:

1. foreigners who have obtained a degree in law from an Italian university and have passed the bar exam in Italy (which implies an 18 months traineeship with an Italian lawyer or the attendance of specific courses of the same duration identified under the law);
2. foreigners who have already qualified as lawyers in a Member State of the European Union;
3. foreigners in possession of a qualification obtained in a State not belonging to the European Union. In this case, the foreigner shall provide the relevant qualification documentation through a request to the Ministry of Justice, which may decide to recognize the qualification, subject to the passing of test concerning those subjects which are regarded as fundamental in Italy. For lawyers, the said test is organized by the CNF, the national bar association. More information on this procedure can be found here: [https://www.giustizia.it/giustizia/it/mg\\_3\\_4\\_17.page#](https://www.giustizia.it/giustizia/it/mg_3_4_17.page#).

All three options are, in any case, subject to the assessment of the relevant visas and permits for entrance and stay in Italy and of the qualification documents by the local council of the bar association where the foreign lawyer intends to apply.

## 9. Lithuania

1) *What are the different professional legal qualifications in your jurisdiction?*

1. Advocates;
2. Lawyers.

2) *What are the different routes and procedures for a Ukrainian lawyer to re-qualify as a lawyer in your jurisdiction? If this varies for different categories of lawyers, please specify for each category with an indication of timescales.*

1. **Requirements for Advocates** (In accordance with the Law of the advocacy), a person seeking to become a lawyer must:

- be a **citizen of the Republic of Lithuania or a member state of the European Union (no exceptions for non EU citizens)**;
- have a higher university legal education - bachelor of law and master of law qualification degrees or professional qualification degree of lawyer (single-level university legal education);
- have at least five years of legal work experience or at least two years of practice as a lawyer's assistant;
- be of impeccable reputation;
- know the national language;
- to pass the qualification exam for lawyers or, in the cases provided for in the Advocacy Law, to pass the examination for the organization of the activities of lawyers;
- not have any medical conditions that prevent them from performing the duties of a lawyer.

2. **Requirements for other Lawyers** (in accordance with the Law on Recognition of Professional Qualifications Regulated by the Republic of Lithuania):

- The competent authorities of the Republic of Lithuania, having examined the request of a citizen of a EU, EEE member state or a **citizen of a third country** to recognize his professional qualification acquired **in a third country** (hereinafter referred to as the application) and the required documents submitted together, shall make one of the following decisions regarding the recognition of professional qualifications:
  - i. a decision to recognize a professional qualification;
  - ii. decision not to recognize a professional qualification;

- iii. the decision to assign a compensatory measure – a professional suitability test or a period of professional adaptation;
  - iv. decision to reject the request.
- Responsible organization: Lithuanian Assistance Centre for the Recognition of Professional Qualifications;

more information here: <https://eimin.lrv.lt/en/sector-activities/business-environment/human-resources-development/lithuanian-assistance-centre-for-the-recognition-of-professional-qualifications>

Address:

Ministry of the Economy and Innovation of the Republic of Lithuania  
Gedimino Ave. 38, 01104 Vilnius, Lithuania

BIRUTĖ KINDURIENĖ

E-mail: [Birute.Kinduriene@eimin.lt](mailto:Birute.Kinduriene@eimin.lt)

Phone: +370 685 75 518

SANDRA KVARACIEJIENĖ

E-mail: [Sandra.Kvaraciejiene@eimin.lt](mailto:Sandra.Kvaraciejiene@eimin.lt)

Phone: +370 689 87 970

3) *Are there options for Ukrainian lawyers to work as a legal professional in your jurisdiction without requalifying as lawyer (such as for example a conveyancing or immigration consultant)?*

1. War refugees from Ukraine have the right to work in Lithuania and are exempted from the obligation to obtain a permit to work or receive a decision on the conformity of work to the needs of the labor market in Lithuania, if:

(i) uses the visa-free regime; (ii) holds a Schengen visa; (iii) holds a national visa; (iv) made an application to issue a temporary residence permit in Lithuania; (v) or have applied for asylum In Lithuania.

2. Before starting work in Lithuania, a war refugee from Ukraine must:

- Apply to the **Migration Department** in order to be issued a registration document confirming legal stay in Lithuania. Only after this document the issuing person may be employed in Lithuania. More information: <https://migracija.lrv.lt/lt/naudinga-informacija/ukraina-ukrayina-ukraina-ukraine/informacija-ukrainos-pilieciams-1>
- Register at the **Employment Service**, which will help you find a job and get a job in Lithuania. More information about employment

opportunities is available in Ukrainian on the website of the Employment Service: [www.uzt.lt/ua](http://www.uzt.lt/ua).

3. If Ukrainian lawyers seek to work individually should visit this site: <https://www.vmi.lt/evmi/informacia-dla-gromadan-ukraini>

4) *Who is/are the professional body/bodies for lawyers in your jurisdiction? Please provide a link to relevant website(s) and contact details?*

1. **Lithuanian Bar Association:** is the official body supervising advocates practicing in Lithuania; responsible for the recognition of advocates and other legal professions in Lithuania.

<https://www.advokatura.lt/> ,

information for colleagues from Ukraina in Ukrainian: <https://www.advokatura.lt/dla-ukrainciv/>

Contacts: <https://www.advokatura.lt/contacts/> : Administration  
Tel.: +370 5 262 4546 , E-mail: la@advokatura.lt ;

2. **Lithuanian Society of Lawyers:** cooperates with non-governmental organizations and maintains relations with lawyers of other countries etc.

<http://ltdraugija.lt/>

Contacts: Lietuvos teisininkų draugija, Savičiaus g. 6-7, LT-01127 Vilnius, [info@ltdraugija.lt](mailto:info@ltdraugija.lt), ([http://ltdraugija.lt/?page\\_id=544](http://ltdraugija.lt/?page_id=544))

5) *Are there any local NGOs or professional bodies which can support Ukrainian lawyers in the process of re-qualifying either financially (scholarship) and/or through the provision of advice?*

Unknown, not available in Lithuania.

## 10. Luxembourg

### 1) *What are the different professional legal qualifications in Luxembourg?*

The different legal professions in Luxembourg are the following: Judge, Clerk, Bailiff, Notary, Lawyer, In-house lawyer employed in the public or private sector, Registrars.

The different legal qualifications in Luxembourg are the following: A master's degree in Law is always needed and the complementary Luxembourgish classes in some cases followed by the "avoué" exams after a two-year traineeship. Please find below the extended information on this matter.

### 2) *What are the different routes and procedures for a Ukrainian lawyer to re-qualify as a lawyer in Luxembourg?* Please specify for each category of lawyers with an indication of timescales.

**In-house lawyer:** Working as an in-house lawyer does not require specific qualifications, except for the legal education obtained at University. The complementary Luxembourgish classes are always considered a plus, but do not constitute an obligation.

**Sworn-in/Bar registered lawyers:** The Grand-Duchy of Luxembourg counts two Bar Associations (Diekirch and Luxembourg) and individuals keen on working here as lawyers, must register for one of the two.

However, different categories of lawyers exist, whether one is registered on List I, II or IV. Please find below the various requirements and procedures required for a Ukrainian lawyer to be re-qualified as a lawyer in Luxembourg.

**List I:** This list holds the Court advocates ("Avocats à la Cour"), who are considered to be fully qualified Luxembourg lawyers.

In order to be admitted to this list, these lawyers must fulfil the conditions mentioned below (please see point 'List II')<sup>1</sup>, or work as an 'EU admitted lawyer' (List IV), meaning that prior to the application, they must have worked in a Luxembourg law firm for three years. Thus, after those three years, the form can be filed in order to be moved up to List I.

**List II:** This list holds all other Attorneys who are qualified Luxembourg lawyers admitted to the bar, but still have to complete their two-year training, whilst being supervised by a court advocate registered on List I.

In order to apply to 'List II', the following conditions must be fulfilled:

---

<sup>1</sup> Passing the Luxembourgish Bar exam requires: A good reputation; the required legal education (master's degree), the 'CCDL'; 2 year traineeship ahead, Being a Luxembourgish or EU citizens (please see exemption below for non-EU citizens), Oath ceremony before the Supreme Court of Luxembourg.

1. Holding a master's degree of Law from the University of Luxembourg or a foreign University.

Considering that Ukrainian lawyers would hold their degree from a foreign University and non-EU State, they would need to get the degree recognized by the Ministry of Higher Education and Research.

The website below contains all the needed information, plus the form to fill out in order to get the recognition ("homologation"):

<https://guichet.public.lu/en/citoyens/enseignement-formation/etudes-superieures/reconnaissance-diplomes/homologation-diplome.html>

2. Completing and passing the complementary courses in Luxembourg law ("CCDL")

These classes take place once per year from October – April. Unfortunately, the registration deadline is only until the 31 August 2022, meaning that the next registrations could only be made as of Summer 2023.

3. Demonstrating sufficient knowledge of the three national languages of Luxembourg.

The three national languages are Luxembourgish, French and German.

Non-Luxembourgish candidates who did not attend secondary school in Luxembourg must establish this knowledge with a language certificate obtained from a language school. A few classes are offered specifically for this purpose by private individuals and are officially recognized by the Luxembourg Bar Association.

Besides these three main conditions, the bar admission file requires the following:

1. In accordance with the Internal bar regulations and the law from the 10 August 1991 on the legal profession, the candidates must be able to prove a good reputation.

In order to oversee this, the Bar Association is asking every candidate to hand in a criminal record, which shall not be older than 3 months. This criminal record would of course be needed from Ukraine.

2. Completing a two-year traineeship, thus working in a law firm with a mentor ready to guide you throughout those two years. The Mentor needs to sign a paper and be an "Avocat à la Cour" in Luxembourg (List I).
3. Finally, the candidates need to be of Luxembourgish nationality or hold any other EU Member States nationality.

As Ukrainian citizens are not considered to be EU-citizens, they fall into the "non-EU" candidate category which requires an additional condition.

They shall address a request to the Ministry of Justice, in order to get an exemption and to work as a non-EU lawyer in Luxembourg. If the Minister



of Justice provides a positive review, the file will be sent to the Bar Council who has the last word as to approve or refuse the candidate from being admitted to the Luxembourgish Bar.

In order to get this exemption, the Ukrainian lawyers would need to prove a “condition of reciprocity”, meaning that they shall be able to establish that a Luxembourg national who would like to become a member of the Ukrainian Bar Association would not be refused admission on the sole ground of his nationality.

Once these 6 conditions have been met, the candidates are ready to take the oath before the Luxembourgish Supreme Court.

The next ceremonies are the following: 08 December 2022, 23 February 2023, 8 June 2023, 28 September 2023.

After the two-year traineeship, the Attorney needs to take some final exams “avoué” in order to move up to ‘List I’ and become a fully qualified lawyer in Luxembourg.

**List IV:** This list only applies to EU admitted lawyers. Foreign lawyers from another EU Member State can practice under their original professional title in Luxembourg. The admission on this list requires no requalification, except for enrolment and the swearing in ceremony at the Luxembourgish Supreme Court.

Unfortunately, since Ukrainian lawyers are not considered EU-citizens, they won’t be able to apply to this list.

*3) Are there options for Ukrainian lawyers to work as a legal professional in Luxembourg without requalifying as lawyer? (ex. Immigration consultant)*

In order to work as an in-house lawyer, one must not complete the CCDL, nor does one need to pass the bar exams. Thus, Ukrainian professionals could work in Luxembourg via the “normal” work rules applicable for this year. As Ukrainian citizens are not considered EU citizens, all EU Member States implemented the Temporary Protection Directive.

This Directive applies to Ukrainian citizens and to non-Ukrainian citizens who resided in Ukraine on or before 24 February 2022. These covered applicants will be provided with a temporary protection status, without applying for a special visa or asylum. The time period of this status is from the 4 March 2022 until the 4 March 2023. There is a possibility of renewal and the European Union will of course assess the situation in Ukraine, should it remain unstable in 2023.

The benefit of this temporary protection status is that the Ukrainian citizens who are eligible applicants will have the right to work in all EU Member States.

In Luxembourg, an application form must be submitted with a valid ID card. Hence, no other special permit has to be requested once the temporary protection status

is approved. Ukrainian lawyers could therefore freely access the labour market in Luxembourg and work as in-house lawyer or counsel in private companies.

On the website below, you will find all the information regarding the above-mentioned application, as well as the application form itself:

<https://guichet.public.lu/en/citoyens/immigration/ukraine/protection-temporaire.html>

The Ministry of Foreign and European Affairs (Immigration Directorate – Refugee Office) contact details are the following:

26, route d'Arlon  
L-1140 Luxembourg

Luxembourg

Postal address:

B.P. 752 L-2017 Luxembourg

Phone : +352 247-84565

Fax : +352 247-84050

E-mail : [immigration.public@mae.etat.lu](mailto:immigration.public@mae.etat.lu)

The service for new arrivals is open from Mo-Fr as from 8.30 – 12.00

Another useful contact for the labour market in Luxembourg is the National Employment Agency (“ADEM”), willing to support Ukrainian citizens in their employment steps and give them the required information.

Their contact details for the Luxembourg-City offices are the following:

13A, rue de Bitbourg

L-1273 Luxembourg-Hamm

Luxembourg

Phone : +352 247-88888

Fax : +352 40 59 88

E-mail : [info@adem.etat.lu](mailto:info@adem.etat.lu)

#### 4) Who are the professional bodies for lawyers in *Luxembourg*?

The Luxembourg Bar Association of Luxembourg and of Diekirch:

<https://www.barreau.lu/> - the website is unfortunately only available in French.

Their contact details are the following:

Luxembourg Bar Association of Luxembourg

2A, Boulevard Joseph II

L-1840 Luxembourg

Tel. : +352 46 72 72-1

Fax : +352 22 56 46

[info@barreau.lu](mailto:info@barreau.lu)

Opening hours :

Monday – Friday

9.00 – 12.00 / 14.00 – 17.00

[https://www.barreau.lu/le-barreau/la-maison-](https://www.barreau.lu/le-barreau/la-maison-de-l-avocat) de-l-avocat

Luxembourg Bar Association of Diekirch:

B.P. 68

L-9202 Diekirch

[info.diekirch@barreau.lu](mailto:info.diekirch@barreau.lu)

<https://avocats-diekirch.lu/fr/accueil/>

*5) Are there any local NGOs or professional bodies which can support Ukrainian lawyers in the process of re-qualifying either financially (scholarship) and/or through the provision of advice?*

We are not aware of many local NGOs who shall assist Ukrainian lawyers in their employment process, except for 'LUkraine – Ukrainian Community in Luxembourg'. Their contact details are the following :

+35224782386 – In relation to any consular questions

+35220881080 – In relation to questions of the NGOs activities

One can also contact them via their website: <https://ukrainians.lu/contact-us/>

A few other professional bodies will be able to help Ukrainian lawyers in their process.

In a recent interview, the vice chairman of the Luxembourg Bar Association assured that pro bono legal advice in regard to immigration issues and related regulatory matters for Ukrainian refugees will be provided. Thus, Ukrainian lawyers who do need advice in regards of the re-qualification process shall contact the Luxembourg Bar Association (the contact details are mentioned just above), as

their Commission for immigration and international protections stands ready to help in any way.

Besides the Luxembourg Bar Association, we are referring you to the answer in Question 3 for the professional bodies and their contact details:

- The Ministry of Foreign and European Affairs – Immigration Directorate
- The National Employment Agency (“ADEM”)

## 11. Norway

### I. The Supervisory Council for Legal Practice

The Supervisory Council for Legal Practice (Tilsynsrådet for advokatvirksomhet) is responsible for the recognition of advocates and other legal professions in Norway. It is also the official body supervising advocates practising in Norway.

How to become a lawyer or trainee lawyer in Norway:

### II. Procedures of recognition

- Foreign Lawyer
- Trainee/assistant lawyer

If you wish to work as a lawyer or as a trainee lawyer in Norway, you must first obtain authorization/recognition of your professional qualifications. The competent authority in Norway is The Supervisory Council for Legal Practice (Tilsynsrådet for Advokatvirksomhet).

#### Lawyer (Advokat)

Application process (for all legal professions)

If you hold the professional title of lawyer from an EU/EEA member state and you are a citizen of an EU/EEA member state, you then have two options for practicing as a lawyer in Norway:

**1. Register as an EU/EEA lawyer.** You can register as an EU/EEA lawyer in Norway. This will allow you to practice law in Norway, but you must use the professional title attained in your member state of domicile. In order to be registered we do require the following documentation:

- A declaration from competent authority in your home state, confirming that you have a license to practice, and that there are no pending charges against you. (Normally we receive a declaration from the applicants Bar Association in original/as verified copy translated into English or in Norwegian by an authorized translator.) This declaration should not be older than three months.
- Verified copy of passport or other documentation which shows Membership of state.
- The conditions for starting up legal practice in Norway are listed below.

## **2. Apply for a Norwegian license to practice as a lawyer**

- As an EU/EEA lawyer you may apply for a Norwegian license to practice as a lawyer. In order to do so you will need to provide us with the following documents:
- A declaration from competent authority confirming that you have a lawyer license, and that there are no pending charges against you. (Normally we receive a declaration from the applicants Bar Association in original/as verified copy translated into English or in Norwegian by an authorized translator.) This declaration cannot be older than three months.
- Verified copy of passport or other documentation which confirms that you are a citizen of an EU/EEA state.
- A declaration from the Norwegian police stating that you have no criminal record. This declaration can also be obtained from your home state. The declaration must be received by The Supervisory Council in original or sent to us through a digital post system called "Digipost" or "e-boks" and it cannot be older than three months.
- In addition, you will then need to have completed one of the following options:
  - a) Passed an aptitude test ("egnethetsprøven"). The test is arranged by the faculty of law at the University of Oslo. The test consists of a language component which tests your language skills and a part covering Norwegian law and legal subjects. Before you take the test, you must receive a declaration from The Supervisory Council stating that you fulfill the formal requirements to take the test. To get this declaration you will need to send us documentation that you hold a valid lawyer license from an EU/EEA state.
  - b) You are able to provide us with documentation stating that you have practiced as a registered EU/EEA lawyer in Norway for at least three years and that you have mainly practiced Norwegian law.

### **III. Common requirements for starting up as lawyer in Norway**

You must:

- Provide a guarantee/security of NOK 5 million to cover claims for damages
- Pay contribution to The Supervisory Council and the Disciplinary Board
- Engage an accountant, or as employed lawyer you can apply for an exemption from this duty.

**If you have a law degree, but do not hold the professional title of lawyer from an EU/EEA member state and wish to obtain a Norwegian license to practice as a lawyer, you may apply to work as a trainee lawyer in Norway:**

To obtain a Norwegian license as lawyer, you need to be an EU/EEA citizen and you must have completed a law degree in an EU/EEA member state. If The Supervisory Council recognizes your legal education, as equal to the Norwegian

law degree, you may start up as a trainee lawyer. To become a trainee lawyer, you will need to find a Norwegian lawyer who will hire you and apply on your behalf for authorization as a trainee lawyer. After a minimum of two years of practicing law in Norway as a trainee lawyer and having completed a course in litigation, legal proceedings and ethics, you may apply for a Norwegian license as lawyer.

**If you hold the professional title of lawyer from a country outside the EU/EEA and wish to practice as a lawyer in Norway:**

With this background you can apply for a permission to practice as a foreign lawyer in Norway. This means, however, that you may only practice international law and the law of your home country. You will not be able to practice Norwegian law. You will also be required to always use your professional title from your home country and to indicate the name of your home country. You will have to present the following documentation to the Supervisory Council:

A declaration from competent authority in your home state, confirming that you have a license to practice, and that there are no pending charges against you. (Normally we receive a declaration from the applicants Bar Association in original/as verified copy translated into English or in Norwegian by an authorized translator.) This declaration should not be older than three months.

Verified copy of a passport or other documentation which confirms that you are a citizen of a state. Documentation from the Norwegian Directorate of Immigration (UDI) stating that you have been granted permission to stay or to work in Norway.

A declaration from the Norwegian police stating that you have no criminal record. This declaration can also be obtained from your home state. The declaration must be received by The Supervisory Council in original or sent to us through a digital post system called "Digipost" or "E-boks", and cannot be older than three months.

You will also need to register a business enterprise in Norway or be employed by a law company in Norway.

**You hold a law degree from outside the EU/EEA**

A law degree from outside the EU/EEA will not give you equal rights as those who hold a law degree from an EU/EEA member state. In other words you can not become a Norwegian lawyer or trainee lawyer in Norway based on a law degree achieved outside the EU/EEA member states.

**IV. Options for foreign lawyers to provide legal assistance and to appear during litigation in Norway as "Guest lawyer" on occasional basis**

Foreign lawyers established in another state may provide legal assistance in Norway on an occasional basis.

A foreign lawyer who provides legal assistance in Norway as a "guest lawyer" shall use his or her professional title in the language or one of the languages from the country where the person holds the license.

Norwegian authorities and courts of law may require documentation verifying that the person in question is entitled to practice as a lawyer in a foreign state. When such documentation has been required, the person in question is not entitled to provide legal assistance in Norway before satisfactory documentation has been presented, unless the relevant authority or court of law gives its consent.

## **V. Regulations for lawyers**

Read more about the titles in the legal profession in Regulations for lawyers with comments, [chapter 9 \(pdf\)](#) and [chapter 10 \(pdf\)](#)

Contact:

Postboks 720 Sentrum

0106 Oslo

Phone: 22 00 75 00

[post@tilsynet.no](mailto:post@tilsynet.no)

**The Supervisory Council for Legal Practice (Tilsynsrådet for advokatvirksomhet)**

Postboks 720 Sentrum

0106 Oslo

Phone: 22 00 75 00

[post@tilsynet.no](mailto:post@tilsynet.no)



## 12. Scotland

1) *What are the different professional legal qualifications in your jurisdiction?*

Solicitor and Advocate. These are separate qualifications

2) *What are the different routes and procedures for a Ukrainian lawyer to re-qualify as a lawyer in your jurisdiction? If this varies for different categories of lawyers, please specify for each category with an indication of timescales.*

For solicitors, Ukrainian lawyers would need to pass the Law Society of Scotland's Qualified Lawyers Assessment. It is difficult to say how long it would take but roughly 18 months to 24 months. The Law Society of Scotland has waived all fees for Ukrainian lawyers regarding requalification

3) *Are there options for Ukrainian lawyers to work as a legal professional in your jurisdiction without requalifying as lawyer (such as for example a conveyancing or immigration consultant)?*

Yes. Ukrainian lawyers can work under their home title. They just cannot call themselves a Scottish solicitor and not undertake work in the "reserved areas" (conveyancing, executries, litigation).

4) *Who is/are the professional body/bodies for lawyers in your jurisdiction? Please provide a link to relevant website(s) and contact details.*

Law Society of Scotland: <https://www.lawscot.org.uk/>

Faculty of Advocates: <https://www.advocates.org.uk/>

5) *Are there any local NGOs or professional bodies which can support Ukrainian lawyers in the process of re-qualifying either financially (scholarship) and/or through the provision of advice?*

As above. The Law Society of Scotland has waived fees for requalification. It has also set up this group on LinkedIn: <https://www.linkedin.com/groups/12707753/>

## 13. Slovakia

1) *What are the different professional legal qualifications in your jurisdiction?*

Advocate, trainee advocate, prosecutor, trainee prosecutor, judge, trainee judge, legal assistant, in-house lawyer. Please find below more information regarding legal qualifications which could be relevant to Ukrainian lawyers.

2) *What are the different routes and procedures for a Ukrainian lawyer to re-qualify as a lawyer in your jurisdiction? If this varies for different categories of lawyers, please specify for each category with an indication of timescales.*

3) *Are there options for Ukrainian lawyers to work as a legal professional in your jurisdiction without requalifying as lawyer (such as for example a conveyancing or immigration consultant)?*

### 1. Advocate, trainee advocate

Please find below general information about possibilities for non-EU / EEA country advocates to practice law in the Slovak republic. Nevertheless, due to the unfortunate situation, the Slovak bar association is trying to find possibilities how to help Ukrainian advocates practice law in the Slovak republic also without meeting the general conditions mentioned below. In case you are an advocate trying to practice law in Slovakia, I would recommend to submit the following form to the Slovak bar association: <https://forms.office.com/pages/responsepage.aspx?id=7INjeYkXpkezwQxKO7WjmeEjwCv7s1FtJ5tJfX6ee9UQ01SU1ZOUjRQVE1MUEw2MzVRNkhQNElaWi4u>

By submitting the form, the Slovak bar association will help you find possibilities for practicing law in the Slovak republic. For these purposes the Slovak bar association established a special register for Ukrainian colleagues interested in the positions of expert employees in law firms / internships etc. You can apply by submitting the form above or via e-mail to [pomoc@sak.sk](mailto:pomoc@sak.sk).

General information:

An advocate from a non EU / EEA country could not be registered as an advocate by the Slovak bar association as he would not meet the conditions set by the law (experience as trainee advocate, attendance to seminars, successful completion of the bar exam), nor could he re-qualify. He would have to become a trainee advocate ("koncipient") first. A trainee advocate must be employed by a law firm / advocate in Slovakia and registered into the register of trainee lawyers of the Slovak bar association. The application is submitted by the employer and the trainee lawyer must have 1st and 2nd level university degree in the field of law (Bachelor of law, Master of law). In case of foreign law degree, the diploma must

be formally recognized by the Slovak ministry of education (this takes up to 2 months). In case of foreign university, the Slovak bar association may require proving that the applicant is able to apply the legal order of the Slovak republic - via an oral exam in Slovak language. The fee for such an exam is 200 EUR. You must be a trainee lawyer for at least 3 years to be able to register for the bar exam.

A non-EU / EEA country advocate could be registered by the Slovak bar association as international advocate ("medzinárodný advokát"). An international advocate is allowed to provide legal services only in case of law of his country of origin and international law. An international lawyer cannot represent clients in court or before other state authority. The Slovak bar association shall register an international advocate within 2 months based on an application. The international lawyer would have to meet the following conditions:

- Is allowed to provide legal services independently and without restrictions and has provided these services in his country of origin for at least 3 years;
- He/she did not commit an intentional crime and no disciplinary measure has been imposed on him/her;
- Is not in an employment relationship apart from teaching, publishing, scientific, artistic, sports activities or similar;
- He/she has an insurance of his/her liability for damages from the practice of advocacy with an insurance company in Slovakia.

The application with the list of needed documents can be found here: [https://www.sak.sk/web/sk/cms/document/251-static/international\\_lawyer](https://www.sak.sk/web/sk/cms/document/251-static/international_lawyer). The documents cannot be older than 3 months and have to be translated into Slovak by a certified translator. The registration fee is 600,- EUR.

## **2. Legal assistant, in-house lawyer**

To be a legal assistant / in-house lawyer, the Ukrainian lawyer just has to meet conditions set by the employer. Because of the unfortunate situation, Ukrainian lawyers do not have to have residency in Slovakia to be employed. They can just apply for a status of temporary refuge, which is a very easy process (you can apply here:

[https://portal.minv.sk/wps/portal/domov/ecu/ecu\\_elektronicke\\_sluzby/ECU-UA!/ut/p/a1/pdFNC4IwGMDxz9LBY-7Jt7LbzPKIJHpZ2S6hYCqZhlrSt8-kg4GZ0G4bvz9sexBFNqKxcw99Jw-T2IleeyodBZhMdXMOprZWFVjtuM1MNAgHc74EhzpYWgMJMLG2CpZLAOKfvdCtn2hYF4YLKIMRB4aq6OpQtgAMqVsPXxaGX\\_0e0U\\_S8APtQHiDtjdUoOWSJqJ-lLjVwA44dvmRj2jqnbzUS9IbWh4HeX7NngxwwUBQFewnjo5udGWjyQZLLyK4xdL0QQmwIjT51HwXuPQG8\\_s86/dl5/d5/L2dBISEvZ0FBIS9nQSEh/\)](https://portal.minv.sk/wps/portal/domov/ecu/ecu_elektronicke_sluzby/ECU-UA!/ut/p/a1/pdFNC4IwGMDxz9LBY-7Jt7LbzPKIJHpZ2S6hYCqZhlrSt8-kg4GZ0G4bvz9sexBFNqKxcw99Jw-T2IleeyodBZhMdXMOprZWFVjtuM1MNAgHc74EhzpYWgMJMLG2CpZLAOKfvdCtn2hYF4YLKIMRB4aq6OpQtgAMqVsPXxaGX_0e0U_S8APtQHiDtjdUoOWSJqJ-lLjVwA44dvmRj2jqnbzUS9IbWh4HeX7NngxwwUBQFewnjo5udGWjyQZLLyK4xdL0QQmwIjT51HwXuPQG8_s86/dl5/d5/L2dBISEvZ0FBIS9nQSEh/)

- 4) *Who is/are the professional body/bodies for lawyers in your jurisdiction?  
Please provide a link to relevant website(s) and contact details.*

Slovak bar association – professional body for advocates and trainee advocates:  
<https://www.sak.sk/>

- 5) *Are there any local NGOs or professional bodies which can support Ukrainian lawyers in the process of re-qualifying either financially (scholarship) and/or through the provision of advice?*

Here you can find all relevant information for Ukrainians entering Slovak republic incl. important contacts, NGOs etc. (in EN and also Ukrainian):  
<https://ua.gov.sk/en.html>

## 14. Spain

1) *What are the different professional legal qualifications in your jurisdiction?*

In Spain, there are two main types of professional legal qualifications, lawyers (*abogados*) and court agents (*procuradores*).

2) *What are the different routes and procedures for a Ukrainian lawyer to re-qualify as a lawyer in your jurisdiction? If this varies for different categories of lawyers, please specify for each category with an indication of timescales.*

In order to practice as a lawyer, you need to hold a Degree in Law provided by a Spanish university (officially recognized), and afterwards, take the Master's Degree in Access to the Legal Profession (also from a Spanish university) which enables the practice of the profession.

Another way can be by being a lawyer in the EU. If so, there are two ways, one, by asking the Justice Ministry for the validation of your title, another one, is by registering as an EU lawyer in the special register of the Spanish Bar Association.

3) *Are there options for Ukrainian lawyers to work as a legal professional in your jurisdiction without requalifying as lawyer (such as for example a conveyancing or immigration consultant)?*

Strictly speaking, as long as such person provides legal advice in Spain, such person would need to get qualified as a lawyer in Spain. The key point would be to assess if such person is strictly providing legal advice in any given position. In practice, it is relatively common to have consultants dealing with certain bureaucratic issues (conveyancing, immigration, etc.), who are not qualified as lawyers in Spain.

4) *Who is/are the professional body/bodies for lawyers in your jurisdiction? Please provide a link to relevant website(s) and contact details.*

At a National level, the main body would be Consejo General de la Abogacía (- [Abogacía Española \(abogacia.es\)](http://Abogacia_Espanola_(abogacia.es))). At a regional level, we also have Bar Associations which can also provide important/useful information (for instance, Madrid Bar Association - <https://web.icam.es/>).

5) *Are there any local NGOs or professional bodies which can support Ukrainian lawyers in the process of re-qualifying either financially (scholarship) and/or through the provision of advice?*

We do not know any official body providing such specific support, however, the Madrid Bar Association has prepared a guide for Ukrainian nationals covering general issues ([GUÍA FINAL. UKR \(icam.es\)](http://GUÍA_FINAL_UKR_(icam.es))).

## 15. Switzerland

### *1) What are the different professional legal qualifications in your jurisdiction?*

In Switzerland, there are lawyers with a masters' degree in law (jurists) and then there are attorneys at law, who are admitted to the bar. Only the latter are allowed to professionally represent clients in court.

To practice inhouse or work for government agencies, it is not a formal requirement to be admitted to the bar, although often candidates who are admitted to the bar are preferred. Inhouse or government lawyers do not have to be members of a professional or regulatory association (e.g. bar association).

### *2) What are the different routes and procedures for a Ukrainian lawyer to re-qualify as a lawyer in your jurisdiction? If this varies for different categories of lawyers, please specify for each category with an indication of timescales.*

In general, to be admitted to the Swiss bar, lawyers must (i) have a masters' degree in law from a Swiss university or a foreign university recognised as equivalent;<sup>2</sup> (ii) complete a one year internship with a Swiss attorney or court; and (iii) pass the bar exam. Each of the 26 Swiss cantons has its own bar association and bar exam. An attorney who passes the bar exam in any of the cantons is entitled to appear in all Swiss courts.

Attorneys entitled to practice in EU or EFTA member states under certain circumstances are also entitled to practice in Switzerland and there is a simplified procedure for them to be admitted to the Swiss bar.

Since currently the Ukraine is not an EU member state, attorneys who are only admitted to the Ukrainian bar will have to fulfil the general criteria and pass the Swiss bar exam to requalify in Switzerland.

### *3) Are there options for Ukrainian lawyers to work as a legal professional in your jurisdiction without requalifying as lawyer (such as for example a conveyancing or immigration consultant)?*

Lawyers not admitted to the bar may practice inhouse. They may also find work in bigger law firms, who often employ foreign lawyers not admitted in Switzerland.

---

<sup>2</sup> So far, equivalence agreements exist only with universities in EU countries.

4) *Who is/are the professional body/bodies for lawyers in your jurisdiction?  
Please provide a link to relevant website(s) and contact details.*

Each canton has its bar association. In addition to this, there is the Swiss bar association: <https://www.sav-fsa.ch/en/home>

5) *Are there any local NGOs or professional bodies which can support Ukrainian lawyers in the process of re-qualifying either financially (scholarship) and/or through the provision of advice?*

The Zurich bar association provides support to refugees from Ukraine (see <https://www.zav.ch/en//news/detail/kontaktstelle-fuer-fluechtlinge-aus-der-ukraine-----77.html>):

The Zurich Bar Association has established a point of contact for refugees fleeing Ukraine. For legal inquiries, in particular in the areas of asylum, migration and work, refugees from Ukraine may contact the Zurich Bar Association under the address [ukraine@zav.ch](mailto:ukraine@zav.ch).

To date, more than 60 members of the Zurich Bar Association have already offered to provide assistance.

---

Асоціація адвокатів Цюриха створила контактний пункт для біженців, які тікають з України. З питань юридичного характеру, особливо у сфері надання притулку, міграції та роботи, біженці з України можуть звертатися до Цюрихської колегії адвокатів за адресою [ukraine@zav.ch](mailto:ukraine@zav.ch).

На сьогоднішній день понад 60 членів Цюрихської асоціації адвокатів вже погодилася надати допомогу.

---

Цюрихская коллегия адвокатов создала контактный пункт для беженцев, покинувших Украину. По юридическим вопросам, в частности, в области предоставления убежища, миграции и трудоустройства, беженцы из Украины могут обращаться в Цюрихскую коллегия адвокатов по адресу [ukraine@zav.ch](mailto:ukraine@zav.ch).

На сегодняшний день уже более 60 членов Цюрихской коллегии адвокатов согласились оказать помощь.

\* \* \*