

GERMANY

TABLE OF CONTENTS

A few words about the country	2
1 Conditions and quality of living	2
1.1 <i>The cost of living in Germany-Finding residence</i>	2
1.2 <i>Children education</i>	2
Usefull addresses	5
2 Working conditions	6
2.1 <i>Finding work</i>	6
Usefull addresses	7
2.2 <i>Engineers' specializations</i>	12
2.3 <i>Employment Offer - Demand</i>	13
2.4 <i>Engineers' fees</i>	14
2.5 <i>Engineers' representation</i>	14
3. Recognition of diplomas	19
3.1 <i>Recognition of diplomas- Engineers</i>	19
Usefull addresses	20
3.2 <i>Recognition of diplomas- Architects</i>	20
Usefull addresses	20
4. Labor relations	21
4.1 <i>Designs</i>	21
4.2 <i>Constructions</i>	22
5. Security	22
6. Taxation	23
7. Frontier workers	24
Usefull addresses	25
8. Summary tables of usefull addresses	26
9. Bibliography and internet sites	27

A few words about the country

Germany is a Federal Republic of 16 states with an age-long and complex history. Until 1871 Germany was a confederation, not a single state (1815-1867), while before 1806, it was a union of princedoms presenting significant differences.

It extends on a surface of 356,970km² and constitutes the seventh biggest country of Europe with a population of 83,251,851 residents, according to the census of 2002. Its capital is Berlin; however, there are a number of governmental bureaus seated in Bonn, which used to be the capital of Western Germany. Of course, the official language of the country is the German language, while two thirds of its population are Roman Catholics and Protestants.

Par excellence, it is an urban country with a high living and cultural standard. Most of its residents live under comfort and welfare conditions, have plenty of spare time and enjoy generous social allowances. Germany has been a cultural center and it is the homeland of great people such as Johann Sebastian Bach, Wolfgang Amadeus Mozart, Ludwig van Beethoven, Johann Wolfgang von Goethe, and Friedrich Nietzsche.

It is one of the most economically powerful countries of Europe and one of the pivots of the European economic integration and cooperation. It is the most industrialized country of Central Europe and occupies the top position in the production of cars, tools, iron and steel products.

{{8}}

1. Conditions and quality of living

1.1 The cost of living in Germany- Finding residence

Germany presents a high cost of living, varying per city. For instance, living in Munich is a lot more expensive than living in Rostock or in the region of Ruhr.

In certain cities and regions the rents are extremely high. Such cities are Munich, Frankfurt, Hamburg, and at a smaller extent Düsseldorf, Cologne and Berlin.

Generally, owners prefer long-term contracts, while in case of a short-term contract the rent might increase significantly. Moreover, different types of guarantees and securities may be requested. {{6}}

For houses to purchase or to rent consult the internet site:

<http://www.expatriates.com>

1.2 Children education

Compulsory education (primary and first cycle of secondary education)

For all children, compulsory education begins at the age of 6 and regularly lasts for 12 years, 9 of which (10 in some federal states) is compulsory full time education and 3 is partial education. In most federal states the students may choose to register in a tenth year of study and be awarded an attendance certificate that will allow them to continue with their full time studies in the secondary education.

Compulsory education comprises the primary education (Grundschule) for children of age between 6 and 10 years old, and the first cycle of the secondary education for children of age between 10 and 15 years old (up to 16 years old if they register for the 10th year).

There are different categories of general secondary education schools attended by pupils who have finished the Grundschule. In most federal states those schools are called Hauptschule, Realschule, Gymnasium and Gesamtschule. Recently, some federal states established new forms of educational institutes, constituting a mix of Hauptschule and Realschule in terms of organization and educational programs.

During the compulsory education period the school year begins on the 1st of August and ends on the 31st of July of the next year.

Tuition fees

Generally, the education in public schools is extended free of charge. The pupils may either be supplied the education material and keep it, if the parents contribute to the relevant expenses, depending on their income, or borrow it.

Financial contribution

In compliance with the applying federal legislation, the pupils attending general and professional education schools may receive an educational contribution for the tenth year and on, provided that their economic condition does not allow them to meet the school demands.

Optional education: second cycle of the secondary education

Pupils between 16 and 19 years old may follow the orientations hereafter as regards the second cycle of the secondary education:

- general education
- professional education
- mixed (general and professional) education.

General education is provided in the "Gymnasiale Oberstufe" grade (regularly between the 11th and the 13th school year).

Full time professional education is provided in the following education institutes: Berufsfachschule, Berufsaufbauschule, Fachoberschule, berufliches Gymnasium / Fachgymnasium and Fachschule.

The attendance is free of charge, while as regards the educational material supplied during the school year, what has been mentioned for the compulsory education also applies.

Financial contribution

The federal legislation does not foresee extending economic assistance to pupils of the second cycle of the secondary education; however, most of the federal states provide an economic contribution under certain requirements and undertake the relevant expenses.

University and non university third grade education

The third grade education bodies are the following:

- Universities and single university institutes ("Gesamthochschulen")
- University technical schools ("Fachhochschulen")
- Educational university schools
- Music and fine arts' university schools

There are many and various university courses of study. Universities are entitled to award PhDs. The "single" university schools combine different activities, which are normally subject to the authority of universities, technical university schools, and partly, music and fine arts' university schools. The university technical schools mainly offer courses of studies for engineers, and for the following sectors: economics, agriculture, social work, library science and substantiation, information technology, applied arts. The university technical schools offer purely applied education, which is oriented towards the demands of the separate professions.

Tuition fees

The German and foreign students of the universities of the Federal Republic of Germany do not pay fees for registration, attendance and exams (save for some private institutes). The students only pay certain amounts for social security and the students' hall.

The courses of study normally comprise a basic cycle ("Grundstudium"), which usually lasts 4 semesters in the universities and is integrated with an intermediate examination, and a main cycle of studies (totally and normally lasting for 8 to 10 semesters in the universities), leading to the award of the university diploma. Moreover, the university schools organize special examinations for the award of specific diplomas:

- "Diplomprüfung", e.g. for the award of a civil engineer diploma in universities or university technical schools.
- "Magisterprüfung", for the award of the university diploma titled "Magister"
- Thesis support for the award of a PhD, e.g. "Doctor philosophiae".

Finance-Scholarships

The students who do not have sufficient resources are financed in compliance with the provisions of the relevant law ("Bundesausbildungsförderungsgesetz"). The citizens of the European Union may be granted scholarships by specific bodies such as the DAAD. Those scholarships are generally granted depending on the student's performance, not his social status. {[1]}

Useful addresses

Eurydice - Informationsstelle beim Bundesministerium für Bildung und
Wissenschaft, Forschung und Technologie
Heinemannstrasse 2
D-53170 Bonn

Eurydice - Informationsstelle im Sekretariat der Ständigen Konferenz
der Kultusminister der Länder
Nassestrasse 8
D-53113 Bonn

PRIMARY AND SECONDARY EDUCATION

PAD - Pädagogischer Austauschdienst
Sekretariat der Ständigen Konferenz der Kultusminister der Länder in
der Bundesrepublik Deutschland
Nassestrasse 8
D-53113 Bonn
Tel: +49-228-501 583
Fax: +49-228-501 500

THIRD GRADE EDUCATION

Deutscher Akademischer Austauschdienst (DAAD)
Arbeitsstelle EU
Kennedyallee 50
D-53175 Bonn
Tel: +49-228-88 23 49
+49-228-88 22 77
+49-228-88 24 15

Fax: +49-228-88 25 51

E-mail: arbeitsstelle.eu@daad.de

ACADEMIC RECOGNITION

NARIC tralstelle f3r Ausl3ndisches Bildungswesen im Sekretariat der St3ndigen Konferenz der Kultusminister der L3nder in der Bundesrepublik Deutschland (KMK)

Nassestrasse 8

D-53113 Bonn

Tel.: +49-228-5010

Telex: 886-587 kmk d

Fax: +49-228-50 13 01

2 Working conditions

2.1 Finding work

In order to find a job, one may directly submit one's candidacy to the enterprises or organizations of one's interest. One may also reply to job offers published in the daily or special German press, the latter constituting a helpful mean in order for one to learn about the sectors and enterprises in search of employees. However, and in parallel to the temporary employment bureaus, the employment bureaus and the professional orientation bureaus, the public services that are competent for the employment represent specialized intermediates that may assist you in your investigation.

Some methods that may serve in finding a job are indicated hereunder:

- i. The European employment services' network EURES (European Employment Services)
- ii. The public services

In Germany, the Federal Labor Bureau (Bundesanstalt f3r Arbeit, BA), counting 181 employment bureaus, is competent for all matters related to the labor offer and demand, and renders many free services, such as:

- Information on the job offer and positions
- Voluntary training
- Voluntary guidance to students attending the last year of their studies.
- Information on the employment of people with special abilities/ needs and on the compulsory interviews of newly employed people.

- Psychological support.
- Technical advice as regards the supply of jobs to people with special abilities/ needs.

Moreover, the BA deals with matters such as benefits and carries out statistical researches on the employment, the labor offer and volunteerism.

Access to information is free of charge and it is not compulsory to register.

The BA publishes the weekly magazine "Markt und Chance", which is distributed to every employment bureau free of charge.

For foreigners who want to find a job in Germany, the competent bureau is the Central Job Position Finding Bureau (Zentralstelle für Arbeitsvermittlung, or ZAV). {[1]}

Useful addresses

BUNDESANSTALT FUER ARBEIT - HAUPTSTELLE NUERNBERG

REGENSBURGER STR. 104 - D 90327 NUERNBERG

Tel. +(49)(911)1795361 / Fax. +(49)(911)1793341

ZENTRALSTELLE FUER ARBEITSVERMITTLUNG (ZAV)

FEUERBACHSTRASSE 42-46 - D 60325 FRANKFURT

Tel. +(49)(69)7111 0 / Fax. +(49)(69)7111 540

ARBEITSAMT SAARBRUECKEN

HAFENSTR. 18 - D 66111 SAARBRUECKEN

Tel. +(49)(681)9441181 / Fax. +(49)(681)9445011

ARBEITSAMT AACHEN

ROERMONDERSTRASSE 51 - D 52034 AACHEN

Tel. +(49)(241)897.1249 / Fax. +(49)(241)897.1589

ARBEITSAMT BERLIN IV

GOTLINDESTR. 93 - D 10365 BERLIN

Tel. +(49)(30)5555 1912 / Fax. +(49)(30)5555 1699

ARBEITSAMT CHEMNITZ

BRUCKENSTRASSE 4 - D 09111 CHEMNITZ

Tel. +(49)(371)6913424 / Fax. +(49)(371)6913596

ARBEITSAMT HANNOVER

BRUHLSTR. 4 - D 30169 HANNOVER

Tel. +(49)(511)919.1942 / Fax. +(49)(511)919.1960

ARBEITSAMT PASSAU

INNSTR. 30 - D 94032 PASSAU

Tel.+(49)(851)508 163 / Fax. +(49)(851)508 447

ARBEITSAMT MAGDEBURG

NACHTWEIDE 82 - D 39085 MAGDEBURG

Tel.+(49)(391)257 2860 / Fax. +(49)(391)2572355

ARBEITSAMT ROSTOCK

KOPERNIKUSSTR. 1a - D 18057 ROSTOCK

Tel.+(49)(381)804 1240 / Fax. +(49)(381)8041504

ARBEITSAMT FREIBURG

LEHENERSTR. 77 - D 79106 FREIBURG

Tel.+(49)(761)2710462 / Fax. +(49)(761)2710669

ARBEITSAMT KARLSRUHE

BRAUERSTR. 10 - D 76137 KARLSRUHE

Tel. +(49)(721)8231075 / Fax. +(49)(721)8232013

ARBEITSAMT KÖLN

LUXEMBURGERSTR. 121 - D 50939 KÖLN

Tel. +(49)(221)94291913 / Fax. +(49)(221)94291994

ARBEITSAMT KIEL

PROJENSdorFERSTR. 82 - D 24106 KIEL

Tel. +(49)(431)7091250 / Fax. +(49)(431)7091130

ARBEITSAMT LOERRACH
BROMBACHER STRASSE 2 - D 79537 LOERRACH
Tel. +(49)(7621)178 519 / Fax. +(49)(7621)178 505

ARBEITSAMT MUENCHEN
KAPUZINER STRASSE 26 - D 80337 MUENCHEN
Tel. +(49)(89)5154.6017 / Fax. +(49)(89)5154.6499

ARBEITSAMT NORDHORN
STADTRING 9-15 - D 48527 NORDHORN
Tel. +(49)(5921)870.159 / Fax. +(49)(5921)870.259

ARBEITSAMT NUERNBERG
RICHARD-WAGNER-PLATZ 5 - D 90443 NUERNBERG
Tel. +(49)(911)242.2149 / Fax. +(49)(911)242.2993

ARBEITSAMT STUTTGART
HEILMANNSTR. 3-7 - D 70190 STUTTGART
Tel. +(49)(711)920.2747 / Fax. +(49)(711)920.2725

ARBEITSAMT TRIER
SCHONBORNSTRASSE 1 - D 54201 TRIER
Tel. +(49)(651)205.217 / Fax. +(49)(651)205.218

ARBEITSAMT RASTATT
KARLSTR. 18 - D 76437 RASTATT
Tel. +(49)(7222)930129 / Fax. +(49)(7222)930158

ARBEITSAMT HAMBURG
KURT-SCHUMACHER-ALLEE 16 - D 20097 HAMBURG
Tel. +(49)(40)2485 1984 / Fax. +(49)(40)2485 1987

ARBEITSAMT BREMEN
DOVENTORSTEINWEG 48-52 - D 28195 BREMEN

Tel. +(49)(421)1781210 / Fax. +(49)(421)1781558

ARBEITSAMT ESSEN

BERLINER PLATZ 10 - D 45127 ESSEN

Tel. +(49)(201)181 1410 / Fax. +(49)(201)1811450

ARBEITSAMT DORTMUND

VERMITTLUNGSCENTER WESTENHELLWEG 95-99

D 44137 DORTMUND

Tel. +(49)(231)8421677 / Fax. +(49)(231)8421678

ARBEITSAMT LEIPZIG

GROSSE FLEISCHERGASSE 12 - D 04109 LEIPZIG

Tel. +(49)(341)2192998 / Fax. +(49)(0341)219 2999

Addresses for immigrant employees.

BUNDESVERWALTUNGSAMT

Informationsstelle für Ausländtötige und Auswanderer

D 50728 KΦLN

Tel. +(49)(221)758.2742 / Fax. +(49)(221)758.2768

VEREIN F. INTERNATIONALE JUGENDARBEIT

BERLIN-BRANDENBURG E.V.

BUNDESALLEE 22 - D 10717 BERLIN

Tel. +(49)(30) 8855.1294 / Fax. +(49)(30) 8855.1296

RAPHAELS-WERK BERLIN

T&BINGER STR. 5 - D 10715 BERLIN

Tel. +(49)(30)85784.237 / Fax. +(49)(30)85784.137

DEUTSCHES ROTES KREUZ

LANDESVERB. BRANDENBURG E.V.

EISENHARTSTR. 5 - D 14469 POTSDAM

Tel. +(49)(331) 2864.123 / Fax. + (49)(331) 2864.124

DEUTSCHES ROTES KREUZ
LANDESV. MECKL. VORPOMMERN
HERMANNSTR. 16 - D 18055 ROSTOCK
Tel. +(49)(381)4923654 / Fax. +(49)(381)31.228

EV. AUSLANDSBERATUNG
RAUTENBERGSTR. 11 - D 20091 HAMBURG
Tel. +(49)(40)244836 / Fax. +(49)(40)244809

RAPHAELS-WERK - FACHVERBAND DES CARITASVERBANDES
ADENAUERALLEE 41 - D 20097 HAMBURG
Tel. +(49)(40)24484220 / Fax. +(11)(40)24844226

RAPHAELS-WERK HANNOVER
VORDERE SCHÖNEWORTH 10 - D 30167 HANNOVER
Tel. +(49)(511)713237 / Fax. +(49)(511)713239

RAPHAELS-WERK ESSEN
OLGASTR. 5a - D 45130 ESSEN
Tel. +(49)(201)79 20 60 / Fax. +(49)(201)79 77 25

RAPHAELS-WERK KÖLN
GEORGSTRASSE 20 - D 50676 KÖLN
Tel. +(49)(221)201 0225 / Fax. +(49)(221)201 0149

RAPHAELS-WERK FRANKFURT/M.
VILBELER STRASSE 36 - D 60313 FRANKFURT/M.
Tel. +(49)(69)28 10 37 / Fax. +(49)(69)28 10 38

DIAKONISCHES WERK DER EVGL. KIRCHE IN DEUTSCHLAND -
HAUPTGESCHÄFTSSTELLE
GEROKSTRASSE 17 - D 70184 STUTTGART

Tel. +(49)(711)2159.0 / Fax. +(49)(711)2159.550

DIAKONISCHES WERK - W&RTTEMBERG
HEILBRONNER STR. 180 - D 70191 STUTTGART
Tel. +(49)(711)1656.115 / Fax. +(49)(711)1656.277

INSTITUT F&R AUSLANDSBEZIEHUNGEN
CHARLOTTENPLATZ 17 - D 70173 STUTTGART
Tel. +(49)(711)222.5123 / Fax. +(49)(711)226.4346

RAPHAELS-WERK M&NCHEN
PETTENKOFERSTR. 8 - D 80336 M&NCHEN
Tel. +(49)(89) 5458.3411 / Fax. +(49)(89) 5458.3419

DIAKONISCHES WERK - DRESDEN
KREUZSTR. 7 - D 01067 DRESDEN
Tel. +(49)(351)4923361 / Fax. +(49)(351)4923361

2.2 Engineers' specializations

The engineers' specializations, according to the VDI, the biggest association representing engineers in Germany, are the following: {[7]}

- Agricultural Engineers
- Acoustics, Noise Reduction and Vibration Engineers
- Civil Engineers
- Industrial Environmental Protection and Environmental Management Engineers
- Energy Technology Engineers
- Development, Design and Marketing Engineers
- Automotive and Traffic Systems Technology Engineers
- Information Technology Engineers
- Plastics Technologies Engineers
- Measurement and Automatic Control Engineers
- Microelectronics, Micro and Precision Engineers

- Nanotechnology Engineers
- Optical Technologies' Engineers
- Production Engineers
- Air Pollution Prevention Engineers
- Systems Engineering and Project Design Engineers
- Building Services' Engineers
- Environmental Technologies' Engineers
- Chemical and Process Engineers
- Materials' Engineers

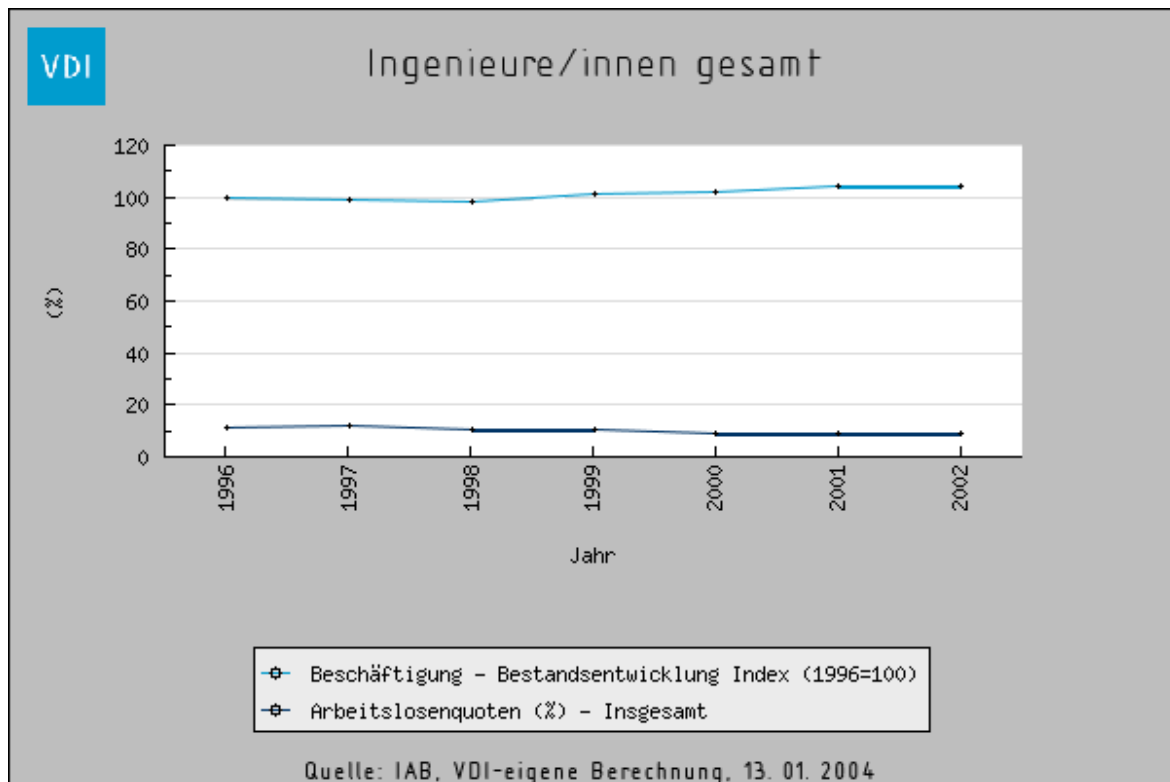
2.3 Employment offer-demand

The condition of the labor market for engineers used to be and it is still defined by the general economic condition of Germany. During the last 25 years the unemployment rate of the engineers has kept up with the economic fluctuations. The current condition of the labor market as regards engineers presents the following characteristics:

- The engineers that are looking for a job are approximately 65,000 and keep increasing.
- There are different opportunities depending on the orientation and the sector of studies of the engineers. More particularly:
 - Electrotechnical orientation: fast improvement, especially as regards the occupation of young engineers.
 - Mechanics: Limited employment perspectives.
 - Chemistry: good perspectives and opportunities.
 - Civil Engineers and Architects: Reduction of the employment opportunities during the recent years.
 - Economy Engineers: rather significant perspectives.
- A significant number of student engineers (20-40% of the total of engineers) remains at the University for post-graduate studies. {[7]}

The following table displays the labor offer and demand diagram.

(blue line: stable employment evolution index, black line: percentage of unemployed)



Source: Project «Ingenieurbedarf 2000». For use by the VDI

2.4 Engineers' fees

The fees of the engineers employed in the private and in the public sector are defined by special collective labor agreements for engineers. Especially as regards the fees of the engineers of the public sector, the HOAI is the competent organism.

The wage of a young engineer in Germany varies between **35,000 and 46,000€** per year.

2.5 Engineers' representation

The most significant body representing engineers in Germany is the VDI, also serving as an advisor of the governmental authorities on technical matters.

Verein Deutscher Ingenieure (VDI), Graf-Recke-Strasse 84, D-40239 Düsseldorf,
Postfach 10 11 39, D-40002 Düsseldorf, Tel +49 211 621 4299, Fax +49 211 621 4166
President: Prof. Dr. Hubertus Christ

Moreover, a unions' association counting 250,000 members is the DVT
Deutscher Verband Technisch – Wissenschaftlicher Vereine
<http://www.DVT-VERBAND.de>

Unions and bodies representing specific sectors and specializations are: {[5]}

Abwassertechnische Vereinigung, Theodor-Heuss-Allee 17, D-53773 Hennef

Arbeitsgemeinschaft Getreideforschung (AGF), Schützenberg 10, D-32756 Detmold

Arbeitsgemeinschaft Industrieller Forschungsvereinigungen, Bayenthalgürtel 23, D-50968 Köln

Arbeitsgemeinschaft Wärmebehandlung und Werkstoff-Technik (AWT), An den Quellen 1, D-65183 Wiesbaden

Bundesvereinigung der Strassenbau- und Verkehrsingenieure, Eichstrasse 19, D-30161 Hannover

Carl-Cranz-Gesellschaft, Flughafen Oberpfaffenhofen, D-82234 Wessling

DAI Verband Deutscher Architekten- und Ingenieurvereine, Adenauerallee 58, D-53113 Bonn

Deutsch-Französische Gesellschaft für Wissenschaft und Technologic (AFAST), Ahrstrasse 45, D-53175 Bonn

Deutsche Bunsen-Gesellschaft für physikalische Chemie, Varrentrappstrasse 40–42, Carl-Bosch-Haus, D-60486 Frankfurt

Deutsche Gemmologische Gesellschaft, Postfach 12 22 60, D-55714 Idar-Oberstein

Deutsche Gesellschaft für Akustik e.V., c/ o Universität Oldenburg, Fachbereich Physik/Akustik, D-26111 Oldenburg

Deutsche Gesellschaft für angewandte Optik, c/o Carl Zeiss Jena GmbH, GB/AS, Tatzendpromenade 1a, D-07745 Jena

Deutsche Gesellschaft für Chemisches Apparatewesen, DECHEMA, Dechema-Haus, Theodor-Heuss-Allee 25, D-60486 Frankfurt

Deutsche Gesellschaft für Chronometrie, Ziehrerweg 8, D-71254 Ditzingen

Deutsche Gesellschaft für Elektronenmikroskopie, p. Adr. Gatan GmbH, Ingolstädter Strasse 40, D-80807 München

Deutsche Gesellschaft für Erdbeben-Ingenieurwesen und Baudynamik (DGEB) e.V., TU Berlin, Grundbauinstitut, Sekr. B 7, Strasse des 17. Juni 135, D-10623 Berlin

Deutsche Gesellschaft für Galvano- und Oberflächentechnik, Horionplatz 6, D-40213 Düsseldorf

Deutsche Gesellschaft für Geotechnik e.V., Hohenzollernstrasse 52, D-45128 Essen

Deutsche Gesellschaft für Luft- und Raumfahrt – Lilienthal-Oberth e.V., Godesberger Allee 70, D-53175 Bonn

Deutsche Gesellschaft für Materialkunde (DGM), Hamburger Allee 26, D-60486 Frankfurt

Deutsche Gesellschaft für Ortung und Navigation (DGON), Pempelforter Strasse 47, D-40211 Düsseldorf

Deutsche Gesellschaft für Qualität, Postfach 50 07 63, D-60395 Frankfurt

Deutsche Gesellschaft für Wehrtechnik, Bertha-von-Suttner-Platz 1–7, D-53111 Bonn

Deutsche Gesellschaft für wirtschaftliche Fertigung und Sicherheitstechnik, Fachhochschule für Metalltechnik und Chemie, Redinghovenstrasse 20, D-40225 Düsseldorf

Deutsche Gesellschaft für Zerstörungsfreie Prüfung, Motardstrasse 54, D-13629 Berlin

Deutsche Glastechnische Gesellschaft (DGG), Mendelssohnstrasse 75–77, D-60325 Frankfurt

Deutsche Kautschuk-Gesellschaft, Postfach 90 10 60, D-60450 Frankfurt

Deutsche Keramische Gesellschaft, Am Grott 7, D-51147 Köln

Deutsche Maschinentechnische Gesellschaft, c/o Deutsche Bahn AG, Ruschestrasse 59, D-10365 Berlin

Deutsche Physikalische Gesellschaft (DPG), Hauptstrasse 5, D-53604 Bad Honnef

Deutsche Verkehrswissenschaftliche Gesellschaft (DVWG), Brüderstrasse 53, D-51427 Bergisch-Gladbach

Deutsche Wissenschaftliche Gesellschaft für Erdöl, Erdgas und Kohle, Kapstadtring 2, D-22297 Hamburg

Deutscher Arbeitsring für Lärmbekämpfung, Postfach 30 02 20, D-40402 Düsseldorf

Deutscher Beton-Verein, Bahnhofstrasse 61 II, D-65128 Wiesbaden

Deutscher Kälte- und Klimatechnischer Verein (DKV), Universität Stuttgart, Pfaffenwaldring 10, D-70569 Stuttgart

Deutscher Markscheider-Verein, Postfach 10 18 09, D-44621 Herne

Deutscher Verband für Materialforschung und -prüfung (DVM), Unter den Eichen 87, D-12203 Berlin

Deutscher Verband für Schweißtechnik (DVS), Postfach 10 19 65, D-40010 Düsseldorf

Deutscher Verband für Wasserwirtschaft und Kulturbau DVWK, Gluckstrasse 2, D-53115 Bonn

Deutscher Verein des Gas- und Wasserfaches (DVGW), Josef-Wirmer-Strasse 1–3, D-53123 Bonn

Deutscher Verein für Vermessungswesen, c/o Landeshauptstadt Düsseldorf, Vermessungs- und Katasteramt, D-40200 Düsseldorf

Deutsches Institut für Gütesicherung und Kennzeichnung (RAL), Siegburger Strasse 39, D-53757 St Augustin

Deutsches Institut für Normung (DIN), Burggrafenstrasse 6, D-10787 Berlin

Deutsches Museum von Meisterwerken der Naturwissenschaft und Technik, Museumsinsel 1, D-80306 München

Eduard-Rhein-Stiftung, Alexander-von-Humboldt-Strasse 6, D-56727 Mayen

Fachverband Biomedizinische Technik e.V., Giessener Strasse 118, D-35452 Heuchelheim

Fachverband Dampfessel-, Behälter- und Rohrleitungsbau (FDBR), Sternstrasse 36, D-40479 Düsseldorf

Fachvereinigung Krankenhaustechnik e.V., FKT, Mauerbergstrasse 85, D-76534 Baden-Baden

Forschungsgemeinschaft für Hochspannungs- und Hochstromtechnik (FHG), Postfach 81 01 69, D-68201 Mannheim

Forschungsgesellschaft für Strassen- und Verkehrswesen, Postfach 50 13 30, D-50973 Köln

Fraunhofer Gesellschaft zur Förderung der angewandten Forschung, Leonrodstrasse 54, D-80636 München

Gesellschaft des Bauwesens (GdB), Düsseldorfer Strasse 40, D-65760 Eschborn

Gesellschaft für Arbeitswissenschaft, Ardeystrasse 67, D-44139 Dortmund

Gesellschaft für Bergbau, Metallurgie, Rohstoff- und Umwelttechnik (GDMB), Postfach 10 54, D-38668 Clausthal-Zellerfeld

Gesellschaft für Datenschutz und Datensicherung (GDD), Irmintrudisstrasse 1 a, D-53111 Bonn

Gesellschaft für Informatik, Wissenschaftszentrum, Ahrstrasse 45, D-53175 Bonn

Gesellschaft für Maritime Technik e.V., c/ o Hamburgische Schiffbauversuchsanstalt,
Brahmfelder Strasse 164, D-22305 Hamburg

Gesellschaft für praktische Energiekunde (GEPE), Am Blütenanger 71, D-80995 München

Gesellschaft für Sicherheitswissenschaft, Falkenberg 19 d, D-42113 Wuppertal

Gesellschaft für technische Kommunikation e.V., Telekom, Markelstrasse 34, D-70193
Stuttgart

Gesellschaft für Tribologie (GfT), Ernststrasse 12, D-47449 Moers

Gesellschaft für Umweltsimulation e.V., Postfach 12 40, D-76318 Pfinztal

Gesundheitstechnische Gesellschaft, Alt-Marienfelde 12 d, D-12277 Berlin

Gründer- und Anwendungszentrum für Fördertechnik und Automatisierung e.V. (GAZ),
Von-dem-Bussche-Münch-Strasse 3, D-32339 Espelkamp

Haus der Technik e.V. Essen, Hollestrasse 1, D-45127 Essen

Ingenieure der Versorgungstechnik e.V., FIH München, Lothstrasse 15, D-80335 München

Kerntechnische Gesellschaft, Heussallee 10, D-53113 Bonn

NC-Gesellschaft Anwendung neuer Technologien e.V., Postfach 31 68, D-89021 Ulm

Schiffbautechnische Gesellschaft e.V., Lämmersieth 72, D-22305 Hamburg

Stifterverband für die Deutsche Wissenschaft, Postfach 16 44 60, D-43224 Essen

Studiengesellschaft für unterirdische Verkehrsanlagen (STUVA), Mathias-Brüggen-Strasse
41, D-50827 Köln

Technische Akademie Esslingen, Postfach 12 69, D-73748 Ostfildern

Technische Akademie Wuppertal, Ausseninstitut der RWTH Aachen, Hubertusallee 16–18,
D-42117 Wuppertal

Technisch-Literarische Gesellschaft (TELI), c/o M. u A-Verlag, Postfach 10 15 28,
D-60015 Frankfurt

Technische Vereinigung der Grosskraftwerksbetreiber (VGB), Klinkestrasse 27–31,
D-45136 Essen

Umwelttechnische Gesellschaft e.V. (UTG), c/o Dr-Ing.habil. Herbert Mohry, Bernhard-
Kellermann-Strasse 4, D-04279 Leipzig

Verband Beratender Ingenieure VBI, Am Fronhof 10, D-53177 Bonn

Verband der Ingenieure in der Chemischen Industrie, Viertelsheideweg 24b, D-47447 Moers

Verband der Technischen Überwachungsvereine (VdTÜV), Kurfürstenstrasse 56, D-45138 Essen

Verband der Elektrotechnik Elektronik Informationstechnik (VDE), Stresemannallee 15, D-60596 Frankfurt
am Main, Tel +49 69 63080, Fax +49 69 631 2925

Verband Deutscher Sicherheits-Ingenieure, Albert-Schweitzer-Allee 33, D-65203 Wiesbaden

Verein Deutscher Eisenhüttenleute (VDEh), Sohnstrasse 65, D-40239 Düsseldorf

Verein Deutscher Giessereifachleute (VDG), Postfach 10 51 45, D-40042 Düsseldorf

Verein Deutscher Zuckertechniker, Union Zucker Süd-Hannover GmbH, Postfach 1 00, D-31169 Nordstemmen

Verband für Arbeitsstudien und Betriebsorganisation (REFA), Wittichstrasse 2, D-64295 Darmstadt

Verein für europäische Binnenschifffahrt und Wasserstrassen, Haus Rhein, Dammstrasse 15–17, D-47119 Duisburg

Vereinigung zur Förderung des Deutschen Brandschutzes - vfdb, Postfach 12 31, D-48338 Altenberge

Zentralverband der Ingenieurvereine (ZBI), Wachsbleiche 26, D-53111 Bonn,
Tel +49 228 695 656, Fax +49 228 695 650

3. Recognition of diplomas

In order to be granted a profession exercise license, an engineer in Germany must be the holder of a University or University Technical School (Fachhochschulen) degree. It is not necessary to be granted a profession exercise license in order for one to work as a salaried employee.

3.1 Recognition of diplomas- Engineers

The recognition of your qualification as an engineer in Germany burdens each state separately. Therefore, one must send one's application for recognition to the competent authority of the state where one wishes to work. The address to send the application is indicated hereunder.

You will need your diploma and proof of your professional experience. It is possible for you to be requested to supply an attestation of your qualification as an engineer, issued by the competent authority of your country of origin.

The usual practice in Germany is that no capability tests and adjustment period are required for the recognition of your standard qualification as an engineer.

All states have adopted the rules comprised in the Directive 89/48/EEC.

Useful addresses

Contact point:

Mr Gönther Reuhl,

Kultusminister Konferenz,

Nassestrasse, 8

D - 53 113 Bonn

Tel. No: +49.228.5010

Internet site for the recognition of diplomas:

www.anabin.de

3.2 Recognition of diplomas- Architects

One must submit an application to the Architektenkammer (Architects' Registration Board) of the place where one wants to work. People who wish to work in Germany must be professionally trained for 2 to 3 years, depending on the State. Therefore, those who move to Germany must have proof of experience for a corresponding time period.

The usually required elements are a copy of one's ID card and diploma, a letter of recommendation, an attestation certifying that one is not under bankruptcy proceedings, a copy of one's penal record (clean) and a proof of one's professional credibility. For the rendering of services, one must produce only proof certifying that one legally exercises the architect's profession in one's country of origin, an attestation issued by the competent authorities of the said country certifying that the qualification complies with the Directive 85/384/EEC, elements substantiating that the architect had a practical experience of a time period corresponding to the one required in the relevant state, and a previous attestation certifying that the services one renders are related to a project materialized in the state.

Each state has its own regulations governing the exercise of the architect's profession. {[1]}

Useful addresses

The Architects' Registration Board for each state is:

At Federal level: Bundesministerium für Wirtschaft, Referat EB3,

Villemombler Strasse 76, D-53107 Bonn;

Bundesarchitektenkammer, Königswinterer Strasse 709, D-53227 Bonn.

Internet site for the recognition of diplomas:

www.anabin.de

4. Working conditions

4.1. Designs

The designs are elaborated and signed by Engineers or Architects. In case of buildings, the Architect's signature is necessary.

As regards the designs of public and private works, special technical specifications and regulations apply, paying particular attention to matters related to the fire protection and the escape ways.

The applying DIN regulations are elaborated by a private organism to which the State also participates.

The project designers usually occupy themselves with the projects' supervision. The static designs are compulsory controlled by engineers-controllers that are either public officers or private individuals. Those controllers belong to a special body and are appointed by the Prefect further to a relevant application and a special qualifications' test.

As regards the designs' fees, there is an applying regulation that shall be observed as a Law. The said regulation defines the maximum and minimum fees, depending on the type of the project and the extent of the rendered services. The same Regulation also applies for the State designs.

More particularly, the fees of the independent professional engineers or of the technical companies, for the Designs of Private works are regulated based on a certain institutional framework defined by the HOAI.

Especially for the State Designs there are special regulations governing matters related to the procedures and the selection of designers. In terms of scope of works, approximately half the State designs are elaborated by Public Services and the other half are assigned to private designers (with a minimum experience of 3 years).

Every state disposes tables of reduced prices per m² or m³ for building categories, per student for schools, per bed for hospitals, etc, which are revised annually. The designs' budgets must comply with those prices. Generally, the accurate estimation of the project's cost is one of the points to which designers and Services pay the most of attention. {[9]}

The tenders for public works' Designers are published in the Official Gazette of the EU, in magazines, in journals of unions-bodies, etc.

4.2 Constructions

There are special regulations for the construction itself; however, the contractor's profession is exercised freely. The only thing required is the contractors' registration in the relevant register.

The same also applies for public works. However, in that case, the procedures related to the tender and the qualification of the contractor are defined by specific provisions that have been harmonized with Directive 305. As regards the tender, the procedures usually applied are the open and limited procedure and the direct assignment further to negotiations. A basic element for the qualification of the contractor is the control of its credibility. The mainly applied tender system is the evaluation of offers, based on a combination of criteria that must be indicated in the invitation to tender. The awarding of the tender is made by the head of the directing service, save for the case of municipal works on which the committee decides. {[9]}

The public works' tenders are published in the Official Gazette of the EU, in magazines, in journals of unions-bodies, etc.

5. Security

As a rule, all employees in Germany are insured for retirement, malady, care of people who cannot take care of themselves, labor accidents and unemployment. After the employee is hired, the employer sees for his registration at the health fund. The employee may decide the fund at which he wishes to be insured. The employer's and the employee's contributions are paid by the employer.

The independent professionals must directly contact the health fund foreseen by the law, simultaneously with the beginning of their activities.

In order to collect an allowance from the German social security system one must submit an application to the competent social security organism. The applications for social security allowances may also be submitted to all other social security organisms as well as to all municipalities or communities.

The bureaus of the legally foreseen health funds, located in every big region, supply information on all matters related to social security. Moreover, every social security organism supplies advice within the context of its competence, i.e. Landesversicherungsanstalten, Bundesversicherungsanstalt für Angestellte and Bundesknappschaft provide advice on the legally foreseen retirement security, the Berufsgenossenschaften provide advice on the

insurance against labor accidents, the health funds (Krankenkassen and Pflegekassen) supply advice on the malady insurance and the care of people who cannot take care of themselves, and the employment bureaus (Arbeitsämter) supply information on the insurance against unemployment. The social security organisms dispose information brochures, often written in other European languages as well. {[1]}

The compulsory and optional health and retirement security mostly depends on the state where you wish to work.

For every social security sector, the following laws apply:

Unemployment insurance: Sozialgesetzbuch III

Malady insurance: Sozialgesetzbuch N

Retirement insurance: Sozialgesetzbuch NI

Insurance against accidents: Sozialgesetzbuch NII

Insurance for the care of people who cannot take care of themselves:

Sozialgesetzbuch XI

Insurance against unemployment: Arbeitsförderungsgesetz

Information on the security supplied by the VDI is available at the e-mail address below:

www.versicherungen@vdi.de

6. Taxation

In Germany one will be taxed for all his belongings and for all the revenues collected here and abroad, unless a tax agreement has been signed with the other member-state, based on which the said state is granted the right to tax. The local tax authority (Finanzamt) is responsible for the management of one's tax envelope and supplies all types of information on his tax liabilities.

The wages are subject to withholding at the source, which is performed by the employer. All self-employed and rest of independent employees must state their income and proceed to regular advance payments in order to settle the estimated amount of the final tax. The tax-liable – members of a Christian church are subject to the ecclesiastic tax which is with withheld or paid simultaneously with the income tax. Moreover, a solidarity supplement («Solidaritatzuschlag»), is paid, representing a certain percentage of the income tax.

Heritages and donations are subject to heritage tax. Significant tax exemptions are also foreseen in that case too.

The Finanzamt may inform you on your rights and obligations as regards the administrative procedures. For any kind of advice on tax-related matters one may address tax consultants and attorneys who can also undertake one's representation. {{1}}

7. Frontier workers

The treatment of frontier workers in terms of taxation is rather complicated. For that reason, it is preferable for one to address the competent tax authority ("Finanzamt") or a specialist on tax matters for advice. The general status governing the taxation of frontier workers in Germany is indicated below.

Based on the contracts Germany has signed with the rest of EU member-states, it preserves the right to tax the incomes from work in Germany.

However, if the employee resides in another EU state, near the borders, and works in Germany, near the borders again, certain agreements foresee that the income from work is exclusively taxed at the employee's state of residence, provided that the employee regularly and daily returns from his place of work to his place of residence.

If your activities are taxed in Germany, your income from salaried services is subject to the tax withholding for salaried services – regularly withheld by your employer (tax class I) – and to the additional temporary contribution ("solidarity supplement"). Normally, the tax withheld from your wage corresponds to the due income tax (article 50, paragraph 5, quot. 1 of law EStG).

Therefore, as an EU citizen residing in another EU member state, one may ask for one's income to be taxed in Germany. That is basically done via an application submitted to the tax authority to which one's employer pays the salaried services' tax. The relevant application forms are available at the same tax authority. One must attach the original salaried services' tax certificates to one's income tax statement. The withheld tax is indicated in the salaried services' tax certificate ("Lohnsteuerbescheinigung") one may request from the tax authority of the place where the employer is installed.

There are two ways to calculate the tax:

a) One may ask for the so-called "unlimited income taxation", if the income of a calendar year is at least 90% subject to the German income tax or if the income that is not subject to the German income tax does not exceed 12,000DM per calendar year. As a citizen of an EU member state one may be jointly taxed together with one's spouse (tax class III), provided that the spouse also resides in an EU member state. In that case, both spouses income are taken into account and the amount of 12,000DM is doubled.

As a substantial/ legal requirement for the submission of an unlimited taxation application one must substantiate the amount of one's income that is not subject to the German income tax, with a certificate issued by the competent foreign tax authority.

b) If one does not meet the requirements for unlimited income taxation, one is entitled to ask for subjection to the income taxation applying for employees with a special tax regime ("beschränkt steuerpflichtige Arbeitnehmer). In that case, a special regime applies, guaranteeing that at least part of the undue salaried services' tax paid by the employee be paid back. {[1]}

Useful addresses

Bundesanstalt für Arbeit

Regensburger Str.104

90327 Nürnberg

Tel: (+49) 911 179-0

8 Summary tables of useful addresses

<p>INFORMATION ON FINDING A JOB</p>	<p>ZENTRALSTELLE FUER ARBEITSVERMITTLUNG (ZAV) FEUERBACHSTRASSE 42-46 - D 60325 FRANKFURT Tel. +(49)(69)7111 0 / Fax. +(49)(69)7111 540</p>
<p>INFORMATION ON EDUCATION</p>	<p>Eurydice - Informationsstelle beim Bundesministerium für Bildung und Wissenschaft, Forschung und Technologie Heinemannstrasse 2 D-53170 Bonn</p>
<p>INFORMATION ON THE RECOGNITION OF DIPLOMAS (FOR ENGINEERS)</p>	<p>Mr Gönther Reuhl, Kultusminister Konferenz, Nassestrasse, 8 D - 53 113 Bonn Tel. No: +49.228.5010</p>
<p>INFORMATION ON THE RECOGNITION OF DIPLOMAS (FOR ARCHITECTS)</p>	<p>At Federal level: Bundesministerium für Wirtschaft, Referat EB3, Villemombler Strasse 76, D-53107 Bonn; Bundesarchitektenkammer, Königswinterer Strasse 709, D-53227 Bonn.</p>
<p>INFORMATION ON THE SECURITY</p>	<p>www.versicherungen@vdi.de</p>
<p>INFORMATION ON FRONTIER WORKERS</p>	<p>Bundesanstalt für Arbeit Regensburger Str.104 90327 Nürnberg Tel: (+49) 911 179-0</p>

9 Bibliography and internet sites

All indicated data derive from a research on the Internet and use of bibliography. Some elements derived from the organism ZENTRALSTELLE FUER ARBEITSVERMITTLUNG (ZAV) through a suitably drawn questionnaire. At the end of each paragraph, in brackets, it is indicated the number corresponding to the specific Internet site and bibliography from which the data were collected. Thus, in case one wishes more details on those elements, one must refer to the relevant page. The Internet sites and the bibliography are the following:

[1]: <http://citizens.eu.int>

[2]: <http://europa.eu.int>

[3]: <http://www.expatica.com>

[4]: <http://www.expatriates.com>

[5]: <http://www.feani.org>

[6]: <http://www.goinglobal.com>

[7]: <http://www.vdi.de>

[8]: <http://www.worldstates.ws>

[9]: **Mousouliotis D., Touliatos D., Hatzipanos P., Hrisolouri F.,**

«Recording and investigation of the engineer's profession in terms of constructions in EEC countries», Technical Chamber of Greece, EEC Committee