

SPAIN

Population: 39.900.000

Official language: Spanish (or Castilian). In the autonomous communities of Cataluña (Catalonia), Galicia, Comunidad Valenciana (Valencia), and País Vasco (Basque Country), a large part of the population also speaks the local language, which is official in these regions.

Density: 77 people per km²

Religion: catholic (majority)

Main cities: Madrid (capital and seat of government, 4.9 million), Barcelona (4.6 million), Valencia (2.1 million), Seville (1.6 million)

Currency: Euro

Spain is a parliamentary monarchy. The constitution provides for the powers of the King and the legislative powers of the parliament. Spain has a bicameral parliament. The most important body is the Congress of Deputies with 350 members elected by proportional representation, whereas the Senate includes 208 directly elected members and 49 appointed regional representatives for the country's 17 autonomous communities.

Spain used to be an agricultural country; however this tendency has radically changed giving its place to the industry and the public sector. Nowadays, the most important cultivations are cereals, vinicultures, citrus fruits and oil (world's first production country). The heavy industry, which achieved a rapid growth from 1950 to 1970, stagnated in the '80s, restricting thus its expansion. Spain has also a notable fishery sector with one of the world's largest fleets, which is however hit by the restrictions imposed by several countries of the international community. Since the '60s, tourism has become a significant capital in the country's sources of income, acting as a driving force for the development of other industries like hotels, means of transportation, constructions, etc.

The socialist party won the elections in 1982. Its biggest achievement was the country's accession into the EEC in 1986.

Living conditions and quality of life

- *Cost of living*

In general, the cost of living in Spain is acceptable. The degree of difficulty in managing the monthly income is the following:

- quite difficult 29.7%
- difficult 14.4%
- very difficult 7.4%
- quite easy 30.8%
- easy 15.9%
- very easy 1.8%

According to the above figures approx. 3 out of 4 Spaniards have no significant problems in terms of living conditions.

The workers' average income is the following:

Industry

- employees 1,800 €/ month
- workers 1,150 €/ month

Construction industry

- employees 1,620 €/ month
- workers 1,020 €/ month

Services

- employees 1,370 €/ month
- workers 900 €/ month

Minimum wage in Spain for any activity in the agricultural or service sector, regardless of gender or age is 526 €per month¹

¹ L'express n. 2732 / 13-11-2003

- ***Accommodation***

In Spain people prefer to buy a house than to rent one. Hence, it is very difficult to find a house to rent and rents are usually very high. For example, rents in Spain's major cities like Madrid, Seville or Malaga for an apartment of 40 to 70 m² may range from 600 € to 650 € per month; there are also small apartments with furniture in the centre costing up to 350 € per week. According to recent announcements on purchasing, selling and renting real estates in Spain, prices for apartments range from 1,200 to 3,000 € m².² If you intend to stay in Spain for a longer period of time it may be best to buy a house than to rent one.

The sources of information for finding accommodation are usually real estate agencies (they charge in advance a commission usually corresponding to a month's rent); advertisements are published in the national press, i.e. «*National and local papers*», «*El Mundo*», «*El País*», «*Diario de Noticias*», «*La Vanguardia*», «*ABC*».

It is recommended that you sign a written agreement with the owner. Shared maintenance expenses are paid by the tenants and the owners. If you encounter a problem when renting a house you can report it to the municipal office of consumer information - *Oficina de Información al Consumidor (OMIC)*; in addition to the OMIC office you can also get in touch with consumer associations or organizations. Some local councils provide general information on renting or buying a house as well as lists of apartments for rent. (<http://www.foinmueble.com>)

For more information on the legislation governing house buying or renting please visit the following website:

- <http://www.civilia.es/vivienda/alquiler/alquiler.html>
- <http://www.civilia.es/vivienda/comprausada/comprausada.html>

- ***Language courses***

In order to have access to employment or attend a course at a university in Spain you must have a good knowledge of the national language. It is worth mentioning that in the autonomous communities the 2nd language is also used, like Catalan in Catalonia, Valencian in Valencia, Basque in the Basque Country and Navara, Galician in Galicia.

The main accredited institutions providing Spanish language courses are the following:

² website www.foinmueble.com

1. BCU - Language service of Universities of Barcelona
(http://www.bcu.cesca.es/english/serveis/eng_serveis4.htm)
2. Escuela Oficial de Idiomas de Madrid (<http://www.eoidiomas.com/>)
3. GENCAT - Universitat de Barcelona (<http://intercat.gencat.es/guia/index.html>)
4. Instituto Cervantes (<http://eee.cervantes.es/>)³
5. Universia
(http://www.universia.es/contenidos/internacionales/Internacionales_estext_cursesp.htm)

If you are interested in learning Spanish online you can visit the website of *Cursos de Español en Internet* (<http://www.sispain.com./english/course>).

- ***Education for children***

The organization of the Spanish educational system is based on the educational law of 1990 – *Ley Organica de Ordenación General del Sistema Educativo*, which came into effect for the first time during school year 1991-1992. The current structure of the general education is the following:

- ◆ Preschool education (nursery schools and kindergarten, age 0-6)
- ◆ Primary education with 3 cycles of two years each (age 6-12). The only prerequisite to attend primary school is the completion of the sixth year of age; preschool education is not necessary.
- ◆ Compulsory secondary education with 2 cycles of two years each (age 12-16).
- ◆ Non-compulsory two-year secondary education leading to the qualification of «Bachillerato» (age 16-18). At this educational level students acquire a wider general education and cultivate their skills; at the same time they prepare in order to enter universities or intermediate vocational training courses.
- ◆ Vocational training provides the necessary qualifications so that students can practise various professions. There are currently 139 disciplines.
- ◆ University education. Universities are autonomous institutions establishing their own educational offer. In Spain there are public and private universities. Most of the private universities are subsidised by the state.

Pre-school education is not compulsory; it is provided by the public and private sector.

³ Institutos Cervantes provide Spanish course almost everywhere in the world.

In compulsory education there are public schools offering education free of charge as well as private schools. Most of the private schools have signed an agreement with the Department of Education and provide education also free of charge (however, there may be some small charges, i.e. for uniforms, educational materials, etc.) Private schools that haven't signed an agreement with the Department of Education, charge tuition fees ranging from 200 to 500 €per month, depending on the services provided.

In the primary and compulsory secondary education, pupils move up to the next year automatically based on the constant evaluation of the pupils. Pupils may need to repeat a year, if their performance is poor.

Criteria are applied for the attendance of pupils at a particular school only if applications for registration are more than the positions offered. In this case, applications are evaluated according to the school distance from the house, the family income and the possible attendance of brothers or sisters at this school.

The application period at schools starts in April. Registrations take place in June and July, depending on the level of education.

School year starts on the first fortnight of September and is completed at the end of June. Each autonomous community sets the exact dates. Schools have Christmas, Easter and summer holidays.

Labour conditions

- ***How to find a job***

Employment access may depend on qualifications or diplomas, professional experience or knowledge of the foreign language. The following sources provide more information on how to find a job:

- National Employment Institute – INEM / Instituto Nacional del Empleo
(<http://www.inem.es>)

INEM runs a network of employment agencies all over the country offering relevant services to all categories of workers. In order to utilize the services provided by

INEM you can get in touch with the closest agency and you don't have to produce a residence permit.

- Spanish Employment Centre – *Centro de Empleo on-line de España* (<http://www.bolzatrabajo.com>)
- Spanish Employment Office – *Oficina de Empleo de España on-line* (<http://www.officinaempleo.com>)
- Global – Work (<http://www.global-work.com>)
- Website of the *EURES Job-search* database (<http://europa.eu.int/eures>), providing announcements on job vacancies by the European services. You can also send your CV to this website in order to be accessible by employers.
- Concise guide on how to find a job in the European Union.
(<http://citizens.eu.int/gr/gr/gf/wo/es/sideguide.htm>)
- Advertisements offering jobs in the most important daily or weekly press (which is also available in the main public libraries).
 - El País (Saturday - Sunday) <http://www.elpais.es>
 - El Periódico (Saturday) <http://www.elperiodico.es>
 - La Vanguardia (Saturday)
 - Segunda Mano
 - Mercado de Trabajo
 - El Mundo (Sunday)
 - ABC (Sunday)

However, nowadays the most popular way to find a job is through personal contact with various enterprises or organisations.

- ***Unemployment, unemployment benefit***

Unemployment in Spain is as high as 11.2% of the country's active population, whereas long-term unemployed make up 40.2%.⁴ On top of the list are secondary education graduates with an unemployment rate of 17%. These are followed by primary education

⁴ L'express n.2732 / 13-11-2003

graduates with 16.3%. Vocational training graduates make up 15%, whereas university graduates have the lowest unemployment rate of 12%.⁵

□ *Unemployment benefits*

Support in unemployment issues addresses all people who have lost their work temporarily or permanently.

There are two types of social security in Spain:

1. Insurance for partial or total unemployment

The amount in this case depends on the amount of contributions the worker paid during the last 180 days of work.

2. Auxiliary insurance

The workers mentioned below are entitled to auxiliary insurance:

- workers who have exhausted their right to receive the main unemployment benefit and have family obligations.
- workers over 45 years of age who are not entitled to the main insurance benefit for at least 12 months, even if they do not have family obligations.
- workers who have not covered the minimum contribution period are entitled to the benefit, when unemployment is rising in relation to the limits laid down by law.

For more information on unemployment benefits please visit the website of the National Employment Institute – *INEM / Instituto Nacional del Empleo* (<http://www.inem.es>)

• **Workers' rights (working hours, public holidays, leave, benefits)**

The most important labour law, which describes in details the rights and obligations of workers is the law on the Status of the Workers – *Ley de Estatuto de los Trabajadores*, Royal Decree 1/24-03-1995. You can read the law at the following websites:

- <http://www.igsap.map.es/cia/dispo/rdlg1-95.htm>
- http://www.inem.es/legis/empleo/rdley1_95.htm

⁵ “Key figure 2000”. European Communities, 2000

All regulations governing employment and the relevant social factors are available in the Guide to Labour and Social Affairs– *Guía Laboral y de Asuntos Sociales*, which is issued by the Ministry of Labour and Social Security. The guide is also available in English at:

- <http://www.mtas.es/guia2003/portada.htm>

The maximum weekly working hours are 40, despite the fact that with the collective labour agreements this limit tends to decrease to 38 or even 35 hours. On a daily basis the working hours cannot be more than 9. The weekly working hours are usually from Monday to Friday.

As regards overtimes, the law sets an upper limit of 80 hours per year; these hours are usually replaced by days off. However, there are cases of collective labour agreements, which exclude any kind of overtime work.

According to law, an annual leave cannot be less than 30 calendar days. This limit can increase in case of collective labour agreements. Holidays cannot be replaced by money compensation.

However, if a company cannot grant the minimum number of holidays, the employees are entitled to a proportional increase in their payments for the holidays that they have worked.

The holiday period is arranged between the employer and the employee. In case of disagreement the affected party can go to court if the holiday dates are arranged for a period of time other than summer months. Each company prepares separately its holiday schedule and the employees are informed thereof at least 2 months prior to their holidays.

National, religious and local holidays in Spain have a total duration of 14 days per year.

Wages are regulated by the collective labour agreements of the worker's industries. However, regardless of the above, the workers' wages must have the following components:

- basic wage (fixed)
- family status benefit of the worker
- productivity benefit

Benefits are usually covered by collective bargaining and may include service time, bonuses etc. Bonuses involve the payment of two extra wages, without deductions, one is paid at Christmas and the other one usually at the end of June.

Wages are paid by bank transfer on the last working day of a calendar month.

- **Representation of engineers (associations, organisations, chambers)**

- Comité Nacional Español de la FEANI / Spanish National Committee for FEANI
<http://www.feani.org>

- Instituto de la Ingeniería de España (IIE),
email ije@iies.es
<http://www.iies.es>

- Asociación de Ingenieros Aeronáuticos,
email coiae@recol.es
<http://www.coiae.com/default.asp>

- Asociación Nacional de Ingenieros Agrónomos,
email ania@iies.es
<http://www.iies.es/agronomos/aghomes.htm>

- Asociación Nacional de Ingenieros de Caminos, Canales y Puertos,
email aic@iies.es
<http://www.iies.es/caminos/index.htm>

- Asociación Nacional de Ingenieros del ICAI,
email icai@iies.es
<http://www.icai.es/default.htm>

- Federación de Asociaciones de Ingenieros Industriales de España
email faie@iies.es
<http://www.iies.es/industriales/indus00.htm>

- Asociación Nacional de Ingenieros de Minas
email minas@iies.es
<http://www.iies.es/minas/mina.html>

- Asociación de Ingenieros de Montes
email aimontes@iies.es
<http://www.iies.es/montes/montes.htm>

- Asociación de Ingenieros Navales y Oceánicos de España
email ainaes@iies.es
<http://www.iies.es/navales/indice.html>

- Asociación Española de Ingenieros de Telecomunicación,
email aeitcoit@iies.es
<http://217.116.8.23/>

- **Representation of architects (associations, organisations, chambers)**

- *Association of Architects – Colegio de Arquitectos*

In Spain there are 18 local associations of architects, which are responsible for granting licences to practise the profession, inspecting public and private works, imposing the code of ethics, legal advices, technical information, granting services related to the profession of architect, training, job search. These 18 associations make up the Higher Council of Spain's Associations of Architects.

- Higher Council of Spain's Associations of Architects- *Consejo Superior de Los Colegios de Arquitectos de Espana* (<http://www.cscae.com>)

- Mutual benefit society providing insurance for civil responsibility – *ASEMAS / Asociación de Seguros Mutuos de Arquitectos Superiores* (<http://www.asemas.es>)

- Health and Pension Social Security Institute for Architects – *HNA/ Hermandad Nacional de Previsión Social de Arquitectos Superiores* (<http://www.hna.es>)

- Architects Fund - *Caja de Arquitectos* (<http://www.arquired.es>)

A bank with the characteristics of a credit institution for Architects with branches throughout Spain.

- National Association of Architects – *Hermandad Nacional de Arquitectos* (<http://www.hna.tsai.es>)

Recognition of diplomas

Engineers

- *Studies – qualifications – disciplines*

The university studies for engineers are separated into three cycles. The first two lead, after five years of studies, to the degree of architect (Arquitecto) or engineer (Ingeniero). The third cycle is a postgraduate program requiring 2 extra years of studies and approval of the PhD thesis.

According to the official list of general university qualifications of the Ministry of Education there are 59 disciplines of engineers and architects. At the website of the Spanish

Ministry of Education – Ministerio de Educacion (<http://www.mec.es>) you can find a complete list of qualifications granted by Spanish universities and details on the curriculum of each course. All qualifications of architects and engineers are presented in the below catalogue in Spanish

Qualifications of architects and engineers granted by Spanish universities

Arquitecto

Ingeniero Aeronáutico

Ingeniero Agrónomo

Ingeniero de Caminos, Canales y Puertos

Ingeniero de Minas

Ingeniero de Montes

Ingeniero de Telecomunicación

Ingeniero en Informática

Ingeniero Geólogo

Ingeniero Industrial

Ingeniero Naval y Oceánico

Ingeniero Químico

Arquitecto Técnico

Ingeniero Técnico Aeronáutico, especialidad en Aeromotores

Ingeniero Técnico Aeronáutico, especialidad en Aeronavegación

Ingeniero Técnico Aeronáutico, especialidad en Aeronaves

Ingeniero Técnico Aeronáutico, especialidad en Aeropuertos

Ingeniero Técnico Aeronáutico, especialidad en Equipos y Materiales Aeroespaciales

Ingeniero Técnico Agrícola, especialidad en Explotaciones Agropecuarias

Ingeniero Técnico Agrícola, especialidad en Hortofruticultura y Jardinería

Ingeniero Técnico Agrícola, especialidad en Industrias Agrarias y Alimentarias

Ingeniero Técnico Agrícola, especialidad en Mecanización y Construcciones Rurales

Ingeniero Técnico de Minas, especialidad en Explotación de Minas

Ingeniero Técnico de Minas, especialidad en Instalaciones Electromecánicas Mineras

Ingeniero Técnico de Minas, especialidad en Mineralurgia y Metalurgia

Ingeniero Técnico de Minas, especialidad en Recursos Energéticos, Combustibles y Explosivos

Ingeniero Técnico de Minas, especialidad en Sondeos y Prospecciones Mineras

Ingeniero Técnico de Obras Públicas, especialidad en Construcciones Civiles

Ingeniero Técnico de Obras Públicas, especialidad en Hidrología

Ingeniero Técnico de Obras Públicas, especialidad en Transportes y Servicios Urbanos

Ingeniero Técnico de Telecomunicación, especialidad en Sistemas de Telecomunicación

Ingeniero Técnico de Telecomunicación, especialidad en Sistemas Electrónicos

Ingeniero Técnico de Telecomunicación, especialidad en Sonido e Imagen

Ingeniero Técnico de Telecomunicación, especialidad en Telemática

Ingeniero Técnico en Diseño Industrial

Ingeniero Técnico en Informática de Gestión

Ingeniero Técnico en Informática de Sistemas

Ingeniero Técnico en Topografía

Ingeniero Técnico Forestal, especialidad en Explotaciones Forestales

Ingeniero Técnico Forestal, especialidad en Industrias Forestales

Ingeniero Técnico Industrial, especialidad en Electricidad

Ingeniero Técnico Industrial, especialidad en Electrónica Industrial

Ingeniero Técnico Industrial, especialidad en Mecánica

Ingeniero Técnico Industrial, especialidad en Química Industrial

Ingeniero Técnico Industrial, especialidad Textil

Ingeniero Técnico Naval, especialidad en Estructuras Marinas

Ingeniero Técnico Naval, especialidad en Propulsión y Servicios del Buque

Máquinas Navales (D)

Navegación Marítima (D)

Radioelectrónica Naval (D)

Only second cycle courses

Ingeniero de Materiales
Ingeniero de Sistemas de Defensa
Ingeniero en Automática y Electrónica Industrial
Ingeniero en Electrónica
Ingeniero en Geodesia y Cartografía
Ingeniero en Organización Industrial
Máquinas Navales (L)
Náutica y Transporte Marítimo (L)
Radioelectrónica Naval (L)

- ***Practising the profession***

The engineering profession in Spain is free but in order to practise it you must register in a professional association (Colegio), corresponding to the various engineering disciplines. Engineers coming from EU Member States have the right to practise their profession in accordance with the Directives issued by the EU (89/48/EEC of 21.12.1988, 92/51/EEC of 18.06.1992, 94/38/EEC of 25.07.1994, 95/43/EEC of 20.07.1995) and with the existing transnational agreements.

- ***Recognition and equivalence of diplomas***

The competent authority for the recognition of your diploma depends on the profession that you wish to practise. For example, the Ministry of Public Works - *Ministerio de Obras Publicas y Transportes* is competent for professions such as: civil engineering, aeronautical engineering, telecommunication engineering, and the Ministry of Industry, Commerce and Tourism - *Ministerio de Industria, Comercio y Turismo* is competent for the professions of industrial, mineralogy and naval engineering.

For more information on the competent authority for the recognition of your diploma, please get in touch with the Spanish Ministry of Education and Sciences - *Ministerio de Educacion y Ciencia* (<http://www.mec.es>)

The competent authority will give you the exact list of the documents you must enclose in your application for recognition. You may be requested to produce the following documents:

- certificate of nationality
- qualifications and diplomas
- transcripts with the duration and the content of your studies
- possibly your CV
- in case of doubts, you may be required to produce a certificate issued by the competent authority of your country certifying that you have, based on your diplomas, all qualifications required in order to practise the engineering profession
- certificate certifying that the largest part of your studies were carried out in the European Union, in case your diploma was granted in a country where the profession is subject to rules
- certificate issued by the competent authority of your country certifying that you have a three-year professional experience (only in case you have received your diploma in a third country)
- certificate proving that you have practised the engineering profession for two years during the last ten years (only in case the engineering profession is not subject to rules in the country of provenance)

You must submit the original documents with copies or copies that are certified by the Spanish consulate authority in your country or by any other competent authority for the certification of copies. You must also produce an official translation thereof in Spanish.

Should your application be rejected, the relevant decision will inform you on the appeal you can lodge and the deadline.

Architects

- ***Studies – qualifications – disciplines***

Studies in architecture are based on the general educational system described in the case of engineers.

- ***Licence to practise the profession***

In accordance with the Royal Decree 155/1996 and 1081/1989, foreign architects may practise their profession in Spain under the following conditions:

1. EU citizens must have an academic qualification in architecture, as specified in Directive 85/384/EEC

2. Citizens of third countries must have an academic qualification in architecture recognised by the Spanish Ministry of Education and Culture – *Ministerio de Educación y Cultura*

In order to get a licence to practise the profession, you must submit an application to the local Association of Architects – *Colegios de Arquitectos* of the autonomous community, accompanied by the following documents:

➤ EU citizens:

- ID card or passport
- Diploma
- Statutory declaration certifying that your qualification meets the specifications of EU Directive 85/384/EEC
- Copy of criminal record
- Certificate of professional insurance

If you wish to provide services you must also produce a certificate for granting a receipt or invoice pad from the country of provenance as well as a copy of the application for registration in the revenue office for the provision of services. All documents must be translated into Spanish and certified by the competent authorities.

➤ Citizens of third countries:

- ID card or passport
- Residence and work permit in Spain
- Copy of diploma
- Certificate of the curriculum you have studied
- Order for the recognition of the diploma by the Ministry of Education and Culture
- Copy of criminal record
- Certificate of professional insurance issued by the legal representative of the profession of architects in the country of provenance.

- ***Recognition and equivalence of diplomas***

The profession of architect in the European Union is covered by Council Directive 85/384/EEC. For its recognition, in accordance with the said Directive, the relevant official

qualifications must be specified in article 11 of the Directive or the notification laid down by article 7. However, this Directive does not provide a complete harmonisation of the studies in architecture. Consequently there may be other courses for architects that do not comply with this Directive, but are absolutely legal. These courses (and the diplomas awarded) can be recognised in accordance with article 52 of the EC Treaty as interpreted by the European Court of Justice in its judgment of 7 May 1991 in the case C-340/89 “Vlassopoulou”. According to this case law a Member State must take into consideration the diplomas, certificates and other evidence of formal qualifications received in another Member State as well as the applicant’s professional experience.

If these official qualifications are equivalent to the ones required by the national legislation on practising the profession of architect, the same licence must also be granted to the migrant. Should this be not the case, the applicant must be given the possibility to fill the gap in his or her studies. Any administrative decision must be justified; it must also provide the possibility of appeal in order to examine if it is in compliance with EU law.

The recognition laid down in the Directive (and the one based directly on article 52 of the EC Treaty) does not apply to the diplomas awarded to EU citizens in a EU Member State. When a diploma is awarded in a third country, its recognition is optional and falls into the jurisdiction of each Member State. The recognition of a diploma of a third country does not oblige other Member States to recognize this diploma.

The legal definition of architecture as well as the legal status of the profession of architect (for example rights, obligations, competencies, incompatibility) are determined by the national legislation of the host Member State. Hence, the legal status of the migrant will be the same with the one of the professionals who have received their official qualifications in the host Member State. This may have as a result that the migrant will not have some competencies in the host Member State that he used to have in the Member State of provenance.

For the recognition of the diploma, you must submit an application to the local Association of Architects – *Colegios de Arquitectos*.

The application file for your registration must include the following:

- Copy of diploma
- Copy of ID card
- Certificate of non-bankruptcy, if you have practised the profession in another Member State and evidence of settlement in Spain.

- **Profession rights of Architects**

The legislation governing the professional rights of architects in Spain is the following:

1. Legislative act on the professional rights of associations (Act 2/1974 of 13 February)
2. Royal Decree (2512/1977 of 17 June)
3. Building Regulation (Act 38/1999 of 5 November)

As provided for by the Spanish constitution, the autonomous regions publish the relevant professional regulations and legislative acts.

Industrial relations

Engineers

Engineers in Spain can work in constructions, the industry, private enterprises, the public sector, the secondary or higher education or they can practise the profession as self-employed.

In the private sector wages are determined by the market economy and in the public sector they are set in the collective labour agreements. The average annual income of an engineer working in the public sector amounts to 22.500 €

The professional rights of the following engineering disciplines are the same as the rights of architects.

- Civil engineers (Ingeniero de Caminos, Canales Puertos)
 - They carry out civil engineering and urban planning works
- Industrial engineers (Ingeniero Industrial)
 - They build warehouses and industrial premises.
- Agronomy engineers (Ingeniero Agronomo)
 - They construct buildings for the agricultural livestock production.

The official public works supervising authority is the *Ministerio de Fomento* (<http://www.mfom.es>)

Architects

The professional activity of architects involves the following works:

- Public administration buildings
- Hospitals
- Buildings for educational use
- Buildings for cultural activities
- Buildings providing accommodation (houses, hotels, etc.)
- Urban recreation and planning
- Construction projects
- Infrastructure projects and landscape design

The Spanish government determines the wage scale of the architects, who are not obliged to abide by it, but it is recommended that they do so. These scales are published by the Associations of Architects of the autonomous regions and are based on the building typology, the quality of construction and the complexity of the project.

Spain has a code of ethics for carrying out public or private works, which is imposed by the Associations of Architects of each autonomous region.

The official body for monitoring private and public works is the Association of Architects, which verifies that the architect responsible for the project is a registered member of the association and that he or she is under no restriction to practise the profession. Furthermore, the Association of Architects checks all relevant documents produced by the project manager proving that the project is carried out in accordance with all specifications laid down in the respective legislation. If the architects are public employees, they are not subject to control, given that their department is responsible for carrying out the inspections.

Insuring a project is not obligatory; however architects usually insure their projects in the Architects' Insurance Company *ASEMAS* - *Mutual benefit society providing insurance for civil responsibility* with 0,2 % of the overall cost of the contract.

Social security

The social security system in Spain is governed by general and special provisions. It provides the following benefits:

- Medical welfare services
- Maternity benefits
- Benefits in case of temporary or permanent inability to work
- Old-age pension and benefits in case of death
- Unemployment and family benefit

The “E-type” forms are used for the provision of social security services abroad. The most important are the forms E-100 for sickness and maternity benefits, E-200 for pensions, E-300 for unemployment benefits and E-400 for family benefits. In order to receive these benefits, the insured person must submit the forms required by the competent social security organization and must also hold a valid passport or ID card, a copy of the certificate of birth, a copy of the certificate of marriage or a copy of the certificate of birth of a child.

□ Registration in Social Security

The workers or the employers as well as the self-employed must register in the social security system. The application for registration and the payment of contribution are made in the regional centres of the general social security system – *TGSS / Tesorería General de la Seguridad Social* (<http://www.seg-social.es/tgss/index.html>)

Monthly contributions must be paid in accordance with a specific percentage of the wage, which is specified by law. There are different contribution scales (with upper and lower limits) for the various profession categories.

The Spanish legislation on social security includes various legislative texts depending on the insurance branch and the category of the workers. The two most important legislative texts are:

- *Royal Legislative Decree 1/1994 of 20.06.1994*
- *Basic Law on Social Security – Boletín Oficial del Estado of 29.06.1994*

Taxation

Permanent residence in Spain must pay income tax for all incomes acquired in Spain and abroad. Spain has signed agreements with all other Member States (except Greece) in order to avoid cases of double taxation of the same income. Accordingly, if a taxpayer acquires income in another Member State, he or she must pay tax for this income either in Spain or in the other country or pay part of the tax in both countries.

Taxable are incomes acquired during a tax year (which coincides with a calendar year). Tax is progressive, that is its rate increases proportionally to the amount of the taxable income. When calculating the tax there are some deductions and exemptions, from which taxpayers can benefit according to their personal status.

Tax deduction at source is applied for incomes such as wages, incomes from self-employment and from investments, besides real estate investments.

For the salaried worker, the employer deducts taxes from the payment based on a rate depending on the number of children and the overall income.

The income of the self-employed and businessmen is also subject to tax deduction at source based on a uniform level of taxation, for which they must submit a quarterly tax return and make tax advance payment for the current year.

At the end of each year, taxpayers must submit a tax return to the local tax authority, which checks the accuracy of the calculations. Each amount due must be paid either when submitting the tax return or in two instalments, namely 60% when submitting the tax return and the rest within a specified deadline during the same year.

For more information on how to calculate and pay taxes you can visit the website of the tax authority – *Agencia Tributaria* at <http://www.aeat.es>, link «No Residentes», where you can also find information in English, French and German.

Comments – Observations

We made significant efforts to obtain information concerning the professional rights of engineers and architects in Spain. To this end we have sent questionnaires (by post, email and fax) to the main representatives of the country's technical world. Unfortunately, the results of this effort were very poor; upon personal contact we only received one questionnaire back and this was not fully completed. The only possibility left to get information was by searching

on the Internet. Another important obstacle in utilizing the information we obtained was the fact that the websites of the professional organisations were only available in Spanish.

Useful addresses

Accommodation	
Websites	http://www.infoinmueble.com
	http://www.aquitucasa.com
Language courses	
BCU - Language service of Universities of Barcelona	http://www.bcu.cesca.es/english/serveis/eng_serveis4.htm
Escuela Oficial de Idiomas de Madrid	http://www.eoidiomas.com/
Instituto Cervantes	http://eee.cervantes.es/
Cursos de Español en Internet	http://www.sispain.com./english/course
Education for children	
Ministerio de Educación	http://www.mec.es
Job search	
INEM - Instituto Nacional del Empleo	http://www.inem.es
Centro de Empleo on-line de España	http://www.bolzatrabajo.com
Global – Work	http://www.global-work.com
Website of the EURES Job-search database	http://europa.eu.int/eures
Unemployment benefits	
INEM - Instituto Nacional del Empleo	http://www.inem.es
Labour conditions, workers' rights	
Ley de Estatuto de los Trabajadores (Royal Decree 1/24-03-1995)	<ul style="list-style-type: none"> - http://www.igsap.map.es/cia/dispo/rdlg1-95.htm - http://www.inem.es/legis/empleo/rdley1_95.htm

Engineers: representation of engineers	
Asociación de Ingenieros Aeronáuticos	http://www.coiae.com/default.asp
Asociación Nacional de Ingenieros Agrónomos	http://www.iies.es/agronomos/aghome.htm
Asociación Nacional de Ingenieros de Caminos, Canales y Puertos	http://www.iies.es/caminos/index.htm
Asociación Nacional de Ingenieros del ICAI	http://www.icaei.es/default.htm
Federación de Asociaciones de Ingenieros Industriales de España	http://www.iies.es/industriales/indus00.htm
Asociación Nacional de Ingenieros de Minas	http://www.iies.es/minas/mina.html
Asociación de Ingenieros Navales y Oceánicos de España	http://www.iies.es/navales/indice.html
Asociación Española de Ingenieros de Telecomunicación	http://217.116.8.23/
Asociación de Ingenieros de Montes	http://www.iies.es/montes/montes.htm
Engineers: studies, qualifications, disciplines	
Ministerio de Educación y Ciencia	http://www.mec.es/
	http://www.univ.mecd.es/
Engineers: licence to practise the profession – recognition and equivalence of diplomas	
Ministerio de Educación y Ciencia	http://www.mec.es/
Engineers: industrial relations	
Ministerio de Fomento	http://www.mfom.es
Architects: representation of architects	
Consejo Superior de Los Colegios de Arquitectos de España	http://www.cscae.com
ASEMAS - Asociación de Seguros Mutuos de Arquitectos Superiores	http://www.asemas.es
Caja de Arquitectos	http://www.arquired.es

Hermandad Nacional de Arquitectos	http://www.hna.tsai.es
HNA - Hermandad Nacional de Previsión Social de Arquitectos Superiores	http://www.hna.es
Architects: studies, qualifications, disciplines	
Ministerio de Educación y Cultura y Deporte	http://www.mec.es/
Architects: licence to practise the profession – recognition and equivalence of diplomas	
Consejo Superior de Los Colegios de Arquitectos de España	http://www.cscae.com
Architects: industrial relations	
Portal de Arquitectura y Construcción	http://www.arquinex.es
COAC - Col·legi d' Arquitectes de Catalunya	http://www.coac.net
Insurance	
TGSS - Tesorería General de la Seguridad Social	http://www.seg-social.es/tgss/index.html
Taxation	
Agencia Tributaria	http://www.aeat.es

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3. Website of the Council of European professional and managerial staff – EUROCADRES, www.eurocadres.org/mobilnet
4. Website of the National Employment Institute (Instituto Nacional del Empleo), www.inem.es/
5. Website of the Ministry of Labour and Social Affairs (Ministerio de Trabajo y Asuntos Sociales), www.mtas.es
6. Website «Gateway to the European Union – EUROPA», europa.eu.int
7. Website of the European Union, citizens.eu.int
8. Website of the Ministry of Education and Culture (Ministerio de Educación y Cultura y Deporte), www.mec.es
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