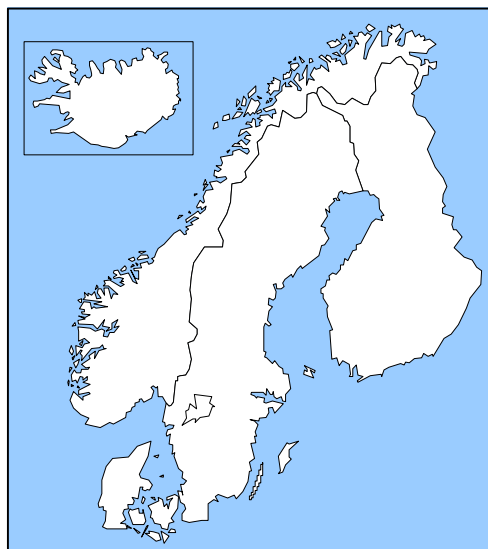


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# Salaries and Terms of Employment for Engineers in Private Sector in the Nordic Countries in 2003



May 2004

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# 1 Foreword

Along with establishing the Nordic Engineering Society (1941) Nordic engineer organisations started collaborating with each other. These organisations have developed and strengthened a lot in the last few years. Nordic Engineering Society concentrates on current issues and pleads common interest of Nordic engineers. Collaboration contains everything from organisations politic and educative issues, projects and so on to different kinds of clarifications.

Labour market for engineers becomes more international the more engineers work – at least some part of their career – over the border in other Nordic countries. This has increased the need of information to define terms in the Nordic countries. Hopefully this publication helps those who are thinking about applying a vacancy in some Nordic country.

We were now able to offer statistical salary comparisons thanks to a year's outcome of countries' respective engineer organisation's compilation work with salary statistics. Same definitions, concept of salary, calculation methods (with certain exceptions) have been used. Salary data is presented in both domestic currency and in EURO. Statistics have been complemented with comparisons of working conditions and certain social aspects. Salary data describes the situation in 2003, other data – with certain exceptions – describes the situation in 2003/2004.

In autumn 2003 a decision was made to deepen the collaboration between organisations of the graduate engineers and the general organisation, Nording, which was founded on 29th August 2003. English was then decided to be the official language of Nording. This is the last publication at this form – next salary statistics are probably shared with graduate engineers.

More information about salaries and salary structure is found from the respective country's union of engineers. Addresses and telephone numbers are given at the last page of this publication.

May 2004

Nordic engineer meeting's statistic group:

Vigdis Trulsen, Norway  
Bjarni Bentsson, Iceland  
Aila Tähtitanner, Finland  
Åke Arneving, Sweden  
Lisbeth Andersen, Denmark

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## 2 Guest membership in Nordic countries

Guest membership means that members in some Nordic engineer organisation will be treated as a member of an engineer organisation in that Nordic neighbour country that he/she lives in. Guest membership is valid for 12 months, but it can be lengthened max to 24 months. This is why a member should apply for a normal membership in that country's organisation he/she lives in to keep the member advantages valid. Guest membership ends when a person leaves the job in the host country or resigns his home country's organisation.

The goal is to give the members of the respective organisation a strong improved service support outside home country without any extra costs for the member. Questions have raised about the Unemployment Benefit Fund which does not belong to the guest membership. Member union and host union can clarify what applies in the respective country.

## 3 How can you enjoy the benefits of the guest membership?

When you have accepted a vacancy in some Nordic country, you inform your organisations member register and ask them to send you an application for guest membership. You fill out the form and send it back to your own organisation who sends it forward to guest country's organisation. It is vital that you yourself apply the membership of the new country's Unemployment Benefit Fund.

You pay the membership fee to your home country's organisation for the time you work in some other Nordic country without the fee of the Unemployment Benefit Fund. This is because you pay the fee of the Unemployment Benefit Fund to that country you work in.

## 4 What do you benefit from the guest membership?

All the Nordic engineer organisations have very wide service functions which are engaged to respective country's own special conditions, labour legislation and tradition. In spite of this, similarities in Nordic countries are vast which makes the guest membership a big advantage and opportunity for those who are going to work in some Nordic country.

As a guest member you have the same rights than the organisation's own members. For example if you can not agree or come to terms with your employer you can get consultation support, legal help and so on. These matters can relate, for example, interpretation of the contract of employment or getting a notice. Furthermore service includes contract information, salary statistics and so on – actually almost anything concerning questions between employer and employee.

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## 5 Member statistics

### 5.1 Denmark

Ingeniørforeningen in Denmark (IDA) is an organisation for all engineers in Denmark and persons who co-operate to fulfill tasks of a technical or technological character. 1<sup>st</sup> January 2004 IDA had 61 719 members. 41 612 of them were in a gainful employment in Denmark and about 18 % of those in the public sector, about 77 % in the private sector and some 4 % were self-employed.

### 5.2 Finland

Insinööriliitto (IL) was founded in 1919 and has about 56 000 members, of which 18 000 are junior members. About 88 % of the members are in the private sector and about 6 % in the municipal sector and about 6 % in the state sector. The Finnish-Swedish organisation Driftingsjöröförbundet in Finland (DIFF) has 3 200 members and 600 of them are students.

### 5.3 Norway

Norway's Ingeniørorganisasjon (NITO) is the biggest engineer organisation in Norway with its 50 000 members. NITO organises engineers which are graduated from engineer education from the regional polytechnics. Organisation was founded in 1936 and it is a politically uncommitted professional organisation in the branch. 41 % of the members work in the private sector, 9 % in the municipal sector, 10 % in the state sector and 13 % in contract area in public institutions.

### 5.4 Sweden

Ingenjöröförbundet has about 14 400 members. About 27 % or 3 900 work in the municipal sector, about 21 % or 3 100 in the private sector and about 16 % or 2 350 in the state sector of all the union's working members – in total about 9 350.

### 5.5 Iceland

Tæknifræðingafélag Ísland (TFI) was founded in 1960 and today it has about 900 members, which is about 0,25 % of the Icelandic people. 28 % of the members work in the public sector and 62 % in the private sector.

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## 6 Definitions to salary tables

### 6.1 The Concept of salary

In the total salary the monthly salary with full time work is divided by degree years. The concept includes fixed monthly salary in cash, varied salary (bonus and commission) and fringe benefits (car, house etc). In Iceland fringe benefits are not included, but instead a compensation for travel expenses is. In Denmark the concept of salary does not include fringe benefits or varied salary, but instead a contribution of retirement allowance is included depending on the contract.

### 6.2 Measuring time

Sweden: September  
Denmark: September  
Iceland: September  
Norway: October  
Finland: October

### 6.3 Population

Population in the salary tables for the Nordic countries constitutes of the respective unions private working members with engineer degree (not graduate engineers).

### 6.4 Statistic measurement

#### Average salary

Average salary is calculated in form of arithmetic average, in other words the sum of the salaries is divided by the number of salary data.

#### Lower quartile

The lower quartile is calculated in two steps. In the first step salary data is sorted in order of magnitude. In the other step the lower quartile is selected so that 25 % of the salaries are under that quartile point and 75 % of them are higher than the quartile point.

#### Upper quartile

The upper quartile is calculated in two steps. In the first step salary data is sorted in order of magnitude. In the other step the upper quartile is selected so that 75 % of the salaries are under that quartile point and 25 % of them are higher than the quartile point.

#### Exchange rates

Finland is the only Nordic country which currency is Euro. When exchanging salaries to Euro have following exchange rates been used (1<sup>st</sup> October 2003).

Exchange rates for calculation from Euro to Nordic currencies

Currency	DKK	ISK	NOK	SEK
Exchange rate	7,4256	87,00	8,2325	9,2055

## 7 DENMARK

### 7.1 Salary table

Salaries according to degree years September 2003

Akademiingeniører (Bachelor of Science in Engineering), Private sector

		DANISH CURRENCY (DKK)			EURO		
Degree year	Number	Average salary	Lower quartile	Upper quartile	Average salary	Lower quartile	Upper quartile
- 1966	18	53 924	43 868	61 375	7 262	5 908	8 265
1966-1968	54	48 031	42 949	53 009	6 468	5 784	7 139
1969-1971	99	48 788	43 409	53 693	6 570	5 846	7 231
1972-1974	131	52 835	44 303	56 366	7 115	5 966	7 591
1975-1977	161	50 423	43 811	55 081	6 790	5 900	7 418
1978-1980	178	48 890	44 340	52 567	6 584	5 971	7 079
1981-1983	197	48 135	42 653	51 813	6 482	5 744	6 978
1984-1986	217	46 151	41 370	50 149	6 215	5 571	6 754
1987	94	48 204	43 151	50 860	6 492	5 811	6 849
1988	78	45 693	40 968	48 329	6 153	5 517	6 508
1989	96	45 675	41 382	48 215	6 151	5 573	6 493
1990	105	43 131	39 062	45 728	5 808	5 260	6 158
1991	98	41 923	38 040	46 018	5 646	5 123	6 197
1992	81	40 287	36 380	43 398	5 425	4 899	5 844
1993	101	40 124	35 650	43 254	5 403	4 801	5 825
1994	83	40 202	35 649	42 649	5 414	4 801	5 744
1995	99	39 326	35 717	42 308	5 296	4 810	5 698
1996	87	37 615	34 496	40 552	5 066	4 646	5 461
1997	70	35 894	32 149	39 057	4 834	4 329	5 260
1998	27	34 672	31 149	38 813	4 669	4 195	5 227
1999	8	34 838	30 986	36 738	4 692	4 173	4 947

Salaries according to degree years September 2003

Diplomingeniører (Bachelor of Science in Engineering), Private sector

		DANISH CURRENCY (DKK)			EURO		
Degree year	Number	Average salary	Lower quartile	Upper quartile	Average salary	Lower quartile	Upper quartile
1996	28	36 638	32 558	39 187	4 934	4 385	5 277
1997	223	34 855	31 723	37 109	4 694	4 272	4 997
1998	255	33 556	30 915	35 977	4 519	4 163	4 845
1999	312	33 159	30 120	35 185	4 465	4 056	4 738
2000	334	31 114	29 186	32 830	4 190	3 930	4 421
2001	315	30 180	28 392	31 874	4 064	3 823	4 293
2002	270	28 702	27 149	30 149	3 865	3 656	4 060
2003	119	27 031	25 149	28 049	3 640	3 387	3 777

Salaries according to degree years September 2003  
 Teknikumingeniörer (Bachelor of Science in Engineering), Private sector

Degree year	Number	DANNISH CURRENCY (DKK)			EURO		
		Average salary	Lower quartile	Upper quartile	Average salary	Lower quartile	Upper quartile
- 1966	139	47 123	39 049	52 649	6 346	5 259	7 090
1966-1968	250	45 965	39 905	49 967	6 190	5 374	6 729
1969-1971	331	47 331	41 407	52 849	6 374	5 576	7 117
1972-1974	399	46 813	40 994	51 444	6 304	5 521	6 928
1975-1977	402	45 445	40 398	49 377	6 120	5 440	6 649
1978-1980	342	45 349	41 042	49 495	6 107	5 527	6 665
1981-1983	362	45 941	40 917	49 615	6 187	5 510	6 682
1984-1986	638	43 990	39 649	47 092	5 924	5 340	6 342
1987	249	42 526	37 867	46 317	5 727	5 100	6 237
1988	267	43 220	38 471	46 149	5 820	5 181	6 215
1989	288	42 060	37 912	46 012	5 664	5 106	6 196
1990	328	41 644	36 649	45 248	5 608	4 935	6 094
1991	350	39 963	35 226	43 723	5 382	4 744	5 888
1992	328	39 378	34 854	42 609	5 303	4 694	5 738
1993	332	38 539	34 415	41 170	5 190	4 635	5 544
1994	355	37 538	34 249	40 149	5 055	4 612	5 407
1995	374	36 643	32 660	39 540	4 935	4 398	5 325
1996	269	35 640	31 945	38 424	4 800	4 302	5 174
1997	90	34 681	30 830	37 555	4 671	4 152	5 058
1998	12	32 128	30 017	34 707	4 327	4 042	4 674
1999	1	.	.	.			
2000	6	31 731	29 456	34 286	4 273	3 967	4 617

In the beginning of the 1990's a study reform has replaced the education as "akademi"- and "teknikumingeniör" with the "diplomingenör" degree.

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## 7.2 Terms of employment in Denmark

### Unemployment insurance

The unemployment fee (year 2004):

Full time insurance: 4 260 DKK/year

Part time insurance: 3 204 DKK/year

Voluntary member fee to early retirement scheme:

Full time insurance: 4 488 DKK/year

Part time insurance: 2 988 DKK/year

The unemployment compensation (2004):

- compensation ends after max 4 years
- income related compensation ends to 90 % of earlier income however max 3 205 DKK/week for full time insured, 2 135 DKK/week for part time insured and 2 630 DKK for newly graduated engineers (full time)

Terms for compensation:

- have been a member to the Unemployment Benefit Fund for at least 12 months
- have worked full time at least 52 weeks (part time 34 weeks) the last 3 years
- newly graduated are entitled to a compensation after 1 months membership

In May 2004 5,5 % of all the engineers, that were members of the IAK, Ingeniørernes Arbejdsløshedskasse (Unemployment Benefit Fund), were unemployed. Recently graduated might have difficulties in finding a job.

For more information about rates and rules: [www.iak.dk](http://www.iak.dk)

### Working time

There is no general rule concerning fixed working time, but according to IDA's salary statistic 2003 working time in average was 41,5 hours/week including lunch.

There is no general rule concerning compensation for working overtime, it varies according to local corporate or individual agreement. According to IDA's salary statistics 56 % of the members are working without any time limitations and overtime compensation.

Legitimate vacation is 25 days, 3 weeks of that are the main vacation which should be held during 1/5-30/9. Part of the employees have negotiated a right for 30 days vacation. At least 1 % of the annual salary is paid out as holiday allowance.

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## Period of notice

Length of notice is usually 1 month to the last day of the month.

For employer:

<u>Time of employment</u>	<u>Length of notice</u>
less than 6 months	1 month
6 months to 3 years	3 months
3 to 6 years	4 months
6 to 9 years	5 months
9 years or more	6 months

Longer time for the noticing can be agreed on. Potential shorter time for noticing in case of a sick leave is 120 days in 1 year.

## Probation period

Max 3 months with abbreviated length of notice

## Sickness benefit

Full salary for clerical personnel.

## Parental insurance

Mother has a right for 4 weeks maternity leave before and 14 weeks after the childbirth.

Father has a right for 2 weeks paternity leave at the latest 14 weeks after the childbirth.

Moreover parents have together a right for 2\*32 weeks parental leave.

Compensation for the time off is paid to mother 4 weeks before and 14 weeks after the childbirth and to parents together in max 32 weeks. The amount of the compensation is max 3 203 DKK/week (2004) in this period, if only one of the parents takes parental leave. Better benefits can be negotiated. The shared parental leave can be lengthened even more, but then the compensation lessens.

## Initial salary recommendations 2004

For engineer 27 600 DKK/month.

(For graduated engineer 29 100 DKK/month.)

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## Membership fee

For example

Ordinary member (regardless of position)	4 320 DKK/year
Ordinary, executive (private sector) and associate	4 140 DKK/year
The Nordic countries	3 024 DKK/year
Abroad, outside the Nordic countries	3 204 DKK/year
Works abroad, IDA does not look after persons interest	840 DKK/year
Unemployed	876/840 DKK/year

For more information: [www.ida.dk](http://www.ida.dk)

## Web pages

Economic information: [www.dst.dk](http://www.dst.dk), [www.oem.dk](http://www.oem.dk)

Ingeniørforeningen in Denmark, IDA: [www.ida.dk](http://www.ida.dk)

Vacancies: [www.jobfinder.dk](http://www.jobfinder.dk)

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## 8 FINLAND

### 8.1 Salary table

Salaries according to degree years September 2003

Engineers, Private sector

		EURO		
Degree year	Number	Average salary	Lower quartile	Upper quartile
before 1970	200	4 217	3 361	4 762
1971	64	4 180	3 400	4 438
1972	67	3 993	3 166	4 480
1973	85	4 056	3 210	4 533
1974	79	4 077	3 317	4 520
1975	96	4 079	3 204	4 710
1976	81	3 699	2 900	4 000
1977	85	3 859	2 916	4 435
1978	112	4 014	2 935	4 800
1979	110	3 918	3 100	4 503
1980	117	3 971	3 161	4 430
1981	120	3 766	2 914	4 391
1982	112	3 933	3 000	4 527
1983	126	3 834	2 992	4 200
1984	135	3 663	2 920	4 176
1985	129	3 668	2 950	4 206
1986	128	3 543	2 979	3 972
1987	137	3 568	2 780	4 034
1988	150	3 520	2 820	4 000
1989	118	3 493	2 871	3 900
1990	166	3 353	2 769	3 660
1991	120	3 285	2 673	3 709
1992	141	3 290	2 763	3 640
1993	165	3 275	2 650	3 700
1994	166	3 165	2 700	3 440
1995	183	3 162	2 600	3 500
1996	199	2 976	2 530	3 287
1997	185	2 896	2 486	3 200
1998	201	2 845	2 430	3 109
1999	274	2 788	2 387	3 000
2000	325	2 533	2 200	2 760
2001	391	2 350	2 100	2 510
2002	342	2 317	2 050	2 470
2003	215	2 183	1 911	2 370

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## 8.2 Terms of employment in Finland

### Unemployment insurance

Daily benefit in unemployment is based on a basic amount 23,16 (1.1.2004) Euro/day together with income related part. Extra compensation is allowed if the unemployed has children.

Terms for unemployment compensation:

- must be registered in employment office
- must have been a member in Unemployment Benefit Fund at least 10 months
- under the last 28 months must have worked at least 18 hours per week for at least 43 weeks

In May 2004 there were 3 852 engineers unemployed, which is 4,5 % of all engineers.

For more information: [www.iaet.fi](http://www.iaet.fi)

### Working time

Max 40 hours/week.

Right to overtime compensation according to law, normally 50 % higher salary.

2 or 2,5 vacation days per month, Saturdays are included. Daily benefit, in other words, holiday bonus is paid normally with 50 % off the normal salary during vacation.

### Length of notice

If nothing additional have been agreed and employment has lasted without interruption will following lengths of notice be followed:

For employee:

<u>Time of employment</u>	<u>Length of notice</u>
less than 5 years	14 days
more than 5 years	1 month

For employer:

<u>Time of employment</u>	<u>Length of notice</u>
less than 1 year	14 days
1 to 4 years	1 month
4 to 8 years	2 month
8 to 12 years	4 month
more than 12	6 month

### Probation period

Employer and employee can negotiate the Probation period, which starts when the employment starts and lasts max 4 months. If the employer arranges a special training in connection with the job and it lasts 4 months without interruption, can Probation period be max 6 months. In employment which lasts for max 8 months, can Probation period be max half the time the employment lasts.

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## Sickness benefit

According to law:

If employment have lasted at least one month, the employee has a right to enjoy full salary till expiry of the ninth weekday after becoming ill. However at the most to that day when the employee's right to enjoy daily benefit according to sickness insurance act starts. If an employment has lasted less than a month, the employee has a right to enjoy 50 % of his/her salary as a sickness benefit.

## Parental insurance

Parents have right to take nursing leave until the child turns 3 years.

Maternity allowance is paid for 105 weekdays, paternity allowance for 18 weekdays. Furthermore parental allowance is paid for 158 weekdays, which can be used by father or mother. The number of weekdays with paternity allowance increases if father takes part of the days as parental allowance. The amount of the compensation is calculated according to fixed taxation, minimum allowance is 11,45 Euro (from 1<sup>st</sup> April 2004). According to collective contract full salary is normally paid for three months of maternity leave. For more information: [www.kela.fi](http://www.kela.fi), and the publication "Socialförsäkringar i Norden", issued by "Försäkringskassaförbundet".

## Initial salary recommendations, spring 2004

2.200 Euro/month

## Membership fee

Ordinary member: Union of Professional Engineers part 309 Euro/year + member associations part (normally 24 or 48 Euro/year). Unions part of the membership fee is granted 50 % off in case of unemployment, military service, maternity leave or living abroad at least 5 months.  
Student member: 17 Euro the whole time (max 5 years).

## Web pages

Economic information: [www.stat.fi](http://www.stat.fi), [www.bof.fi](http://www.bof.fi)

Legislative matters: [www.finlex.fi](http://www.finlex.fi)

Insinööriliitto IL ry (Union of Professional Engineers in Finland): [www.insinooriliitto.fi](http://www.insinooriliitto.fi)

Vacancies: [www.mol.fi](http://www.mol.fi), [www.jobline.fi](http://www.jobline.fi)

## 9 ICELAND

### 9.1 Salary table

Salaries according to degree years September 2003 , Engineers

Degree year	Number	ICELANDIC CURRENCY (ISK)			EURO		
		Average salary	Lower quartile	Upper quartile	Average salary	Lower quartile	Upper quartile
- 1969	11	405 000	312 000	498 000	4 655	3 586	5 724
1970-1974	23	485 000	353 000	617 000	5 575	4 057	7 092
1975 -1979	24	465 000	374 000	556 000	5 345	4 299	6 391
1980	5	473 000	373 000	573 000	5 437	4 287	6 586
1981	3	553 000	433 000	673 000	6 356	4 977	7 736
1982	4	551 000	397 000	705 000	6 333	4 563	8 103
1983	7	411 000	327 000	495 000	4 724	3 759	5 690
1984	9	411 000	274 000	548 000	4 724	3 149	6 299
1985	6	493 000	386 000	600 000	5 667	4 437	6 897
1986	8	422 000	321 000	523 000	4 851	3 690	6 011
1987	8	460 000	364 000	556 000	5 287	4 184	6 391
1988	10	445 000	342 000	548 000	5 115	3 931	6 299
1989	13	461 000	326 000	596 000	5 299	3 747	6 851
1990	13	511 000	359 000	663 000	5 874	4 126	7 621
1991	11	408 000	293 000	523 000	4 690	3 368	6 011
1992	13	459 000	363 000	555 000	5 276	4 172	6 379
1993	12	461 000	388 000	534 000	5 299	4 460	6 138
1994	9	447 000	303 000	591 000	5 138	3 483	6 793
1995	13	461 000	317 000	605 000	5 299	3 644	6 954
1996	5	402 000	324 000	480 000	4 621	3 724	5 517
1997	2	420 000	330 000	510 000	4 828	3 793	5 862
1998	7	406 000	350 000	462 000	4 667	4 023	5 310
1999	6	441 000	367 000	515 000	5 069	4 218	5 920
2000	14	382 000	301 000	463 000	4 391	3 460	5 322
2001	6	327 000	236 000	418 000	3 759	2 713	4 805
2002	12	345 000	261 000	429 000	3 966	3 000	4 931
2003	7	348 000	273 000	423 000	4 000	3 138	4 862

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## 9.2 Terms of employment in Iceland

### Unemployment insurance

Unemployment compensation (year 2003) was 77 449 ISK/month. Same amount were paid to everybody regardless of earlier income. In addition extra compensation were paid with 3 750 ISK/month for the children under 16 years.

Terms for unemployment compensation:

- must be unemployed and able to apply a job
- must be registered as a applicant to the local Employment Office

Year 2004 were 15 engineers unemployed, which is 1,6 % of all engineers.

For more information: Kjarafélag Tæknifræðingafélag Íslands(KTFÍ),  
e-mail: [bjarnib@iti.is](mailto:bjarnib@iti.is)

### Working time

Max 40 hours/week, 38 hours/week in a consulting company.

Overtime compensation is paid by 1,0385 % of a months salary. Because there is no collective agreement it is common to pay gross salary without extra compensation for working overtime.

Legislative vacation is at least 24 days/year. According to a contract in consulting company: 27 days for 32 years old, 30 days for 40 years old. If employer requests that a part of the vacation is held during winter there will be 25 % addition to the salary.

### Noticing

According to law:

<u>Time of employment</u>	<u>Length of notice</u>
1 year	1 month
3 year	2 months
5 year	3 months

Normally (for example in consulting companies): 1 week's notice for 0-3 months working time after 3 months employment is noticing time 3 months. According to law: noticing will not become valid until the end of month.

### Probation period

Often 3 months with 1 month's noticing time, otherwise according to an agreement.

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## Sickness benefit

According to law the employer pays sickness benefit as following:

<u>Time of employment</u>	<u>Compensation</u>
1 year	full salary 1 month
3 years	full salary 2 months
5 years	full salary 3 months

Consulting companies:

<u>Time of employment</u>	<u>Compensation</u>
less than 10 years	full salary 3 months, 50 % salary 3 – 6 months
10 to 15 years	full salary 4,5 months. 50 % salary 4,5 – 9 months
20 years or more	full salary 12 months

According to a contract employer pays 1 % of salary to SV:s sick fund which pays max 270 days after the other compensation ends.

Information: [www.tr.is](http://www.tr.is) and the publication "Socialförsäkringar i Norden", issued by The Federation of Social Insurance Offices.

## Parental insurance

Mother and father have a right for parental compensation for three months. In addition they have common right for the compensation for three months which can be divided between each other. The compensation is max 80 % of the average salary during 12 months which starts counting 14 months before the childbirth.

For more information: [www.tr.is](http://www.tr.is) and publication "Socialförsäkringar i Norden", issued by "Försäkringskassaförbundet".

## Initial salary recommendations, spring 2004

Engineers: Union does not give any recommendations for initial salary.

## Membership fee

Ordinary member: 22 900 ISK/year

Unemployed: 0 ISK/year

Students: 0 ISK/year

## Web pages

Economic information: [www.staticice.is](http://www.staticice.is), [www.sedlabanki.is](http://www.sedlabanki.is)

Tæknifræðingafélag Íslands, TFÍ: [www.tfi.is](http://www.tfi.is)

Vacancies: [www.job.is](http://www.job.is)

# 10 NORWAY

## 10.1 Salary table

Salaries according to degree years October 2003

Engineers, Private sector

Degree year	Number	NORWEGIAN CURRENCY (NOK)			EURO		
		Average salary	Lower quartile	Upper quartile	Average salary	Lower quartile	Upper quartile
1965	77	37 282	31 525	42 700	4 529	3 829	5 187
1966	165	37 858	32 200	42 050	4 599	3 911	5 108
1967	193	38 911	33 420	43 900	4 727	4 060	5 333
1968	292	37 059	32 416	40 873	4 501	3 938	4 965
1969	310	38 472	33 083	43 078	4 673	4 019	5 233
1970	339	38 296	32 050	42 500	4 652	3 893	5 162
1971	325	37 682	31 812	42 400	4 577	3 864	5 150
1972	288	38 075	32 458	42 417	4 625	3 943	5 152
1973	352	37 849	31 960	42 500	4 597	3 882	5 162
1974	359	37 651	31 785	42 250	4 574	3 861	5 132
1975	339	37 252	32 279	41 822	4 525	3 921	5 080
1976	350	37 764	32 333	42 458	4 587	3 927	5 157
1977	380	37 349	32 477	41 944	4 537	3 945	5 095
1978	387	37 493	32 367	41 533	4 554	3 932	5 045
1979	391	38 221	33 000	42 192	4 643	4 009	5 125
1980	431	38 031	31 900	42 916	4 620	3 875	5 213
1981	409	37 665	32 083	42 000	4 575	3 897	5 102
1982	411	37 089	32 000	41 263	4 505	3 887	5 012
1983	396	37 156	31 766	41 066	4 513	3 859	4 988
1984	465	36 965	31 838	40 150	4 490	3 867	4 877
1985	527	36 318	32 000	39 791	4 412	3 887	4 833
1986	521	35 646	31 200	38 958	4 330	3 790	4 732
1987	428	34 957	30 600	38 000	4 246	3 717	4 616
1988	370	35 619	31 065	39 036	4 327	3 773	4 742
1989	339	33 920	29 860	36 518	4 120	3 627	4 436
1990	402	33 893	29 865	36 917	4 117	3 628	4 484
1991	381	33 448	29 972	35 945	4 063	3 641	4 366
1992	376	33 009	29 627	35 608	4 010	3 599	4 325
1993	365	32 440	28 542	34 850	3 940	3 467	4 233
1994	424	31 978	28 708	34 291	3 884	3 487	4 165
1995	425	31 492	28 250	33 693	3 825	3 432	4 093
1996	501	30 930	27 997	32 723	3 757	3 401	3 975
1997	496	29 928	27 416	32 000	3 635	3 330	3 887
1998	448	29 373	26 976	30 889	3 568	3 277	3 752
1999	305	28 462	25 633	30 050	3 457	3 114	3 650
2000	319	27 789	25 290	29 167	3 376	3 072	3 543
2001	359	26 503	24 333	28 142	3 219	2 956	3 418
2002	217	25 851	23 333	27 008	3 140	2 834	3 281
2003	60	25 445	23 250	27 400	3 091	2 824	3 328

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## 10.2 Terms of employment in Norway

### Unemployment insurance

Unemployment insurance is 2,4 % of gross salary during the last calendar year, 5 days in a week. Payment is at the most 6G (341 166 NOK, year 2003).

Unemployment among NITO-members is 1,5 %.

Information: [www.norge.no](http://www.norge.no), [www.ssb.no](http://www.ssb.no)

### Working time

Working time goes according to law or contract. The main rule is 40 hours/week, according to contract it is normally 40 hours/week inclusive lunch.

The main rule: is a right to enjoy overtime compensation according to law, at least 40 % in addition. According to an agreement most often 50 % addition is paid for overtime on weekdays during 06.00 – 20.00 o'clock and 100 % addition for other time period. Right to overtime compensation can be negotiated off, as in NITO's salary statistic 40 % do not include right to overtime compensation.

Statutory right for vacation is 21 days/year. Those who have reached 60 years have a right for additional 5 days. It is normal to have 25 days long vacation.

### Length of notice

Length of notice for employee is statutory and depends on employment time.

For employer:

<u>Employment</u>	<u>Age</u>	<u>Notice</u>
less than 5 years		1 month
5 to 10 years		2 month
10 years		3 months
10 years	50 years	4 months
10 years	55 years	5 months
10 years	60 years	6 months

It is common to have 3 months notice with recently employed engineers.

### Probation period

Max 6 months with abbreviated length of notice (14 days) if nothing else is agreed.

### Sickness benefit

Normally full salary for one year (rarely only 3 months). From insurance fund for full salary up to 6G/year (341 166 NOK, May 2003).

Information: publication "Socialförsäkringar i Norden", issued by "Försäkringskassaförbundet".

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## Parental insurance

Every parent has a right for 1 year parental leave/child.

Parental allowance is paid from insurance fund with full salary for 42 weeks or with 80 % compensation for 52 weeks, max 6 G/year (341 166 NOK, May 2003). The child's father has to have at least 4 of these weeks, otherwise these weeks will be lost. In addition father has a right for 2 weeks paternity leave after the childbirth.

More information: [www.norge.no](http://www.norge.no) and publication "Socialförsäkringar i Norden", issued by "Försäkringskassaförbundet".

## Initial salary recommendations, spring 2004

NITO do not give any initial salary recommendation, but an average salary in 2003 was 25 445 NOK/month

## Membership fee

Ordinary member	2 820 NOK
Student	300 NOK total
Retired people	282 NOK
Unemployed	no contingent

## Web pages

Economic information: [www.ssb.no](http://www.ssb.no), [www.norgesbank.no](http://www.norgesbank.no), [www.norge.no](http://www.norge.no)

Norways Ingeniororganisasjon: [www.NITO.no](http://www.NITO.no)

Vacancies: [www.aetat.no](http://www.aetat.no)

# 11 SWEDEN

## 11.1 Salary table

Salaries according to degree years September 2003

Academic engineers, Private sector

Degree year	Number	SWEDISH CURRENCY (SEK)			EURO		
		Average salary	Lower quartile	Upper quartile	Average salary	Lower quartile	Upper quartile
1965	47	34 322	27 000	34 390	3 728	2 933	3 736
1966	45	33 513	26 400	38 428	3 641	2 868	4 174
1967	52	31 994	26 740	35 550	3 476	2 905	3 862
1968	69	31 315	24 700	35 462	3 402	2 683	3 852
1969	36	30 919	26 900	33 390	3 359	2 922	3 627
1970	67	33 763	27 700	39 308	3 668	3 009	4 270
1971	57	29 870	24 250	34 000	3 245	2 634	3 693
1972	62	30 057	23 280	33 000	3 265	2 529	3 585
1973	53	32 117	25 400	34 450	3 489	2 759	3 742
1974	47	30 304	24 367	33 600	3 292	2 647	3 650
1975	41	31 685	24 100	38 500	3 442	2 618	4 182
1976	43	32 127	25 100	38 000	3 490	2 727	4 128
1977	32	28 912	22 675	33 100	3 141	2 463	3 596
1978	37	32 656	25 600	40 400	3 547	2 781	4 389
1979	31	29 500	25 000	32 700	3 205	2 716	3 552
1980	29	29 968	24 400	35 000	3 255	2 651	3 802
1981	42	32 095	24 500	37 100	3 487	2 661	4 030
1982	43	30 125	23 300	33 900	3 273	2 531	3 682
1983	25	32 186	27 800	33 000	3 496	3 020	3 585
1984	49	32 229	24 900	33 362	3 501	2 705	3 624
1985	42	29 179	24 600	30 700	3 170	2 672	3 335
1986	48	29 104	23 500	31 500	3 162	2 553	3 422
1987	38	26 978	21 700	30 000	2 931	2 357	3 259
1988	38	31 484	26 700	33 000	3 420	2 900	3 585
1989	54	29 584	24 700	33 300	3 214	2 683	3 617
1990	51	28 329	24 150	32 050	3 077	2 623	3 482
1991	32	29 102	23 500	32 950	3 161	2 553	3 579
1992	43	26 562	23 000	29 000	2 885	2 499	3 150
1993	37	30 005	24 000	34 400	3 259	2 607	3 737
1994	37	29 059	23 900	35 000	3 157	2 596	3 802
1995	35	27 630	23 500	32 800	3 001	2 553	3 563
1996	36	28 358	23 400	31 500	3 081	2 542	3 422
1997	26	26 457	22 300	28 899	2 874	2 422	3 139
1998	28	25 025	22 125	26 650	2 718	2 403	2 895
1999	38	24 566	21 840	26 600	2 669	2 372	2 890
2000	23	23 690	21 300	24 850	2 573	2 314	2 699
2001	17	22 166	20 000	22 700	2 408	2 173	2 466
2002	18	20 978	19 000	23 000	2 279	2 064	2 499
2003	12	20 248	18 350	22 594	2 200	1 993	2 454

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## 11.2 Terms of employment in Sweden

### Unemployment insurance

In 2003 fee for unemployment fund for graduates in Sweden (AEA) was 1 080 SEK/year.

Unemployment compensation from AEA (since July 2002):

- the compensation is paid at the most for 300 days with an opportunity for additional compensation period if new terms of employment carried out
- income related compensation is 80 % of earlier income. Highest allowance, 680 SEK, is paid with a month's income at least 18 700 SEK. During unemployment time's first 100 days can have elevated allowance, 730 SEK.

Terms for compensation from AEA:

- must be able to work and not inhibited to accept a job
- must be registered as an applicant in labour force bureau
- must have been an AEA member for at least 12 months
- must have worked at least 70 hours a month for at least 6 months (main rule) or at least 450 hours divided into 6 consecutive months with at least 45 hours a week (alternative rule)

For more information look unemployment fund for graduates in Sweden (AEA), [www.aea.se](http://www.aea.se)

### Labour markets for engineers

Availability for both professional and graduated engineer has increased. In majority of education groups there are numerous good opportunities for a graduated applicant. However employers inform that there is still a lack of professionals in at least half of the education groups. 41 % of the demand employers have for technical personnel, have applied personnel during last year, which is three percentage units lower than year before. Employer's estimation for the need for personnel in respective three year's period is not as optimistic as last year. However estimation is that need for personnel is going to approach closer to 75 % of the education groups in three year's period.

About 2,1 % of the union's members were registered as unemployed in December 2003.

### Working time

Max 40 hours/week.

Everyone has a right to overtime compensation according to collective agreement. Agreement about exceptions can be done with salary compensations and/or 30 days vacation. 06.00 – 20.00 o'clock Monday to Friday month's salary/94, otherwise month's salary/72. Vacation: 25 days according to law. According to an agreement 30 days vacation with no over time compensation. Addition to vacation: actual month's salary + 0,8 % per day for each paid vacations day + 0,5 % of variable salary. Ends in a company: 4,6 % of fixed month's salary + 0,8 % of month's salary per paid vacation.

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## Notice

Employee: Length of notice 1-3 months depending on age and employment time.

Employer: Corresponding 1-6 months.

Those members that the collective agreement do not contain will be advised to turn to LAS (lagen om anställningsskyd, law about employment security).

## Probation period

Max 6 months. Opportunity for lengthening in addition 6 months. Mutual length of notice 1 month.

## Sickness benefit

First day is time of restraint. From day two 77,6 % and +10 % through collective agreement from day 22 to day 90

Information: publication "Socialförsäkringar i Norden", issued by Försäkringskassaförbundet".

## Parental insurance

Both parents have right to the whole parental leave during 18 months from the child's birth and a right to have abbreviated working time until a child turns 8 years.

Parental allowance is paid from the Insurance Office for 480 days, divided between parents 390 days with 80 % of salary, max 7.5 BB together 90 days with 60 SEK/day.

Higher compensations might be paid from certain companies in the branch because of the changing market forces.

More information: publication "Socialförsäkringar i Norden", issued by "Försäkringskassaförbundet".

## Initial salary recommendations, spring 2003

Union helps with point of views and gives more information.

## Member fee

For more information: [www.ing.se](http://www.ing.se)

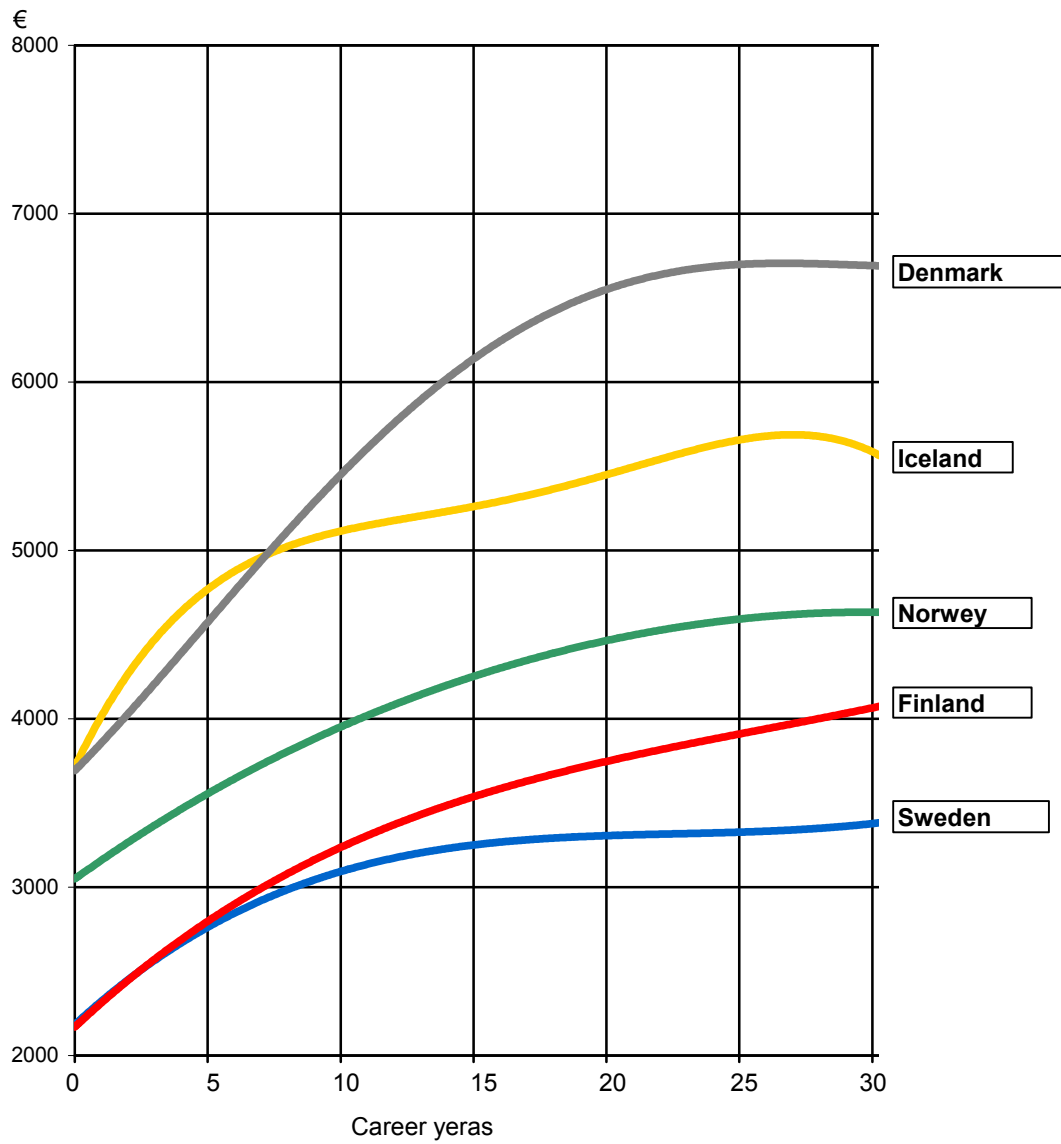
## Web pages

Economic information: [www.scb.se](http://www.scb.se), [www.konj.se](http://www.konj.se), [www.riksbank.se](http://www.riksbank.se)

Vacancies: [www.dn.se](http://www.dn.se)

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### Salaries for Engineers in Private Sector in the Nordic Countries in 2003



## 12 Word list

English	Svenska	Isländska	Norska	Finska	Danska
unemployment insurance	Arbetslöshetsförsäkring	Atvinnuleysisbætur	arbeidsledighetstrygd	työttömyysvakuutus	Arbejdsløshedsforsikring
branch union	branschförbund	stéttarfélag	bransjeforbund	toimialaliitto	brancheforbund
Engineer graduate engineer	ingenjör civilingenjör	ðingur verkfræðingur	Ingeniør	insinööri diplomi-insinööri	diplomingeniør civilingeniør
unemployment compensation	Arbetslöshetsersättning	atvinmleysisbaetur	Arbeidsledighetstrygd	työttömyyskorvaus	arbejdsløshedsdagpenge
sick pay	sjukpenning	Veikindalaun	Sykepenger	sairauskorvaus	sygedagpenge
insurance system	försäkringssystem	Tryggingakerfi	trygdesystem	vakuutusjärjestelmä	forsikringssystem
gainful employment	förvärvsarbete	Starfsþjálfun	erhvervsarbeid	ansiotyö	erhvervsarbejde
parental leave	föräldraledighet	Fæðingarorlof	fødselspermisjon	vanhempainvapaa	barselorlov (inkl. fædreorlov)
parental compensation	föräldrapenning	Fæðingarorlofsgreiðslur	svangerskapspermisjon med lønn	vanhempainraha	Barseldagpenge/orlovsydelse
statutory	lagstadgat	lögfest	Lovfestet	lakisäätinen	lovbestemt
graduated	nyutexaminerad	nýútskrifaður	Nyutdannet	vastavalmistunut	Nyuddannet/nydimitteret
vacation	semester	frí	Ferie	loma	ferie
notice	uppsägning	uppsögn	Oppsigelse	irtisanominen	opsigelse

## 13 Organisations for engineers in Nordic countries

	Postal address	Contact person in statistics group	Telephone Fax	E-mail Web pages
<b>Sweden</b>	Ingenjörförbundet Box 30 225 104 25 Stockholm  Mariedalsvägen 4	Åke Arneving ombudsman	+46 8 619 51 70  +46 8 656 36 70	<a href="mailto:ake.arneving@ing.se">ake.arneving@ing.se</a>  <a href="http://www.ing.se">www.ing.se</a>
<b>Finland</b>	Insinööriitto IL re Ingenjörförbundet IL rf Banvaktsgatan 2, 8 vån 00520 Helsingfors  Drifingenjörförbundet i Finland DIFF rf Banvaktsgatan 2, 7 vån 00520 Helsingfors	Aila Tähtitanner Forskningschef  Erik Karlberg Versamhetsledare	+358 201 801 828  +358 201 801 880  +358 9 476 7717  +358 9 476 7347	<a href="mailto:aila.tahtitanner@insinooriliitto.fi">aila.tahtitanner@insinooriliitto.fi</a>  <a href="http://www.insinooriliitto.fi">www.insinooriliitto.fi</a>  <a href="mailto:erik.karlberg@diff.fi">erik.karlberg@diff.fi</a>  <a href="http://www.diff.fi">www.diff.fi</a>
<b>Denmark</b>	Ingeniørforeningen i Danmark (IDA) Kalvebod Brygge 31-33 DK1780 København V	Lisbeth Andersen Konsulent	+45 33 18 48 48  +45 33 18 48 99	<a href="mailto:lka@ida.dk">lka@ida.dk</a>  <a href="http://www.ida.dk">www.ida.dk</a>
<b>Norway</b>	Norges Ingeniør-organisasjon (NITO) Postboks 9100 Grønland 0133 Oslo  Lakkegata 3	Vigdis Trulsen utreder	+47 22 05 35 00  +47 22 17 24 80	<a href="mailto:Vigdis.trulsen@nito.no">Vigdis.trulsen@nito.no</a>  <a href="http://www.nito.no">www.nito.no</a>
<b>Iceland</b>	Tæknifræðingsfélag Islands Engjateigur 9 105 Reykjavik	Bjarni Bentsson ingenjör	+354 568 8511  +354 568 8511	<a href="mailto:bjarnib@iti.is">bjarnib@iti.is</a>  <a href="http://www.tfi.is">www.tfi.is</a>

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Ingenjörförbundet  
Insinööriitto IL rf  
Ingeniørforeningen i Danmark  
Norges Ingeniør-organisasjon  
Tæknifrædingsfélag Islands