

2. DENMARK

2.1. A few words about the country

Denmark, Greenland and Faeroe Islands constitute the Kingdom of Denmark. Denmark extends on a surface of 43.000km² and hosts 5.340.000 inhabitants according to the census of 2001. 25% of the Danish people live in the area of the capital, Copenhagen. The political system of the country is constitutional monarchy.

Both in language and culture, Denmark is closely related to the other Nordic Countries. It is also a member of the Nordic Council, whose main objective is cooperation and the harmonization of the legislation in the member-states (Iceland, Norway, Sweden, Finland and Denmark). Denmark is a member of the European Union since 1973, though it has not adopted the uniform European currency (1 DKK=0.1345 Euro).

Denmark's economy is strong and is mainly based upon light and heavy industry, agriculture and trade, which is related to foodstuffs and energy exports. Inflation is stable and ranges at low levels (2,9% in 2001). The Welfare State in Denmark is exemplary with regard to social services especially for the elderly and the unemployed [1].

2.1.1. Conditions and quality of living

- *Cost of living*

The cost of living is relatively high in Denmark. In particular, accommodation, food, transportation and entertainment are more expensive in Denmark in comparison with other countries of the European Union. However, wages are relatively high and the Welfare System provides several services free of charge with regard to health care and education.

The costs of a typical family in Denmark are allocated as follows [2]:

1. accommodation and maintenance:	22%
2. food and tobacco:	17%
3. transportation and communication:	17%
4. other goods and services:	13%
5. entertainment:	11%
6. heating and electricity:	7%
7. furniture:	6%
8. wear:	5%
9. medicine and medical expenses:	2%

- *Finding residence*

In Denmark there are about 5,3 million people living in approximately 2,5 million properties. This corresponds to approximately 2,1 persons per property, indicating that the ownership occupancy rates in Denmark are among the highest in Europe. Moreover, the residence standards in the country are quite high, given that the Danish are famous for the attention they pay to the structure of their residence and its internal decoration. Almost half of the residences were built after 1960, while since 1990 they mainly prefer detached houses for housing purposes [2].

The citizens of the European Union may buy property in Denmark for permanent residence with no requirement for a special permit by the Ministry of Justice, but a special statement has to be attached to the sale and purchase agreement. However, about 99% of the expatriated persons who live in Denmark prefer to rent their residence [2].

The interested persons seeking for residence may find information at [3]:

- *Relocation agents.* These are centers, which bring the interested parties together with real estate agencies for the sale and purchase or the lease of real estate. They also give advice with regard to the areas where properties may be found as well as how beneficial the purchase or lease of residence in Denmark may be in a particular period of time.
- *Residence renting offices.* These are private businesses, which arrange the availability of properties to be rent for short or long periods of time. The rent depends on the size, the condition, the age and the location of the property as well as the duration of the lease.
- *Real estate agents.* Any interested person may contact such offices for the purchase of property. He/ she may also get useful information for potential funding and loans from banks or other financial institutions.
- *Mass media.* There is plenty of information with regard to residence finding in the internet, the websites of big real estate agents as well as Denmark's biggest national newspapers of (Berlingske Tidende, Jyllands-Posten, Politiken and Borsen) and in particular on Fridays, Saturdays and Sundays, when there are many ads for the lease or purchase of real estate. There are also links with relevant websites for the lease or purchase of real estate.

Relevant websites:

Ministry of Justice:
Relocation Agents:
Real estate agents:

www.jm.dk
www.relocate.dk, www.house-of-relocation.com
www.settwell.dk, www.scandiahousing.dk, www.de.dk

Other websites: www.home.dk, www.edc.dk

- *Language learning*

Most of the Danish people speak English very well, therefore language learning is not necessary for foreigners living and working in the country. However, there are Danish language courses available by [2]:

- the Higher Educational Institutions of the country in summer or winter,
- municipal adult training centers,
- state institutes or institutes approved by the State and
- private schools.

The duration of the courses varies according to the educational institution and the desired level of language learning. The citizens of the European Union may attend the courses at State institutions free of charge and following special examinations they may obtain the Danish Language Certificate [4].

Relevant websites:

Ministry for Refugee, Immigration and Integration Affairs: www.inm.dk
University of Copenhagen: www.ku.dk/sa/inter/UKintj.html
The Danish Cultural Institute: www.dankultur.dk/english/dancour.htm#DaDaDa
FOF København: www.kbh.fof.dk (state adult training center)
K.I.S.S.: www.kiss.dk/html/Brochureuk.htm (private school)

- *Education for children*

The education in Denmark is divided into compulsory primary, post-compulsory secondary and higher education [5].

Full time **compulsory education** lasts 9 years and applies to children between the age of 7 and 16. This education is mainly provided at primary schools (Folkeskole), 90% of which are state schools or private schools. The school year usually begins on the second Monday of August and ends on about the 20th of June. After the end of the ninth year the pupil may attend the advanced cycle of the tenth year.

Primary school compulsory education is provided to all children in Denmark. Children who ought to stay in the country for at least 6 months are also subject to the regulations of compulsory education. The entire compulsory education is the same for all and is provided free of charge. Books and the other educational materials are provided to students for use only.

The municipal authorities are obliged to offer mother tongue courses to children coming from countries of the European Union. These courses are taught to these students at their primary school after the end of the regular courses. [2].

The progress of the pupils is monitored through continuous assessment, though no scores are given until the eighth grade. Pupils are automatically enrolled in the next

grade regardless of their annual performance. A pupil may, nevertheless, - with his/her parents' approval- attend the same course for a second time, if there are reasons which dictate that this pupil will benefit from this measure.

When they finish primary school, students obtain a diploma (Bevis for Folkeskolens Afgangsprøver), which indicates the courses that were taught, the final scores for their performance all over the year and the results of the exams. There are no general compulsory exams; exams are held in particular subjects and pupils themselves decide whether and in which subjects they will take an exam. Scores range from 0 to 13, but there is no minimum score requirement. Folkeskole's final exams may include 11 subjects while the advanced final exams (Folkeskolens udvidede afgangsprøve) may include 5 subjects only at the end of the tenth year. Only those pupils who attended the advanced cycle of the tenth year may participate in such exams.

The second cycle of **post-compulsory secondary education** may be divided in:

- second cycle of general secondary education:

Gymnasium and higher level preparatory courses for the exams (Højere - Forberedelseseksamen - HF)

- second cycle of professional secondary education:

initial professional training, higher level commercial (HHX) and technical (HTX) courses.

Gymnasium corresponds to a 3-year higher secondary education and it usually concerns pupils between the age of 16 and 19. It is based on the ninth and tenth grade of Folkeskole and ends in the final exams of the higher secondary school, which determine the admission to tertiary education. Gymnasium is addressed to pupils capable of pursuing academic studies in higher education. An alternative of Gymnasium is Studenterkurser, with a 2-year duration of studies for pupils who have finished the tenth grade and offers the same level and the same subjects, as Gymnasium. The studies in the state general higher secondary school are free of charge. School books in Gymnasium are available to pupils for use only while the other educational materials must be bought by the pupils.

The preparatory course of studies for the higher exams (HF) is a 2-year course of higher secondary education level and presupposes the completion of the tenth grade of Folkeskole. This course is taught either in Gymnasium as a full time 2-year course, or in a separate educational institution (adult training center) on a single thematic basis for several years. The HF course ends in higher preparatory exams (the HF exams) and if they are successful they lead to enrolment to higher education. A small sum of fees is paid for the HF by the attendants of single thematic courses.

The school year in Gymnasium, as well as in the HF course usually begins around the 15th of August and ends in May, when the exams begin.

Following the secondary post-compulsory education pupils may get on with **tertiary education**, which includes university and non-university studies.

Tertiary education institutions are divided in Universities, university centres, other higher education institutions and non-academic higher education institutions in the field of professional (technical and commercial) education.

University studies provide regular, long-term postgraduate education in traditional disciplines. Denmark has recently adopted the Anglo-Saxon academic structure introducing Bachelor and PhD degrees. Regular university studies nowadays are formed by studies leading to a Bachelor's degree and followed by a 2-year course leading to a Candidatus degree (Master level). Three years of supervised postgraduate studies following the Master lead to a Ph.D.

The other higher education institutions of university level provide education and training in fields such as engineering, veterinary medicine, medicine, pharmaceuticals, architecture, music, fine arts and commercial studies.

The non-academic tertiary education institutions provide short and medium-term courses, especially in the fields of commercial and technical issues, education, social work and health. Special colleges train teachers for Folkeskole. There is a growing number of university courses taught in another language but Danish (mainly in English).

The academic year normally begins in the 1st of September and is divided in two semesters, from September to January and from February till the end of June. Higher secondary education diplomas are required for admission to tertiary education institutions. These diplomas are:

- the higher secondary school certificate of final examinations,
- the higher preparatory examinations certificate,
- the higher commercial examinations certificate and
- the higher technical examinations certificate.

Students not possessing such diplomas may be admitted to the non-academic institutions.

The European Union citizens should have a secondary education certificate of studies, recognized as equivalent to the Danish certificate. The admission system for all faculties with numerus clausus operates based on the so-called Two Quota System, which means that there are two admission groups with different criteria and methods of selection. The first group selects those students who have a high average

in the final exams. The second group selects those students who have a low average in the final exams or possess alternative certificates or an equivalent foreign certificate of secondary studies. The European Union citizens are selected within the framework of the second group. They are assessed based on their scores, provided that their certificate of secondary studies is recognized as equivalent to the Danish certificate. If there is a requirement for a further preparatory exam in their country of origin, the candidates must have passed that exam, as well.

As far as the language is concerned, the citizens of the European Union should have a good knowledge of Danish and English. They have to pass the language test "Danish Test II", which takes place in national language centres. In Denmark there are no fees for higher education.

Relevant websites and addresses:

Ministry for Education:	www.inm.dk
National Organization Comenius:	Informationscenter for internationale studier og udveksling Vandkunsten 3 DK-1467 Kobenhavn K Tel.: +45-33.14.20.60, Fax: +45-33.14.36.40 E-mail: DK-ICU.holm@lingua.eurokom.ie

2.1.2. Working conditions

- *Job seeking*

Employment may be found in Denmark through similar means to the ones existing in most of the member states of the Union.

In particular, it is possible to [2], [3]:

- Express direct interest to businesses or organisations, by sending a detailed CV together with a covering letter, where reference should be made to the reasons of wishing employment in that particular company.
- Express interest through ads for job offers published in the (daily or specialized) press in Denmark, websites for vacancies, websites of big companies or employment databases.

Relevant websites:

Press:	Berlingske Tidende, www.berlingske.dk Politiken, www.politiken.dk Morgenavisen Jyllandsposten, www.jp.dk Borsen, www.borsen.dk
Internet:	www.stepstone.dk www.jobzonen.dk www.job-guide.dk
Database: job portal Public Jobs,	www.soeg.jubi.dk/guide

- Communication with temporary employment offices, employment offices and professional orientation offices. The public employment agencies are specialized intermediaries, which may assist the search.

Relevant websites and addresses:

Ministry for Employment:
Arbejdsmarkedsstyrelsen

www.bm.dk

Arbejdsformidlingen København,

Blegdamsvej 56 - DK 2100 København
Tel.: +(45) 35 28 81 00, Fax: +(45) 35 36 24 11
www.job-net.dk
Kultorvet 17/Postboks 2235 - DK 1019 København K
Tel.: +(45) 33 93 43 53, Fax: +(45) 33 93 61 21

- *Unemployment*

Denmark's workforce consists of about 2.875.000 men and women. If we compare this number with the population of the country, it appears that in Denmark the employment rate is significantly high. Furthermore, a recent OECD study has shown that the employment in Denmark is higher than that in Sweden, Germany, U.K., U.S.A. and Japan [2].

The relatively high employment rate in Denmark is mainly due to the significant participation of women in the labour market. About 75% of women in Denmark represent the active workforce while in men this percentage amounts to 82% [2].

Another remarkable feature of the working conditions is the relatively low unemployment rate in Denmark, which is due to the growth of the economy in the 90s and the flexible labour market. According to the Ministry of Labour the unemployment rate in 2000 did not exceed 5% of the workforce, which corresponds only to 140.000 persons [6].

There have been big reallocations with regard to the employment of engineers in the '80s and '90s. Until the mid-80s the unemployment of engineers was in low levels and it was continuously reduced. But the over supply of engineers and the increase of employment in the years from 1982 to 1986 resulted in the downfall of employment in Denmark. The reduction of the manpower influenced all the sectors of the economy but it had a particular impact upon the constructions sector and the industry. The growing problems of this particular period resulted in the dramatic downfall of the number of students who were admitted in the Polytechnic schools and the consequent

	1980	1985	1990	1995	2000	2005	2010
Qualified engineers							
Employment	28.67	31.14	34.62	39.10	41.52	40.99	38.90
Manpower	29.34	31.78	36.72	42.25	43.91	42.75	39.56
Unemployment	2.4	2.0	5.7	7.4	5.4	4.1	1.7
Civil engineers							
Employment	8.68	11.81	13.73	14.81	16.04	16.36	16.24
Manpower	9.92	12.06	14.42	15.53	16.49	16.62	16.13
Unemployment	2.5	2.0	4.8	4.6	2.7	1.5	-0.7

Table 1. The development in employment, workforce and unemployment of qualified and civil engineers in the years 1980-2010 [6].

reduction of the number of new qualified engineers. [6].

Today Denmark's economy is in a privileged position; the employment rates are increasing continuously and unemployment is maintained at low levels. The employment rate of engineers goes up while unemployment gets limited. In the next years the labour market is expected to be even more profitable for engineers. The situations of the previous years as well as the expectations for the following years are shown in detail in table 1.

Relevant websites and addresses:

Ministry for Employment:
National Authority of Labour

www.bm.dk
www.ams.dk/english

- *Employees' rights*

In relation to the other member states of the European Union, employment in Denmark is regulated to a small extent by legal provisions, which provide for the employees' rights and obligations, overtime pay and leave. In some cases collective or individual agreements may override the legal provisions for the benefit of the employees.

The collective agreements cover almost the total employment in the public sector but only 15-20% of the workplaces in the private sector. Usually, an employee of the private sector has to sign a contract of employment before the commencement of his/her work. The contract stipulates the amount of his/her salary and the supplementary pension, the working hours and any potential overtime pay. Apart from the provisions stipulated by the Employment Directorate of the European Union, there is no special law in Denmark with regard to the content of private employment contracts [2].

The working hours are also determined by the collective or individual agreements and not by the legal provisions. They usually correspond to 37 hours per week. The working day usually begins between 8:00-9:30 and ends between 16:00-17:30. In the meantime there is a 30 minutes' lunch break.

Overtime is quite usual in Denmark. The average working hours per week in Denmark are 42 hours but there are great variations. You should clarify if overtime pay is inclusive the salary or if it is paid extra. In the latter case you should also clarify if overtime pay is interpreted as financial remuneration (with a stable or fluctuant rate, based on the hours) or as reduction of the working time [3].

Employees are entitled to 5 weeks' leave. During the first year of their employment employees may get an unpaid leave. An effort was made in the past few years to

institute a right to 6 weeks' leave. Furthermore, the state has instituted in total 11 public holidays.

In case of dismissal, the employee must be notified 1 month prior to the termination of his/ her contract in case of a 3 months' period of employment, 3 months in advance in case of a 6 months' period of employment or 4 months in advance in case of a 3 years' period of employment. Dismissal may be based on many reasons, like for instance if there is no subject matter or if the company is restructured. In such cases there is no compensation. In different cases the employee is entitled to compensation, which is equal to the wages of one up to three months.

Relevant websites and addresses:

Ministry for Employment: www.bm.dk

- *Representation of employees and engineers*

Taking into account that the employment status in Denmark is mainly determined by collective labour agreements, the workers' unions have an important role in the private and public sector.

The main representative body of engineers is the Society of Danish Engineers, whose official status focuses on:

- the settlement of fees in the public sector. These settlements are made between the Society and representatives of the Government or the Municipalities and they cover all engineers working in the public sector.
- the recognition of qualifications. Pursuant to Directive 89/48 of the European Union, the recognition of qualifications for engineers in Denmark is made by the particular Society.
- being accepted as a Labour Market Organization. This means that on the one hand the contributions of its members are deducted from their taxable income and on the other that the Society is not subject to V.A.T.

The Society of Danish Engineers covers about 60.000 engineers of all specializations and stands up for their interests in all important matters and it consequently has a significant influence upon the country's policy in relation to technology, industry and the labour market.

It also tries to safeguard the rights of its members with regard to fees, employment, the improvement of working conditions as well as continuous training.

Members of the Society are engineers who have obtained their diploma in Denmark or abroad irrespective of their field of activity. It also provides special support to unemployed engineers and has organized a database for job seeking.

There are smaller unions, based on the specialization of the engineers, which are subject to the Society of Danish Engineers. These are the following:

- Aeronautical Society (Flyveteknisk Selskab, FLY)
- Automotive Section (Automatiseringsteknisk Selskab)
- Chemical Engineers' Section (Kemiingeniørgruppen, K-gr)
- Danish Concrete Society (Dansk Betonforening, DBF)
- Danish Oil and Gas Society (Olie-Gas-Gruppen, OLGAS)
- Danish Society of Assessment (Dansk Selskab for Taksation)
- Danish Society of Computer Technology (Dansk Selskab for Datateknik)
- Danish Society of Fire Technology (Brandteknisk Selskab, BS)
- Danish Society of Food Science and Technology (Levnedsmiddelselskabet, LEVS)
- Danish Society of Heating, Ventilation and Aircondition (Dansk Selskab for Varme- og Klimateknik, Danvak-Ing)
- Danish Society for Materials Research and Testing (Dansk Selskab for Materialeprøvning og -forskning, DSM)
- Danish Society for Military Technology (Militærteknisk Forening, MtF)
- Danish Society for Nuclear Technology (Dansk Kerneteknisk Selskab, DKS)
- Danish Society for Polymer Technology (Polymerteknisk Selskab, PTS)
- Danish Society of Processing Technology (Procesteknisk Selskab)
- Danish Society for Railway Engineering (Jernbaneteknisk Faggruppe, JEFA)
- Danish Society of Refrigeration Engineers (Selskabet for Køleteknik)
- Danish Society for Road Construction, Traffic Engineering and Town Planning (Vej- og Byplanforeningen, V&B)
- Fuel & Combustion Technology Association (Brændsels- og Energiteknisk Selskab, BES)
- Graphic Arts Society (Grafisk Teknisk Selskab, GTS)
- IDA Construction (IDA BYG)
- IDA Production Technology Society (Produktionsteknisk Selskab)
- Section for Technical Education (Selskabet for Tekniske Uddannelsesspørgsmål, STUS)
- Society of Automation (Automobilteknisk Selskab, AUTO)
- Society for Mechanical Engineering (Dansk Maskinteknisk Selskab)
- Society of RISK Assessment (Selskabet for Risikovurdering, RISK)
- Society for Sustainable Technology (Selskabet for Grøn Teknologi)
- Society for Technology Analysis and Assessment (Selskabet for Teknologianalyse og - vurdering, STAV)

- Society for Work Environment and Working Conditions (Selskab for Arbejds miljø, SAM)
- Teletechnical Society (Teleteknisk Selskab)
- The Danish Maritime Society (Maritimt Selskab)
- The e-group (E-gruppen, E-gr)
- The Logistic Society (LogistikSelskabet)
- The Management Society (IDA Management)
- The Mercantile Economic Society (Merkantil Økonomisk Selskab)
- The Society for Construction- and Installation Techniques (Selskabet for Bygge- og Anlægsteknik)
- The Society of Constructional Physics (Selskab for Bygningsfysik)
- The Society for Environmental Engineering (IDAmiljø)
- The Society of Expert Appraisal (Selskabet for Syns- og Skøns mænd)
- The Society for Historical Technology (Selskabet for Historisk Teknologi, HITEK)
- The Society of Information Technology (Selskab for Informationsteknologi, IDA-IT)
- The Society of Electrotechnics (Selskabet for Elektroteknik)
- The Society for Planning, Roads and Traffic (Selskabet for Planlægning, Veje og Trafik)
- Third World Issues (Ulandsfagligt Selskab, ULAND)

Each member of the Society of Danish Engineers is entitled to participate free of charge in three of the following unions and he/ she may also be registered in more unions subject to payment of relevant fees.

Registration to the Society is made following the submission of the relevant application form and:

- a detailed CV
- certificate of studies (the original and translated university degree and senior secondary school certificate of studies with detailed scores per subject).
- Information about previous employment (optional letter of reference).
- a cheque of 1031,50 DKK (around 140€). If the application for registration is accepted by the Society, this amount corresponds to the contribution of the first trimester; otherwise this sum is reimbursed to the applicant. The payment of the next contributions is made within the first trimester each year, regardless of any future reductions (in case of unemployment or in similar cases).

The main representative body of architects in Denmark is the Federation of Danish Architects, which was founded in 1951 following the merger of the Union of Academic

Architects with the Organization of Danish Architects at that time. Its about 6.500 members are entitled to bear the title of Architect, member of the academic union of architects.

It has under its auspices the Union of Salaried Architects, whose members are salaried architects, as well as the Danish Council of Practising Architects, whose members are technical companies or private practices when one of the representatives is a member of the Federation of Danish Architects and has at least 5 years experience in this field.

Relevant websites and addresses:

The Society of Danish Engineers:

www.ida.dk
Kalvebod Brygge 31-33
DK-1780 København V
Tel: + 45 33 18 48 48 , Fax: + 45 33 18 48 97

Federation of Danish Architects:

www.dal-aa.dk
Arkitekternes Hus
Strandgade 27 A
1401 København K
Tel: +45 32 83 69 00, Fax: +45 32 83 69 01

Union of Salaried Architects

www.arch.dk

Danish Council of Practising Architects:

www.par.dk

2.2. Recognition of diplomas and professional rights

2.2.1. Engineers

- Studies-diplomas-specializations

There are 5 colleges in Denmark, offering undergraduate courses to engineers leading to the award of “BSc in engineering”. The courses usually last for three and a half years and they include practical training with technical companies in Denmark or abroad. They refer to the practice of a [7]:

- civil engineer,
- electronic engineer,
- electrical engineer,
- chemical engineer,
- mechanical engineer,
- production engineer,
- exports engineer (with a duration of studies of four and a half years) and
- business development engineering, (with a duration of studies of four and a half years).

All colleges are state owned and are subject to external quality control.

Apart from the colleges, undergraduate and graduate engineering courses are also provided by three universities.

Relevant websites and addresses:

Engineering College of Copenhagen:	Ingeniørhøjskolen i København Lautrupvang 15, 2750 Ballerup Tel: +45 44 80 50 88, fax: +45 44 80 50 10 www.ihk.dk
Engineering College of Odense:	Ingeniørhøjskolen Odense Teknikum Niels Bohrs Alle 1, 5230 Odense M Tel: +45 63 14 03 00, fax: +45 63 14 03 04 www.iot.dk
Engineering College of Aarhus:	Ingeniørhøjskolen i Århus Dalgas Avenue 2, 8000 Aarhus C Tel: +45 86 13 62 11, fax: +45 86 13 64 88 www.iha.dk
The Herning Institute of Business Administration and Technology	Handels- og IngeniørHøjskolen Birk Centerpark 15, 7400 Herning Tel: +45 97 20 83 11, fax: +45 97 20 83 12 www.hih.dk
Vitus Bering International:	Vitus Bering Center for Videregående Uddannelse Chr. M. Østergaards Vej 4, 8700 Horsens Tel: +45 76 25 50 00, fax: +45 76 25 51 00 www.vitusbering.dk
Aalborg University:	Aalborg Universitet Fredrik Bajer Vej 5, Postbox 159, 9100 Aalborg Tel: +45 96 35 80 80, fax: +45 98 15 15 22 www.auc.dk
Technical University of Denmark:	Danmarks Tekniske Universitet Bygning 101 A, 2800 Lyngby Tel: +45 45 25 25 25, fax: +45 45 88 17 99 www.dtu.dk
University of Southern Denmark:	Syddansk Universitet Campusvej 55, 5230 Odense M Tel: +45 65 50 10 00, fax: +45 66 50 10 90 www.sdu.dk
Danish Ministry of Education:	Undervisningsministeriet Frederiksholms Kanal 21, 1220 København K Tel: +45 33 92 50 00, fax: + 45 33 92 55 47 www.uvm.dk

- Practicing the profession

The profession of engineers falls within the scope of the general system for the recognition of diplomas. It is not subject to special rules in Denmark, therefore it may be practiced basically without any requirement for the granting of a relevant license [5].

Relevant websites and addresses:

The Society of Danish Engineers: www.ida.dk

- Recognition and parity of diplomas

Generally speaking, each engineer is entitled to benefit from the recognition of diplomas according to the Community Directives, if his/ her professional titles permit the practice of the engineer's profession in the country of origin. The subject matter of the recognition is the diploma or the set of diplomas, which give access to the engineer's profession in the member state of origin (for example, university degree + professional experience) [5].

The host country may give the applicant the right to choose between an adaptation period or an aptitude test, if there are material differences between the education provided in the country of origin and the host country. The existence of such differences justifies the implementation of correction measures but it does not justify (if the other requirements are met) the refusal of recognition [5].

In this case the authorities of the host country must reply within a four months' period to the application for recognition of qualifications. In case of refusal, the decision must be reasoned and it must give the applicant the possibility to appear before a court or tribunal in accordance with the rules, which are in force in the host country. The absence of such a decision within the above four months' period is deemed as indirect rejection. Community institutions are not entitled to repeal administrative decisions that have been made by national authorities. Only the competent national institutions may repeal a decision, which rejects an application for recognition of your professional titles. The decisions of the European Court of Justice are limited to acknowledging a violation by a member state due to infringement of community law or due to the existence of national law, which is not in compliance with community law. It's up to the authorities of this state to amend the individual decisions that have been made in accordance with practices or laws that have been condemned by the Court [5].

After the recognition of the professional titles, an application may be filed for a job as an engineer on equal terms as for holders of national titles and with the same rights and obligations.

Reference documents: Directives 89/48/EC and 92/51/EC + guide for the general system of professional titles.

Relevant websites and addresses:

The Society of Danish Engineers:
Erhvervs og Selskabsstyrelsen,

www.ida.dk

Kampmannsgade 1,
DK - 1780 Kobenhavn
Tel : +45.33.12.42.80

2.2.2. Architects

- Studies-diplomas-specializations

Architecture studies in Denmark are provided by two universities and their duration is 5 years (10 semesters). The course is divided in two years of basic education and three years of specialization, which include 3 months for the preparation of a dissertation and a three months' practical training in Denmark or abroad. The studies are supervised by the Ministry of Culture of the country. [8].

The architect's title (Arkitekt M.A.A.) is awarded after the end of the studies.

Relevant websites and addresses:

The Royal Academy of Fine Arts, School of Architecture:

Philip de Langes Allé
DK-1435 København K
+45 32 68 60 00

www.karch.dk

Aarhus School of Architecture:

Arkitektskolen i Aarhus
Nørreport 20
DK 8000 Århus C
Tel.: +45 8936 0000
Fax: +45 8613 0645
www.a-aarhus.dk

- Practicing the profession

Architecture and the architect's profession in Denmark are not subject to any rules. Therefore the practice of the profession is free [5].

Relevant websites and addresses:

Federation of Danish Architects:

www.dal-aa.dk

- Recognition and Parity of diplomas

The architect's profession in the European Union is governed by Council Directive 85/384/EC, of June 10th 1985. Pursuant to this directive its recognition requires the relevant qualifications, which are provided by article 11 of the directive or the statement provided by article 7 [5].

However, this directive does not harmonize completely the education of architects. Consequently there may also be other architecture courses, which may not comply with this directive but are entirely lawful. These studies (and the relevant diplomas which certify them) may be recognized pursuant to article 52 of the EC Treaty, as it was interpreted by the European Court of Justice in its judgment of May 7th 1991 in case C-340/89 «Vlassopoulou». According to this case law the host member state to which an application for admission to a profession is made by a Community subject who is already admitted to practice the same profession in his country of origin, must examine the diplomas, certificates and other titles obtained by the applicant as well

as his professional experience. If these qualifications correspond to those required by the national laws in order to practice the architect's profession he must be granted the same licence. If this is not the case, he must be given the opportunity to complete the education he is lacking. Finally, any administrative decision must be reasoned and capable of being made the subject of legal proceedings in order to review its conformity with community law [5].

The recognition which is provided by the directive (as well as that which is directly based on article 52 of the EC Treaty) does not apply to diplomas that have been obtained by Community nationals in a non EU country. When the diploma is obtained in a third country its recognition is optional and is subject to the jurisdiction of each member state. The recognition of a diploma by a member state does not oblige the other member states to recognize it as well. The legal definition of architecture as well as the legal status of the architect's profession (e.g. rights, obligations, powers, restrictions) are governed by the national laws of the host member state. Consequently the legal status of the community subject is equal to that of those professionals who have obtained their qualifications in the host member state. This may have the consequence that the community subject does not have in the host state some of the powers he had in the state of origin [5].

Relevant websites and addresses:

Federation of Danish Architects: www.dal-aa.dk

2.3. Labour relations

2.3.1. Engineers

Engineers in Denmark may be employed in the industry, in construction works, in private companies, in the public sector or they may practice the profession as freelancers. In the private sector the wages are defined by the free market while in the public sector they are defined by collective agreements. The amount of the average engineer's wages in Denmark is about 24500 DKK (3300€) [9].

The national laws concerning the construction of public works or other special matters are available at the website of the internet legal search service www.retsinfo.dk.

2.3.2. Architects

Architects in Denmark may be employed in technical companies or offices, in the public sector or they may practice the profession as freelancers. In the private sector their wages are defined by private agreements while in the public sector there are

collective agreements in force. The average wages of a young architect who works in the public sector amount to 25000 DKK (3362,5€), while in the private sector they reach the sum of 26000 DKK (3497€) [10].

In order to participate in architectural competitions of the public or private sector, you must be a member of the Federation of Danish Architects, which is usually the implementation and supervision body of the competitions [11].

2.4. Security

2.4.1. Engineers

Social security in Denmark includes various fields, which are related to certain professions and apply to employees as well as to self-employed [5].

For employees there are the following fields:

- (optional) insurance against unemployment,
- sickness and maternity benefits in cash,
- supplementary pension and
- insurance against accidents at work.

For self-employed there are the following fields which are related to the particular practice:

- (optional) insurance against unemployment and
- sickness and maternity benefits in cash.

The social security system in Denmark also includes some benefits, which cover all residents, such as:

- sickness and maternity benefits in kind,
- allowances in case of death (covering the costs of the funeral),
- disability and old - age pensions as well as
- family benefits.

The employer must ensure that the employee is a member of the supplementary pension scheme and that both the employer's and employee's contributions are paid. He must also take out insurance against accidents at work.

The employees have to make a formal application, in the case of unemployment insurance, where participation is optional and requires formal registration with a

scheme. Employees can register with an unemployment insurance scheme, which covers the employee's occupation.

The self-employed can also register with an unemployment insurance scheme that admits the self-employed.

There is no need to take any special steps to join a scheme providing sickness benefits in kind or sickness and maternity benefits, old-age and invalidity pensions and family benefits in cash since these benefits are provided on the basis of residence in Denmark.

Persons who become residents in Denmark must notify the authorities of the administrative district where they reside. When they have registered with the district authorities, they will receive a health insurance certificate, which is evidence of their right to sickness benefits (in kind) and any family benefits due will be paid.

If you wish to be covered by the Danish social security arrangements but you are not resident in Denmark, you should submit an application to join the health insurance scheme to the authorities of the district (where you last resided or the district where your employer has his place of business). This entitles you to sickness and maternity benefits in kind and to payment of any family benefits due.

When you apply, you should provide written evidence of employment in Denmark, e.g. a contract of employment, a certificate of employment or any other such evidence.

In particular with regard to health insurance, European citizens moving to Denmark and having state health insurance in their country of origin are covered by Denmark's health system from the moment they arrive at the country. In order to be included in the security system, you must fill in the E104 form, following employment or residence in the country. For stay up to 1 year, it is necessary to fill in the E128 form, while for a longer stay you need to fill in the E106 form. All these documents must be sealed in the country of origin and they must be addressed to the local authorities in Denmark. The citizens of the European Union who have private health insurance in their country of origin are not entitled to health care benefits for a period of six weeks after their arrival [2].

There are two different types of insurance in the Danish health care system. In the first category, which is the most usual one, you choose a doctor or a medical centre as a GP. Visits to GPs or alternatively to specialized doctors are free of charge but in

the latter case a doctor's opinion is necessary. Local authorities give information with regard to GPs who may accept new patients. In the same category the cost of dental tests and visits to paediatricians, psychologists, chiropractors or physiotherapists is reduced [3].

In the second category of health insurance the insured may visit any doctor or medical centre whatsoever. Health insurance covers the health care costs up to the sum, which is provided for the first insurance category. The same applies in case of visits to paediatricians, psychologists, chiropractors or physiotherapists [3].

Health insurance benefits end automatically when you leave the country.

Relevant websites and addresses:

Supplementary pension:	Arbejdsmarkedets Tillægspension Kongens Vænge 8 3000 Hillerød Tel: 45-48-20 48 20
Insurance against accidents at work:	Arbejdsskadestyrelsen Zbølsgade 1 2100 København Ψ Tel: 45-39 17 77 00
Insurance against unemployment:	Direktoratet for Arbejdsløshedsforsikringen Finsensvej 78 2000 Frederiksberg Tel: 45-38 10 60 11
Social Benefits Administration	Den Sociale Sikringsstyrelse Landemærket 11, DK - 1119 Copenhagen K. Tel: +45 3395 5000
The Society of Danish Engineers:	www.ida.dk

2.4.2. Architects

For architects health insurance covers exactly the same as for engineers, because the system applies to all citizens residing in Denmark regardless of their profession.

There is a special pension scheme (Architekternes Pensionskasse). Retirement is available after the age of 60 [8].

Relevant websites and addresses:

Federation of Danish Architects:	www.dal-aa.dk
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2.5. Taxation

In Denmark there is a uniform taxation for all workers.

There is no special community law for direct taxation. Therefore, though the taxation systems in the European countries have some common features, taxation differs in each member state. However, in principle national tax law provisions must comply with the fundamental principle of non-discrimination, provided by community law. So for instance citizens of one member state residing in another member state must not be taxed on less favourable terms than the citizens of the country where they reside [5].

Residents in Denmark are liable to pay tax on their worldwide income there. Denmark has, however, entered into agreements with all the other Member States (except Portugal), which are designed to help you avoid paying tax twice on the same income. So, if you earn money in another Member State, you may have to pay tax on that income there, depending on the terms of the tax agreement with the country concerned. Even if no tax agreement is applicable, Denmark's domestic legislation may entitle you to a credit for any foreign tax paid.

You are taxable on income you receive during the calendar year. Tax is charged at different rates depending on the amount and type of income received. A distinction is made between personal income (which includes income from employment and business), income from capital and dividends (paid by companies which are established in Denmark) and income from foreign dividends. During tax assessment each citizen is entitled to a personal allowance and he may be entitled to certain deductions for expenses, depending on the type of income [5].

Tax is deducted at source on certain types of income, including wages and salaries, directors' fees, pension payments and social security payments. The rate at which tax is deducted is determined by the tax administration and indicated on the individual "tax card". Other income is taxed according to a system of provisional assessments, normally payable in ten monthly instalments from January to May and from July to November. Income tax is also levied on certain kinds of capital gains and certain lump-sum payments.

Municipal income tax is also payable at flat rates, which vary depending on where you live. Church tax is payable as well at flat rates, determined by the municipal authorities.

Generally speaking paid tax (except church tax) may not exceed 59% of the taxpayer's income. When the income is over the amount of 295.300 DKK (34000€) the citizen is taxed by 59%.

If property is inherited, inheritance tax is payable on the value of the property. Gift tax is payable on the value of taxable gifts given to the spouse or to certain close relatives.

Local tax authorities are responsible for tax assessments. In case of dispute, you may address your complaint to the *Landsskatteret* (tax tribunal). The matter may subsequently be pursued in the *Landsret* (court) or *Højesteret* (High Court).

Relevant websites and addresses:

Tax administration:
Ministry of Taxation

www.toldskat.dk
www.skm.dk/english/index.php3

2.6. Frontier workers

Free movement of workers within the European Union applies to "frontier workers" too, i.e. to persons who work in one EU country but live in another. However, the definition of a frontier worker may vary from one field to another (e.g. tax law, right of residence, welfare entitlements, etc.).

Given the special situation of frontier workers who, by definition, are employed in a country other than their country of residence, Community law does not require the country of employment to issue them with residence permits. However, the competent authorities there may issue them with a special card [5].

The concept of frontier worker is fairly loosely defined where the right of residence is concerned. A frontier worker is taken to mean any person who, while having his residence in one Member State, to which he normally returns each day or at least once a week, he is employed in another Member State [5].

Community rules on social security contain certain specific provisions on frontier workers. The Community definition of a frontier worker (that is used in EC legislation coordinating social security schemes) is an employee or self-employed person who carries on a business activity in a Member State other than the one in which he lives and to which he returns at least once a week.

A frontier worker is covered by European social security legislation in the same way as all the other categories of people covered by those provisions. However, special rules apply to sickness and unemployment benefits. In particular, a frontier worker is entitled to receive sickness benefits in kind in either his country of residence or his country of employment. If he is registered as unemployed, he is entitled to claim unemployment benefit only in his country of residence [5].

Personal income taxes are not harmonized at Community level. They are governed by national legislation and by numerous bilateral agreements for the avoidance of double taxation. But even in the absence of harmonization, such provisions must comply with basic principles of Community law, in particular free movement of workers within the European Union and equality of treatment [5].

Income earned by frontier workers may be taxed in one or both of the countries in question, depending on the tax agreements concluded between the relevant member states of the European Union. In the latter case, tax paid in one country would normally be taken into account when determining tax payments to be made in the other country (to avoid double taxation of income). The definition of a frontier worker can be fairly restrictive in these cases and a frontier worker, depending on the applicable agreement, must usually be resident and/or employed in a border area and cross the border regularly to return to his place of residence [5].

When non-resident workers (this category may be broader than that of frontier workers) are taxed in their country of employment, the non-discrimination principle in Community law obliges that country, in most circumstances, to treat them in the same way as resident workers. This is the case when the situation of non-resident workers is comparable to that of residents, namely when they earn all, or virtually all, of their income in the country of employment and do not have sufficient income in their country of residence for the tax system to take their personal and family circumstances into account. Provided that these conditions are met, the country of employment must grant non-residents the same tax concessions as it grants to residents by virtue of their family circumstances.

The tax treatment of frontier workers is rather complicated. For this reason it is better to ask for advice by the local tax authorities of the place of employment or by a taxation expert.

If a frontier worker does not reside in Denmark but works there, Denmark usually has the right to tax his income from employment (though this may depend on the time of

his stay in Denmark) You may be entitled to some or all tax exemptions provided for residents when his debt is assessed, with regard to Danish national and municipal income taxes, which are deducted at source by your employer.

If the frontier worker does not reside in Denmark but is self-employed there, Denmark may be entitled to tax his income from this activity (as well as income from other sources in Denmark). He may also be entitled to some or all tax exemptions provided for residents. Tax is normally paid through a system of provisional assessments, payable in ten monthly instalments.

Relevant websites and addresses:

Direktoratet for Social Sikring og Bistand

Ny Kongensgade 9
DK-1472 Kobenhavn K
DENMARK
Tel.: (+45) 33 91 26 22
Fax: (+45) 33 91 56 54

Den Sociale Ankestyrelsen

The Social Security Tribunal
Amaliegade 25
DK-1256 Kobenhavn K
DENMARK
Tel.: (+45) 33 15 64 01
Fax: (+45) 33 14 00 60

2.7. Comments-Remarks

Denmark provides ideal conditions for the employment of engineers, especially in fields, which are related to research and technological developments. The economic situation of the country today as well as the expectations for its future ensure the quick absorption in the labor market with satisfactory remuneration. Besides, the social security and the state benefits may burden the citizen with high taxation but they contribute to the establishment of a comfortable and safe way of living.

2.8. Useful addresses

The most important useful addresses in Denmark are mentioned in the table below.

Information about Denmark	www.denmark.dk
<u>Ministries</u>	
Ministry of Culture	www.knm.dk
Ministry of Defense	www.fmn.dk
Ministry of Economic and Business Affairs	www.kirkeministeriet.dk
Ministry of Education	www.eng.uvm.dk
Ministry of Employment	www.bm.dk
Ministry of the Environment	www.mim.dk
Ministry of Finance	www.fm.dk
Ministry of Food, Agriculture and Fisheries	www.fvm.dk
Ministry of Foreign Affairs	www.um.dk

Ministry of Taxation	www.skm.dk
Ministry of Transport	www.trm.dk
Ministry of Science, Technology and Innovation	www.videnskabministeriet.dk
Ministry of Justice	www.jm.dk
Ministry of Refugees, Immigration and Integration Affairs	www.inm.dk
Ministry of the Interior and Health	www.im.dk
Ministry of Social Affairs and Ministry of Gender Equality	www.sm.dk
Prime Minister's Office	www.statsministeriet.dk
<u>Consulates</u>	www.um.dk/konsulat/links/index.asp

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- [2]: Website of the national agency "National Agency for Enterprise and Housing", www.workindenmark.dk
- [3]: Website www.eurocadres.org/mobilnet
- [4]: Edition of the Ministry for refugees and immigration issues, "Act No. 375 of 28 May 2003 on Danish courses for adult aliens, etc", 2003.
- [5]: Website of the European Union, <http://citizens.eu.int/citizens>
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- [8]: Col·legi d'Arquitectes de Catalunya, research by COAC (UIA) on behalf of its Spanish department with regard to the studies and the profession of the architect in Europe, 2000.
- [9]: Website www.overseasdigest.com
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