

CLIENT INFORMATION | REVIEWED 20 AUGUST 2026

Work routes in Europe, clearly explained.

A practical guide to Portugal, Poland and the questions every applicant should verify before making a commitment.

01

Official route facts

What the visa, work authorisation and residence steps mean.

02

Programme information

What is currently described for the selected employer route.

03

Written confirmation

What must be checked in the final contract and official documents.

IMPORTANT

A visa is not a residence card, and a route shown is not a guarantee.

Migrate EU explains the available pathway and coordinates information. Government authorities and employers make the final decisions. Always rely on the signed employer contract, official documents and the checklist for your own case.



HOW TO USE THIS GUIDE

Separate facts from promises.

Each section tells you what is official, what comes from the current programme description, and what must still be verified for the named applicant.

01

Official route facts

Public rules from government and official immigration sources. These explain the visa purpose, residence process and employment framework.

02

Current programme

Employer or partner information about roles, locations, accommodation, continuity, shifts and support. These details may change.

03

Written confirmation

The signed contract, employer documents, consular checklist and authority decisions control your individual case.

PORTUGAL AND POLAND AT A GLANCE

Portugal

Work residence visa for dependent employment, commonly called D1. Residence formalities follow after entry.

Poland

National D visa for work plus separate employer-side work authorisation. Residence is a separate application.

FIVE QUESTIONS TO ASK BEFORE YOU PROCEED

01

What exact visa category and work-authorisation document applies to me?

02

Who is the named employer, and what are the role, location, pay and working hours?

03

What residence, tax and social-security steps follow after arrival?

04

What happens if the role, site, employer or season changes?

05

Which services are included, excluded and confirmed in writing?

COUNTRY GUIDANCE | OFFICIAL FACTS AND CURRENT PROGRAMME INFORMATION

Portugal work route

Use this page to explain the D1-style employment route accurately without turning programme statements into guarantees.

01 Exact visa category

Officially, this is a residence visa for dependent employment. It is commonly called a D1 work residence visa. The category printed on the consular visa controls.

02 Entry is not residence

The visa normally allows entry for residence formalities, generally for up to 120 days. It is not itself the residence permit or plastic residence card.

03 AIMA and residence

The appointment or instructions are controlled by official authorities. AIMA decides the application. A qualifying temporary work residence permit is generally valid for 2 years and renewable for successive 3-year periods, subject to conditions.

04 NIF, NISS and registration

Current programme information says NIF support is included. After NISS is assigned, the employer must communicate the employment relationship to Social Security. Keep proof of each registration.

05 Contract and continuity

A one-year or renewable contract is not a guarantee of uninterrupted work. Probation, notice, lawful termination, off-season arrangements, site changes and renewal must be read in the signed contract.

06 Employer change and hours

A later employer change may be legally possible, but check AIMA before changing, especially before the first permit. Normal maximum working time is generally 8 hours per day and 40 hours per week; the contract and lawful schedule control.

CURRENT PROGRAMME STATEMENT - VERIFY IN THE EMPLOYER CONTRACT

The present agricultural route says work may continue through the year, including greenhouse or other facilities, and sites may change with operational needs. Continuous work, renewal, shifts and overtime are not guaranteed. Confirm role, workplace, housing, transport, pay, deductions, probation, termination and off-season arrangements in writing.



COUNTRY GUIDANCE | OFFICIAL FACTS AND CURRENT PROGRAMME INFORMATION

Poland work route

Use this page to explain the national D work route, employer-specific authorisation and separate residence process.

01 Visa and work authority

The public-safe route label is a Polish national D visa for work purposes plus the required employer-side work authorisation. The visa and work permit are separate documents.

02 Residence is separate

A D visa does not automatically become a residence card. For qualifying non-seasonal work, an applicant may apply in Poland for a temporary residence and work permit while lawfully staying there. Approval is not automatic.

03 Employer and role matter

Work authorisation and residence decisions may identify the employer, role, pay, hours and contract type. A new employer or changed conditions can require a new or amended authorisation.

04 Social and health insurance

For an employment contract, the employer generally registers the worker for ZUS social and health insurance within 7 days of employment. Ask for and keep proof of registration.

05 Hours and shifts

The basic standard is generally 8 hours per day and an average of 40 hours per week in an average five-day week. Lawful shift systems and overtime rules can vary; the contract and workplace schedule control.

06 Contract continuity

A fixed-term contract does not guarantee work until its end. It may finish or be terminated under the contract and Polish labour law. Confirm notice, probation, site transfer, housing and termination terms before commitment.

CURRENT PROGRAMME AVAILABILITY - NOT AN OFFICIAL VACANCY GUARANTEE

The current route discussion covers Production Line Worker and Warehouse Operations Worker. The Industrial Electrician route is on hold and should not be presented as active. Final availability, employer, location, contract, salary, accommodation and timeline must be confirmed in writing before any commitment.

OTHER DESTINATIONS

A listed route is not a confirmed job.

For every destination other than the verified Portugal and Poland examples, a route-specific review is required before an agreement or payment.

01 Slovakia Route-specific review required	02 Serbia Route-specific review required	03 Ukraine Route-specific review required
04 Lithuania Route-specific review required	05 Latvia Route-specific review required	06 Czechia Route-specific review required
07 Hungary Route-specific review required	08 Bulgaria Route-specific review required	09 North Macedonia Route-specific review required

GEOGRAPHIC ACCURACY

Serbia, North Macedonia and Ukraine are in Europe but are not European Union member states. Their routes must not be described as EU work permits.

WRITTEN ROUTE VERIFICATION CHECKLIST

01 Exact official visa category, purpose, validity and issuing authority	02 Exact work-authorisation document, issuer and named employer
03 Role, duties, workplace, pay, deductions, hours, shifts and overtime	04 Contract type, duration, probation, notice, termination and renewal
05 Residence route after entry and any appointment/application responsibility	06 Tax, social-security and health-insurance registration duties
07 Accommodation, transport, airport support and other included services	08 Employer-change rules, current vacancy and all excluded expenses

BEFORE YOU COMMIT

Ask, verify, then decide.

Use these questions with Migrate EU, the named employer and - where needed - the relevant authority or a qualified adviser.

SIX CLIENT QUESTIONS

- 01 Show me the exact visa and work-authorisation documents for my case.
- 02 Show me the named employer, role, location, pay, hours and contract.
- 03 Explain the residence process after arrival and who controls each appointment.
- 04 Confirm NIF/NISS, ZUS or other tax and social-registration responsibilities.
- 05 Explain off-season, probation, termination, site transfer and employer-change rules.
- 06 List every included service, excluded cost and condition in writing.

OFFICIAL REFERENCE PAGES

- | | |
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| 01 Portugal government - residence visa for dependent work | 02 AIMA - subordinate employment residence permit (Article 88) |
| 03 Portugal government - working in Portugal | 04 Polish Ministry of Foreign Affairs - visas |
| 05 EU Immigration Portal - employed worker in Poland | 06 Polish Labour Inspectorate - how to hire a worker |

MIGRATE EU TRANSPARENCY STATEMENT

Migrate EU provides independent information and pathway coordination. It does not issue visas, residence permits, work authorisations, job offers or government decisions, and it does not guarantee employment, permits, visas or residence outcomes.

This guide is general information, not legal advice, an employment offer or a contract. Rules, checklists, employers and programme availability can change. Review the current official requirements and your signed documents before proceeding.