



VET SURVEY



Federation
of Veterinarians
of Europe

Survey of the veterinary
profession in Europe



Exclusive Sponsor



Contents

Introduction and Analysis by FVE Task Force Report	4
Executive Summary	8
Survey Methodology	9
Demography of the profession	11
Number of veterinarians in Europe	14
Age	17
Gender.....	19
Years working as a veterinarian.....	23
Employment status.....	24
Unemployment.....	25
Under-employment	27
Field of Employment	27
Second field of employment.....	30
Area of focus	31
Type of service.....	34
Reputation.....	35
Trend.....	35
The Demand for veterinary services	39
Number of animals (external data: Eurostat & FEDIAF)	42
Market size of animal care products and animal medicines.....	46
Aggregated value of veterinary practices.....	47
Revenue by type of species.....	48
Trends in practice revenue.....	49
Future workloads.....	51

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Survey conducted between November 2018 and March 2019.

Report release: October 21st 2019

Veterinary practices	53
Practice size	56
Future staffing	57
Legal formation	58
Practice revenue	59
Online presence	60
Working as a veterinarian	63
Average earnings	66
Earnings by field of employment	67
Earnings by age and gender	67
Earnings by practice size.....	67
Earnings change by country	68
Education and CPD (Continuing Professional Development).....	69
Hours of CPD/year	69
Satisfaction with CPD	70
Postgraduate qualification	71
CPD challenges and preferences.....	71
Satisfaction with education and time to find a job.....	75
Retirement and pension.....	76
Working in another country	78
Satisfaction with profession.....	80
Working hours	84
Holidays	85
Well-being	86
The Future	93
Future challenges	96
How vets think the market will change – next five years	103
What is needed to meet the challenges	104
Country pages	105

Introduction and Analysis by FVE Task Force Report

Introduction by Rens van Dobbenburgh, FVE President



The Federation of Veterinarians of Europe (FVE) and its member organisations have a strong interest in ongoing developments in the state of the veterinary profession in Europe. Job opportunities and challenges for veterinarians are being discussed almost continuously. In 2015, FVE commissioned a survey to provide a benchmark for the profession on demographics, the work market and financial indicators. With over 13,000 veterinarians from 24 FVE member countries completing the questionnaire, an extensive first report was produced¹. Three years later it was felt that a follow-up report was needed, in order to identify where trends were starting to emerge. In 2018, a new survey was circulated which was completed by over 14,500 veterinarians from 30 FVE member countries. New questions were added specifically for new graduates, and, more broadly, to assess stress levels and mental health issues with which veterinarians are struggling.

The FVE's 2015 survey revealed a number of interesting findings, such as the need for professional diversification, for improved support of new and recent graduates and for better use and uptake of IT-based tools. It furthermore identified the need to improve the wellbeing of veterinarians, to enhance female leadership and to gain a better grasp of business matters. This led FVE to develop VetFutures Europe² in the spring of 2016. **Its goal: to identify challenges facing our profession now and in the coming decades, and to develop an action plan to address these challenges.** VetFutures focused on six key areas: enhancing veterinary leadership, ensuring rewarding career pathways, broadening the veterinary role, sustainable businesses, looking after the wellbeing of the profession and embracing innovation.

Despite the high number of responses to the 2018 survey, it is important to recognise that results reflect the views of the respondents and thus reflect their personal understanding, perspective and knowledge of their profession. It might therefore mean that these findings are not in line with official national statistics. It is also important to note that in some countries no such formal national statistics exist. This report therefore allows us to compare veterinary demographics, the labour market, financial indicators and wellbeing of veterinarians between European Countries. This second report was generated by Grupo Asís. The report was sponsored exclusively by MSD Animal Health. In addition, an FVE taskforce appointed by the FVE assembly further analysed the results and drew from them general themes and significant findings. This report would not have been possible without the support of many.

The FVE Board is extremely grateful to all the national veterinary organisations – members of FVE – and partner organisations, who translated, promoted and distributed the survey; to the FVE taskforce who rapidly and skillfully analysed all results, to our sponsor MSD Animal Health and to Grupo Asís, who supported us throughout the whole process with their competence and professionalism. Last but not least, FVE is especially grateful to all veterinarians who completed the survey.

<https://www.fve.org/publications/survey-of-the-veterinary-profession-in-europe/>
<https://www.fve.org/publications/vet-futures-brochure-action-plan/>

Analysis by FVE Taskforce Report

An FVE taskforce appointed by the FVE General Assembly further analysed the results and drew from them general themes and significant findings.

Significant findings

Demographics and job market

- A continuing growth is seen in our profession; we have now an estimated 309,144 veterinarians in Europe (39 FVE member countries)
- The veterinary profession in Europe is a young profession. Most European veterinarians are under the age of 45.
- There is a general and continuing trend towards the feminisation of the veterinary profession: 58% of the responding veterinarians are female and 42% are male. This represents a 5% increase in female veterinarians since 2015. With the proportion of female veterinarians being much higher amongst veterinarians under 40, it is expected that feminisation will continue further.
- The vast majority (81%) of veterinarians work full-time. The number of unemployed veterinarians has gone down (3% in 2015, 1% in 2018). Under-employment also has gone down substantially since 2015, although still is rated at 18% (coming from 23%).
- The most common employment sector most respondents were employed in remains clinical practice (58%), and within this, predominantly small animal clinical practice. The second most common sector is public service (14% in 2018, down from 19% in 2015), education and research (11% in 2018, up from 6% in 2015) and industry (4%). A further 12 % of the profession carry out veterinary work in other areas.



Veterinary practices

- An interesting point to note is that the average size of veterinary practices appears to be undergoing a period of change. Currently most veterinary practices (70%) are small, with fewer than five staff. However, there would appear to be a trend towards increasing corporatisation and the creation of larger practice groups.
- Veterinarians working alone will be a minority by 2030 according to the majority of respondents.
- A slight decrease in veterinary ownership can also be seen, with more veterinarians in 2018 working as veterinary employees than in 2015, which corresponds to the trend noted above.
- The biggest growth in future staffing is foreseen in large practices.



Working as a veterinarian

- The highest earning veterinary-trained professionals are those working in consultancy, followed by food hygiene. The lowest-paid veterinarians work as employees in private clinical practice.
- The difference in pay between men and women responding to the survey was substantially less than in 2015; with in 2018 females being paid on average 12% less than their male colleagues (28% in 2015).
- On average, veterinarians in Europe continued to spend around 40 hours a year on continuing professional development (CPD).
- In terms of how satisfied veterinarians were that their education had prepared them for the job market, the average score given was 5 (with 0 being “complete dissatisfaction” and 10 “complete satisfaction”). For recently graduated veterinarians, it takes an average of two years from graduation to finding a job that allows them economic independence.
- Most veterinarians plan to retire when they are between 65 and 69 years old, while 20% want to retire after the age of 70.
- They veterinary profession is mobile, with 7% of respondents having worked in another country in the last three years. Veterinarians tend to move away from countries with high unemployment towards countries with more opportunities on the job market.
- If they could have their time again, 60% of respondents would choose to study veterinary medicine again. This number seems low, especially recognising that our survey will not have reached many veterinarians who moved out of the veterinary profession.



Wellbeing and the future

- The 2018 survey included questions on wellbeing and mental health, which was not the case with the 2015 survey. As such, no comparisons could be made.
- Stress levels in the profession are reported to be high. Veterinarians report a level of stress at work of 7 out of 10, using a scale from 0 to 10 where 10 represents the highest level of stress.
- A quarter (26%) of veterinarians reported they had to take more than two weeks off work due to depression, burn-out, exhaustion or compassion fatigue in the last three years. This number is substantially higher in some countries.
- Most veterinarians believe that animal welfare under the influence of societal pressure will become more important in the future and an essential factor of sustainability.
- More specialisation is still a priority for veterinarians to help overcoming future challenges. More business training and increasing digital skills are also backed by a high proportion of veterinarians. Increasing legislation governing the profession, on the other hand, proved unpopular.
- In respect to digitalization and telemedicine, veterinarians are unsure what the future will bring. Veterinarians doubt if telemedicine in the future will facilitate the provision and access to veterinary services (scoring it 5.1 on a scale of 0 to 10) although they score higher (6.3) the possibility that new veterinary working areas such as data scientist will exist by 2030.



Points for further consideration

- The results of our 2018 survey show several positive trends compared to 2015, namely:
 - A veterinary degree opens a door to a wide range of career options. We see that more veterinarians in 2018 compared to 2015 are taking up less traditional job opportunities.
 - Unemployment and underemployment figures have decreased, even in the countries that were the hardest hit by the recession.
 - The gap in remuneration between female and male veterinarians has also decreased.
- The 2018 survey for the first time provided data on the wellbeing of veterinarians. It is clear from our results that stress levels in the profession are extremely high and that wellbeing definitely needs further attention in the future.
- Private clinical practice is changing. While slow in some countries, and fast in others, corporatisation leads to larger practices and more veterinarians working as veterinary employees instead of owners. These larger organisations will have an impact such as on the style and type of veterinary employment impacting upon earnings, work patterns, employment opportunities and wellbeing of veterinarians. They will also have an impact on professional veterinary organisations at either national level or European level.
- There remains a recognised need to advance undergraduate training and to ensure that veterinary undergraduate training prepares veterinarians for the job market. Many veterinarians feel that currently this is not the case. Whilst much has been done over recent years to widen and increase the range of skills and training offered to undergraduates there remains a need to further widen the training base so that other fields become core parts of the curriculum. Furthermore, the survey notes concerns raised by veterinary colleagues that the skills of recent graduates are in need of development. There is a need for further examination of this matter so that an in-depth understanding of the cause of this perception is identified to permit corrective actions to be put into place.

We live in quickly evolving times. Unlike generations before us, people alive today must constantly adapt and readapt to rapid changes in technology, society and the economy. The results of our second survey shows our profession is not immune to this, is also changing rapidly and will continue to do so. The VetFutures project, run by FVE but also run nationally in several countries, which identifies challenges facing our profession now and in the coming decades, and to develop actions to address these challenges, remains of pivotal importance. The key themes identified: enhancing veterinary leadership, ensuring rewarding career pathways, broadening the veterinary role, sustainable businesses, looking after the wellbeing of the profession and embracing innovation – all remain valid today. Positive is that compared to the 2015 survey, we see several positive tendencies.

FVE encourages all its member countries to take into account the finding of this survey for your country in order to decide on further policy development in order to future-proof the veterinary profession in your country. The best way to predict your future is to create it. Working together as a profession we can do this.

Taskforce members:

Jason Aldiss (UK), Christophe Buhot (France), Bob Carrière (Netherlands), Christine Fossing (Denmark), Heiko Färber (Germany), Olivier Glardon (Switzerland), Rafael Laguens (Spain), Lizzie Lockett (UK), Lidewij Wiersma (EBVS) and Nancy De Briyne (FVE).

Executive Summary

For the second time ever, a survey of veterinarians across Europe was conducted to gather the opinions of more than 14,000 veterinarians from 30 different countries on issues of veterinary service demand, practice characteristics, employment conditions, future trends and demographic composition of the sector. The survey replicates some of the measures collected in the first wave of 2015 while also incorporating new questions. Thus, the findings discussed here allow for a cross-sectional analysis of current (i.e. 2018) trends as well as a retrospective comparison with the data observed four years ago.

A first finding worthy of mention is the size of the animal population and the number of veterinarians across Europe. In total, there are **309,144 veterinarians** caring for **290 million** companion animals (a marked increase from 2015 when the figure was 157 million) and **371 million** cattle, sheep, pigs and goats (up from 342 million in 2015).

Regarding their demographic composition of the profession, veterinarians continue to be **a young group**: 45% of vets are less than 40 years old (in 2015 the proportion was 44%). Again, this indicates that more people are joining the trade than are leaving (retiring) from it. In general terms, while the sector remains somewhat gender balanced there has been a slight increase in the proportion of female veterinarians since 2015 (from 53% to 58%).

Most veterinarians work full-time (81%); three points above the figure reported in 2015. Moreover, by 2018, 39 percent of veterinarians have a second occupation; a considerable increase from the 21% reported in 2015. Only 1% of veterinarians are unemployed across Europe, and in most countries the rate is below 2% (except for Spain at 5%, and Switzerland and Iceland at 3%). 26% of those unemployed have been so for more than a year (a 5% drop from 2015).

Just over half believe that they are well regarded by their clients, but only 37% believe they are well regarded by the general public. Nonetheless, on average, veterinarians are satisfied with their career (7 on a scale from 0 to 10) but slightly less satisfied with their remuneration (5.3 on the same scale). The median salary (in Euros adjusted for PPP) is 39,803 (roughly 1,300 euros more than in 2015). Again, this number increases by age of veterinarian, ownership and for larger practice sizes. Unfortunately, there remains a gender gap among veterinarians: while males earn around 44,000 euros, their female counterparts earn just under 39,000.

As in 2015, by 2018 close to 60% of veterinarians work in private practice. Two thirds of revenue come from companion animals, while an additional 13% comes from cattle and 8% from horses. Furthermore, 45% of veterinarians across Europe reported an increase in revenue over the last 12 months while a third saw no change and 22% reported a decrease.

Again, most practices are small: 26% are one-person businesses, while 17% are staffed by two employees, a further 27% are staffed by three employees.

Regarding future trends, **veterinarians are slightly more optimistic than in 2015**: while three years ago 45% of veterinarians expected their revenue to increase in the following year, by 2018 the proportion rises to 52%. In 2015 45% of those surveyed expected their workloads to increase in the next 12 months; in 2018, expected workload climbs to 55%.



Survey Methodology

The 2019 Survey of the Veterinary Profession in Europe was conducted between November 2018 and March 2019 in a total of **30 European countries**. This is the second time this study is run; the first wave being conducted in 2015. The topics covered in 2015 and 2018 are largely comparable as a similar questionnaire was adopted between both waves.

All 25 countries fielded in 2015 participated in 2018. In addition, Turkey, United Kingdom, Ireland, Russia and Slovenia were included in this second wave of the survey. The questionnaire was offered in all official languages of the participating countries.

Table below shows the number of respondents recruited per participating country, along with the number of vets (as reported by the FVE for 2018), the national population, ratio of vets per 1,000 habitants, and the adjusted margin of error for survey estimates. For global estimates the adjusted margin of error is +/- 0.80 at the 95% confidence level.

In total **14,559 veterinarians** completed the survey, a figure considerably larger than in 2015: 13,001. As opposed to 2015, all participating countries were able to recruit enough respondents to produce country-level estimates with appropriate levels statistical precision. Nevertheless, and as seen in 2015, the margins of error remain considerably large for most of the countries of the study. Furthermore, statistical inference is limited for subgroup estimates within countries as cell sizes necessarily drop. When applicable, sections of this report include wording cautioning the reader of small cell sizes.

► POPULATION SUMMARY STATISTICS, NUMBER OF RESPONDENTS AND MARGIN OF ERROR

Country	Respondents	Number of veterinarians	Population	Veterinarians per 1000 population	Margin of error (adjusted for FPC)
Austria	212	3,100	8,822,267	0.35	6.5
Belgium	211	6,179	11,398,589	0.54	6.6
Bulgaria	57	3,400	7,050,034	0.48	12.9
Czech Republic	393	4,500	10,610,055	0.42	4.7
Denmark	385	2,500	5,781,190	0.43	4.6
Estonia	81	800	1,319,133	0.61	10.3
Finland	266	2,500	5,513,130	0.45	5.7
France	1,323	19,500	66,926,166	0.29	2.6
Germany	1,618	41,000	82,792,351	0.5	2.4
Hungary	139	2,971	9,778,371	0.3	8.1
Iceland	31	215	348,450	0.62	16.3
Ireland	368	2,098	4,830,392	0.43	4.6
Italy	1,182	30,100	60,483,973	0.5	2.8
Latvia	64	2,500	1,934,379	1.29	12.1
Luxembourg	82	265	602,005	0.44	9.0
Netherlands	259	5,000	17,181,084	0.29	5.9
North Macedonia	75	270	2,075,301	0.13	9.6
Norway	425	3,000	5,295,619	0.57	4.4
Poland	464	9,617	37,976,687	0.25	4.4
Portugal	1,267	6,058	10,291,027	0.59	2.4
Romania	848	7,400	19,530,631	0.38	3.2
Russia	490	25,000	144,496,740	0.17	4.4
Serbia	144	2,750	7,001,444	0.39	8.0
Slovakia	294	2,150	5,443,120	0.39	5.3
Slovenia	155	900	2,066,880	0.44	7.2
Spain	2,641	27,000	46,658,447	0.58	1.8
Sweden	406	3,326	10,120,242	0.33	4.6
Switzerland	104	2,100	8,484,130	0.25	9.4
Turkey	122	20,000	80,810,525	0.25	8.8
United Kingdom	453	27,000	66,273,576	0.41	4.6
EUROPE 2019 (30)	14,559	263,199	741,895,938	0.35	0.8

* Population source: Eurostat population as at 1 January 2018

Number of veterinarians source: FVE. Figures refer to the number of active vets i.e. excluding retired, unemployed and not working.

▶ PARTICIPATING COUNTRIES





Demography of the profession

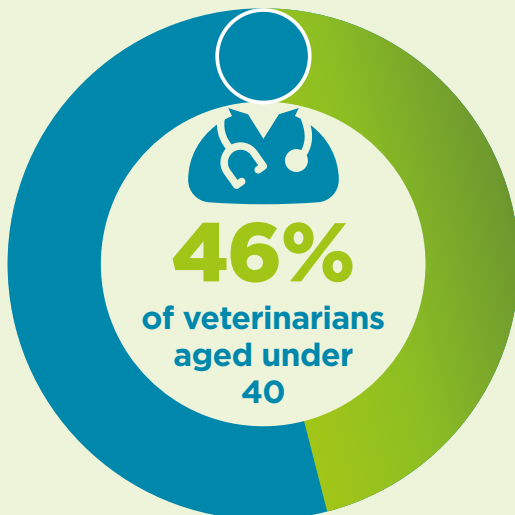


0.38
veterinarians
per 1000 population

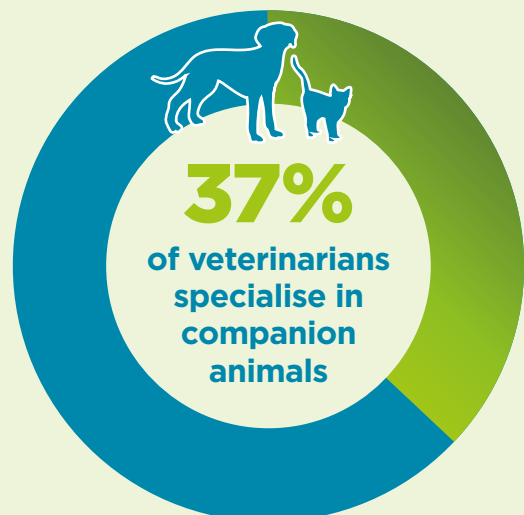
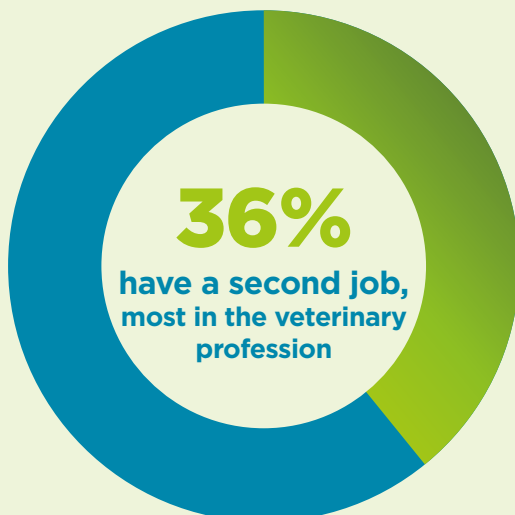
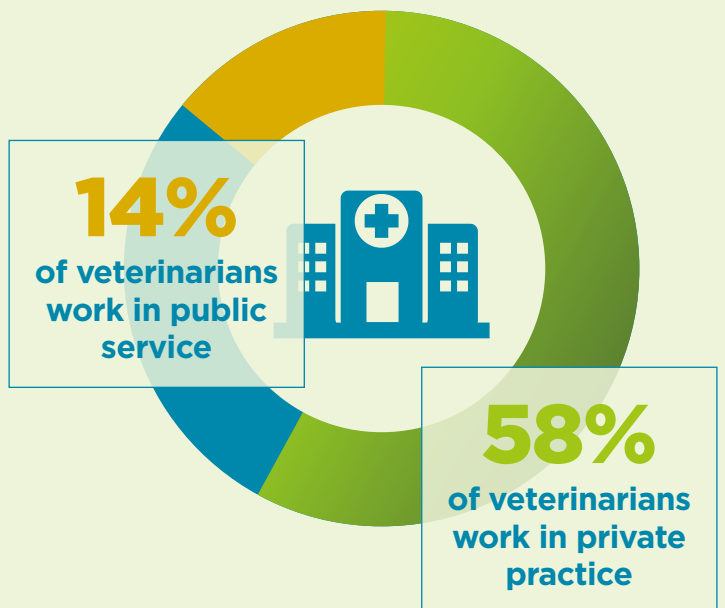
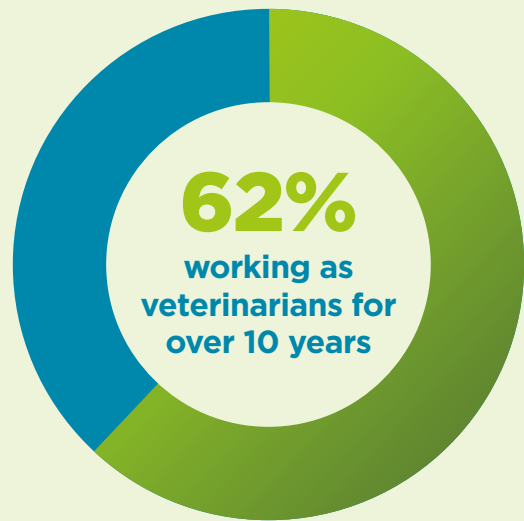
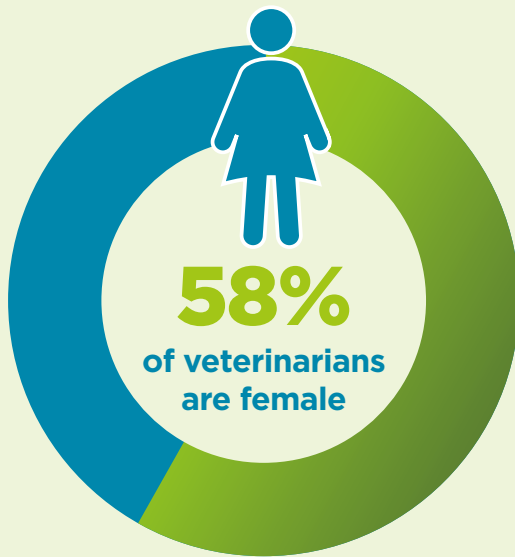
Estimated number
of veterinarians in Europe



309,144



Key findings



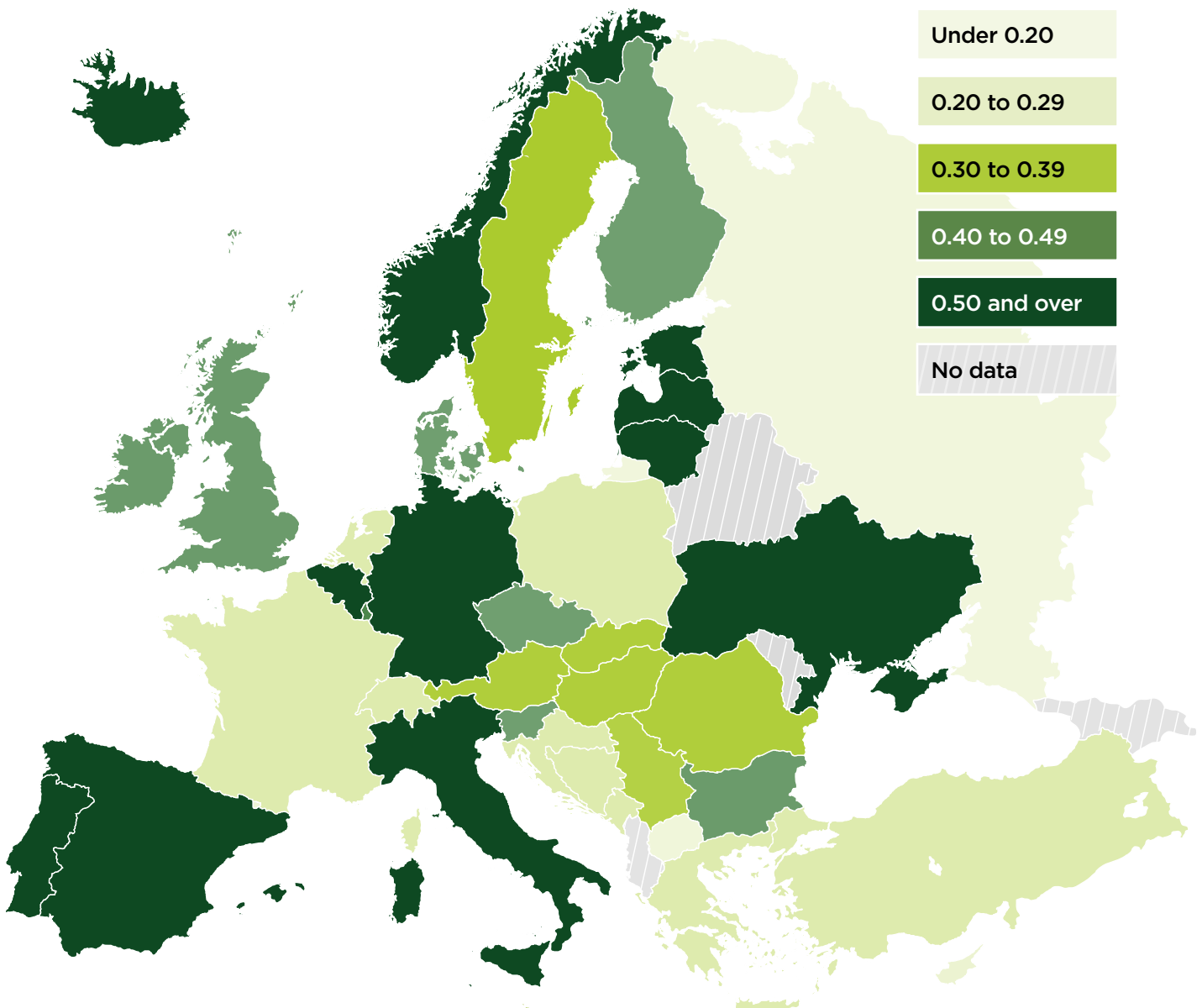
Number of veterinarians in Europe

There are approximately 309,144 veterinarians who reside in Europe, and over half of them (52.9%) live in Germany, Ukraine, Italy, United Kingdom and Spain. Russia, Turkey and France follow in terms of proportion of the total number of veterinarians in Europe.

The rate of veterinarians per population has not changed since 2015, on average there are 0.38 veterinarians per 1000 people. The countries with the highest rate are Latvia, Ukraine and Lithuania with 1.3, 0.9 and 0.8 veterinarians per 1000 residents respectively. The countries with the lowest share of veterinarians are North Macedonia, Russia and Cyprus.

Number of veterinarians per 1000 population

► CHART 1.1. ESTIMATED NUMBER OF VETERINARIANS IN EACH EUROPEAN COUNTRY (2018)



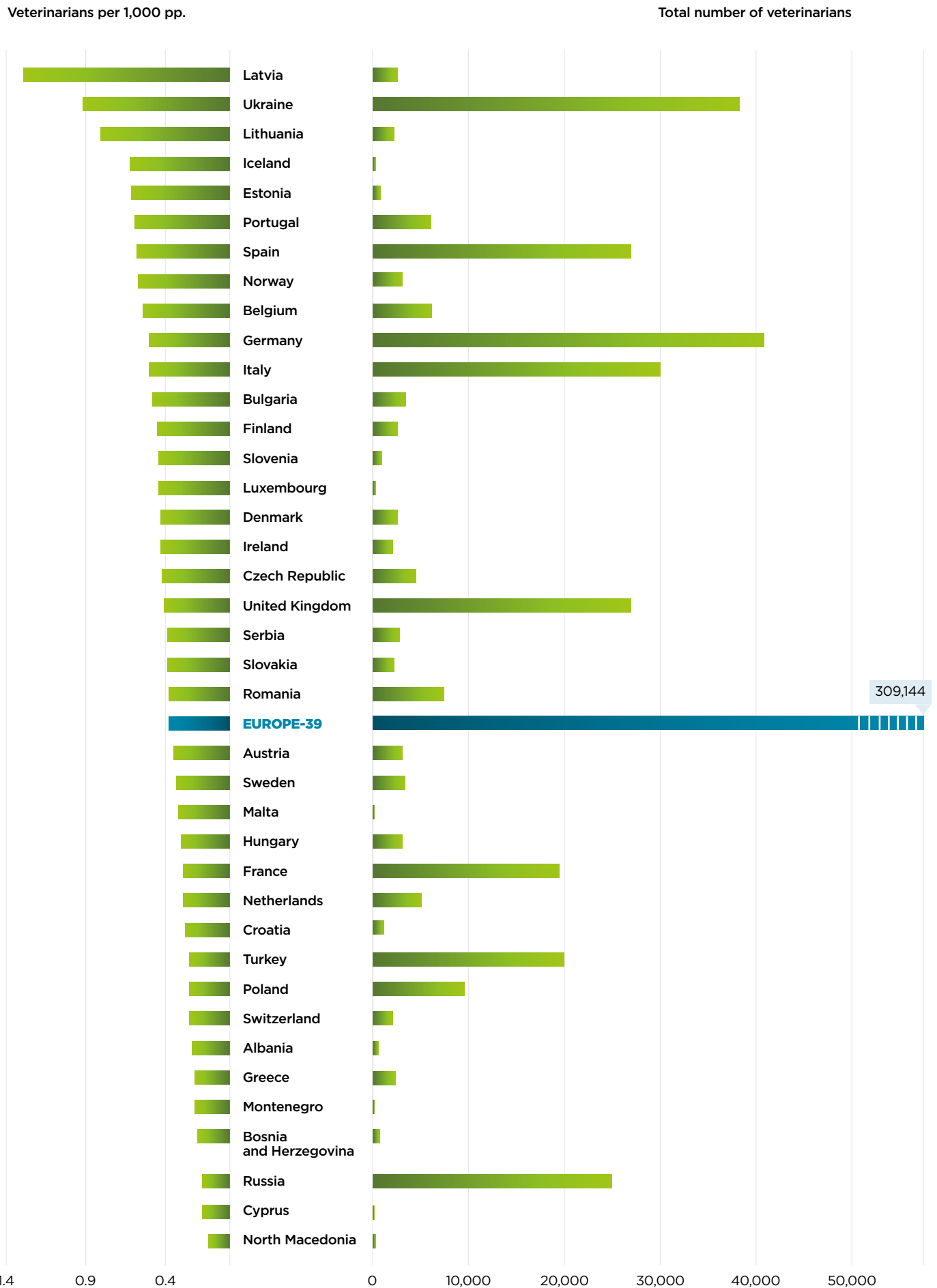
► TABLE 1.1. ESTIMATED NUMBER OF VETERINARIANS IN EACH EUROPEAN COUNTRY (2018)

Country	Number of veterinarians	Population	Veterinarians per 1000 population
Albania	660	2,870,324	0.23
Austria	3,100	8,822,267	0.35
Belgium	6,179	11,398,589	0.54
Bosnia and Herzegovina	700	3,502,550	0.20
Bulgaria	3,400	7,050,034	0.48
Croatia	1,150	4,105,493	0.28
Cyprus	150	864,236	0.17
Czech Republic	4,500	10,610,055	0.42
Denmark	2,500	5,781,190	0.43
Estonia	800	1,319,133	0.61
Finland	2,500	5,513,130	0.45
France	19,500	66,926,166	0.29
Germany	41,000	82,792,351	0.50
Greece	2,345	10,741,165	0.22
Hungary	2,971	9,778,371	0.30
Iceland	215	348,450	0.62
Ireland	2,098	4,830,392	0.43
Italy	30,100	60,483,973	0.50
Latvia	2,500	1,934,379	1.29
Lithuania	2,250	2,808,901	0.80
Luxembourg	265	602,005	0.44
Malta	150	475,701	0.32
Montenegro	140	622,359	0.22
Netherlands	5,000	17,181,084	0.29
North Macedonia	270	2,075,301	0.13
Norway	3,000	5,295,619	0.57
Poland	9,617	37,976,687	0.25
Portugal	6,058	10,291,027	0.59
Romania	7,400	19,530,631	0.38
Serbia	2,750	7,001,444	0.39
Slovakia	2,150	5,443,120	0.39
Slovenia	900	2,066,880	0.44
Spain	27,000	46,658,447	0.58
Sweden	3,326	10,120,242	0.33
Switzerland	2,100	8,484,130	0.25
Turkey	20,000	80,810,525	0.25
Ukraine	38,400	42,216,766	0.91
United Kingdom	27,000	66,273,576	0.41
Russia	25,000	144,496,740	0.17
EUROPE-39	309,144	810,103,433	0.38

* Population source: Eurostat population as at 1 January 2018
 Number of Veterinarians source: FVE. Figures refer to the number of active veterinarians i.e. excluding retired, unemployed and not working.



▶ CHART 1.2. ESTIMATED NUMBER OF VETERINARIANS IN EACH EUROPEAN COUNTRY (2018)



Age

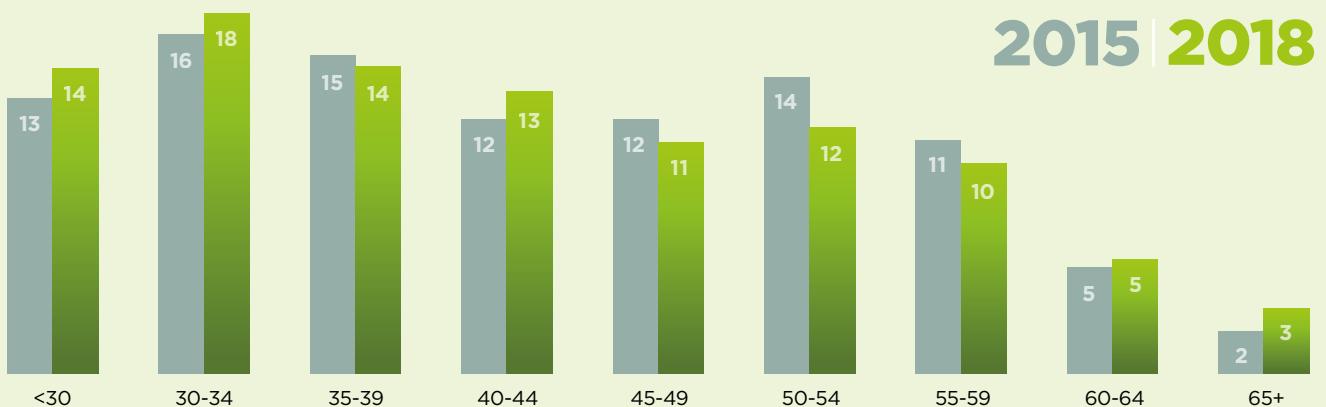
Most European veterinarians are under the age of 45. Very few (less than 8% overall for all of Europe) are above the age of 60. 30 to 34-years old is the most common age category for veterinarians. In other words, there has been little change in the age profile since 2015 when the last survey of European veterinarians was conducted.

Russia has the highest proportion of veterinarians under 40, followed by Portugal, Estonia and Poland. In contrast, the results for Denmark, Ireland and the Netherlands show that over 30% of their veterinarian population is over 50.

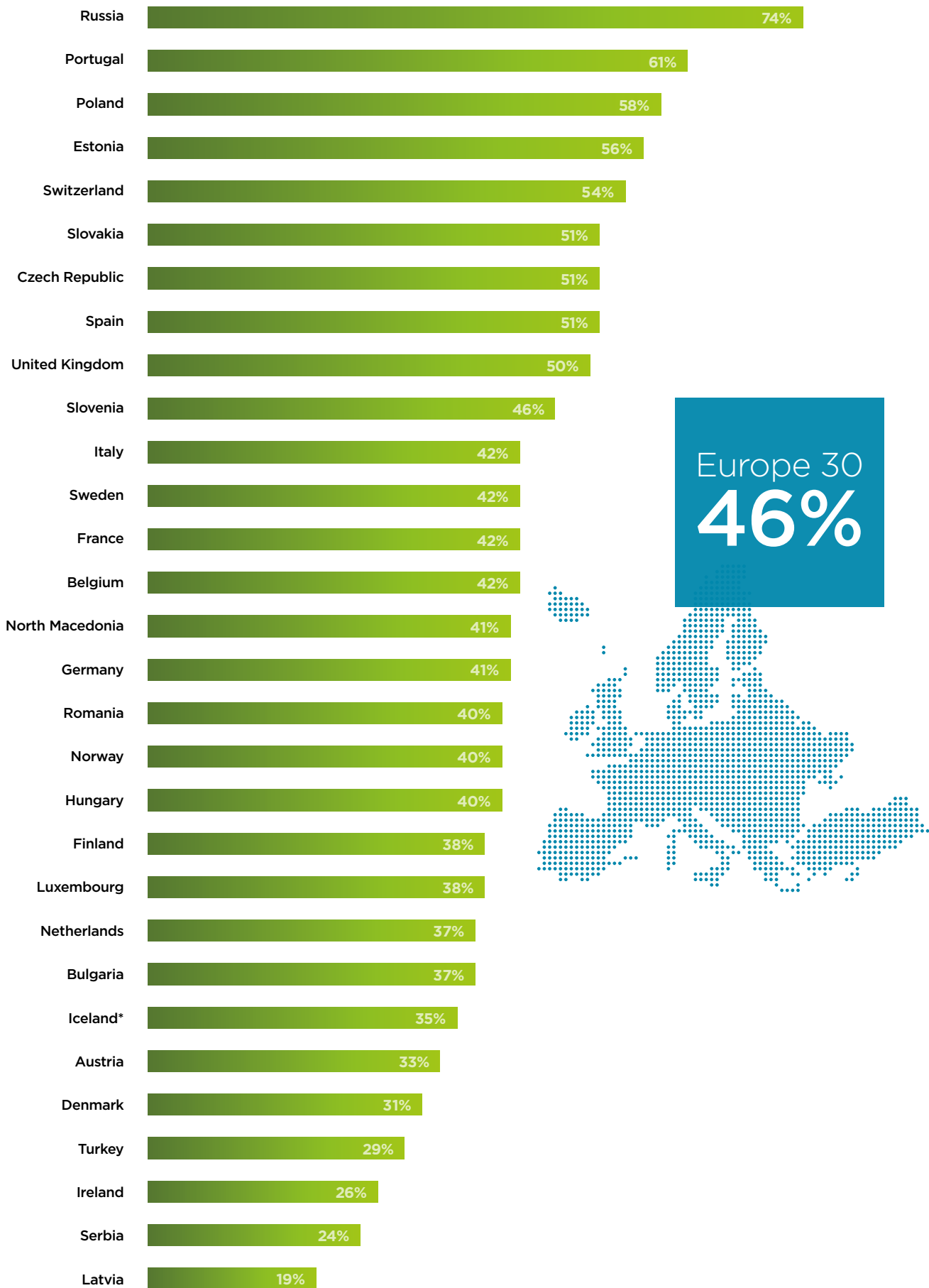
► TABLE 1.2. PERCENTAGE OF VETERINARIANS ANALYSED BY AGE GROUP AND COUNTRY (2018)

Country	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Austria	8	8	17	12	12	19	15	5	4
Belgium	15	12	15	11	10	11	11	9	6
Bulgaria	7	16	14	15	12	16	16	4	0
Czech Republic	20	18	13	10	7	10	8	10	4
Denmark	8	11	11	10	10	13	15	12	10
Estonia	22	28	5	6	14	10	9	1	5
Finland	8	15	15	14	15	14	10	7	2
France	14	15	12	10	10	13	16	7	3
Germany	11	16	14	13	11	13	12	6	4
Hungary	10	11	19	12	9	11	9	9	10
Iceland	6	6	23	14	19	3	13	6	10
Ireland	6	12	9	15	13	9	13	12	11
Italy	13	16	13	12	10	11	12	10	3
Latvia	6	2	11	9	16	34	14	3	5
Luxembourg	10	11	17	18	9	12	18	5	0
Netherlands	10	12	15	10	10	11	13	10	9
North Macedonia	7	16	19	25	17	11	4	1	0
Norway	11	14	15	17	13	11	10	6	3
Poland	19	22	17	14	7	5	6	7	3
Portugal	21	24	16	16	8	5	4	2	4
Romania	10	15	15	15	13	18	8	3	3
Russia	32	25	17	14	9	2	1	0	0
Serbia	0	12	12	17	16	22	13	7	1
Slovakia	19	19	12	9	7	7	13	7	7
Slovenia	12	15	18	13	10	15	10	2	5
Spain	18	18	15	11	12	13	8	4	1
Sweden	11	17	14	8	10	10	9	11	10
Switzerland	8	19	27	14	10	10	4	5	3
Turkey	6	16	7	17	14	21	14	3	2
United Kingdom	14	17	19	15	12	9	7	3	4
EUROPE-30	14	18	14	13	11	12	10	5	3

► CHART 1.3. SHARE OF VETERINARIANS BY AGE (2015-2018)



▶ CHART 1.4. PERCENTAGE OF VETERINARIANS UP TO THE AGE OF 40 BY COUNTRY (2018)



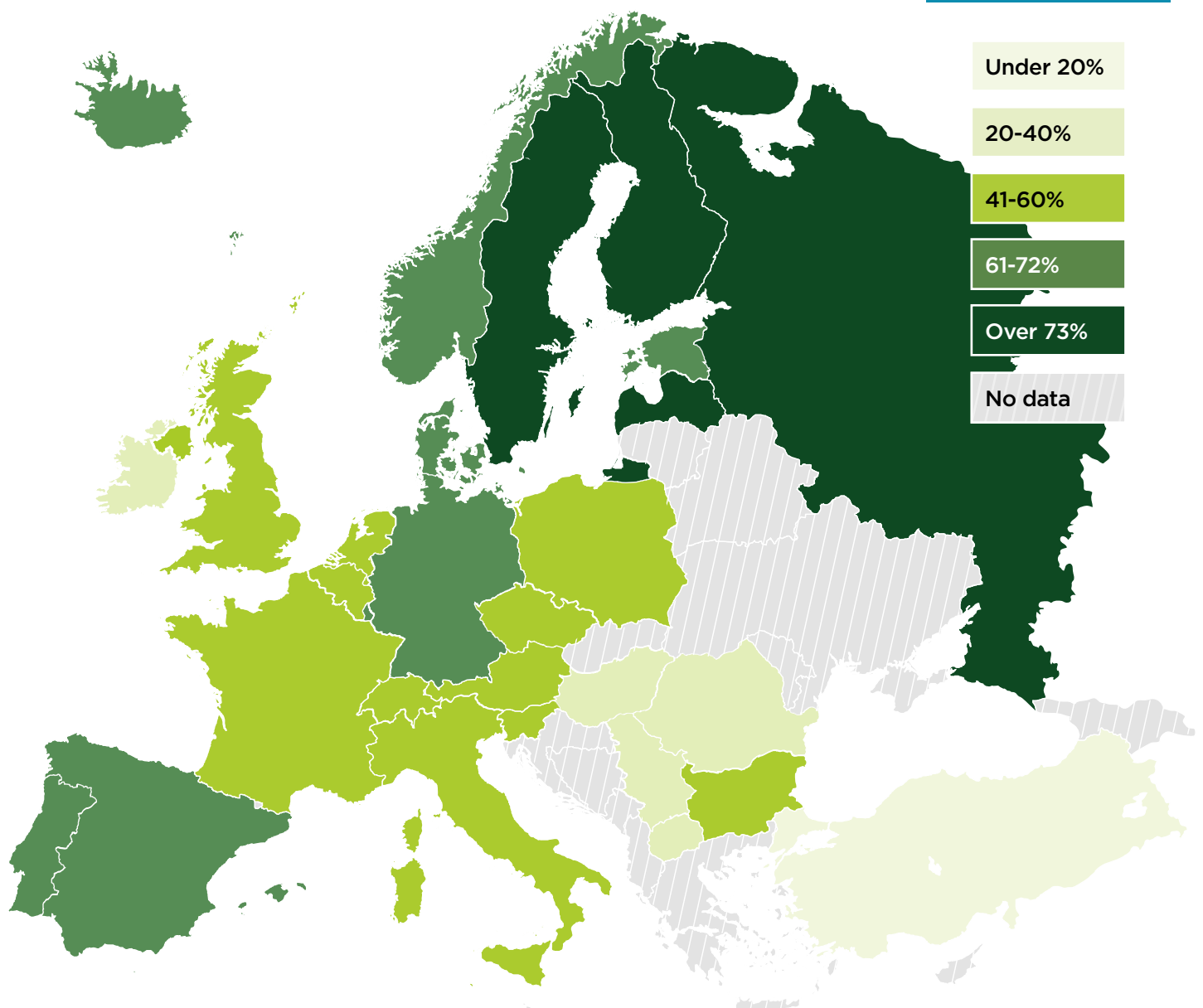
Source: FVE Survey 2018. * Caution: low base size.

Gender

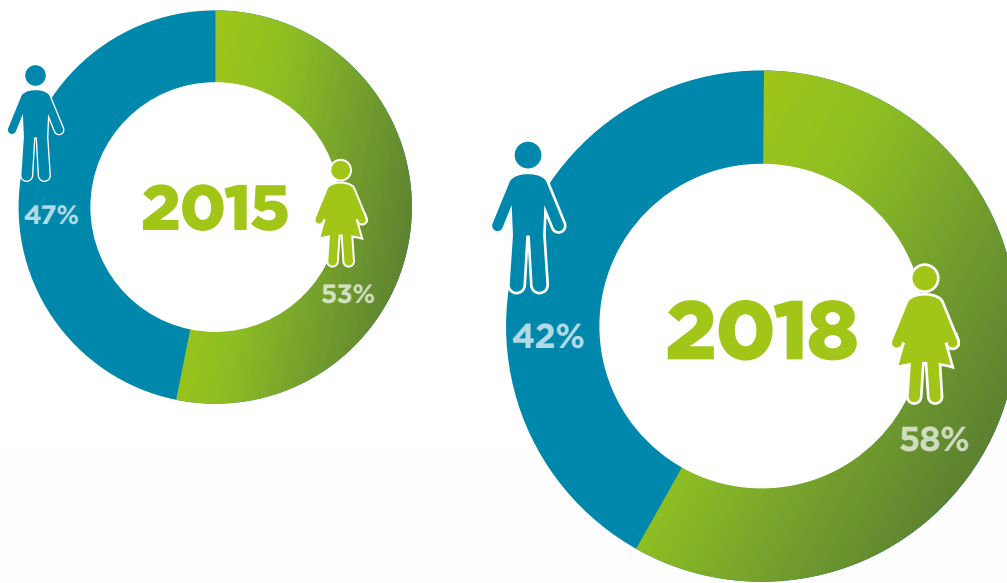
In Europe, there is a general trend towards the feminization of the veterinary profession: 58 per cent of veterinarians in Europe are women and 42 per cent are men. This represents a 5% increase with respect to 2015. However, the prevalence of female veterinarians is not uniform across countries. Finland, Latvia and Sweden have the highest percentage of female veterinarians (over 80 per cent) while Turkey, Serbia, Romania and North Macedonia have the lowest (less than 35 percent).

The proportion of female veterinarians owning a practice has also increased since 2015 in most countries. In Finland and Latvia, more than 88% of owners are women (this proportion was 80% or less in 2015); the proportion of female practice owners in Serbia and North Macedonia, which were the countries with fewer female owners in 2015, has also increased.

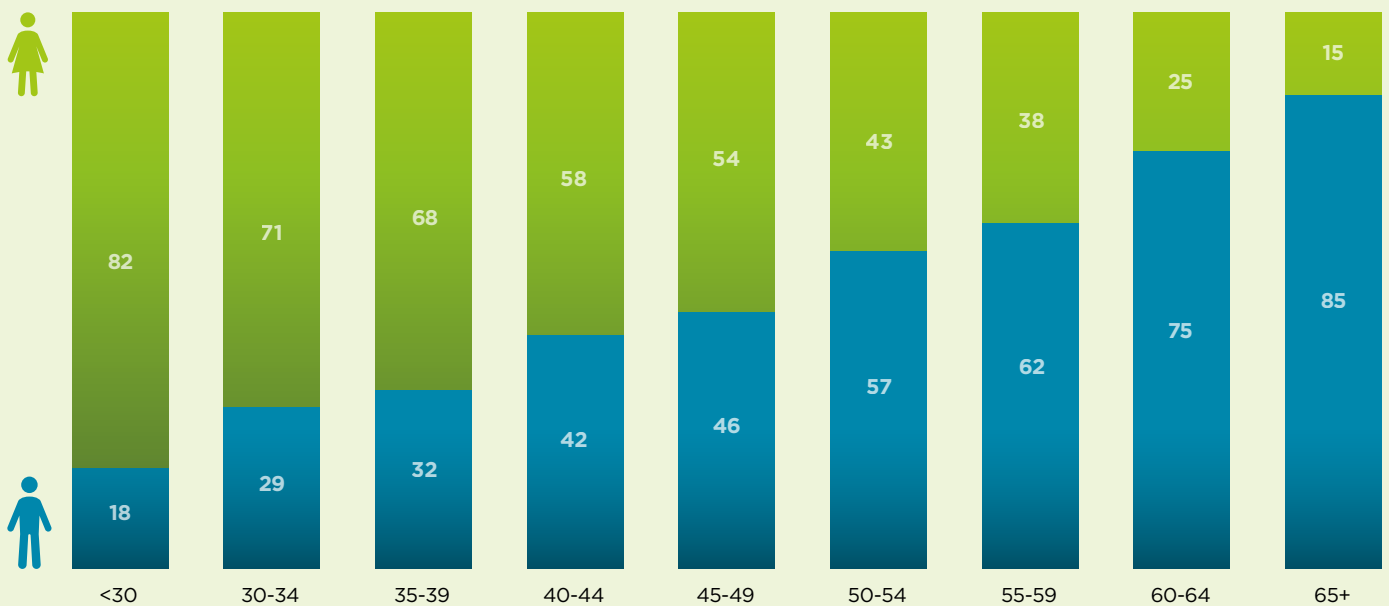
► CHART 1.5. PERCENTAGE OF FEMALE VETERINARIANS BY COUNTRY (2018)



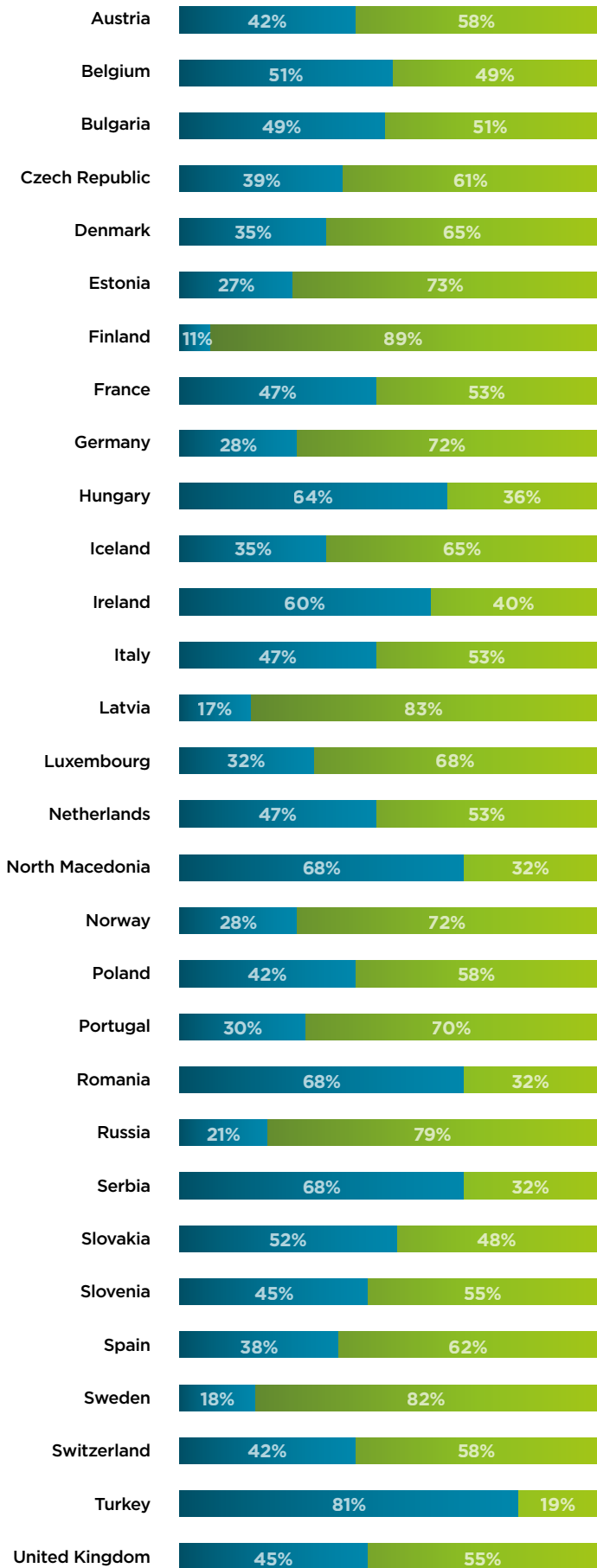
► CHART 1.6. PERCENTAGE OF VETERINARIANS BY GENDER 2015-2018



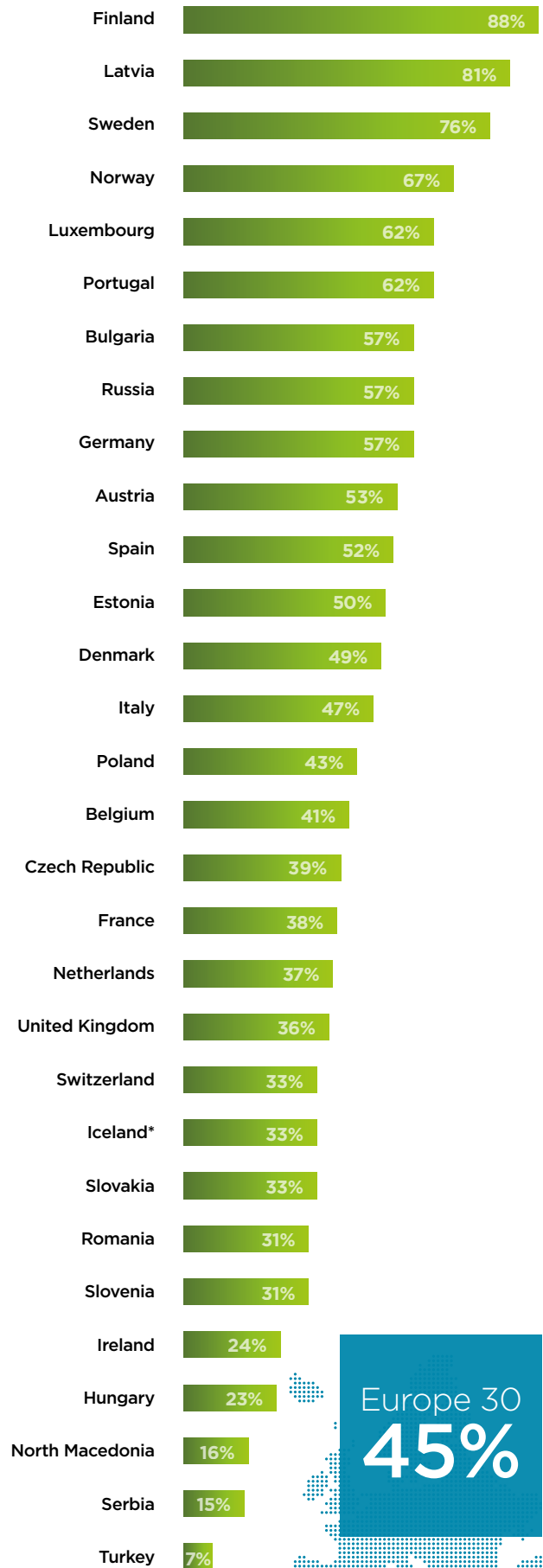
► CHART 1.7. PERCENTAGE OF VETERINARIANS BY GENDER AND AGE (2018)



► CHART 1.10. PERCENTAGE OF VETERINARIANS BY GENDER AND COUNTRY (2018)



► CHART 1.11. PROPORTION OF FEMALE OWNERS BY COUNTRY (2018)



► CHART 1.12. EVOLUTION OF PROPORTION OF FEMALE OWNERS BY COUNTRY (2015-2018)

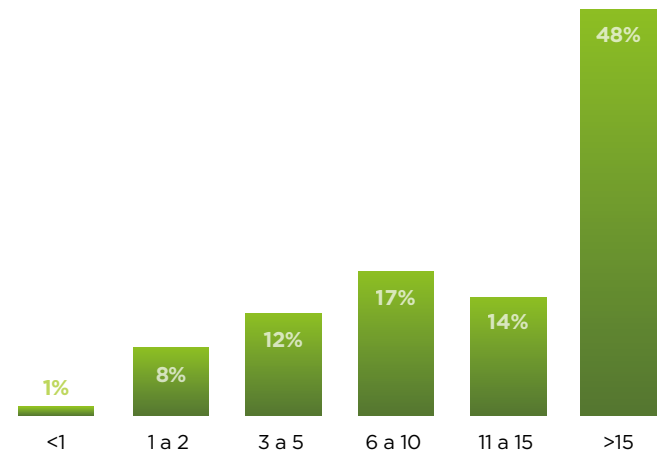


2015
2018

Years working as a veterinarian

Almost half of the survey participants have been working as veterinarians for over 15 years. On the other hand, only 1 per cent of them have less than one-year experience in their profession. The countries with the highest proportion of less experienced veterinarians are Estonia, Czech Republic, Iceland and Portugal. In contrast, Latvia, Ireland and Turkey have the highest proportion of more experienced veterinarians: over two thirds have more than 15 years of experience.

► CHART 1.13. PERCENTAGE OF VETERINARIANS BY RANGE OF EXPERIENCE IN YEARS (2018)



► TABLE 1.3. YEARS WORKING AS A VETERINARIAN BY COUNTRY (%) (2018)

Country	<1	1 to 2	3 to 5	6 to 10	11 to 15	>15
Austria	1	7	7	14	17	54
Belgium	2	6	10	13	13	56
Bulgaria	0	5	9	12	12	62
Czech Republic	1	15	16	15	9	44
Denmark	1	8	10	12	8	61
Estonia	0	18	19	16	8	41
Finland	0	5	15	14	13	53
France	1	9	9	14	12	55
Germany	1	10	10	17	13	49
Hungary	0	4	12	16	12	56
Iceland	0	13	10	10	16	51
Ireland	0	3	6	11	9	71
Italy	1	10	13	16	12	48
Latvia	0	2	6	3	11	78
Luxembourg	0	5	5	17	20	53
Netherlands	0	6	9	16	13	56
North Macedonia	0	3	13	27	20	37
Norway	0	10	12	15	16	47
Poland	1	10	14	22	16	37
Portugal	1	13	19	19	14	34
Romania	0	6	9	16	16	53
Russia	0	7	17	28	21	27
Serbia	1	1	9	15	17	57
Slovakia	0	11	19	14	12	44
Slovenia	1	9	13	16	16	45
Spain	1	9	15	17	14	44
Sweden	1	7	14	19	12	47
Switzerland	0	6	13	23	20	38
Turkey	0	3	8	16	4	69
United Kingdom	1	9	11	17	18	44
EUROPE-30	1	8	12	17	14	48

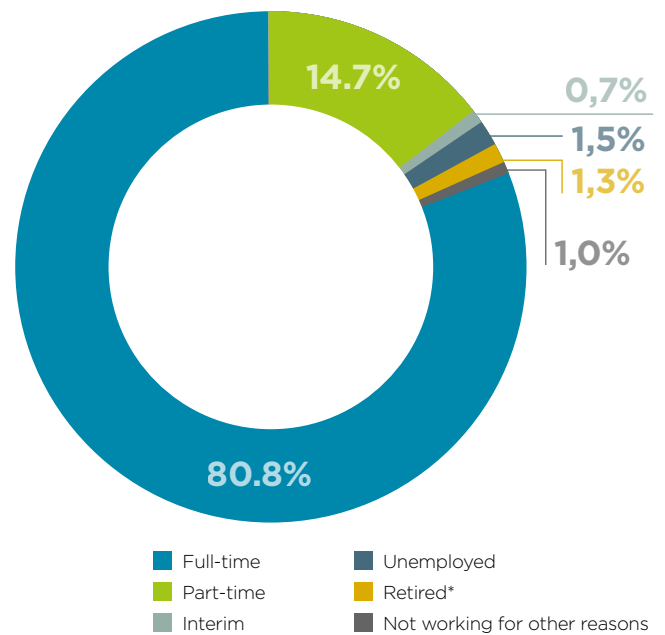
Employment status

81 per cent of veterinarians are in full-time employment, three percentage points more than in 2015, while 15 per cent have part-time jobs. In 2015, 90% or more veterinarians worked full-time in Bulgaria, Belgium, Iceland, Poland, Portugal and Serbia. In 2018, the same threshold of full-time work is observed in Bulgaria, Serbia, North Macedonia, Romania, Slovenia and Turkey.

Overall, there has been a decrease in the percentage of unemployed veterinarians, even in those countries where unemployment rates are high, including Spain, Italy, Serbia, North Macedonia and Portugal. In fact, no veterinarians in North Macedonia indicated being unemployed, compared to the 5% in 2015. Although Spain still has the highest unemployment rate of all the surveyed countries (5%), it is 3 points lower than in 2015.

* Most of the answers from the survey come from active veterinarians; thus, the number of retired veterinarians will in fact be higher.

▶ CHART 1.14. PERCENTAGE OF VETERINARIANS BY EMPLOYMENT STATUS (2018)



▶ TABLE 1.4. PERCENTAGE OF VETERINARIANS BY EMPLOYMENT STATUS AND COUNTRY (2018)

Country	Full-time	Part-time	Interim	Unemployed	Retired	Not working for other reasons
Austria	75	22	0	0	3	0
Belgium	86	12	0	0	2	0
Bulgaria	91	7	0	0	0	2
Czech Republic	79	15	1	1	1	3
Denmark	65	23	1	2	7	2
Estonia	76	18	1	0	0	5
Finland	78	18	1	0	2	1
France	81	17	0	1	1	0
Germany	71	25	1	1	1	1
Hungary	73	18	1	1	7	0
Iceland	78	16	0	3	3	0
Ireland	84	13	1	0	2	0
Italy	75	19	1	2	2	1
Latvia	79	19	2	0	0	0
Luxembourg	76	22	1	0	1	0
Netherlands	64	26	1	1	7	1
North Macedonia	99	1	0	0	0	0
Norway	89	10	0	0	0	1
Poland	85	11	1	2	1	0
Portugal	90	5	1	2	1	1
Romania	93	3	0	1	1	2
Russia	82	16	0	1	0	1
Serbia	91	1	2	4	1	1
Slovakia	85	10	1	0	3	1
Slovenia	91	6	1	1	0	1
Spain	80	11	1	5	1	2
Sweden	64	27	0	0	7	2
Switzerland	75	18	0	3	2	2
Turkey	99	0	1	0	0	0
United Kingdom	87	11	0	1	1	0
EUROPE-30	81	15	1	1	1	1

In addition to differences between countries, results show differences between the employment statuses of men and women. Men tend to work full-time at a higher extent than women (88 per cent compared to 76 per cent), and part time to a lesser extent: while 20 per cent of female veterinarians work full-time, only 7 per cent of men do. Moreover, there are more female veterinarians unemployed than male ones.



► **TABLE 1.4. PERCENTAGE OF VETERINARIANS BY EMPLOYMENT STATUS AND GENDER (2018)**

	Full-time	Part-time	Interim	Unemployed	Retired	Not working for other reasons
Male EUROPE-30	88	7	1	1	3	0
Female EUROPE-30	76	20	1	2	0	1
ALL-EUROPE-30	81	15	1	1	1	1

Unemployment

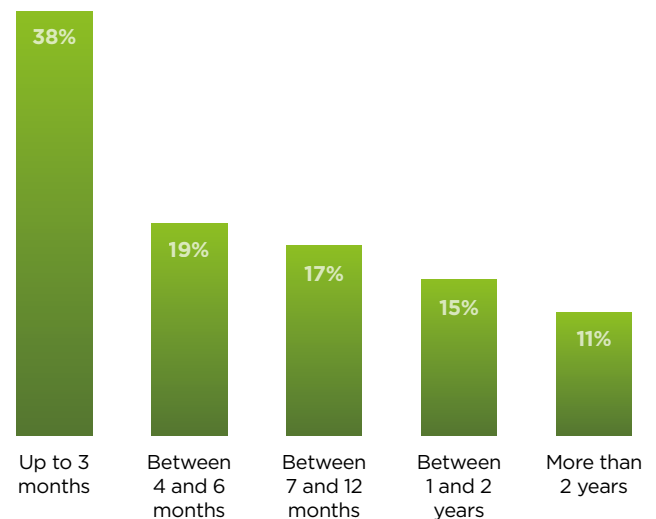
Across Europe, 74 per cent of all unemployed veterinarians have been seeking work for less than a year; 38% of those unemployed have been looking for three months or less. 26 per cent of unemployed veterinarians, however, indicate having been so for more than one year. Fortunately, this percentage is lower than in 2015, when 31 per cent had been unemployed for more than 12 months.

Regarding the sectors where unemployed veterinarians are looking for work, 40 per cent exclude looking for work outside the veterinary profession, 11 percent less than in 2015. Another 39 per cent is looking for work both within and outside their profession, and only 9 per cent is searching outside the profession. Finally, 11 per cent are unemployed but not currently searching for work.

► **TABLE 1.5. PERCENTAGE OF VETERINARIAN BY TIME OF UNEMPLOYMENT (2015-2018)**

Time of unemployment	2018	2015
Up to 3 months	38	24
Between 4 and 6 months	19	23
Between 7 and 12 months	17	22
Between 1 and 2 years	15	15
More than 2 years	11	16

► **CHART 1.15. PERCENTAGE OF UNEMPLOYED VETERINARIANS BY TIME OF UNEMPLOYMENT (2018)**



► **TABLE 1.6. UNEMPLOYED VETERINARIANS LOOKING WITHIN/OUTSIDE PROFESSION (2015-2018)**

Sectors in which they are looking for work	2018	2015
Only within the vet profession	40	51
Only outside the vet profession	9	4
Both in and out the vet profession	39	36
Not currently searching for work	11	9

Examining this information for the participating countries with the highest unemployment rates, it is possible to observe that most long-term unemployed veterinarians can be found in Serbia, where 83% have been searching work for more 1 or more year. In Italy, Portugal and Spain, under a third of unemployed veterinarians are in this position. The situation in these countries contrasts with the French case, where most unemployed veterinarians have been looking for work for 3 months or less (60 per cent).



► **TABLE 1.7. PERCENTAGE OF VETERINARIANS BY UNEMPLOYMENT TIME AND COUNTRY (2018)**

Country	Up to 3 months	Between 4 and 6 months	Between 7 and 12 months	Between 1 and 2 years	More than 2 years
France	60	0	10	20	10
Italy	39	6	31	13	13
Portugal	34	21	17	14	14
Serbia	17	0	0	33	50
Spain	32	26	15	15	12
EUROPE-30	38	19	17	15	11

This tables includes the same list of countries considered in the 2015 report and adds France, the third country with the highest unemployment rate within the scope of analysis (2018).

► **TABLE 1.8. SECTORS IN WHICH UNEMPLOYED VETERINARIANS ARE SEARCHING FOR A JOB BY COUNTRY (2018)**

Country	Only within the vet profession	Only outside the vet profession	Both in and out the vet profession	Not currently searching for work
Austria	0	0	100	0
Czech Republic	50	0	0	50
Denmark	57	0	43	0
Finland	100	0	0	0
France	46	0	27	27
Germany	36	14	50	0
Hungary	0	0	0	100
Iceland	0	0	100	0
Ireland	0	0	100	0
Italy	50	11	39	0
Netherlands	50	0	50	0
Norway	0	0	100	0
Poland	24	13	38	25
Portugal	50	23	20	7
Romania	67	0	33	0
Russia	33	0	67	0
Serbia	33	17	50	0
Slovenia	50	0	50	0
Spain	34	10	43	13
Switzerland	67	0	33	0
United Kingdom	50	0	0	50
EUROPE-30	41	9	39	11

Caution: small sample.

Under-employment

Veterinarians were also asked whether they were in situation of underemployment (in other words, earning below minimum wage, not having enough work to cover a standard schedule of full-time employment, or being contracted as an intern while have the same duties as a regular veterinary professional). The overall underemployment rate in Europe is 18 per cent, which is considerably smaller than in 2015 (23 per cent). However, this rate varies greatly across countries.

The countries with the highest rates of underemployment are Bulgaria and North Macedonia, with over 40% of veterinarians declaring being underemployed. However, in comparison to 2015, underemployment rates have dropped considerably in most of the countries with levels above the European average, including: Bulgaria, North Macedonia, Latvia, Romania, Slovakia, and Belgium. Additionally, the proportion of underemployed veterinarians has decreased in all countries that in 2015 had a level of underemployment of more than 35%.

► **TABLE 1.9. PROPORTION OF VETERINARIANS REGULARLY UNEMPLOYED (2015-2018)**

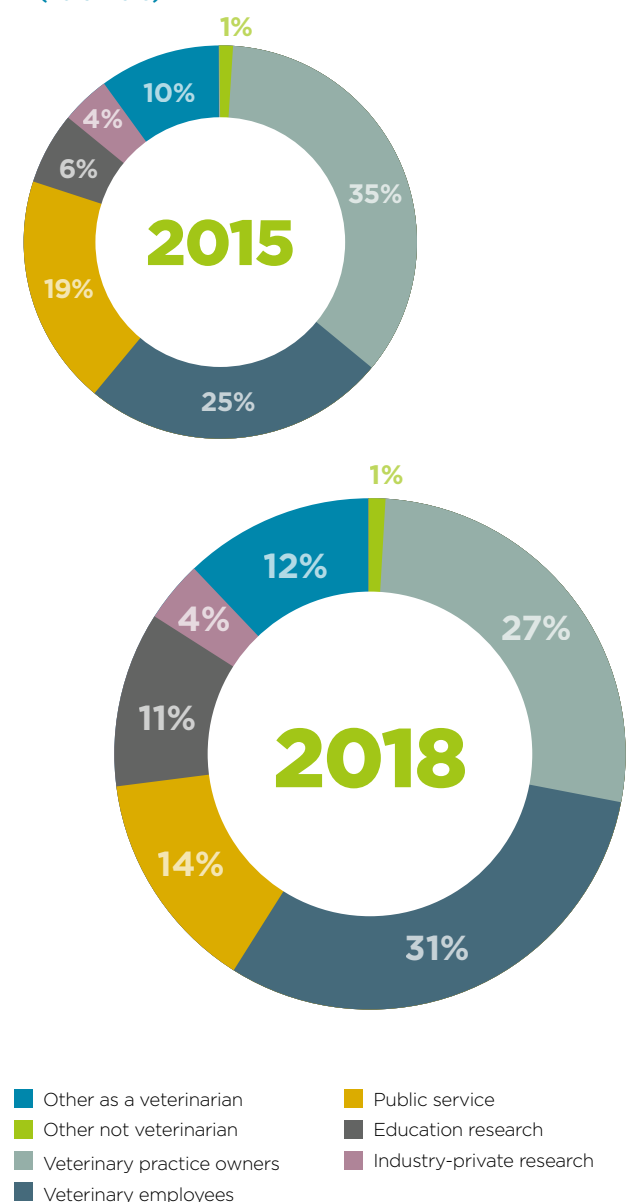
Country	"regularly" under-employed last 12 months	"regularly" under-employed last 12 months (2015)
Austria	15	13
Belgium	27	32
Bulgaria	49	99
Czech Republic	14	18
Denmark	9	12
Estonia	23	21
Finland	10	10
France	14	11
Germany	12	14
Hungary	15	na
Iceland	7	17
Ireland	12	na
Italy	30	29
Latvia	38	54
Luxembourg	17	28
Netherlands	12	9
North Macedonia	41	91
Norway	12	16
Poland	27	26
Portugal	14	34
Romania	35	47
Russia	22	na
Serbia	23	5
Slovakia	29	68
Slovenia	31	na
Spain	8	12
Sweden	14	15
Switzerland	9	10
Turkey	16	na
United Kingdom	13	na
EUROPE-30	18	23

Field of Employment

The most common sector for veterinarians is the private sector. In Europe, 58 per cent of veterinarians work within the private sector, whether as practice owners (27 per cent) or employees (31 per cent). The figures are similar to those observed in 2015 (60% in private practice, with 35 being owners and another 25 employees of a private practice).

After the private sector, 14 per cent of veterinarians working in public service and 11 per cent in education and research; in 2015 these figures were 19 and 6% respectively. The private research and industry sector employ only 4 per cent of veterinarians, the same rate as that reported in 2015.

► **CHART 1.16. EVOLUTION OF PERCENTAGE OF VETERINARIANS BY FIELD OF EMPLOYMENT (2015- 2018)**



▶ TABLE 1.10. PERCENTAGE OF VETERINARIANS BY FIELD OF EMPLOYMENT AND COUNTRY (2018)

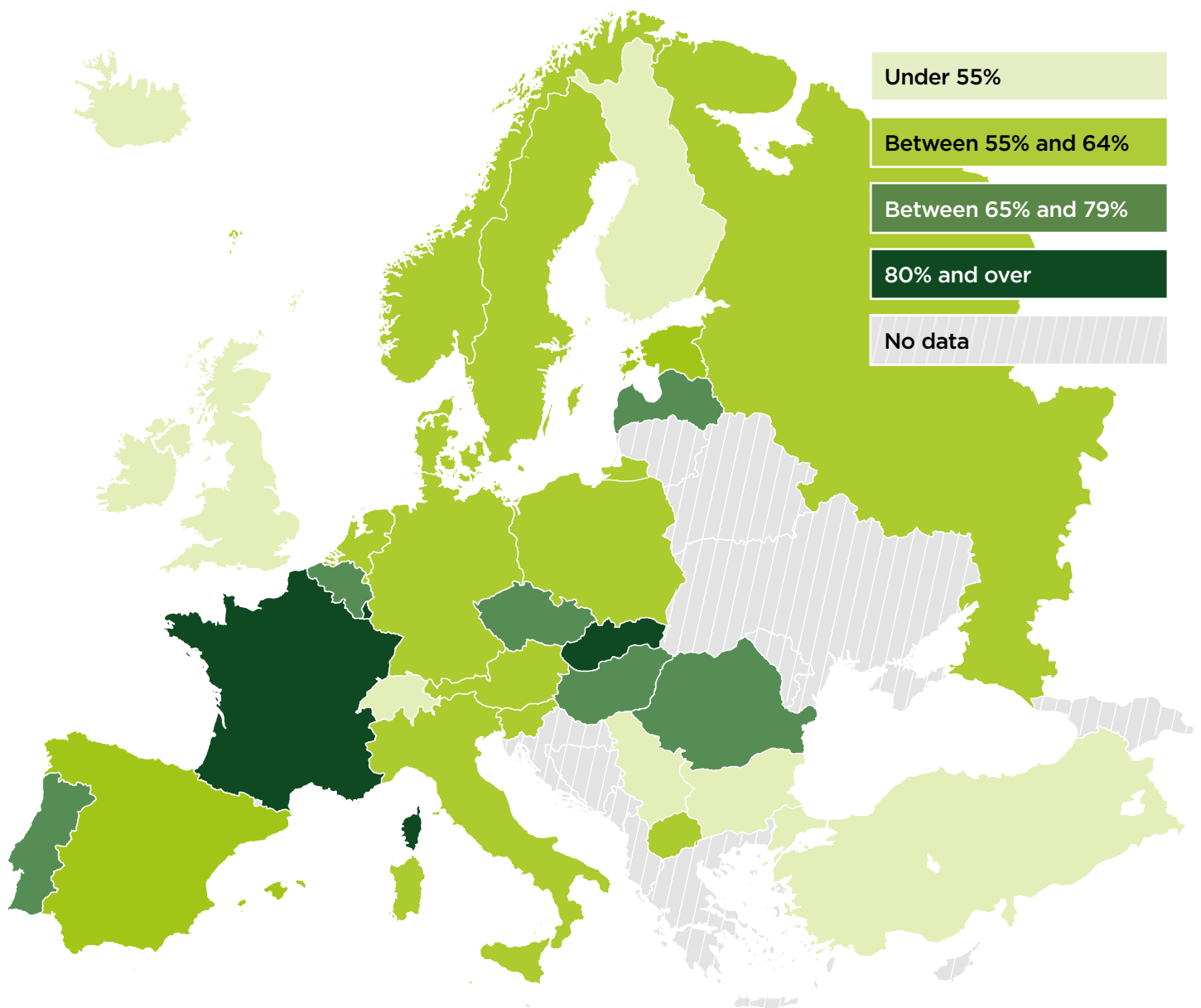
Country	Private practice: Owners	Private practice: Not owners	Private practice: All	Public service	Education-research	Industry-private research	Other as a veterinarian	Other not veterinarian
Austria	34	22	55	25	10	2	8	1
Belgium	47	18	65	3	18	7	7	0
Bulgaria	32	19	51	21	0	0	28	0
Czech Republic	41	29	70	20	3	1	4	1
Denmark	26	32	58	16	11	5	9	1
Estonia	32	31	63	7	17	1	13	0
Finland	14	22	36	37	12	4	10	2
France	56	34	90	1	2	2	4	0
Germany	31	33	64	16	6	7	6	1
Hungary	50	21	71	12	5	2	10	0
Iceland	24	21	45	38	14	0	3	0
Ireland	26	22	47	39	6	2	6	1
Italy	28	31	60	18	6	4	13	0
Latvia	52	18	70	7	5	3	15	0
Luxembourg	51	29	80	11	0	3	5	1
Netherlands	33	30	63	8	15	6	8	0
North Macedonia	35	21	56	7	8	8	19	3
Norway	31	24	55	17	11	6	10	1
Poland	32	26	57	25	5	1	11	1
Portugal	22	45	67	12	7	4	9	1
Romania	57	12	68	14	6	1	10	1
Russia	13	50	63	5	2	5	25	0
Serbia	30	19	48	13	21	4	13	0
Slovakia	63	33	97	0	1	0	1	0
Slovenia	23	36	59	13	16	5	6	1
Spain	22	39	61	13	5	7	13	1
Sweden	15	40	55	24	7	1	12	1
Switzerland	12	29	40	10	32	9	10	0
Turkey	8	3	10	31	47	4	8	0
United Kingdom	7	41	48	11	17	3	21	1
EUROPE-30	27	31	58	14	11	4	12	1



Slovakia, France and Luxemburg have the highest proportions of veterinarians that work in private practice, while 40% or less of veterinarians in Switzerland, Finland and Turkey work in private practice. On the other hand, the countries with more veterinarians working in the public service are Ireland, Iceland, Finland and Turkey (between 31 and 39% of all veterinarians). In addition, Switzerland and Turkey have the highest rate of veterinarians working in education and research.

► **CHART 1.17. PERCENTAGE OF VETERINARIANS WORKING ON PRIVATE SECTOR BY COUNTRY (2018)**

Proportion
of veterinarians
who
are employed
in **private
practice**



Second field of employment

In addition to their main field of employment, 36 per cent of veterinarians in Europe have a second occupation. The Netherlands, France and Sweden have the lowest percentage of veterinarians that have more than one occupation (between 23 and 26 per cent). On the other hand, this proportion is very different in Turkey and Latvia, where more than 70 per cent of veterinarians have a second occupation.

Most veterinarians with a second job (88 per cent) remain within the veterinarian profession. Working in private practice is the most frequent of all options, particularly in Iceland and Slovakia, where over two thirds of veterinarians with a second job report doing so in private practice. In Ireland, Turkey, Switzerland and the Netherlands, however, just under a fifth of veterinarians indicate this option: approximately 15 percentage points less than the European average.

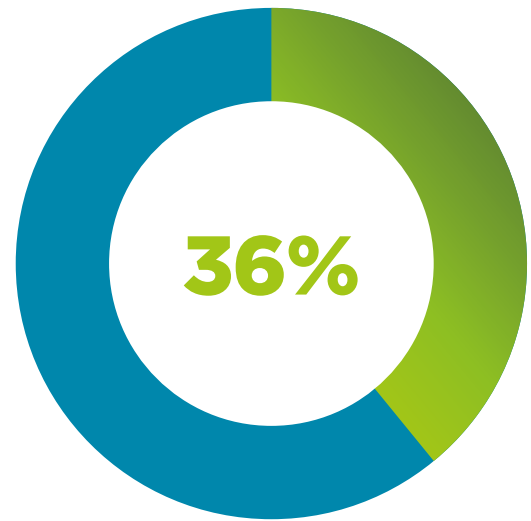
13 per cent of veterinarians in Europe have education and research as their field of second employment, the next most common field after private practice. Looking at individual countries, the highest share of veterinarians with this type of second employment can be found in Switzerland (30 per cent). At the other extreme, less than 5 per cent of veterinarians based in Luxembourg, Bulgaria, Slovakia, Romania and Ireland indicate this option.

9 per cent of veterinarians in Europe indicate public service as their second occupation. However, there are almost no veterinarians in Iceland and Belgium that indicate it as their side occupation. In Denmark, Germany, Slovenia, Poland and Turkey, this percentage is between 15 and 24 per cent.

Another 10 per cent work as consultants in Europe. This type of side job is particularly prominent in Switzerland: 33 per cent of veterinarians reporting it as their second job. In Iceland and Russia, however, it is very rarely a side job.

Food hygiene and working in NGOs are only mentioned by 8 and 3 per cent of veterinarians with a second occupation, respectively. Despite this, food hygiene is an important field in some countries: in Austria and Ireland, where over 25 per cent of veterinarians mention it as a second occupation; and so is working at NGOs in Russia and Hungary, where at least 15 per cent of veterinarians based in these countries indicate this type of second job.

► CHART 1.18. PERCENTAGE OF VETERINARIANS WITH A SECOND OCCUPATION (2018)



► TABLE 1.11. PERCENTAGE OF VETERINARIANS WITH A SECOND OCCUPATION BY COUNTRY (2018)

Country	Have a second occupation
Austria	48
Belgium	35
Bulgaria	60
Czech Republic	50
Denmark	27
Estonia	52
Finland	34
France	24
Germany	31
Hungary	48
Iceland	32
Ireland	35
Italy	38
Latvia	71
Luxembourg	41
Netherlands	23
North Macedonia	50
Norway	34
Poland	55
Portugal	38
Romania	48
Russia	58
Serbia	38
Slovakia	40
Slovenia	32
Spain	31
Sweden	26
Switzerland	29
Turkey	89
United Kingdom	28
EUROPE-30	36

▶ TABLE 1.12. AREA OF SECOND OCCUPATION FOR VETERINARIANS BY COUNTRY (2018)

Country	Private practice	Public service	Education-research	Industry-private research	Consultancy	Food hygiene	NGO	Others	Outside vet
Austria	35	9	11	1	7	27	3	16	15
Belgium	31	1	23	3	11	10	0	11	11
Bulgaria	46	7	4	7	7	11	4	11	18
Czech Republic	41	10	13	1	12	4	0	14	18
Denmark	29	15	13	5	17	7	6	15	5
Estonia	29	11	14	0	11	0	6	20	20
Finland	44	8	15	1	20	5	4	14	7
France	37	3	9	0	12	5	1	21	18
Germany	28	15	14	2	7	18	2	14	11
Hungary	50	9	11	0	7	4	17	9	0
Iceland	67	0	22	0	0	0	0	22	22
Ireland	16	10	4	5	12	32	0	11	18
Italy	38	8	8	3	17	4	1	10	14
Latvia	36	5	9	0	14	9	7	9	18
Luxembourg	35	3	3	6	10	16	6	10	13
Netherlands	19	6	26	6	11	4	4	23	6
North Macedonia	47	3	14	8	11	3	3	19	19
Norway	39	9	15	1	8	7	4	14	15
Poland	33	18	6	0	7	12	6	18	10
Portugal	48	5	13	2	8	4	2	13	12
Romania	37	8	5	1	12	2	3	26	15
Russia	44	4	20	19	1	5	15	4	13
Serbia	27	4	22	4	8	2	0	29	10
Slovakia	69	4	4	0	13	0	3	10	8
Slovenia	30	17	17	2	7	4	4	13	9
Spain	34	10	20	3	6	5	3	14	13
Sweden	32	11	11	1	14	5	2	20	18
Switzerland	19	4	30	0	33	0	7	11	11
Turkey	17	24	29	0	15	5	2	7	5
United Kingdom	21	9	27	3	21	9	1	13	8
EUROPE-30	36	9	13	3	10	8	3	15	13

Area of focus

The great majority of European veterinarians work with small animals and food producing animals -including cattle, pigs, small ruminants and poultry- 67 and 33 per cent respectively. Horses and other equine species are another important source of work for 21 per cent of veterinarians. The highest proportions of veterinarians that work with small animals are found in Russia, Slovakia and France: 95, 94 and 85% respectively. In Turkey, Ireland, Bulgaria and Serbia, however, this percentage is lower: the percentages go between 36 per cent in Turkey to 48 per cent in Serbia.

Over half of veterinarians in Romania and Serbia indicate working with pigs, a higher share than the European average (14 per cent), and in contrast to Russia and

Turkey; only 5 per cent of the veterinarians based in these countries indicate working with swine. Cattle is also an important source of work in Europe, with 26 per cent of veterinarians working in this area: half or more of the veterinarians in Iceland, Ireland, Romania and Serbia indicate doing so. In contrast, in Russia 6 per cent indicate working with cattle.

In Europe, 21 per cent of veterinarians work with small ruminants. This proportion changes greatly in individual countries: it is just over 50 per cent in Romania and Iceland, and only 6 per cent in Russia. The situation is very similar when looking at the percentage of veterinarians working with poultry and horses. While 21 per cent of veterinarians in Europe work with horses, veterinarians in

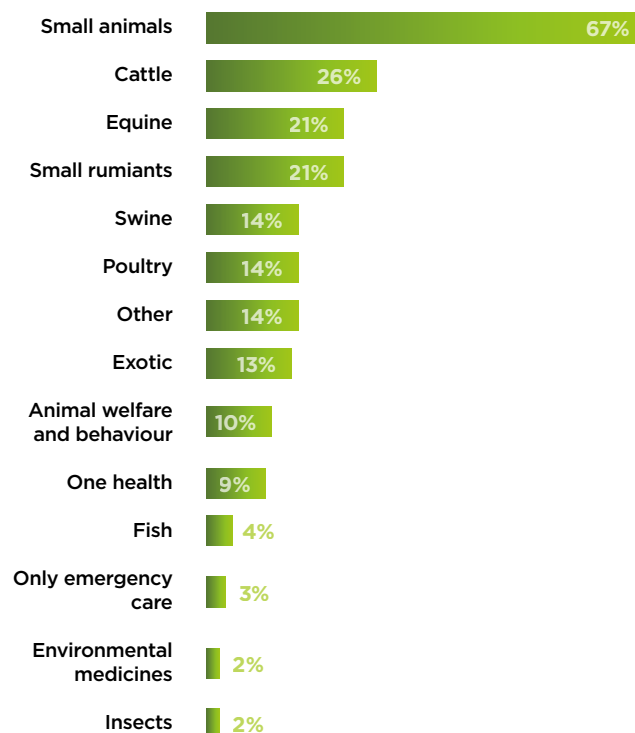
Romania working in this area make up to 50 per cent, but just 8 per cent in Russia and Portugal.

Aquaculture is particularly important in Norway, where 15 per cent of veterinarians work with fish. In Estonia and Latvia, however, no veterinarians indicate this as their area of work. On the other hand, there is a significant group of veterinarians in France working with exotic animals (30 per cent).

Animal welfare accounts for 10 per cent of veterinarians based in Europe. In Finland, up to 25 per cent of veterinarians focus on animal welfare, but in other countries, such as Slovakia and Bulgaria, this percentage is between 3 and 4 per cent.

Although only a minority focuses on environmental medicine in Europe (two per cent), 20 per cent of veterinarians in North Macedonia focus on this sector. For results on emergency care, only three per cent of European veterinarians work on this area; at 20 per cent veterinarians in Romania and Estonia lead this category of area of work.

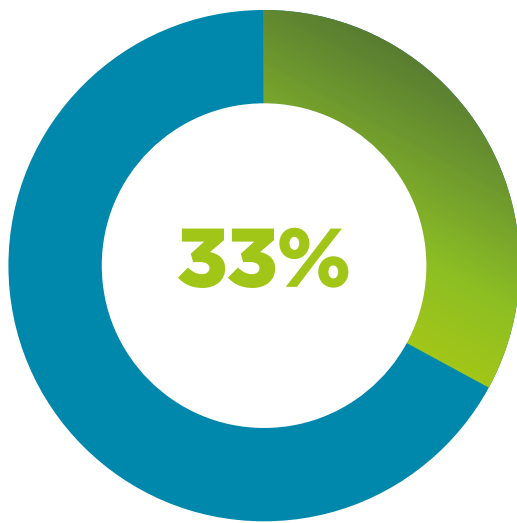
► CHART 1.19. AREAS OF WORK FOR VETERINARIANS (2018)



► TABLE 1.13. AREAS OF WORK FOR VETERINARIANS BY COUNTRY (2018)

Country	Small animals	Swine	Cattle	Small ruminants	Poultry	Equine	Exotic	Aquaculture
Austria	69	24	37	30	13	30	13	8
Belgium	65	14	28	22	14	31	16	2
Bulgaria	47	21	30	15	9	19	11	2
Czech Republic	75	21	23	24	14	21	21	6
Denmark	53	18	27	16	9	23	10	4
Estonia	66	11	34	15	8	14	11	0
Finland	66	20	32	24	15	39	19	8
France	85	7	34	27	10	30	30	1
Germany	64	17	28	23	13	31	10	6
Hungary	83	17	21	17	17	19	19	6
Iceland	69	21	52	55	24	59	17	3
Ireland	45	23	57	41	19	37	8	3
Italy	67	8	16	10	5	10	5	3
Latvia	76	29	43	30	16	29	11	0
Luxembourg	66	8	21	19	8	23	18	3
Netherlands	55	20	29	22	12	33	6	2
North Macedonia	71	44	51	45	27	33	16	4
Norway	59	23	32	30	11	33	9	15
Poland	67	14	18	10	14	11	13	4
Portugal	76	12	15	15	7	8	11	1
Romania	74	53	54	51	49	50	15	9
Russia	95	5	6	6	4	8	15	1
Serbia	48	54	52	47	30	32	12	7
Slovakia	94	29	38	35	21	24	21	2
Slovenia	65	30	38	27	13	28	20	5
Spain	66	15	18	15	11	12	15	3
Sweden	65	11	22	18	8	32	12	2
Switzerland	58	12	27	23	6	36	9	4
Turkey	36	5	47	36	39	23	10	7
United Kingdom	58	15	23	21	15	16	9	2
EUROPE-30	67	14	26	21	14	21	13	4

▶ CHART 1.20. PERCENTAGE OF VETERINARIANS WORKING WITH FOOD PRODUCING ANIMALS, EUROPE (2018)



	One health	Animal welfare and behaviour	Environmental medicines	Insects	Only emergency care	Other
	22	18	2	1	1	18
	6	6	1	2	3	8
	23	4	2	0	0	19
	6	10	1	1	1	12
	15	12	1	2	1	18
	5	5	1	1	21	10
	23	25	9	2	3	20
	2	5	1	2	1	6
	13	13	1	2	1	17
	7	8	1	2	2	11
	17	17	3	3	3	17
	18	22	4	1	1	20
	8	6	1	1	1	10
	5	16	2	3	5	11
	8	9	0	0	0	15
	13	10	0	1	1	6
	4	17	20	7	1	21
	15	18	4	1	2	14
	6	11	1	2	2	18
	15	9	1	3	1	9
	6	17	3	5	23	20
	1	5	1	0	5	4
	21	18	5	8	4	20
	0	3	0	2	0	3
	9	7	3	7	3	21
	6	12	1	1	5	14
	11	11	2	0	1	12
	13	11	0	2	0	24
	11	9	9	3	0	26
	12	14	2	0	2	15
	9	10	2	2	3	14

Type of service

Veterinarians’ work often involves the preventive and curative treatment of animals. However, many veterinarians perform other type of services. When asked about it, 89 per cent of veterinarians in Europe indicated offering surgery services, 74 per cent sell medicines, 71 per cent do laboratory analysis. These are the most common activities, but in addition to these, over half of the veterinarians sell pet food, 45 per cent indicate performing official tasks, 24 per cent do volunteering work, and 21 per cent offer grooming and/ or kennelling services.

The proportion of veterinarians who practice operations (surgery) is very similar to the European average

in all countries. However, for the rest of frequent complementary tasks, there are differences in the proportion of veterinarians that sell medicines: while 100 per cent of veterinarians sell them in Iceland, only 13 per cent do in Sweden. While laboratory analysis is more common in some countries such as France, Portugal, Slovenia, Russia, Netherlands and Spain, it is rarer in Serbia and Belgium.

The proportion of veterinarians selling pet food also varies when comparing individual countries: the countries with the lowest proportion of veterinarians selling foodstuff are Italy (18%) and Switzerland (25%). However, most veterinarians sell it in France (92%) Portugal (88%).

▶ TABLE 1.10. PERCENTAGE OF VETERINARIANS BY TYPE OF SERVICE AND COUNTRY (2018)

Country	Surgery	Official tasks	Sales of medicines	Sales of pet food	Grooming/ kennelling	Laboratory analysis	Physiotherapy	Volunteering work	Other
Austria	85	29	94	28	9	71	21	23	34
Belgium	91	52	89	76	4	37	11	23	18
Bulgaria	85	78	75	74	53	68	0	16	50
Czech Republic	91	35	85	75	15	72	17	14	30
Denmark	89	25	63	73	15	79	30	19	28
Estonia	92	40	76	62	35	65	4	42	32
Finland	78	27	76	61	6	73	18	8	26
France	96	83	97	92	7	92	15	29	24
Germany	89	30	92	29	12	73	20	18	28
Hungary	86	46	55	26	16	57	13	21	26
Iceland	89	44	100	56	11	44	22	11	33
Ireland	90	57	86	68	35	70	12	28	28
Italy	88	32	47	18	2	70	7	14	17
Latvia	89	58	78	44	46	60	12	24	19
Luxembourg	91	41	93	69	20	76	20	36	18
Netherlands	80	47	90	80	14	81	13	25	26
North Macedonia	97	68	68	71	23	45	6	16	39
Norway	83	20	23	63	21	57	18	19	26
Poland	93	60	71	70	45	72	12	15	24
Portugal	92	20	87	88	77	86	21	35	45
Romania	79	52	53	44	32	44	8	30	44
Russia	98	41	82	76	47	87	33	39	49
Serbia	95	46	54	34	22	34	12	22	42
Slovakia	92	45	60	56	23	60	8	26	26
Slovenia	94	71	94	78	22	83	11	22	33
Spain	92	27	52	80	52	81	17	24	23
Sweden	77	28	13	39	5	54	6	5	19
Switzerland	75	42	83	25	33	67	8	25	33
Turkey	87	33	79	50	29	60	33	71	64
United Kingdom	78	32	59	34	12	61	22	19	18
EUROPE-30	89	45	74	55	21	71	16	24	29

Reputation

As in 2015, veterinarians are quite humble in how they perceive the evaluation that their customers give of them. While over half of them feel that their clients think highly of their work, 24 per cent feel they are neutral. Moreover, 22 per cent feel they are poorly regarded by clients.

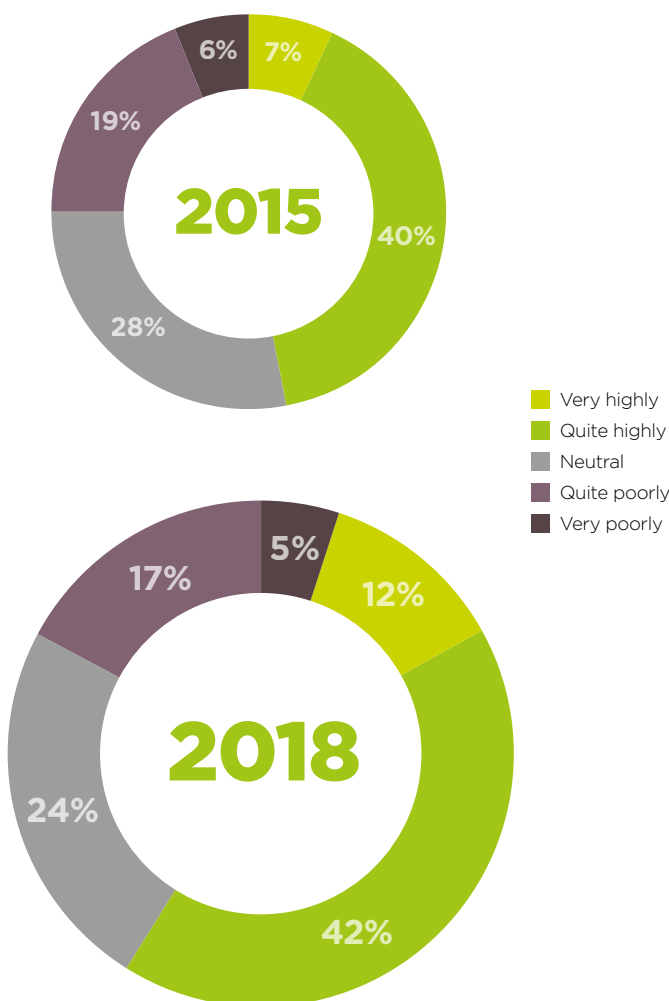
When asked the same but for their general public, the perceived reputation decreases in comparison with that attributed to their clients. Just 7 per cent of veterinarians feel they are very highly regarded, and 30 per cent quite highly regarded by the general public. Another 30% believe they have a "neutral" reputation. The remaining third believe that they are poorly regarded by the public.

Trend

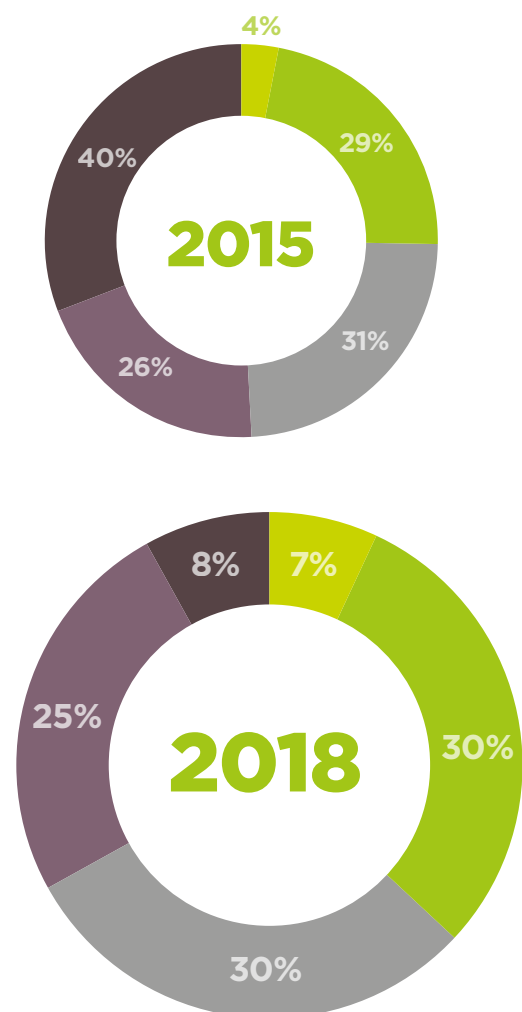
Veterinarians feel better regarded by customers and general public than in 2015.



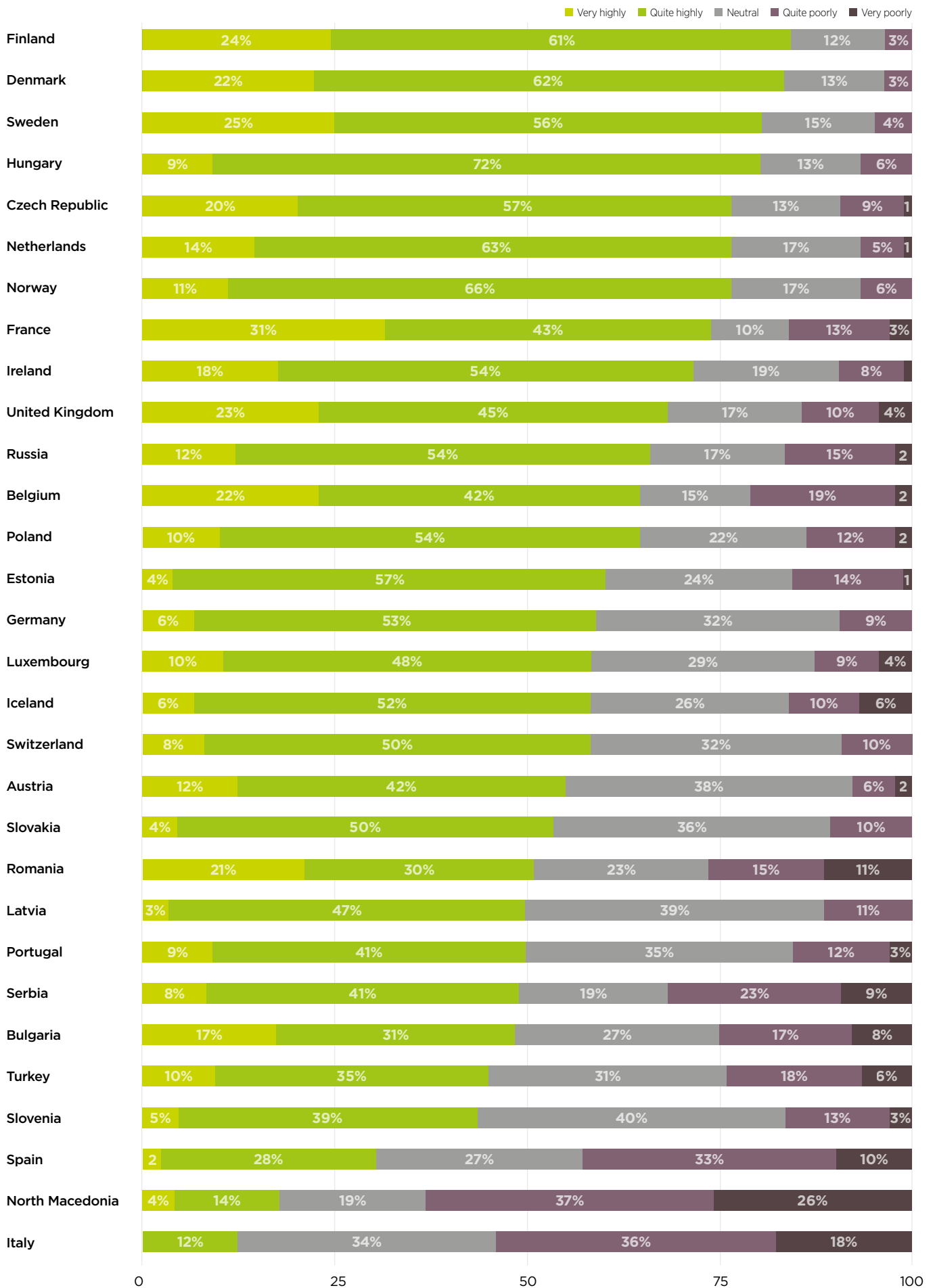
► CHART 1.21. HOW WELL VETERINARIANS THINK THEY ARE REGARDED BY CUSTOMERS, EUROPE (2018)



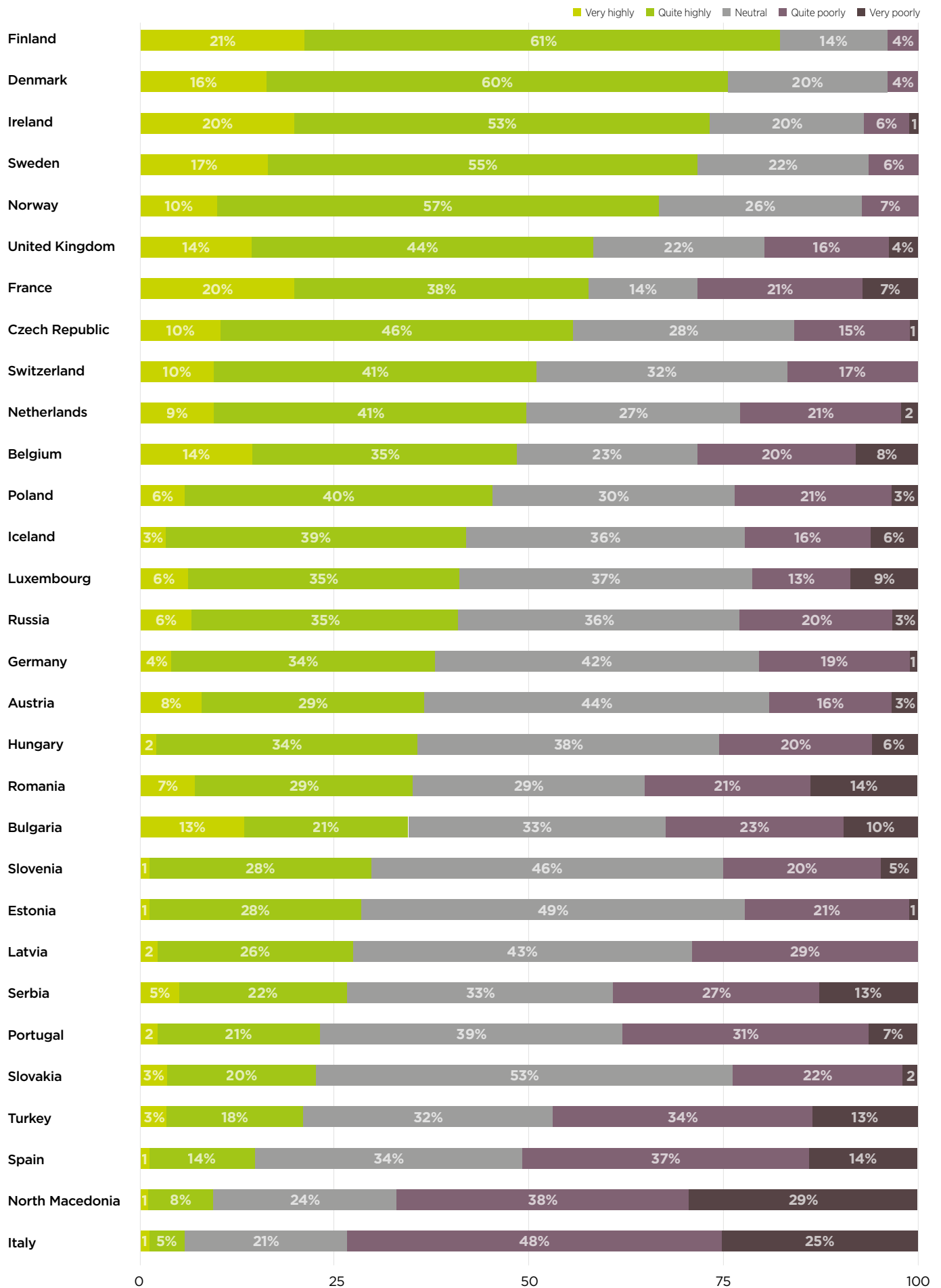
► CHART 1.22. HOW WELL VETERINARIANS THINK THEY ARE REGARDED BY GENERAL PUBLIC, EUROPE (2018)



▶ CHART 1.23. HOW WELL VETERINARIANS THINK THEY ARE REGARDED BY CUSTOMERS BY COUNTRY (2018)

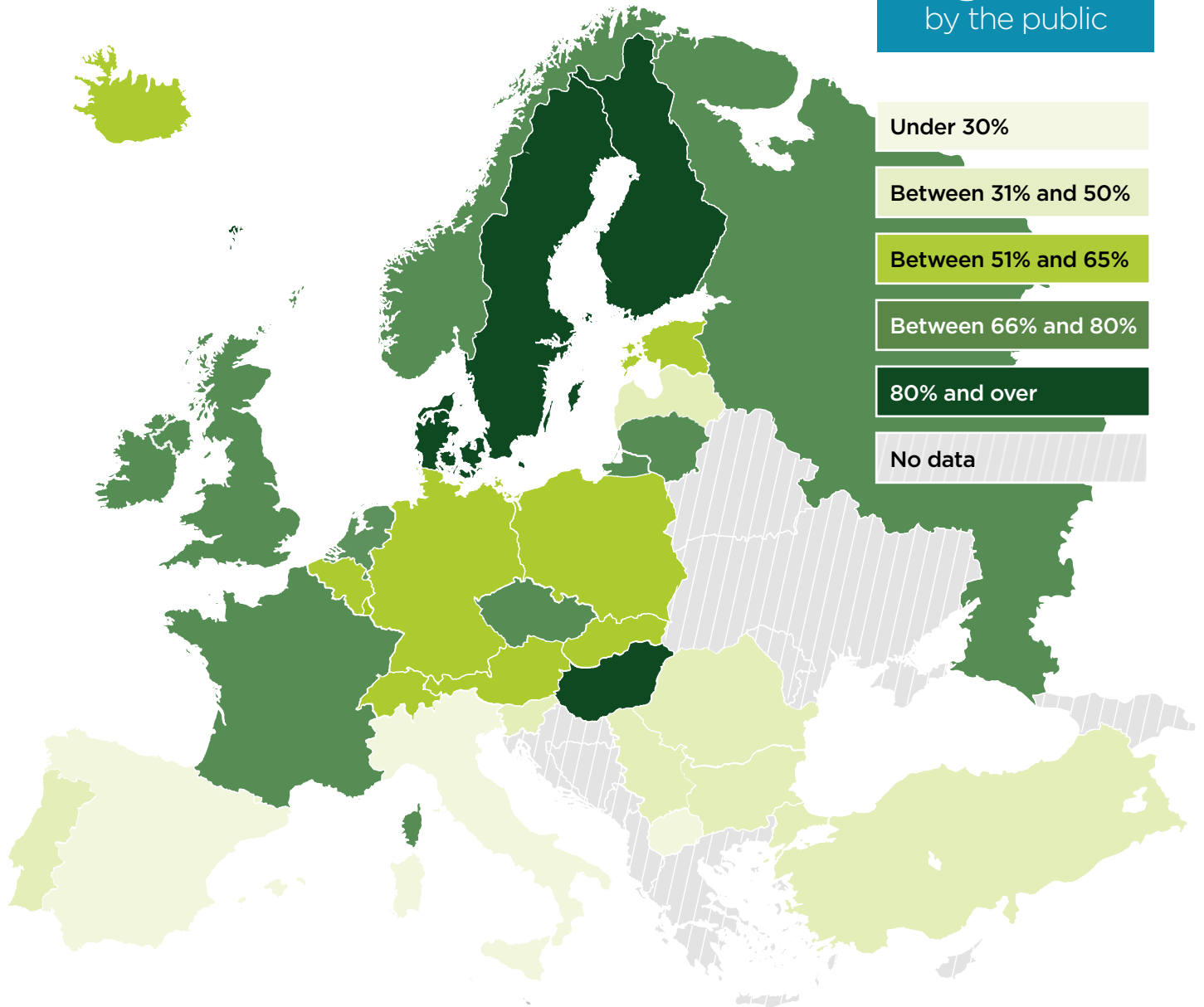


▶ CHART 1.24. HOW WELL VETERINARIANS THINK THEY ARE REGARDED BY GENERAL PUBLIC BY COUNTRY (2018)



► CHART 1.25. PERCEPTION OF REPUTATION OF VETERINARIANS OVER GENERAL PUBLIC BY COUNTRY (2018)

Veterinarians who feel they are **very or quite highly regarded** by the public





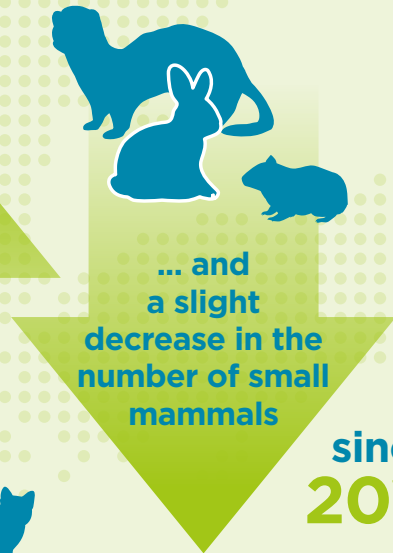
The **Demand**
for **veterinary**
services



About **258** companion animals per 1000 population



Increase in the number of dogs and cats...



... and a slight decrease in the number of small mammals

since 2010

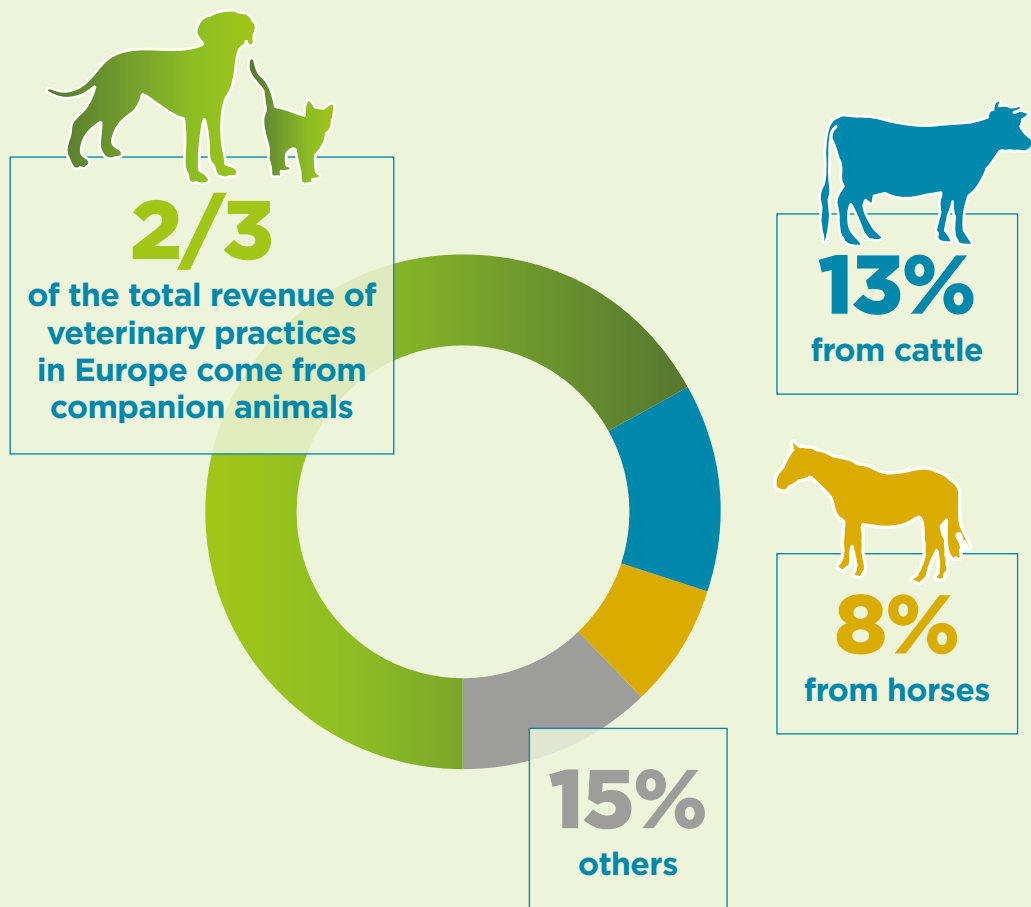


Marked **increase** in the size of the **pet food and vaccines** market and **decrease** in the **antimicrobials** between 2012 and 2018



Over half of veterinarians expect **more work** and an **increase** in their revenue in the future 12 months.

Key findings



Number of animals (external data: Eurostat & FEDIAF)

In Europe there are 290 million companion animals (including dogs, cats, small mammals, exotics, birds, ornamental fish and reptiles), 107 million cattle, 88 million sheep and 153 million pigs. In addition, it is estimated that there are more than 6 million horses, 23 million goats and 397 million poultry (laying hens).

- Cattle, sheep, pigs: Eurostat 2018
- Poultry (laying hens): EU 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals: FEDIAF 2017

There have been divergent developments in livestock populations

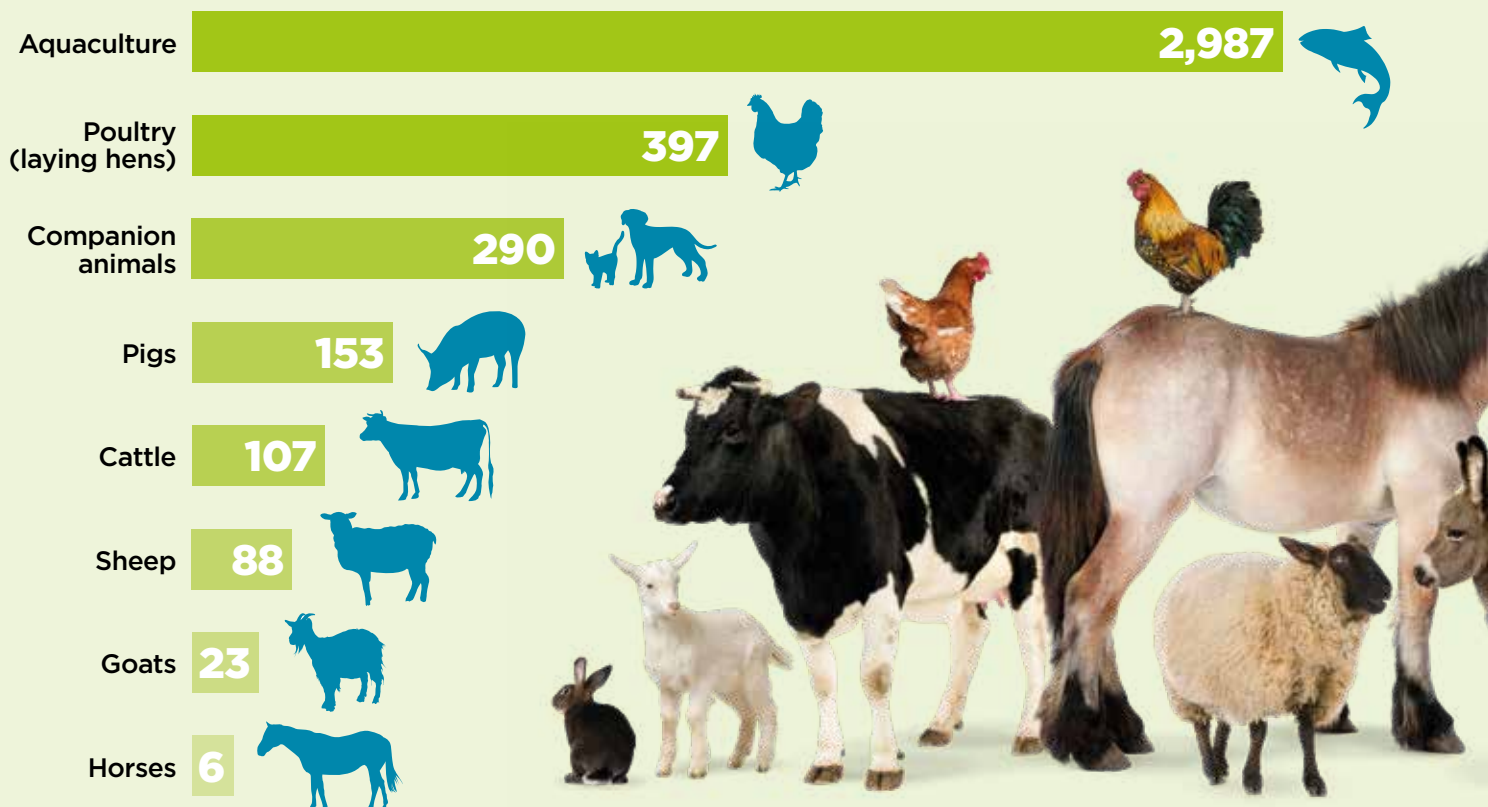
The pig population in 2017 was back up to that of 2011 after fluctuating at lower levels in the intervening years (see Chart 2.3).

Between 2011 and 2015, the EU population of cattle grew steadily, then stabilised, and fell in 2017. The population of sheep fell relatively steadily between 2010 and 2013, before stabilising and rebounding slightly. However, the population shrank again in 2017.

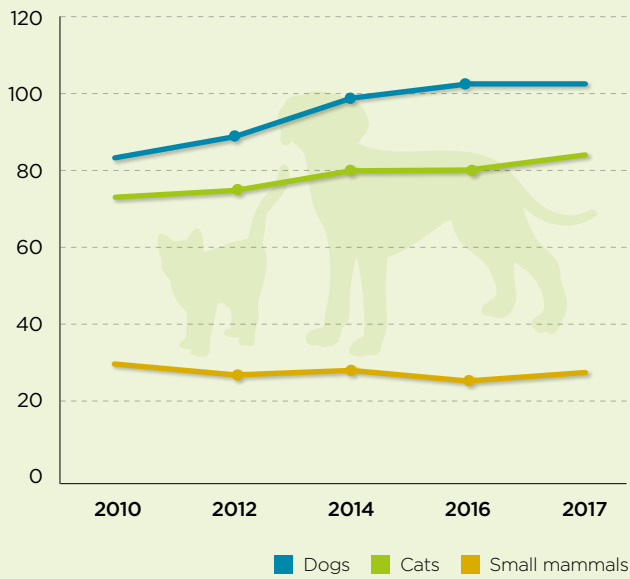
After some recovery from a relative low in 2012, the goat population declined in 2017.

Trend data on companion animals in Europe comes from FEDIAF. There has been an increase on the number of dogs and cats and a slight decrease on the number of small mammals since 2010.

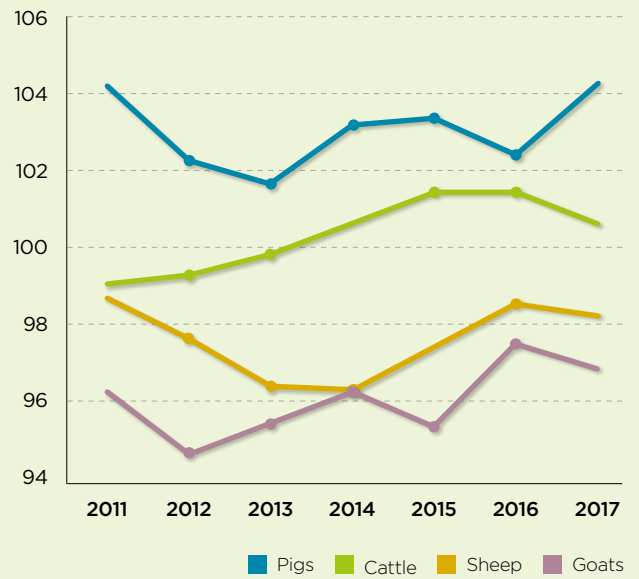
► CHART 2.1. TOTAL NUMBER OF ANIMALS PER COUNTRY (UNIT: MILLIONS) IN EUROPE BY TYPE (2018)



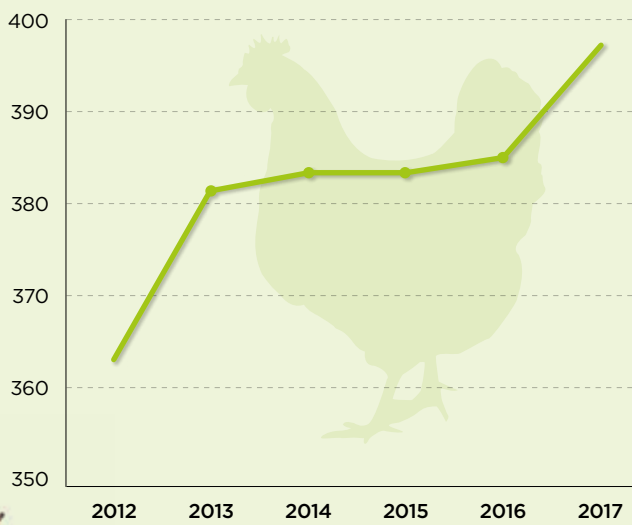
▶ CHART 2.2. TRENDS IN NUMBER OF COMPANION ANIMALS (PER 1,000,000) IN EUROPE BY SPECIES (2018)



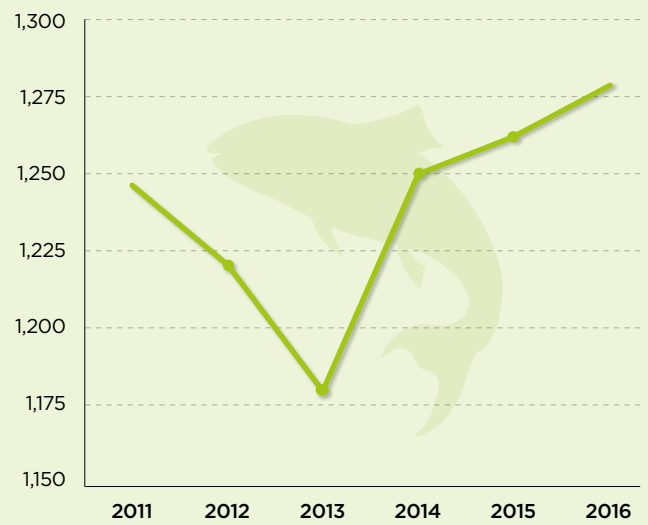
▶ CHART 2.3. TRENDS IN NUMBER OF LIVESTOCK UNITS (PER 1,000) IN EUROPE-28 (2018)



▶ CHART 2.4. TRENDS IN NUMBER OF POULTRY (LAYING HENS) (PER 1,000) IN EUROPE-28 (2018)



▶ CHART 2.5. TRENDS IN NUMBER OF AQUACULTURE (FISHERY PRODUCTS) (PER 1,000) IN EUROPE-28 (2018)



► TABLE 2.1. NUMBER OF ANIMALS (UNIT: 1,000S) BY COUNTRY (2018)

Country	Cattle	Sheep	Pigs	Goats	Poultry (laying hens)	Horses	Aquaculture (total fishery products, tonnes live weight)	Companion (cats, dogs and small mammals)	Exotic (birds, reptiles and ornamental fish)
Austria	1,913	406	2,777	92	6,844	103	3,866	2,970	600
Belgium	2,398	86	6,209	39	9,504	536	44	4,690	890
Bosnia and Herzegovina	438	1,012	542	73	na	na	na	na	na
Bulgaria	542	1,350	655	272	4,985	110	9,796	1,582	121.5
Croatia	414	636	1,049	80	1,944	24	17,114	na	na
Cyprus	71	na	362	237	497	7	7,276	na	na
Czechia	1,365	na	1,508	27	6,601	33	21,685	3,415	134.2
Denmark	1,530	na	12,642	21	4,868	122	34,327	1,265	110
Estonia	252	na	290	5	961	8	870	480	na
Finland	859	na	1,041	5	4,220	74	14,584	1,760	22
France	18,563	7,166	13,713	1,252	46,513	840	188,622	24,266	8,600
Germany	11,949	1,570	26,445	146	53,488	481	36,142	29,000	8,500
Greece	538	8,430	721	3,625	4,549	70	125,640	1,667	1,069
Hungary	885	1,109	2,872	65	8,055	77	18,258	4,727	583
Iceland	81	432	36	2	na	na	15,129	na	na
Ireland	6,593	3,743	1,572	10	3,602	159	43,247	920	155
Italy	6,311	7,179	8,492	986	30,749	469	156,307	16,280	15,900
Latvia	395	107	305	12	2,860	11	779	660	na
Lithuania	654	164	572	14	2,983	27	3,406	1,300	na
Luxembourg	194	na	83	5	114	5	Na	na	na
Malta	14	13	36	6	345	2	15,721	na	na
Netherlands	3,690	743	11,934	518	33,004	294	51,031	5,620	1,540
North Macedonia	256	727	196	117	na	na	na	na	na
Norway	na	na	na	na	na	na	1,326,157	1,250	95
Poland	6,183	na	11,028	56	48,536	276	36,506	14,630	1,710
Portugal	1,632	2,120	2,205	333	9,243	179	12,553	3,665	770
Romania	1,984	10,154	3,957	1,539	8,910	729	12,798	8,522	398
Serbia	878	1,712	2,782	196	na	na	5,070	na	na
Russia	na	na	na	na	na	na	Na	44,650	7,400
Slovakia	439	351	627	37	3,231	7	2,609	1,468	80.2
Slovenia	477	na	259	27	1,525	23	1,730	870	98
Spain	6,511	15,853	30,804	2,765	43,563	681	314,958	10,574	6,978
Sweden	1,435	340	1,420	12	2,886	229	15,747	2,320	50
Switzerland	1,540	340	1,420	80	2,886	80	na	2,634	651
Turkey	17,221	na	na	10,635	na	na	272,700	5,325	14,850
United Kingdom	9,610	22,506	4,648	108	46,601	796	222,249	19,850	2,930
EUROPE-36	107,815	87,929	153,172	23,317	396,974	6,372	2,986,921	216,360	73,899

* SOURCE.

- Cattle, Sheep, Pigs: Eurostat 2018

- Poultry (laying hens): EU Market Situation for Eggs 2019

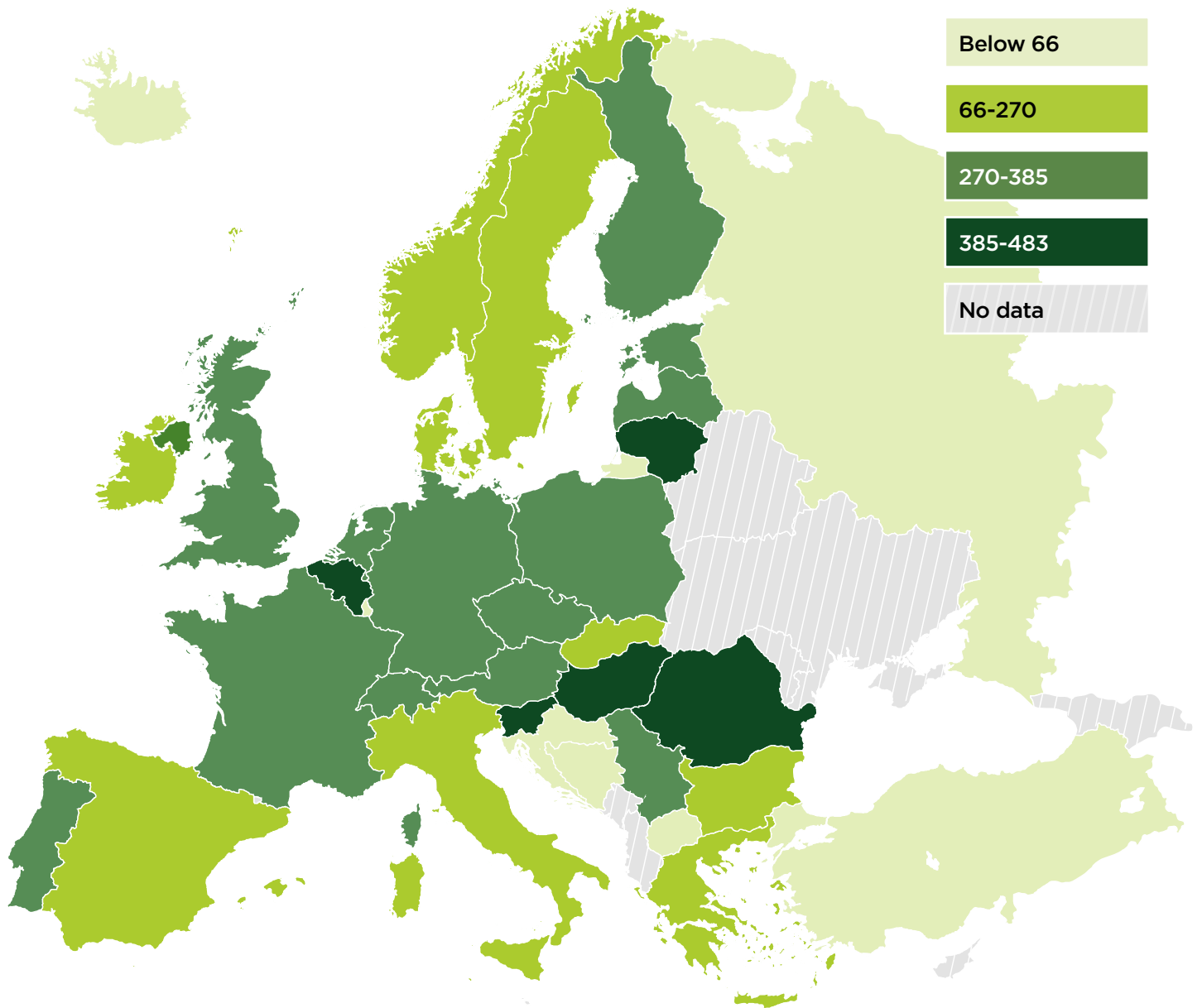
- Horses: World Horse Welfare 2015

- Aquaculture: Eurostat 2017

- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.

- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► CHART 2.6. NUMBER OF COMPANION ANIMALS (DOGS, CATS, SMALL MAMMALS, EXOTICS, BIRDS, ORNAMENTAL FISH AND REPTILES) PER 1,000 POPULATION BY COUNTRY (2018)



Market size of animal care products and animal medicines

As in the previous study, data in this section is sourced from the following sources: “The European animal medicines industry in figures” by Animal Health Europe (2017) and “European Facts & Figures” by FEDIAF (2017). These were not collected in the survey.

There has been a marked increase in the size of the pet food market in between 2012 and 2018, from 14 billion euros spent in all of Europe to 20.5 by 2017, representing an increase of more than 6 billion in just five years.

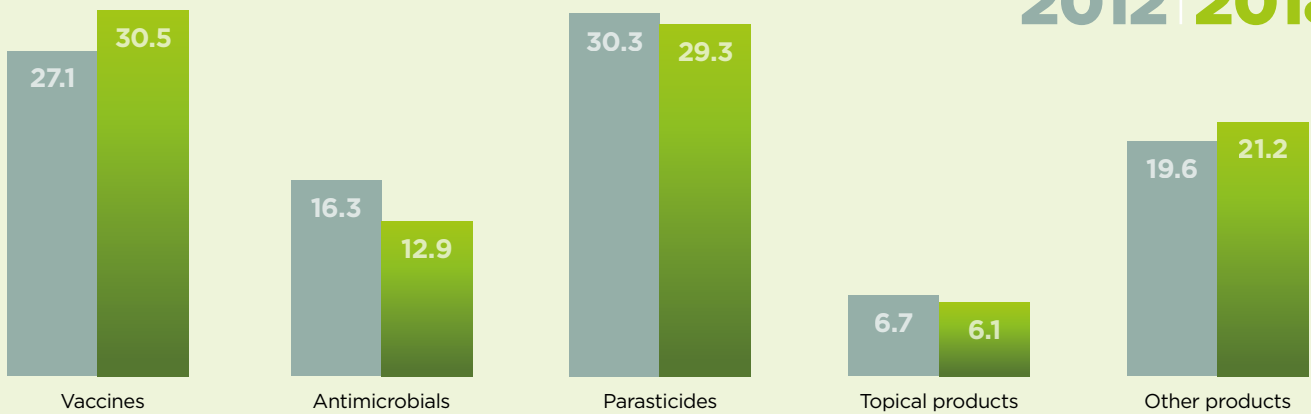
Regarding trends of animal medicines, overall proportions remain stable between 2012 and 2018 with some minor alterations. Vaccines have increased from 27.1 to 30.5%, while antimicrobials have decreased from 16.3% to 12.9%. Parasiticides have decreased from 30.3 to 29.3%. Topical products remain stable while “other products” have increased from 19.6 to 21.2%.

► TABLE 2.2. ANIMAL MEDICINES MARKET (IN €) (2012 VS. 2018)*

	Revenue of sales € million	
	2018	2012
Vaccines	1,861	1,264
Antimicrobials - Injectable forms	433	426
Antimicrobials - Oral forms	351	336
Endoparasiticides	585	564
Ectoparasiticides (ears excluded)	932	714
Endectocides	267	138
Topical products (skin ecto excluded)	375	314
Other products	1,290	914
Total	6,095	4,670

* Countries covered include AT, BE, CH, CZ, DE, DK, ES, FR, UK, GR, HU, IE, IT, NL, PL, PT, SK.
Source: 10 Animal health Europe and CEESA member companies. 20% added for non-participating companies. CEESA stands for Executive Animal Health Study Centre www.ceesa.eu

► CHART 2.7. ANIMAL MEDICINES MARKET (IN %)



* Proportion of each group of products of the total market. Comparison between 2012 and 2018.

► CHART 2.8. SIZE OF PET FOOD MARKET



Aggregated value of veterinary practices

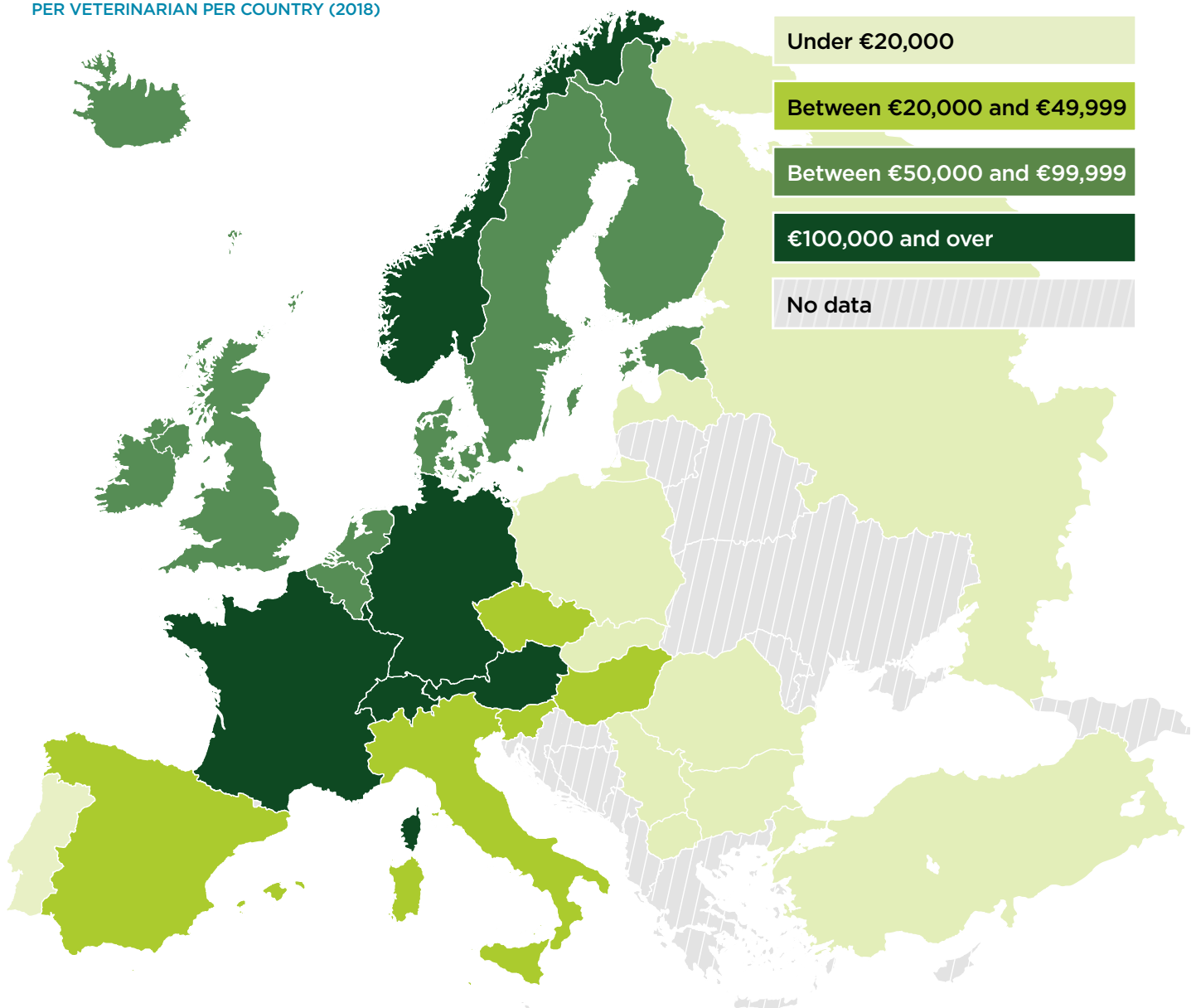
The market value of veterinary services presented in this chapter is an estimation based on the veterinary business total earnings (including both veterinary and non-veterinary services). This information was gathered asking veterinary practice owners to assess the total revenue of their latest accounting year before tax (total earnings). The estimate was, therefore, built considering private practices only.

This total market value was constructed grossing up the revenue information given by practice owners in every country and considering the number of veterinarians in

private practice and the size of private practices where they work. As in 2015's report, this market value indicator has to be examined with caution, as an approximate measure of the veterinary practices' total earnings as the confidence levels vary greatly across countries: results presented in these tables are likely to be different to the actual veterinary practices' market values.

As in 2015, the countries with the highest average revenue per veterinarian are Norway, Germany, Denmark, France, Switzerland and Austria.

► **CHART 2.9. AGGREGATE PRACTICE REVENUE; AVERAGE VALUE PER VETERINARIAN PER COUNTRY (2018)**

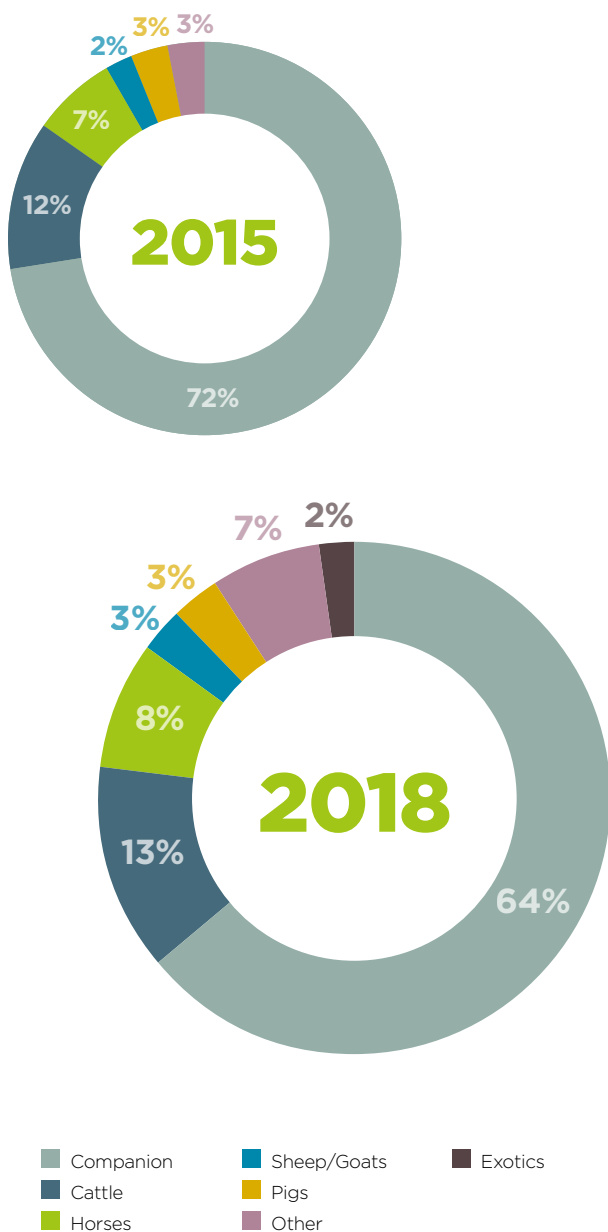


Revenue by type of species

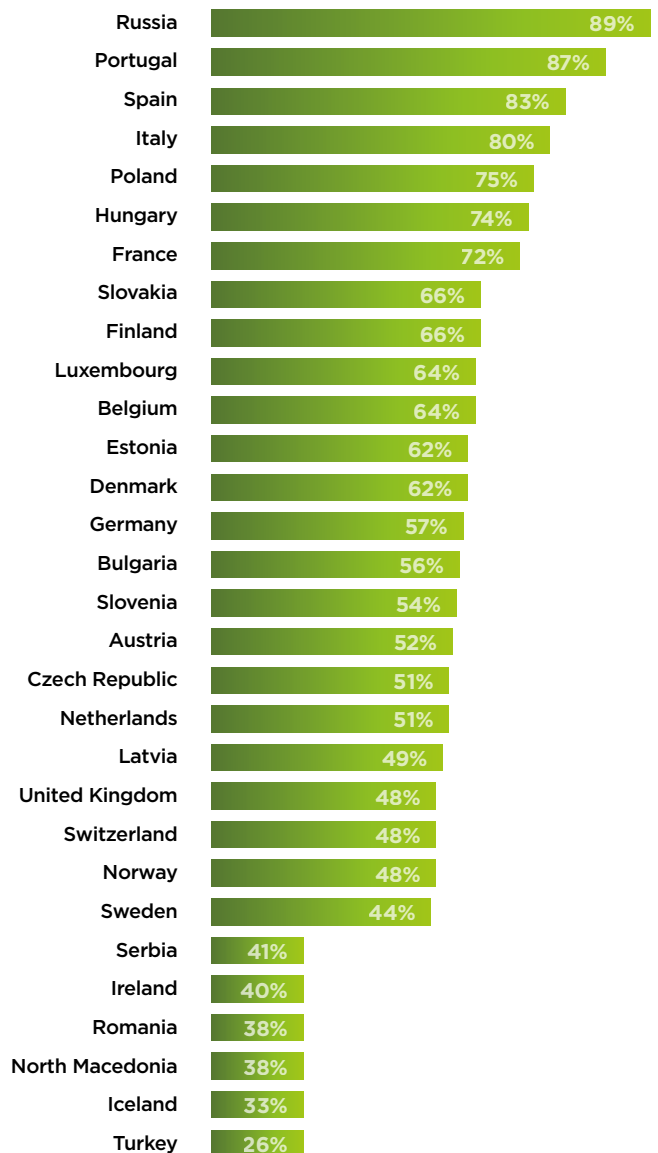
Two thirds of the total revenue of veterinary practices in Europe come from companion animals, including dogs, cats and other small mammals. Cattle and horses account for 13 per cent and 8 per cent of the total revenue respectively. Exotic animals account for the smallest share of the revenue: 2 per cent.

The countries where companion animals account for the highest percentage (over 80 per cent) of the revenue are Russia, Portugal, Spain and Italy. The highest share of cattle revenue in the veterinary practices in Europe can be found in Turkey, Ireland, Slovenia and North Macedonia. In these countries, there is a difference of at least 17 percentage points compared to the global European value of 13%. In Serbia, 17 per cent of the revenue comes from pigs, the highest value of all countries analysed, followed at some distance by Romania (9 per cent). The share from horses in the revenue is particularly high in Sweden (33 per cent) and Switzerland (31 per cent), while in countries like Serbia, Turkey and Russia the figure falls to 1 per cent.

► CHART 2.10. SHARE OF TOTAL REVENUE BY TYPE OF SPECIES (2015-2018)



► CHART 2.11. SHARE OF TOTAL REVENUE ACCOUNTED FOR BY COMPANION ANIMALS ANALYSED BY COUNTRY (2018)



▶ TABLE 2.3. PROPORTION OF VETERINARY PRACTICE BY TYPE OF SPECIES (2018) (PER CENT)

Country	Companion	Cattle	Pigs	Sheep/Goats	Horses	Exotic	Other
Austria	51	15	4	2	11	1	16
Belgium	63	22	2	1	8	2	2
Bulgaria	57	18	1	6	2	5	11
Czech Republic	51	7	2	1	4	2	33
Denmark	61	16	6	1	12	1	3
Estonia	62	23	1	1	8	1	4
Finland	65	8	2	1	21	1	2
France	72	16	1	1	6	2	2
Germany	57	11	3	1	19	1	8
Hungary	74	8	6	2	4	2	4
Iceland	33	28	2	16	20	0	1
Ireland	40	31	2	3	18	0	6
Italy	81	9	1	2	2	2	3
Latvia	48	25	5	4	7	2	9
Luxembourg	64	17	1	1	14	2	1
Netherlands	51	20	7	2	13	1	6
North Macedonia	38	30	6	14	3	0	9
Norway	48	22	4	7	14	1	4
Poland	75	11	4	0	2	3	5
Portugal	87	3	2	2	2	2	2
Romania	37	17	9	12	5	1	19
Russia	88	1	0	0	1	4	5
Serbia	40	26	17	10	1	1	5
Slovakia	66	19	3	4	3	2	3
Slovenia	54	30	5	3	4	1	3
Spain	82	5	2	2	4	3	2
Sweden	43	15	4	2	33	1	2
Switzerland	49	14	1	1	31	2	4
Turkey	26	43	0	9	1	2	19
United Kingdom	48	9	2	7	16	1	17
EUROPE-30	64	13	3	3	8	2	7

Trends in practice revenue

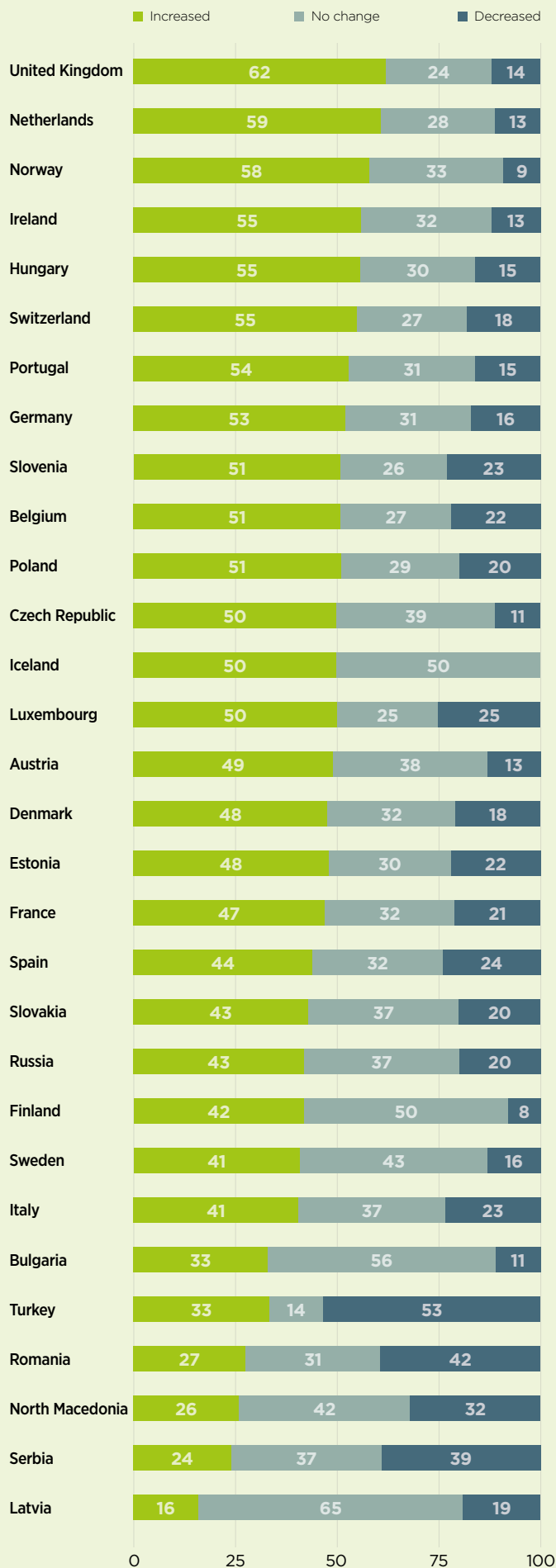
Veterinary practice owners across Europe were asked to estimate the trends in their practice revenue in the last 12 months. Almost half of them (45 per cent) reported that their revenue had increased, 33 per cent saw no change, and 22 percent report a decrease in their practices' revenue. The countries with the largest proportion of veterinarians reporting an increase in their practice revenue are United Kingdom (62 per cent) and the Netherlands (60 per cent). In contrast, in Turkey, Romania, and Serbia, 53, 42 and 39 per cent of veterinarians respectively indicate that their practice revenue has decreased.

In addition to the assessment of their revenue during the past 12 months, practice owners were also asked to speculate on their revenue of the next 12 months. In this case, over 52 per cent expect an increase in their revenue: 8 per cent expect a significant increase and 44 percent a slight one. Finally, only 6 per cent expect a significant decrease in their revenue.

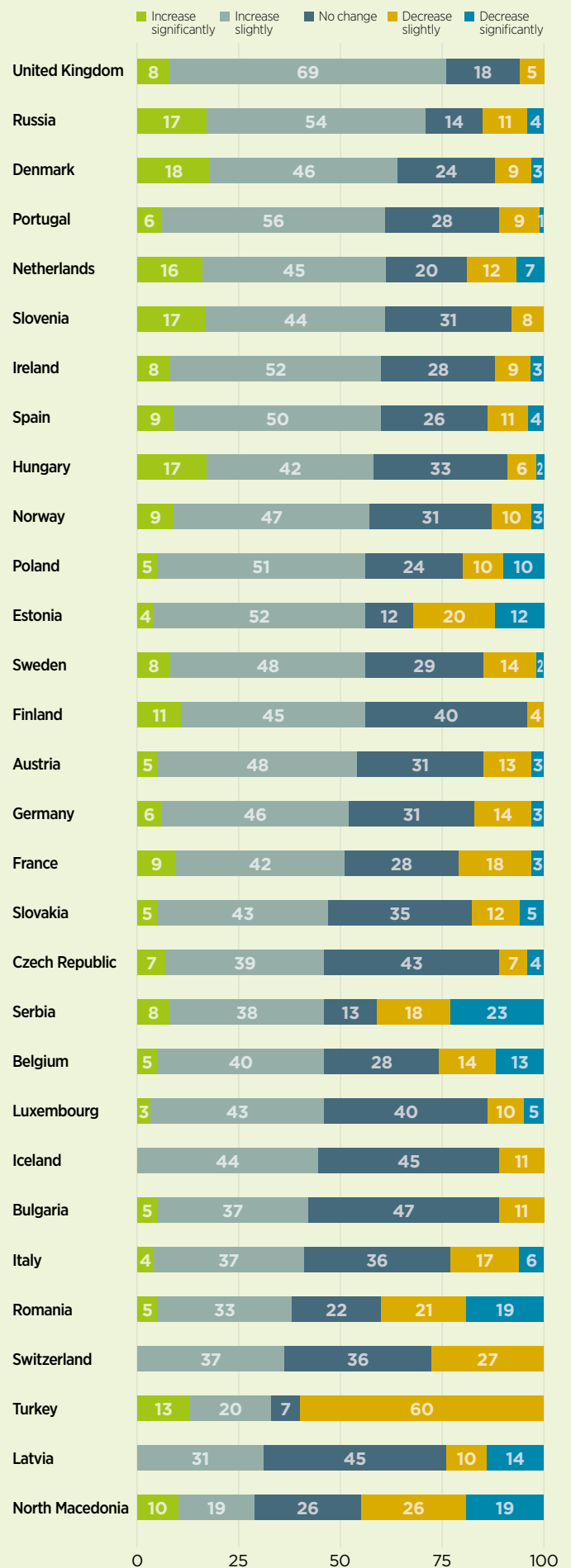
The United Kingdom is the country with the highest share of veterinary practice owners that expect an increase in their revenue (76 per cent), followed by Russia and Denmark. Denmark is, in fact, the country with most veterinarians that expected their revenue to increase significantly. This is in contrast to Turkey, North Macedonia, Serbia and Romania, where at least 40% of veterinarians expect their revenues to decrease slightly or significantly in the following 12 months.



▶ CHART 2.12. PRACTICE REVENUE CHANGES: LAST 12 MONTHS (PER CENT)



▶ CHART 2.13. PRACTICE REVENUE EXPECTED: NEXT 12 MONTHS TRENDS (2018) (PER CENT)

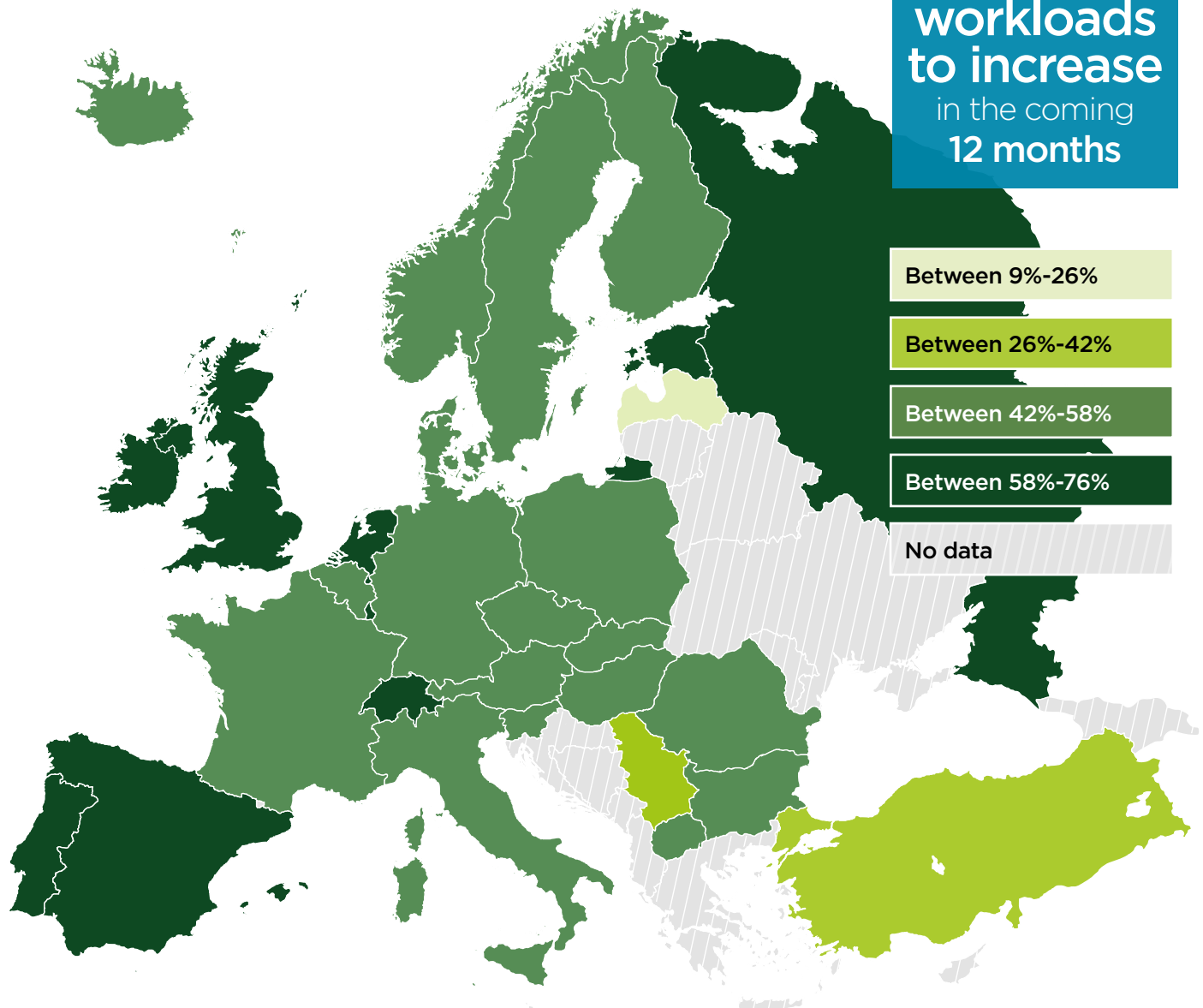


Future workloads

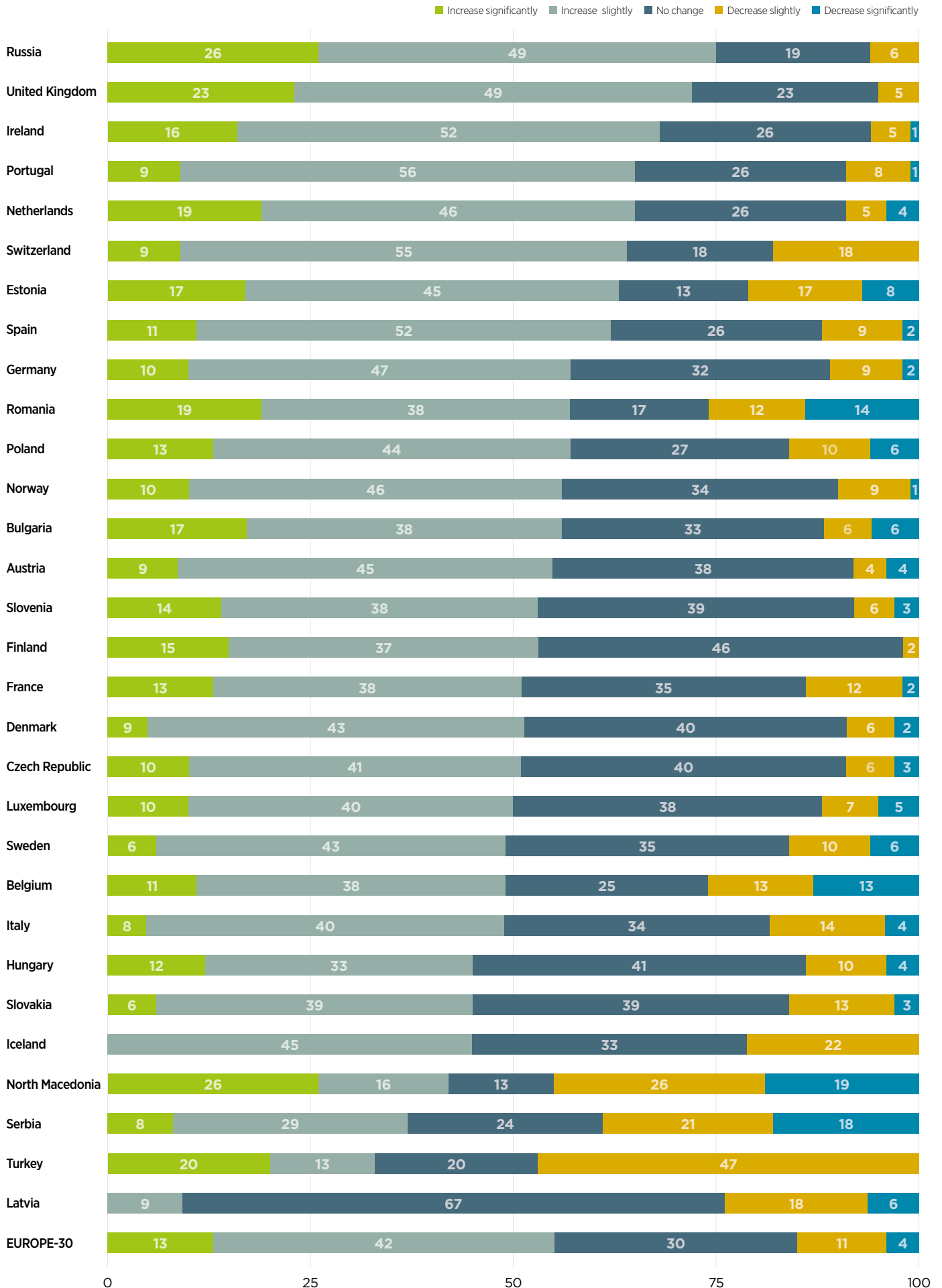
Beside trends in revenue, veterinarians reported how they expected their workload to change in the next 12 months. Over half of veterinarians expect more work in the following year; these results show an increase of 10 percentage points with regards to 2015. This is also coherent with reports of the expectation of revenue increase: 52 per cent of veterinarians expect an increase in their revenues, and 55 per cent expect more work. 30 per cent expect no change, and 15 per cent expect a decrease in the amount of work that they will have.

More than two thirds of veterinarians in Russia, the United Kingdom, Ireland, the Netherlands and Portugal expect their workload to increase in the next 12 months. In Turkey and North Macedonia, veterinarians are particularly negative in their expectations of workload in the future; more than 45% of veterinarians here believe their workload will decrease in the following year.

► CHART 2.14. WORKLOAD EXPECTED BY COUNTRY (2019)



▶ CHART 2.15. WORKLOAD EXPECTED BY COUNTRY: NEXT 12 MONTHS TRENDS (2018) (PER CENT)





Veterinary practices



Veterinary practices composition



70%
of the practices
have five workers
or less



47%
of veterinarians
in Europe are
sole traders

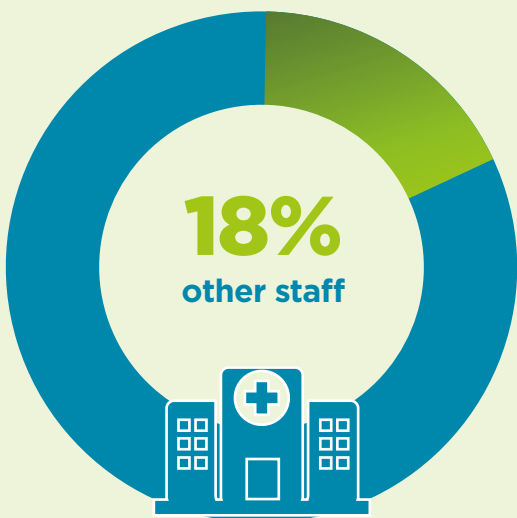
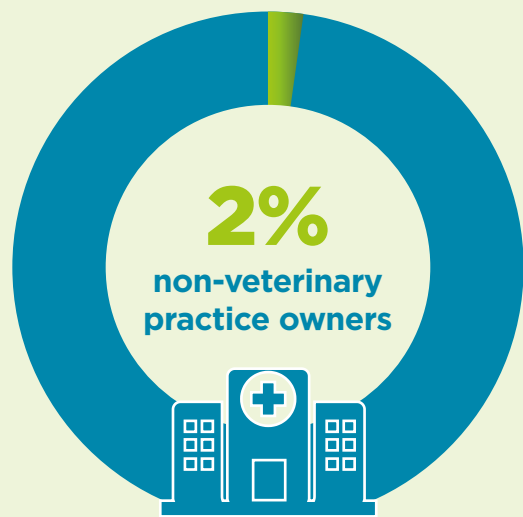
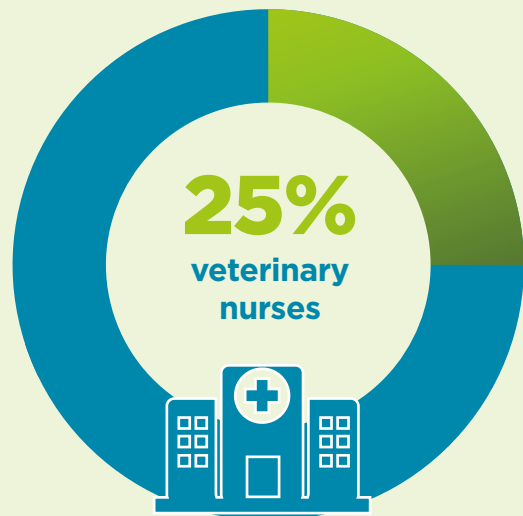
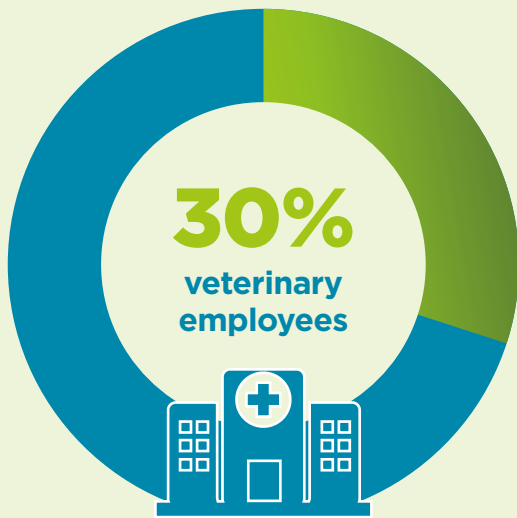


67%
of veterinarians
use online and
social media
in their
professional lives.

**Facebook
and Websites
are the most
popular ones.**



Key findings



Practice size

Small veterinary business are predominant in Europe, as was the case in 2015. 43% of the practices are composed of one or two staff members. Overall, 70 per cent of the practices have five workers or less. Practices of between 11 and 30 staff make up to 10 per cent of the practices and finally, the least common businesses are those with over 31 workers (three per cent). In overall terms, these percentages remain similar to those observed in 2015.

Sweden is the country with the highest number of 1 person practices (67 per cent), followed by Iceland, Finland and Belgium (over half of the practices). In comparison, single-person practices in Portugal, Russia, North Macedonia and Slovenia account for less than 8 per cent of the total.

The United Kingdom is by far the country with the highest proportion of large practices: 60 per cent of the businesses have more than 10 staff. By contrast, the European average for practices of this size is 13 per cent.

Veterinary practices in Europe are made up of 25 per cent veterinary practice owners, 30 per cent of veterinarians not-owners, another 25 per cent of veterinary nurses, 2 per cent of non-veterinary practice owners and 18 per cent of other staff. Compared to 2015, there is a smaller proportion of veterinary practice owners. Single-person practices are composed of the veterinary practice owners exclusively. The second smallest practice size group is more varied: 52 per cent are veterinary practice owners, and over one third are veterinary professionals and nurses.

► TABLE 3.1. PRACTICE SIZE ANALYSED BY COUNTRY (2018) (PER CENT)

Country	1	2	3 to 5	6 to 10	11 to 30	31 to 50	51 to 100	101+
Austria	39	14	33	8	5	1	0	0
Belgium	52	12	15	9	7	0	5	0
Bulgaria	18	28	18	9	18	9	0	0
Czech Republic	43	19	23	11	4	0	0	0
Denmark	25	8	23	24	20	0	0	0
Estonia	33	25	21	21	0	0	0	0
Finland	54	7	5	14	18	0	2	0
France	10	14	31	26	15	2	2	0
Germany	23	19	30	17	8	2	1	0
Hungary	39	18	19	15	8	0	1	0
Iceland	58	0	14	14	14	0	0	0
Ireland	16	7	17	28	27	2	3	0
Italy	44	21	21	7	6	0	1	0
Latvia	36	16	19	19	10	0	0	0
Luxembourg	22	10	37	22	7	2	0	0
Netherlands	14	9	20	22	26	5	3	1
North Macedonia	3	26	32	29	10	0	0	0
Norway	45	12	22	11	6	1	3	0
Poland	36	21	27	14	1	0	1	0
Portugal	8	14	45	24	8	1	0	0
Romania	19	22	41	13	4	1	0	0
Russia	3	10	21	28	26	7	0	5
Serbia	15	18	28	26	13	0	0	0
Slovakia	48	18	24	5	5	0	0	0
Slovenia	0	3	24	45	28	0	0	0
Spain	20	20	41	12	5	1	1	0
Sweden	67	9	9	8	2	0	3	2
Switzerland	30	30	20	10	0	0	0	10
Turkey	37	18	9	27	9	0	0	0
United Kingdom	19	3	9	9	29	0	3	28
EUROPE 30	26	17	27	17	10	1	1	1

► TABLE 3.2. PRACTICE SIZE ANALYSED BY TYPE OF EMPLOYMENT (2018)

Average (mean) per cent of staff

Practice size (number of staff)	Veterinary practice owners	Non-veterinary practice owners	Veterinary employees	Veterinary nurses	Other staff
1	100	0	0	0	0
2 to 3	53	3	12	23	9
4 to 5	33	3	20	31	13
6 to 10	26	4	25	32	13
11 to 30	18	2	30	32	18
31 to 50	12	4	33	30	21
51 to 99	20	2	28	30	20
100 to 499	28	3	18	30	21
500+	1	0	72	0	27
EUROPE-30 (2018)	25	2	30	25	18
EUROPE-24 (2015)	30	1	23	35	11

Future staffing

In order to get a sense of the expectations that practice owners have for the next three years about recruitments and redundancies, veterinarians indicated whether they were expecting changes in the number of workers. The difference between the proportion of respondents saying they are likely to 'increase' staff and those who expect to decrease staff numbers gives a 'balance' statistic which is shown in the table on the right. Although this doesn't take into consideration respondents who answered 'no change' it provides an impression of future recruitment potential. The countries most likely to recruit more veterinarians are Russia, Portugal, Switzerland and Slovenia. Practices in Russia, United Kingdom, Netherlands and Ireland are most likely to recruit more veterinary nurses.

The same proportion of owners (33%) expect to see an increase in the number of veterinarians or veterinary nurses employed in their practices. The figures are similar to those observed in 2015 with 31% expecting an increase for veterinarians and 28% for veterinary nurses.

In the smallest practices (1 person), there are no foreseen changes by 80 per cent of the owners, independently of the staffing profile.

The biggest anticipated changes are expected in businesses that have over 11 staff, where at least half of the owners expect an increase in the number of veterinarians and veterinary nurses.

► **TABLE 3.3. EXPECTATIONS OF CHANGE IN THE NUMBER OF WORKERS (2018).** Balance - difference between 'increase' and 'decrease'

Country	Veterinary practice owners	Veterinary employees	Veterinary nurses
Austria	+6	+5	+14
Belgium	+5	+21	+33
Bulgaria	+7	+36	+21
Czech Republic	+1	+26	+22
Denmark	-8	+30	+31
Estonia	+8	+23	+32
Finland	+7	+30	+30
France	+20	+20	+26
Germany	+5	+21	+27
Hungary	+1	+26	+29
Iceland	-13	+29	+29
Ireland	+6	+31	+38
Italy	+7	+27	+20
Latvia	0	+4	+10
Luxembourg	+8	+27	+24
Netherlands	-12	+36	+40
North Macedonia	-6	+10	+6
Norway	+7	+25	+32
Poland	+2	+36	+34
Portugal	+7	+48	+33
Romania	-4	+11	-5
Russia	+12	+64	+68
Serbia	-5	+35	+9
Slovakia	+5	+31	+21
Slovenia	+9	+44	+18
Spain	0	+27	+30
Sweden	0	+13	+18
Switzerland	+8	+45	+20
Turkey	0	-8	+8
United Kingdom	+3	+30	+44
EUROPE-30 (2018)	+6	+26	+27
EUROPE-24 (2015)	+5	+25	+22

► **TABLE 3.4. EXPECTATIONS OF CHANGE IN THE NUMBER OF WORKERS BY PRACTICE SIZE (2018)**
Average (mean) per cent of practices responding increase / no change / decrease for each staff group

Practice size (number of staff)	Veterinary practice owners			Non-veterinary owners			Veterinary employees			Veterinary nurses			Other staff		
	↑	↔	↓	↑	↔	↓	↑	↔	↓	↑	↔	↓	↑	↔	↓
1	5	91	4	1	97	2	15	81	4	13	84	3	9	89	2
2	7	89	4	2	95	3	23	72	5	22	72	6	10	86	4
3 to 5	12	83	5	2	96	2	34	60	6	32	63	5	17	80	3
6 to 10	13	79	8	5	90	5	43	48	9	45	50	5	19	75	6
11 to 30	24	65	11	7	89	4	52	37	11	56	37	7	32	62	6
31 to 50	40	50	10	34	64	2	93	4	3	85	15	0	69	29	2
51 to 100	39	55	6	19	81	0	59	38	3	56	43	1	39	61	0
Over 100	28	60	12	10	90	0	71	13	16	79	21	0	76	24	0
EUROPE-30	12	81	7	5	92	3	33	60	7	33	61	6	18	77	5
EUROPE-24	8	88	4	3	95	2	31	63	6	28	66	6	15	80	5

Legal formation

Almost half of veterinarians in Europe are sole traders, 5 percentage points more than in 2015. The second most common legal formation are limited liability companies (21 per cent), closely followed by partnerships (17 per cent). However, there are large differences in the distribution when comparing European countries: more than two thirds of practices in Russia, Austria, Czech Republic, Poland and Slovakia are sole traders. United Kingdom and North Macedonia, 9 and 3 per cent respectively, have the lowest proportion of sole traders.

Partnerships and limited liability companies are also frequent. In Portugal and the Netherlands, partnerships account for more than half of all practices and are the principal legal formation. In Italy, France, Denmark and Portugal, partnerships account for 31 to 60 % of practices. In Iceland, Hungary, Serbia, Romania and the United Kingdom, there are more limited liability companies than any other type of formation. Overall, public limited companies (PLC) are less common than the previous three formations. Despite this, over 10% of practices are PLCs in Slovenia.

▶ TABLE 3.5. PERCENTAGE OF VETERINARIANS BY TYPE OF LEGAL FORMATION AND COUNTRY (2018)

Country	Sole trader	Partnership	Limited liability company	Public limited company	Corporation	Economic interest grouping	Not sure/ prefers not to respond
Austria	65	7	6	0	10	1	11
Belgium	53	9	32	2	0	0	4
Bulgaria	37	24	10	0	5	0	24
Czech Republic	70	9	11	1	0	4	5
Denmark	32	30	13	2	8	2	13
Estonia	61	12	19	0	0	0	8
Finland	42	14	14	2	6	0	22
France	24	31	39	2	0	0	3
Germany	58	12	5	0	7	0	18
Hungary	44	1	55	0	0	0	0
Iceland	23	11	44	0	0	0	22
Ireland	39	27	29	4	1	0	0
Italy	57	34	4	0	3	1	1
Latvia	57	0	43	0	0	0	0
Luxembourg	43	22	18	0	4	2	11
Netherlands	36	52	5	0	1	1	5
North Macedonia	3	23	42	6	0	0	26
Norway	36	13	12	9	13	0	17
Poland	74	16	5	0	0	0	5
Portugal	23	60	14	1	0	0	2
Romania	30	6	34	3	1	0	26
Russia	69	3	26	1	0	1	0
Serbia	45	2	47	2	0	2	2
Slovakia	85	3	11	0	0	0	1
Slovenia	31	17	19	22	3	0	8
Spain	58	6	32	1	0	1	2
Sweden	49	4	11	3	3	1	29
Switzerland	59	0	33	8	0	0	0
Turkey	27	0	7	7	7	0	52
United Kingdom	9	9	34	5	11	0	32
EUROPE-30	47	17	21	1	3	0	11
EUROPE-24 (2015)	42	16	11	3	0	2	26

Sole trader

Individual who runs and owns the entire business.

Partnership

A legal form of business operation between two or more individuals who share management and profits.

Limited liability company

Business structure that combines traits of both a sole-proprietorship and a corporation.

Public limited company

Separate legal business entity which offers its shares to be traded on the stock exchange for the general public.

Corporation

Business formed by a group of people, and it has rights and liabilities separate from those of the individuals involved.

Economic interest grouping:

Type of legal structure that allows companies to found a legally independent cooperation entity with the aim of facilitating, streamlining and developing their economic activities.

** European Economic Interest Grouping - EEIG. The purpose of the grouping is to facilitate or develop the economic activities of its members by a pooling of resources, activities or skills. An EEIG can be formed by companies, firms and other legal entities. It must have at least two members from different EU member states.

Practice revenue

Business revenue may vary depending on the size of the veterinary clinic. In this chapter, we examine the average revenue figures reported for each size of practice in each country using survey data. This information complements the estimates of aggregated value of veterinary practices introduced in chapter 2. However, it is important to bear in mind that these estimates are often based on a small number of cases and thus likely to produce estimates of reduced statistical precision and accuracy.

The results from the survey show that Norway, the Netherlands, Germany and France are among the most profitable countries for single-person clinics. Conversely, Romania, Latvia, Bulgaria, Portugal and Slovakia are the least profitable countries for single-person clinics. In most cases, practice revenue increases as practice size goes up.

► TABLE 3.6. AVERAGE REVENUE BY SIZE OF PRACTICE AND COUNTRY (2018)

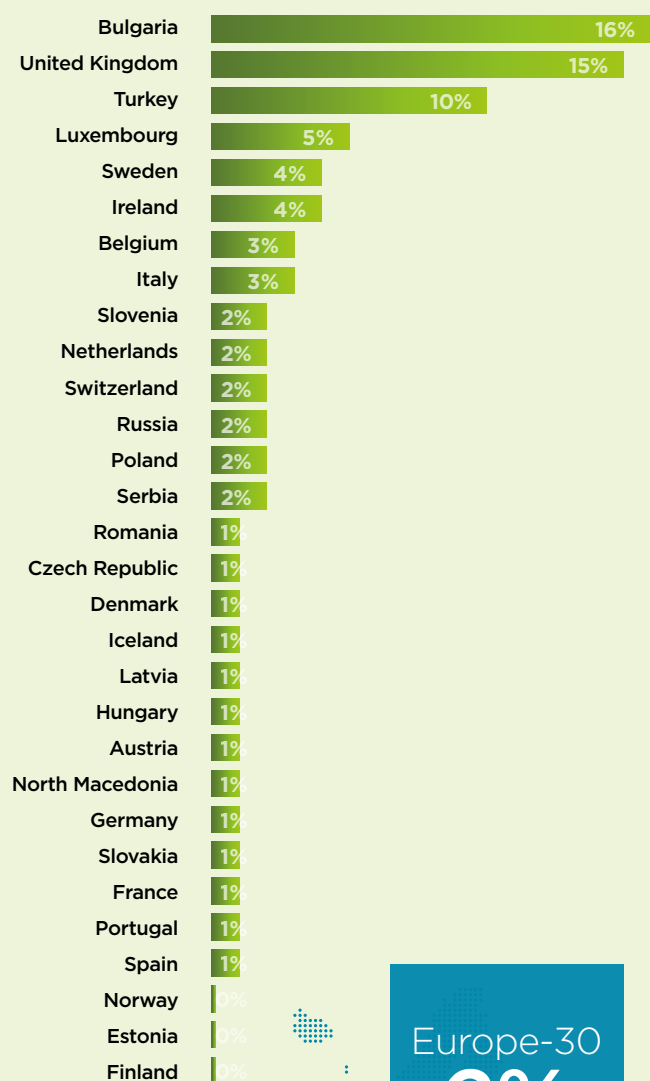
Country	1	2	3 a 5	6 a 10	11 a 30	31 a 50	51 a 100	Over 100
Austria	111,444	152,780	265,954	355,000	1,400,000	1,800,000	N/A	N/A
Belgium	102,206	173,750	453,000	774,429	2,143,333	N/A	2,875,000	N/A
Bulgaria	13,898	N/A*	N/A	N/A*	N/A*	N/A*	N/A	N/A
Czech Republic	35,881	46,085	120,216	143,464	N/A*	N/A	N/A	N/A
Denmark	92,915	153,942	548,224	669,500	1,340,796	N/A	N/A	N/A
Estonia	43,236	59,767	92,828	158,951	N/A	N/A	N/A	N/A
Finland	89,582	N/A*	N/A*	404,200	1,144,613	N/A	N/A	N/A
France	144,748	268,681	511,846	1,140,296	1,878,274	3,660,000	1,846,157	N/A*
Germany	155,641	172,431	264,041	494,692	1,301,318	2,864,286	N/A*	N/A*
Hungary	28,610	23,985	57,987	N/A*	N/A*	N/A	N/A	N/A
Iceland	81,007	N/A	N/A*	N/A	N/A*	N/A	N/A	N/A
Ireland	76,714	136,051	627,154	1,211,991	1,401,389	N/A*	N/A*	N/A
Italy	28,314	41,711	120,989	118,911	212,500	N/A	N/A*	N/A
Latvia	2,806	N/A*	N/A*	N/A*	N/A*	N/A	N/A	N/A
Luxembourg	108,500	N/A*	N/A*	N/A*	N/A*	N/A	N/A	N/A
Netherlands	173,028	N/A*	320,714	669,958	716,313	N/A*	N/A	N/A*
North Macedonia	N/A*	21,979	18,198	9,638	N/A*	N/A	N/A	N/A
Norway	319,475	167,025	428,508	470,359	661,643	N/A*	N/A*	N/A
Poland	38,846	24,655	78,123	138,690	N/A*	N/A	N/A*	N/A
Portugal	13,072	80,000	89,373	197,600	382,100	N/A*	N/A*	N/A
Romania	5,156	12,843	11,166	39,136	13,398	N/A*	N/A*	N/A
Russia	N/A*	N/A*	13,850	53,684	44,881	N/A*	N/A	N/A*
Serbia	N/A*	N/A*	5,630	93,075	N/A*	N/A	N/A	N/A
Slovakia	13,378	15,229	20,250	N/A*	N/A*	N/A	N/A	N/A
Slovenia	N/A	N/A	192,817	699,000	715,400	N/A	N/A	N/A
Spain	42,642	85,435	134,337	300,718	642,215	N/A*	N/A*	N/A*
Sweden	78,759	N/A*	N/A*	N/A*	N/A*	N/A	N/A	N/A*
Switzerland	N/A*	N/A*	N/A*	N/A*	N/A	N/A	N/A	N/A*
Turkey	N/A*	N/A*	N/A	N/A*	N/A	N/A	N/A	N/A
United Kingdom	N/A*	N/A*	N/A*	N/A*	1,757,150	N/A	N/A	15,900,000

* Figures are mean averages in Euros and refer to the year 2017/2018 or latest accounting year provided. Given the high number of missing information from respondents not answering the question and the variation between and within countries, the raw figures were adjusted thusly. First, numbers were compared against figures reported in 2015 for initial benchmarking. Then, based on number of responding cases (less than 5 per country and practice size) some figures were imputed based on within country conditional mean models adjusted for number of staff per clinic. Whenever no appropriate estimated mean was possible, an asterisk was added to the N/A abbreviation. Europe averages are not estimated given the amount of missing information. Please note that all data refers to values BEFORE TAX and excludes VAT.

International revenue

2 per cent of practice revenue in European countries comes from abroad. This percentage remains stable since 2015 (2 per cent). In 16 of the analysed countries, only 1 per cent or less of the practices' revenue comes from outside the country they are based in: Norway, Estonia and Finland have the lowest values. Unlike these countries, veterinary practices in Bulgaria, United Kingdom and Turkey get 10 per cent or more of their revenue from other countries.

► CHART 3.1. PERCENTAGE OF REVENUE FROM ABROAD BY COUNTRY (2018)



Online presence

Across Europe, 67 per cent of veterinarians indicate currently using Social Media in their professional lives. Facebook and Websites are the most popular ones: almost 50 per cent of veterinarians use Facebook, and 41 per cent, Websites. YouTube and Instagram are also popular, used by over 15 per cent of the veterinarian population. Twitter is the least used Social Media: only 6 per cent of veterinarians use it at work.

Over half of the veterinarians use at least one type of Social Media for professional purposes in every country analysed. There are, nonetheless, countries where the incidence rate is slightly higher than the average: for example, 80% of the participants in Bulgaria, Russia, North Macedonia, Romania and Slovenia indicate using at least one type of the social media resources mentioned above. On the other hand, Ireland and Italy have the lowest rate of social media in the veterinarians' professional life.



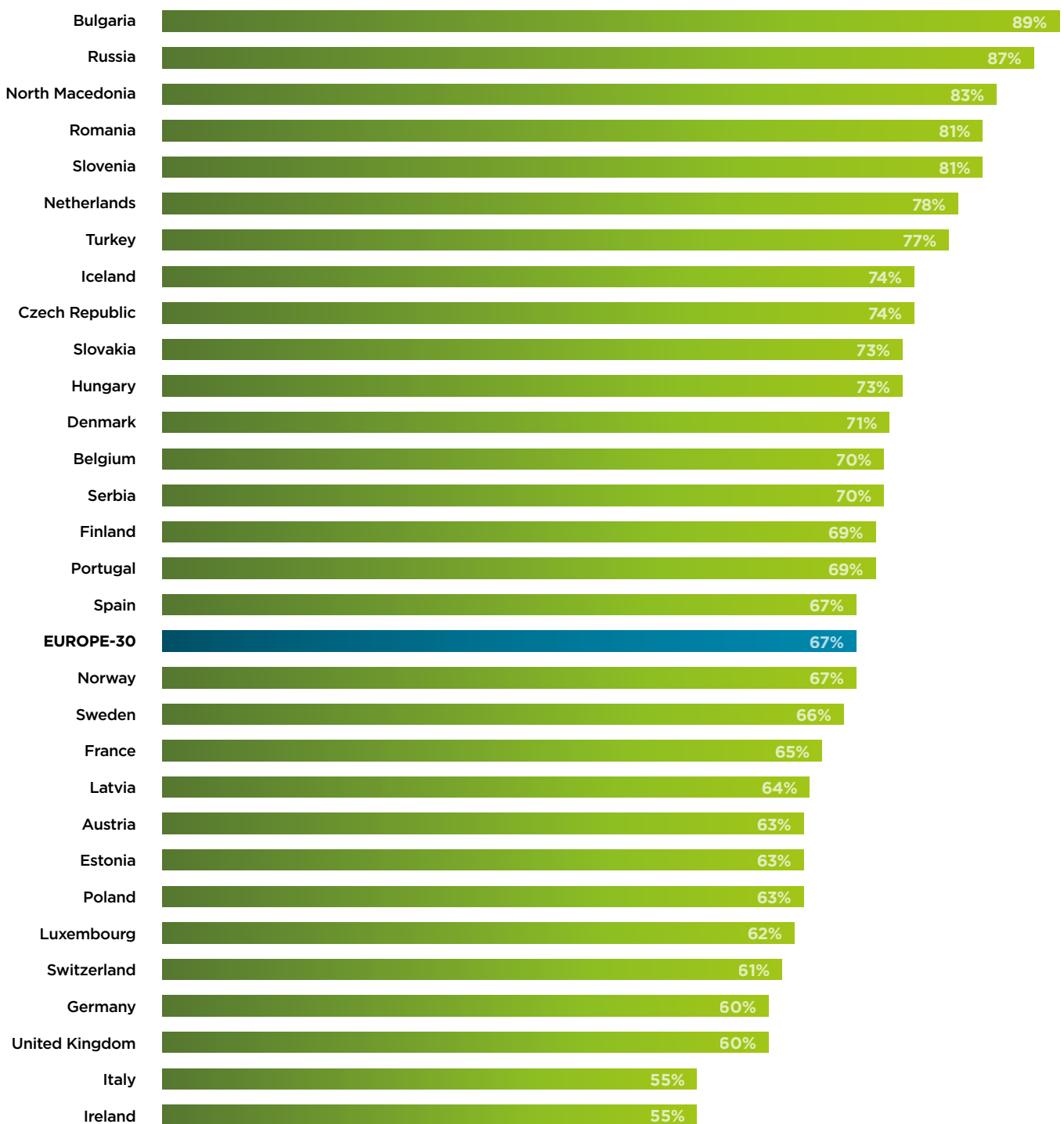
Informing and educating clients about relevant topics and promoting services are the two most mentioned reasons why veterinarians use Social Media. Of all veterinarians, 36 per cent use it to inform and educate, followed by 25 per cent of veterinarians who use it for promotion. In addition, 20 per cent of respondents use it to inform about diseases, and another 20 per cent to engage with clients.

Although there are many similarities across countries, over half of the veterinarians in Slovenia and the Netherlands indicate using it to inform and educate. The countries where its use is less frequent are Turkey, Austria, Ireland and Germany, where between 25 and 27 per cent or less use social media for this purpose. The Netherlands has the highest percentage of veterinarians using social media to promote their services (42 per cent).

Disease awareness through social media, though less common at the European level, is more frequent in North Macedonia- where it is the most indicated use of social media- and Romania (second most indicated use after informing and educating) than in the rest of European countries.

Engaging with clients is the least common use of social media in the professional lives of the veterinarians. In Bulgaria, Romania a North Macedonia, about one third of veterinarians use social media for this purpose: the highest percentages of all countries analysed.

► CHART 3.2. USE OF ONLINE AND SOCIAL MEDIA (FACEBOOK, INSTAGRAM, TWITTER, YOUTUBE OR WEBSITE) BY COUNTRY (2018)



▶ **TABLE 3.7. PERCENTAGE OF ONLINE AND SOCIAL MEDIA USE BY COUNTRY (2018)**

Per cent	Facebook	Website	YouTube	Instagram	Twitter
Austria	36	72	19	5	2
Belgium	56	66	9	8	5
Bulgaria	75	39	35	19	11
Czech Rep.	48	70	22	8	2
Denmark	58	51	7	9	2
Estonia	59	26	12	10	0
Finland	59	44	14	10	7
France	46	61	8	3	2
Germany	28	74	15	3	1
Hungary	65	54	20	9	1
Iceland	61	45	10	3	3
Ireland	36	40	13	10	13
Italy	49	18	10	17	4
Latvia	45	11	38	13	2
Luxembourg	41	56	16	6	4
Netherlands	51	63	8	10	7
North Macedonia	65	23	41	27	12
Norway	61	46	11	20	4
Poland	59	43	10	7	2
Portugal	53	25	11	20	3
Romania	69	23	32	20	4
Russia	67	11	42	44	2
Serbia	41	44	26	9	1
Slovakia	54	53	26	11	0
Slovenia	55	57	34	9	2
Spain	52	32	5	20	7
Sweden	52	46	11	20	2
Switzerland	28	58	16	6	2
Turkey	57	29	27	30	26
UK	45	33	13	9	14
EUROPE-30	49	41	17	16	6

▶ **TABLE 3.8. USE OF SOCIAL MEDIA BY TYPE OF USE AND COUNTRY (2018)**

Per cent	To inform/educate	Disease awareness	To engage with clients	To promote services
Austria	26	7	8	21
Belgium	45	29	29	31
Bulgaria	49	30	33	37
Czech Rep.	29	22	20	36
Denmark	46	26	24	39
Estonia	38	22	21	33
Finland	35	18	12	27
France	39	23	27	31
Germany	27	9	12	21
Hungary	46	29	14	31
Iceland	45	26	10	35
Ireland	27	19	20	24
Italy	28	11	23	21
Latvia	39	22	14	30
Luxembourg	34	18	18	20
Netherlands	52	32	27	42
North Macedonia	44	47	35	33
Norway	41	21	17	37
Poland	32	25	22	13
Portugal	50	36	25	21
Romania	47	38	31	37
Russia	45	30	23	20
Serbia	49	24	10	25
Slovakia	48	25	27	38
Slovenia	53	26	21	33
Spain	42	31	22	31
Sweden	34	17	13	31
Switzerland	32	10	9	25
Turkey	25	11	17	14
UK	33	19	15	28
EUROPE-30	36	20	20	25

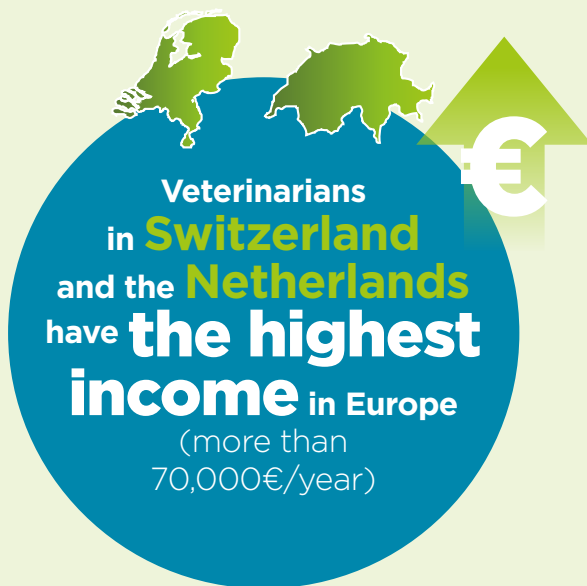


Working as a veterinarian



Veterinarians in Europe
earn on average

39,803€/year



Key findings



Consultancy and food hygiene

are the highest-paid
field of employment
for veterinarians



Veterinary practice

**owners
working by
themselves** in private
practices earn around 55k€
(PPP) while those staffed by
two veterinarians earn 37k€,
and 58k in those
staffed by
three



Veterinarians

aged above 60 earn the most

(upwards of 65,000€/year),
**compared with veterinarians
up to 39 years old**
(up to 46,000€/year).



Male veterinarians

are better paid than
female ones
(44,057€ vs. 38,874€
respectively)

Average earnings

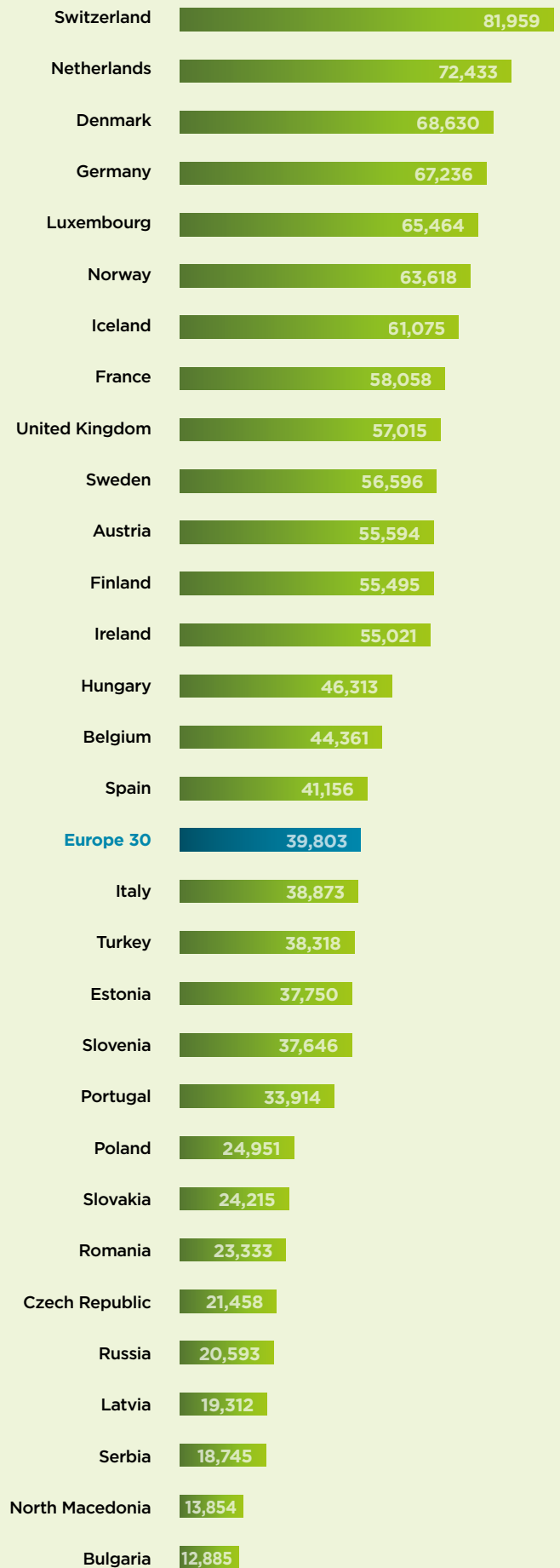
Veterinarians that participated in this study earn on average 39,803 euros per year. To obtain this result, and allow for comparability across European countries, data on earnings were adjusted to reflect each country’s relative purchasing power, using the index Purchasing Power Parity (PPP).

Looking at individual countries, it is possible to observe many differences, even after correcting for the relative purchasing power. Veterinarians in Switzerland and the Netherlands have the highest income, earning more than 70,000 euros (PPP) per year. On the other hand, North Macedonia and Bulgaria have the lowest earnings, both under to 20,000 euros. Compared to 2015, veterinarians’ average earnings in Europe were approximately 500 euros more per year than the average for all employees.

TABLE 4.1. AVERAGE EARNINGS OF VETERINARIANS IN EACH EUROPEAN COUNTRY

Country	average earnings: VETS*	
	Unadjusted (€)	Adjusted for PPP (€)
Austria	48,500	55,594
Belgium	38,700	44,361
Bulgaria	4,998	12,885
Czech Republic	11,700	21,458
Denmark	68,055	68,630
Estonia	22,800	37,750
Finland	54,000	55,495
France	50,000	58,058
Germany	56,400	67,236
Hungary	22,464	46,313
Iceland	67,675	61,075
Ireland	48,000	55,021
Italy	30,000	38,873
Latvia	10,800	19,312
Luxembourg	63,700	65,464
Netherlands	64,000	72,433
North Macedonia	4,800	13,854
Norway	74,000	63,618
Poland	11,040	24,951
Portugal	22,000	33,914
Romania	8,988	23,333
Russia	8,160	20,593
Serbia	7,344	18,745
Slovakia	13,000	24,215
Slovenia	24,000	37,646
Spain	29,000	41,156
Sweden	52,658	56,596
Switzerland	99,000	81,959
Turkey	11,059	38,318
United Kingdom	49,720	57,015
Europe 30	27,079	39,803

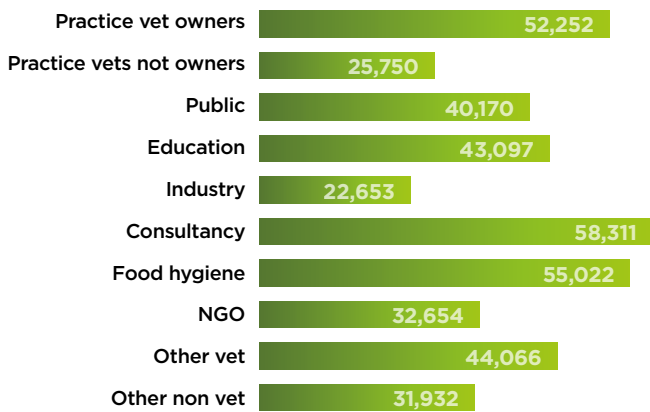
CHART 4.1. AVERAGE EARNINGS OF VETERINARIANS IN EACH EUROPEAN COUNTRY (€ FOR PPP)



Earnings by field of employment

The highest-paid veterinarians work in consultancy followed by food hygiene, earning above 55,000€ (PPP) per year, respectively. The lowest-paid veterinarians work as employees in private practice earning 25,750€ (PPP) per year.

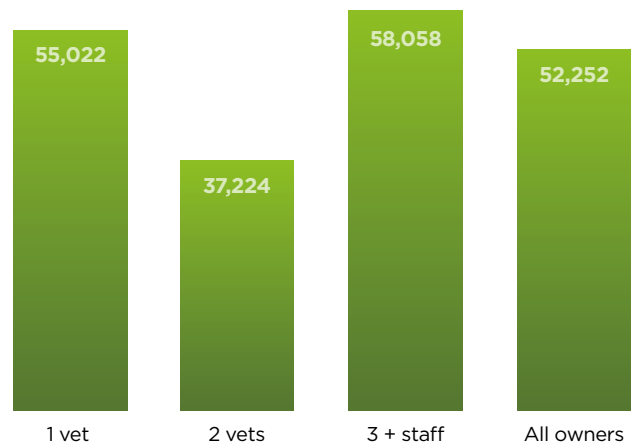
► CHART 4.2. AVERAGE EARNINGS BY FIELD OF EMPLOYMENT



Earnings by practice size

Veterinarians working by themselves in private practices earn around 55k€ (PPP). Veterinarians who work in 2-staff practices earn 37k euros, and those who work in 3 and more staff practices earn around 58k euros.

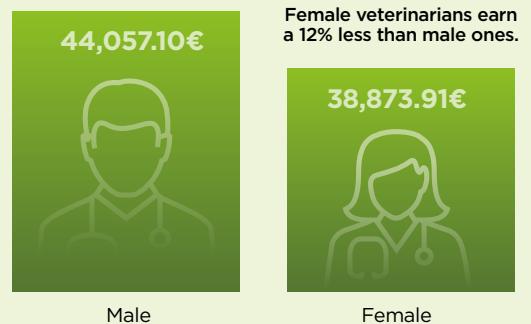
► CHART 4.3. AVERAGE EARNINGS BY PRACTICE SIZE



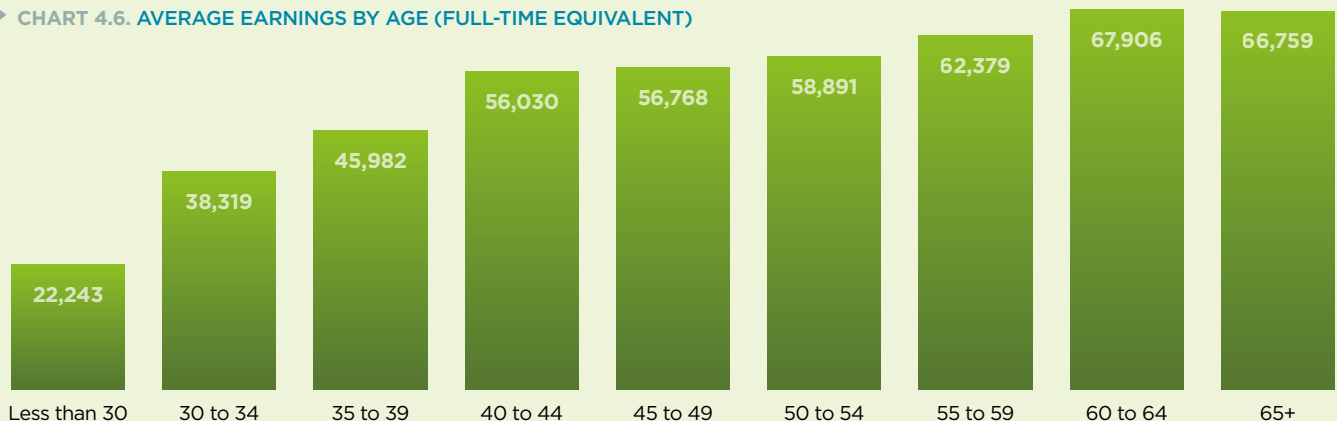
Earnings by age and gender

As age rises so do the earnings of veterinarians. Those aged above 60 earn the most (upwards of 65,000 euros PPP), while younger veterinarians, up to 39 years old, earn considerably less (up to an 46,000 euros PPP). Male veterinarians are better paid than female ones (44,057€ vs. 38,874€ respectively).

► CHART 4.5. AVERAGE EARNINGS BY GENDER (FULL-TIME EQUIVALENT)



► CHART 4.6. AVERAGE EARNINGS BY AGE (FULL-TIME EQUIVALENT)



Earnings change by country

Overall, almost half of European veterinarians respond that their earnings have increased in the last three years, while 30% say no change has been observed and a further 16% that they have decreased. At least two thirds of veterinarians indicate that their earnings have increased in the United Kingdom, Iceland, Hungary, Sweden and Norway. On the other hand, Romania is the country with the highest proportion of veterinarians that have seen their personal earnings decrease (39%), followed by Latvia, Portugal, Italy and France.



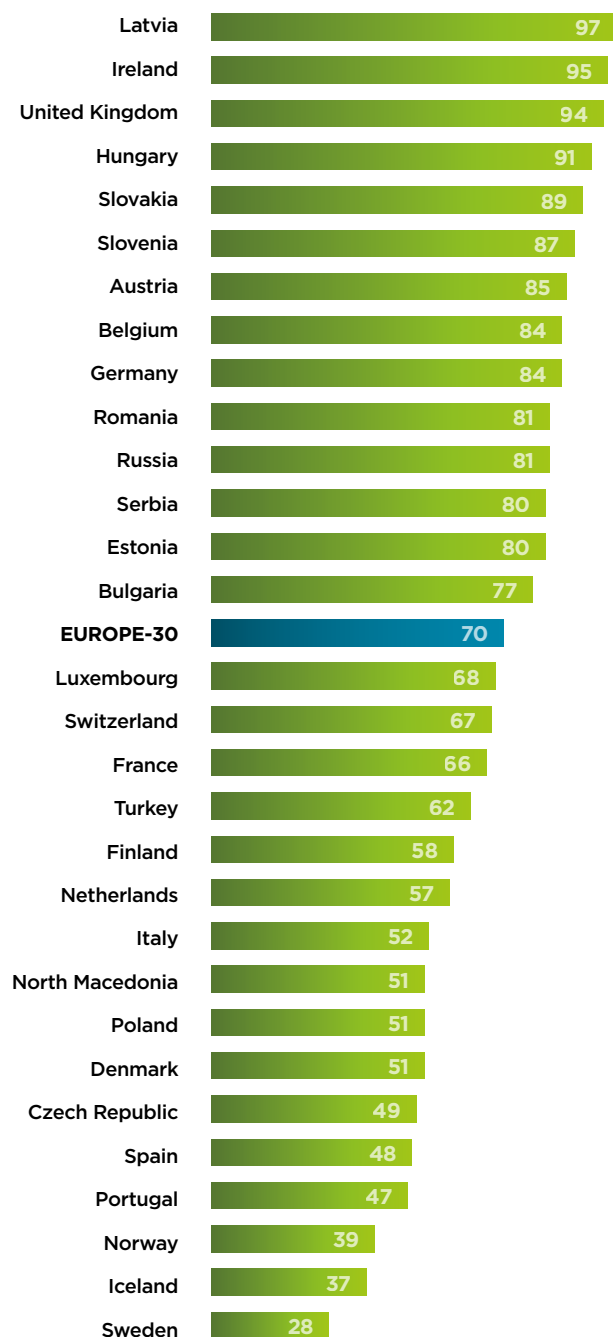
► TABLE 4.2. EARNINGS CHANGE IN THE LAST THREE YEARS BY COUNTRY (2018)

Country	Increased	No change	Decreased	Don't know
Austria	48	33	11	8
Belgium	54	28	13	5
Bulgaria	42	42	9	7
Czech Republic	54	28	11	7
Denmark	53	33	10	4
Estonia	44	27	20	9
Finland	45	31	20	4
France	37	34	21	8
Germany	55	31	10	4
Hungary	68	22	6	4
Iceland	64	23	10	3
Ireland	51	33	14	2
Italy	35	35	21	9
Latvia	39	35	23	3
Luxembourg	47	28	13	12
Netherlands	52	29	14	5
North Macedonia	36	59	5	0
Norway	71	18	8	3
Poland	50	33	12	5
Portugal	35	35	21	9
Romania	34	21	39	6
Russia	51	29	18	2
Serbia	35	47	13	5
Slovakia	43	27	16	14
Slovenia	36	49	12	3
Spain	35	41	20	4
Sweden	67	16	11	6
Switzerland	57	29	11	3
Turkey	51	15	20	14
United Kingdom	63	23	7	7
EUROPE-30	48	30	16	6

Education and CPD (Continuing Professional Development)

Seventy (70) per cent of veterinarians believe that Continuing Professional Development is compulsory to keep their jobs. However, this rate varies greatly across countries. In Latvia and Ireland, it is believed to be compulsory for almost everyone (95% and over must complete some kind of CPD training), while in Sweden only for under one third of the veterinarians.

► CHART 4.6. PROPORTION OF MANDATORY CPD AT WORK BY COUNTRY

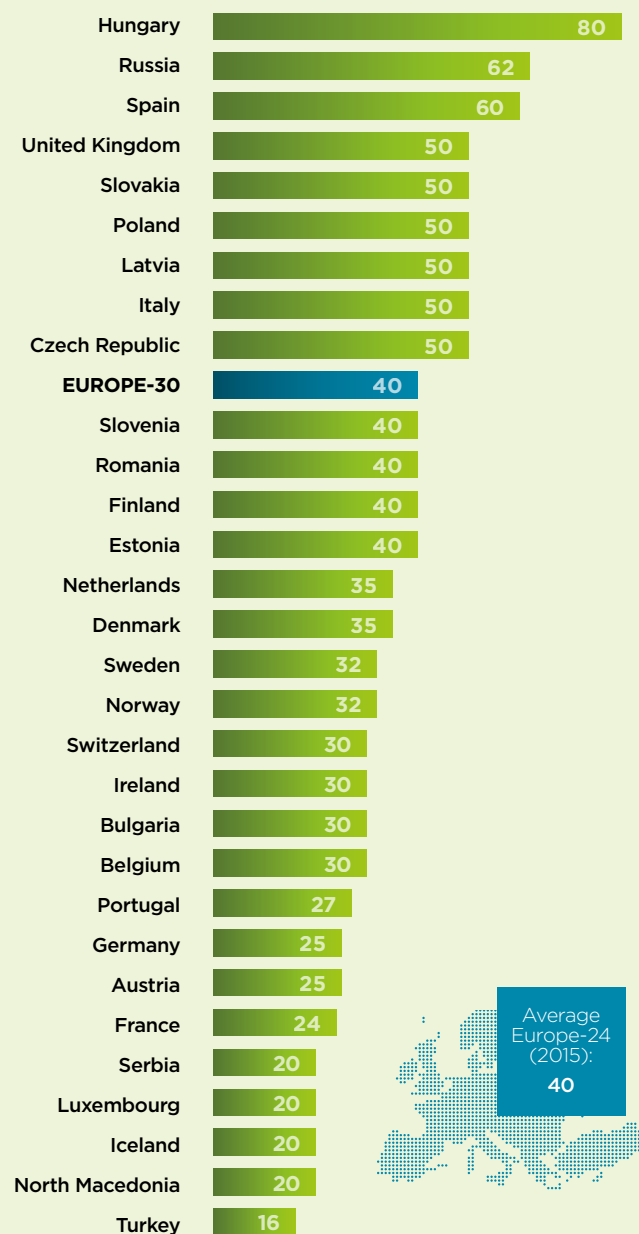


Hours of CPD/year

On average, veterinarians in Europe spend 40 hours a year in CPD. The average number of hours of CPD has remained the same since 2015, when veterinarians also indicated undertaking 40 hours of CPD (UEVP-FVE recommendation)..

When asked about the number of CPD hours they undertake per year, veterinarians from Hungary (80), Russia (62) and Spain (60) reported the highest number of CPD hours. On the other hand, those from Serbia, Luxembourg, Iceland, North Macedonia (20) and Turkey (16) reported the lowest number of hours of CPD.

► CHART 4.7. AVERAGE TIME SPENT ON CPD/YEAR BY COUNTRY (HOURS)



On average (median), veterinarians that pay for CPD training spend 600 euros per year. Including those that indicate having paid 0 euros, the average is 491. This quantity varies a lot by country. While in France, Italy or Netherlands the veterinarians spend around 800 euros per year, in Denmark (4), Sweden or Iceland (0) the expenditure is none.

► CHART 4.8. AVERAGE SPENDING ON CPD PER YEAR BY COUNTRY (EUROS) (2018)

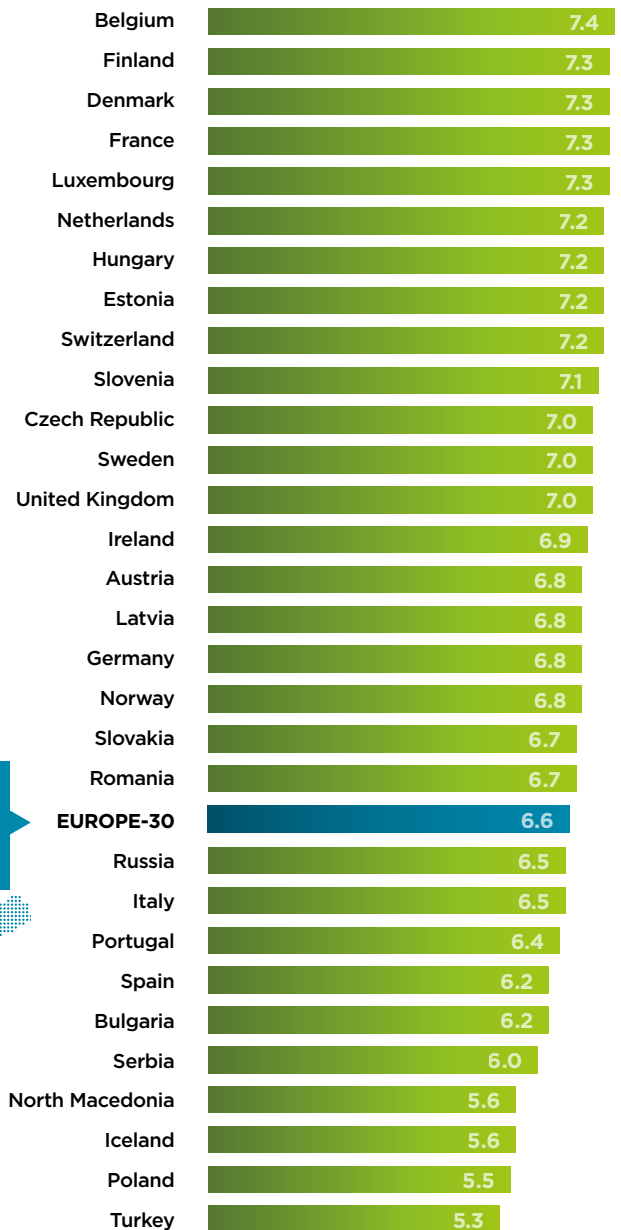


Satisfaction with CPD

Perception of CPD quality shows a moderate variation across countries. In a scale from 0 to 10, where 0 means “complete dissatisfaction” and 10 means “complete satisfaction”, all survey participants rated the quality of CPD above 5 points.

Vets from Belgium (7.4), Finland, Denmark, France and Luxembourg (7.3) were the most satisfied with the quality of CPD that they had attended. Conversely, those from Turkey (5.3), Poland (5.5), Iceland and North Macedonia (5.6) reported the lowest levels of satisfaction.

► CHART 4.9. AVERAGE SATISFACTION WITH QUALITY ON ATTENDED CPD

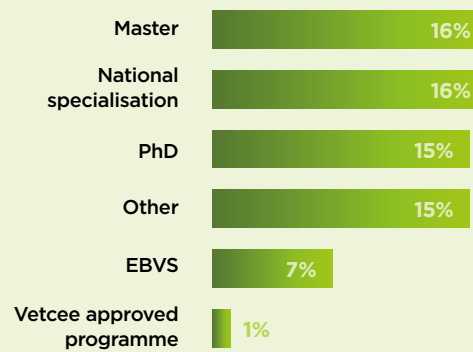


* Score 0-complete dissatisfaction to 10- perfect satisfaction.

Postgraduate qualification

With regard to post-graduate education, 16 per cent of European veterinarians have a master's degree. The same percentage has a national specialisation, 15 per cent have a PhD and 7 per cent have an EBVS (European Board of Veterinary Specialisation).

▶ CHART 4.10. POST-GRADUATE QUALIFICATION OF VETERINARIES BY TYPE (%)



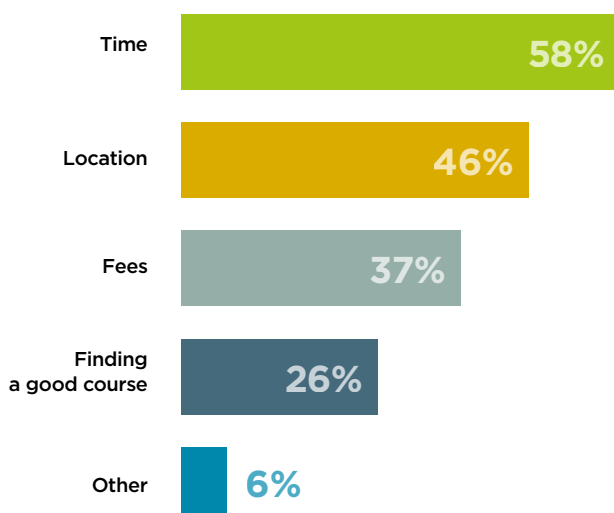
CPD challenges and preferences

More than half of European veterinarians consider time the biggest challenge to undertake CPD (58%), followed by location (46%), fee (37%) and finding a good course (26%).

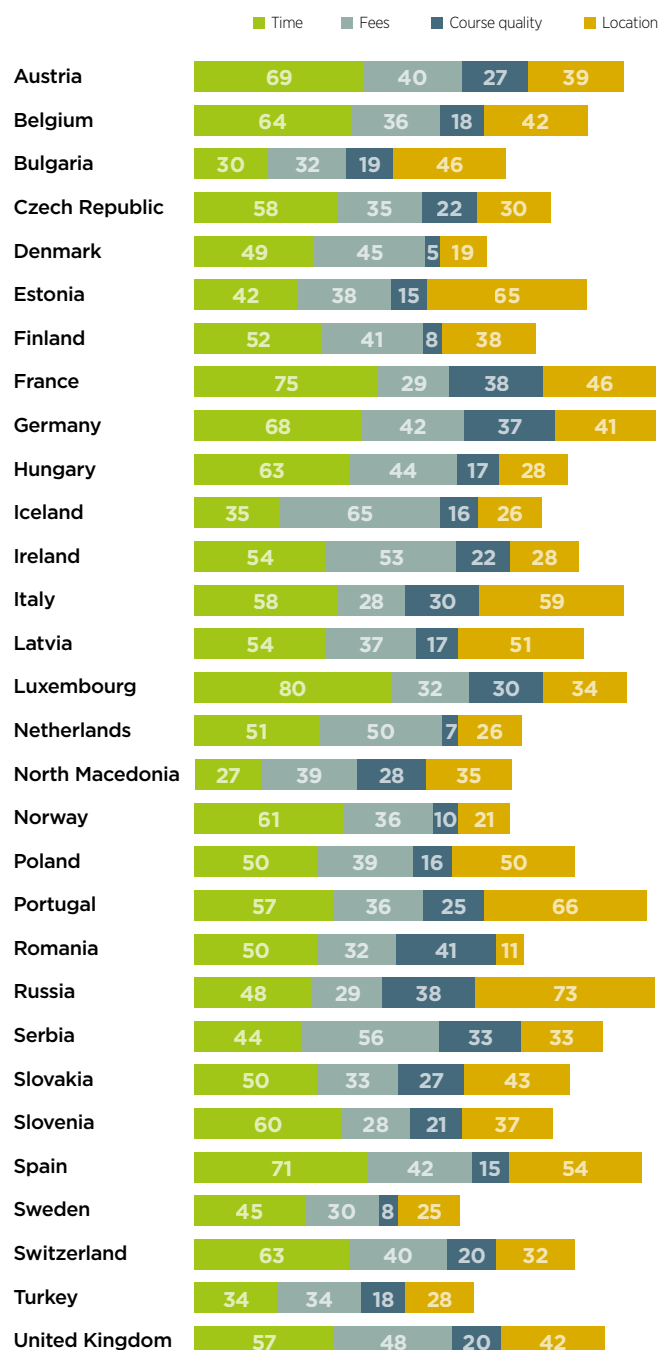
Time constraints score the highest for Luxembourg (80%), France (75%) and Spain (71%). Difficulties with courses fees are reported the most in Iceland (65%), Serbia (56%) and Ireland (53%) while more frequent challenges with courses' quality are found in Romania (41%), Russia and France (both 38%).

About challenges to access CPD due to location issues, Russia (73%), Portugal (66%) and Estonia (65%) are the European countries that reported the highest percentages.

▶ CHART 4.11. CHALLENGES REGARDING CPD (%)



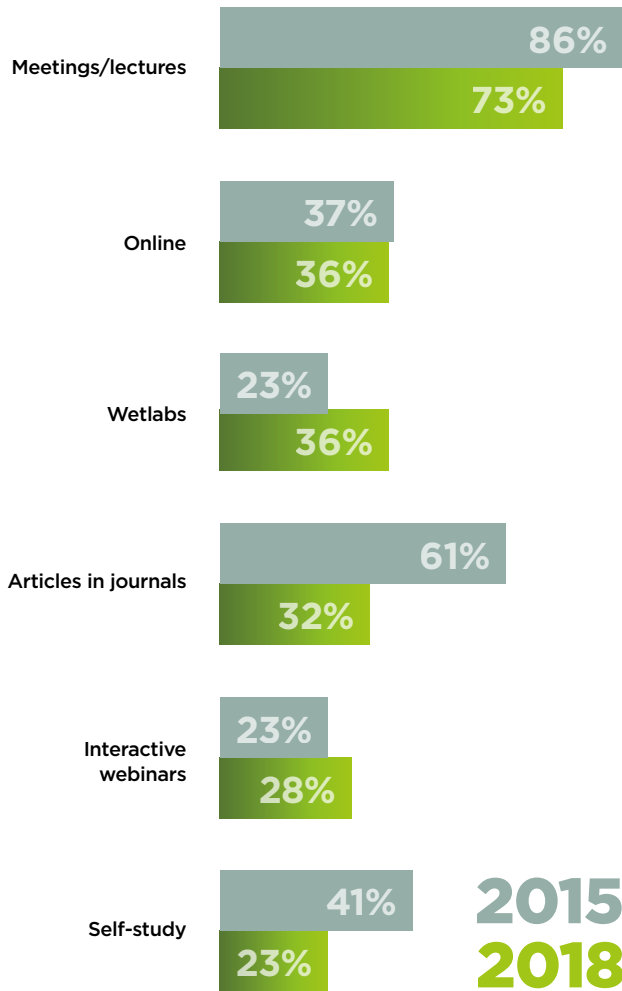
▶ CHART 4.12. CHALLENGES REGARDING CPD BY COUNTRY (%)



* Multiple response option.

The great majority of European veterinarians prefer their CPD through meetings or lectures (73%), 36 per cent like wet labs and online courses, while more reduced groups keep journals (32%), interactive webinars (28%) and self-study (23%) among their preferences for CPD.

▶ CHART 4.13. PREFERRED WAYS OF TAKING CPD (% RESPONDENTS)



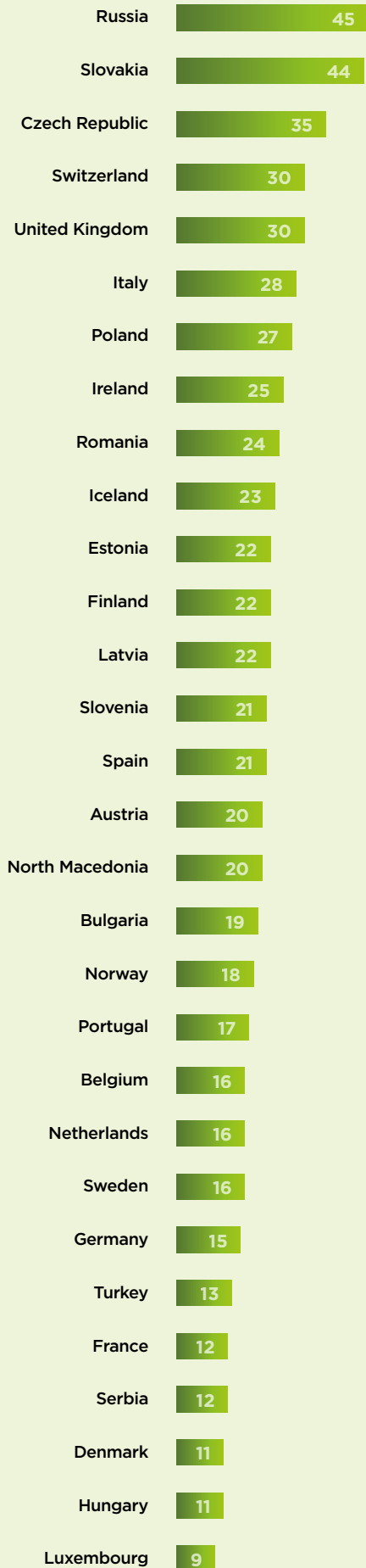
Preferred ways of taking CPD: Meetings or lectures by country (%)



**Preferred ways of taking CPD:
Wetlabs / Practicals by country (%)**

**Preferred ways of taking CPD:
Online by country (%)**


Preferred ways of taking CPD:
Self-study by country (%)



Preferred ways of taking CPD:
Interactive webinars by country (%)

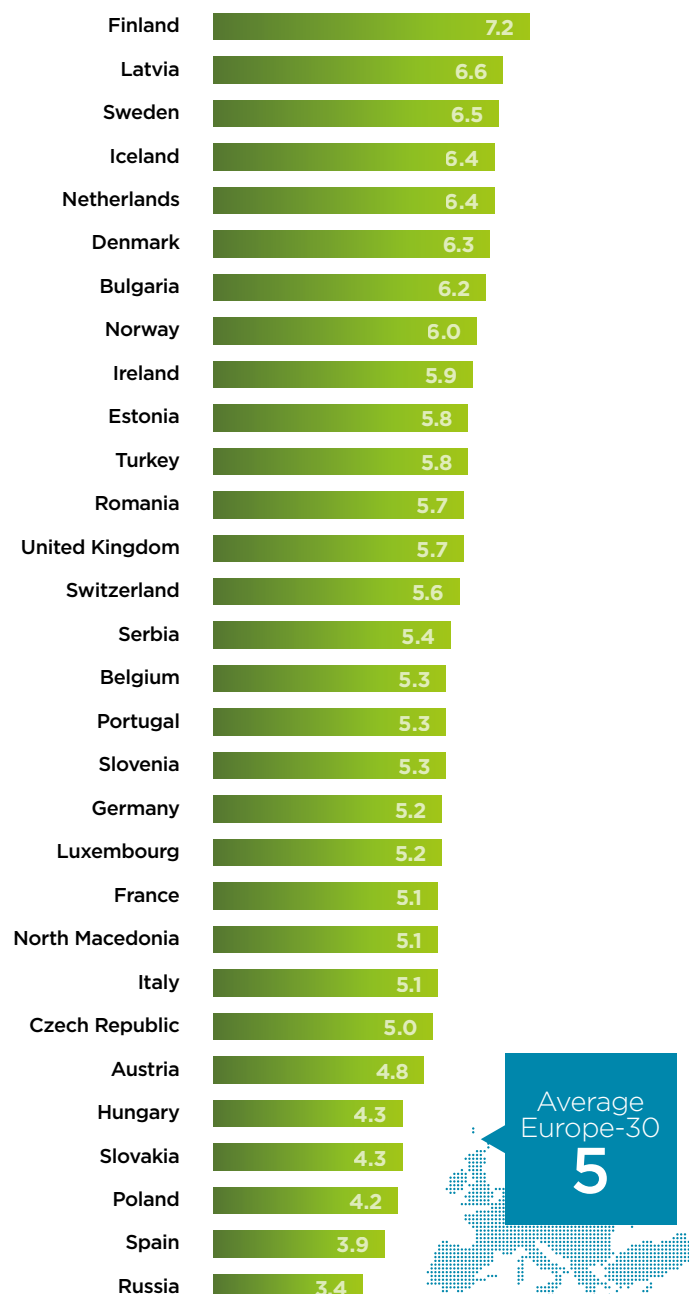


Satisfaction with education and time to find a job

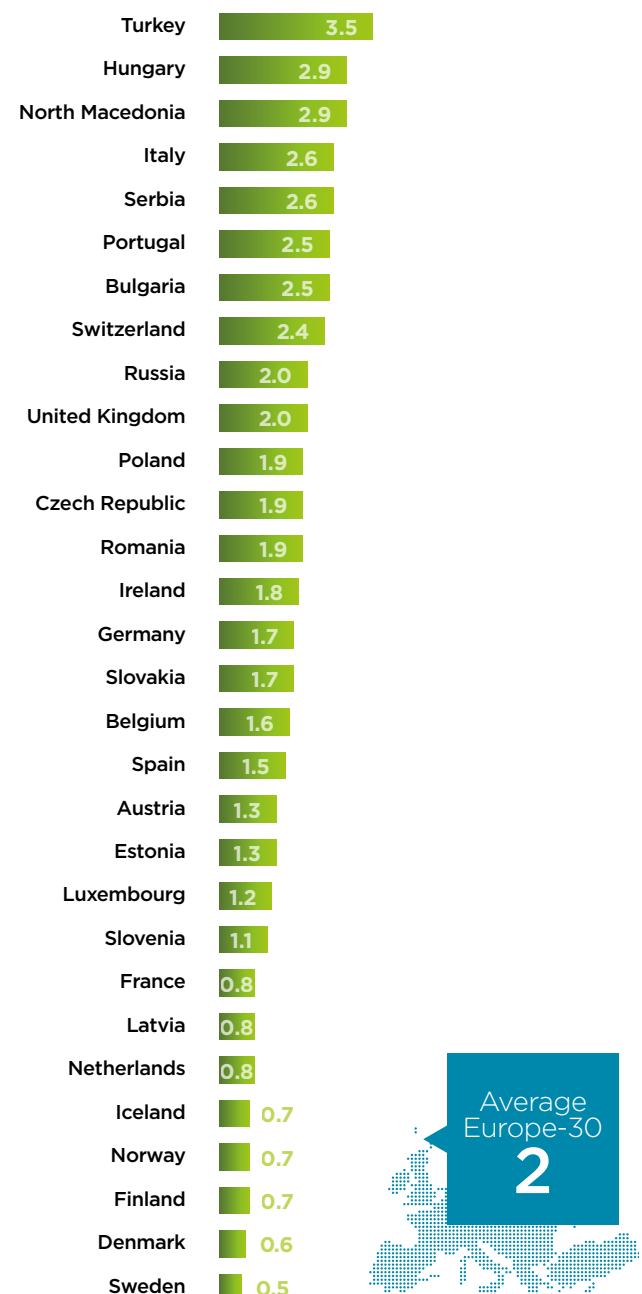
In a scale from 0 to 10, where 0 means “complete dissatisfaction” and 10 means “complete satisfaction”, European veterinarians working for less than 10 years, rated their satisfaction with how their education prepared them for the job market as 5. Finland is the most satisfied country (7.2) followed by Latvia (6.6) and Sweden (6.5). On the other hand, Russia is the most dissatisfied country with their education for the job market (3.4), followed closely by Spain (3.9) and Poland (4.2).

For a veterinarian, it takes 2 years on average from graduation to find a job that allows them economic independence. It takes the longest in Turkey, Hungary and North Macedonia (2.9 to 3.5 years) while it takes considerably less time in Sweden, Denmark and Finland (0.5 to 0.7 years).

► **CHART 4.14. SATISFACTION WITH HOW EDUCATION PREPARED THEM FOR THE JOB MARKET**



► **CHART 4.15. YEARS FROM GRADUATION UNTIL FINDING A JOB THAT ALLOWS ECONOMIC INDEPENDENCE**



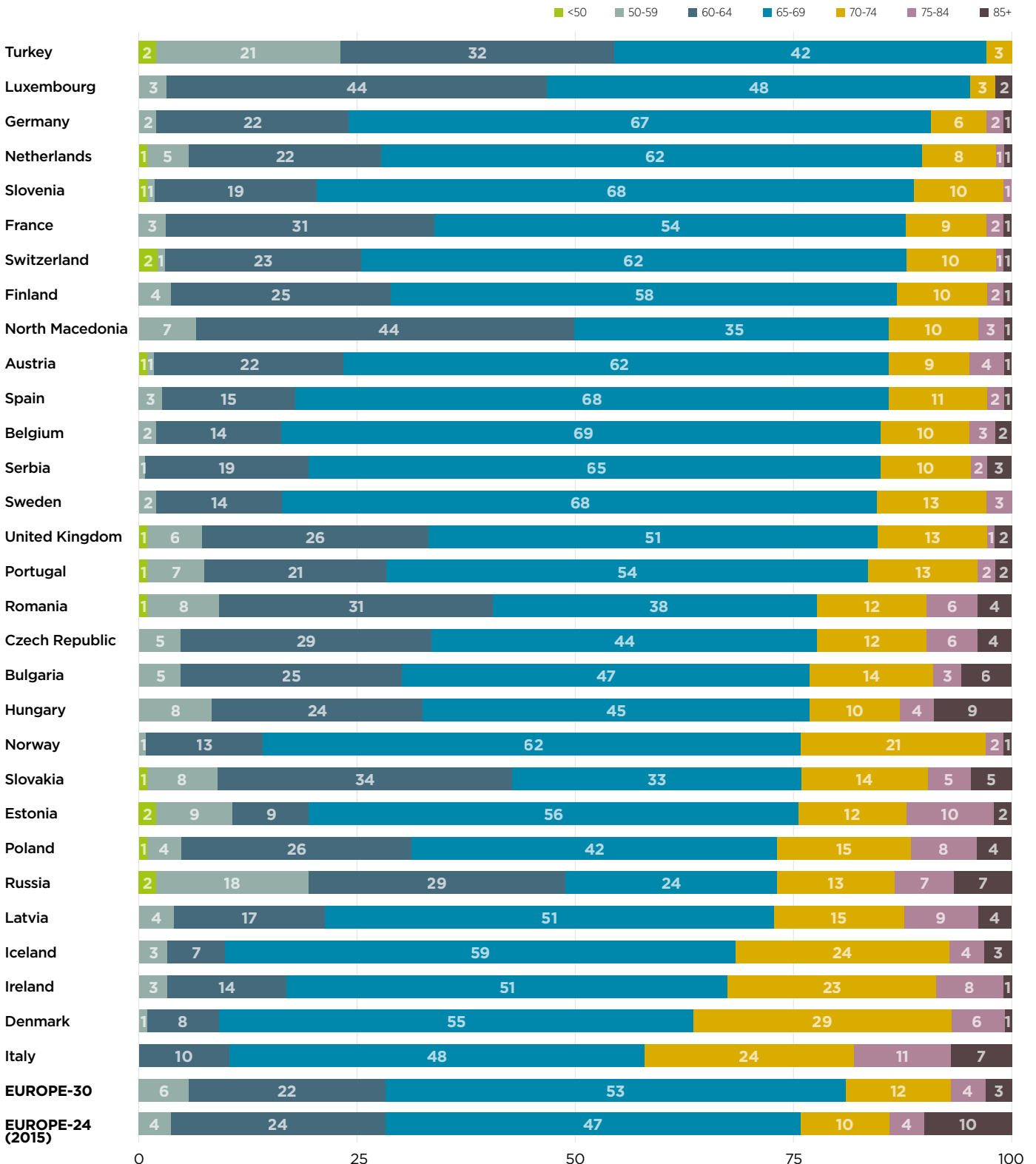
* Score 0-complete dissatisfaction to 10- perfect satisfaction. These data correspond to professionals working as veterinarians for less than 10 years.

Retirement and pension

Over half of the veterinarians, plan to retire when they are between 65 and 69 years old. Looking at each country, results show that, in Denmark, Iceland, Italy and Ireland, more than 20 per cent of vet would like to retire when

aged 70 to 74. On the contrary, less than 8 per cent of those in Luxembourg, Turkey, Germany and Netherlands would be willing to wait up to this age to retire.

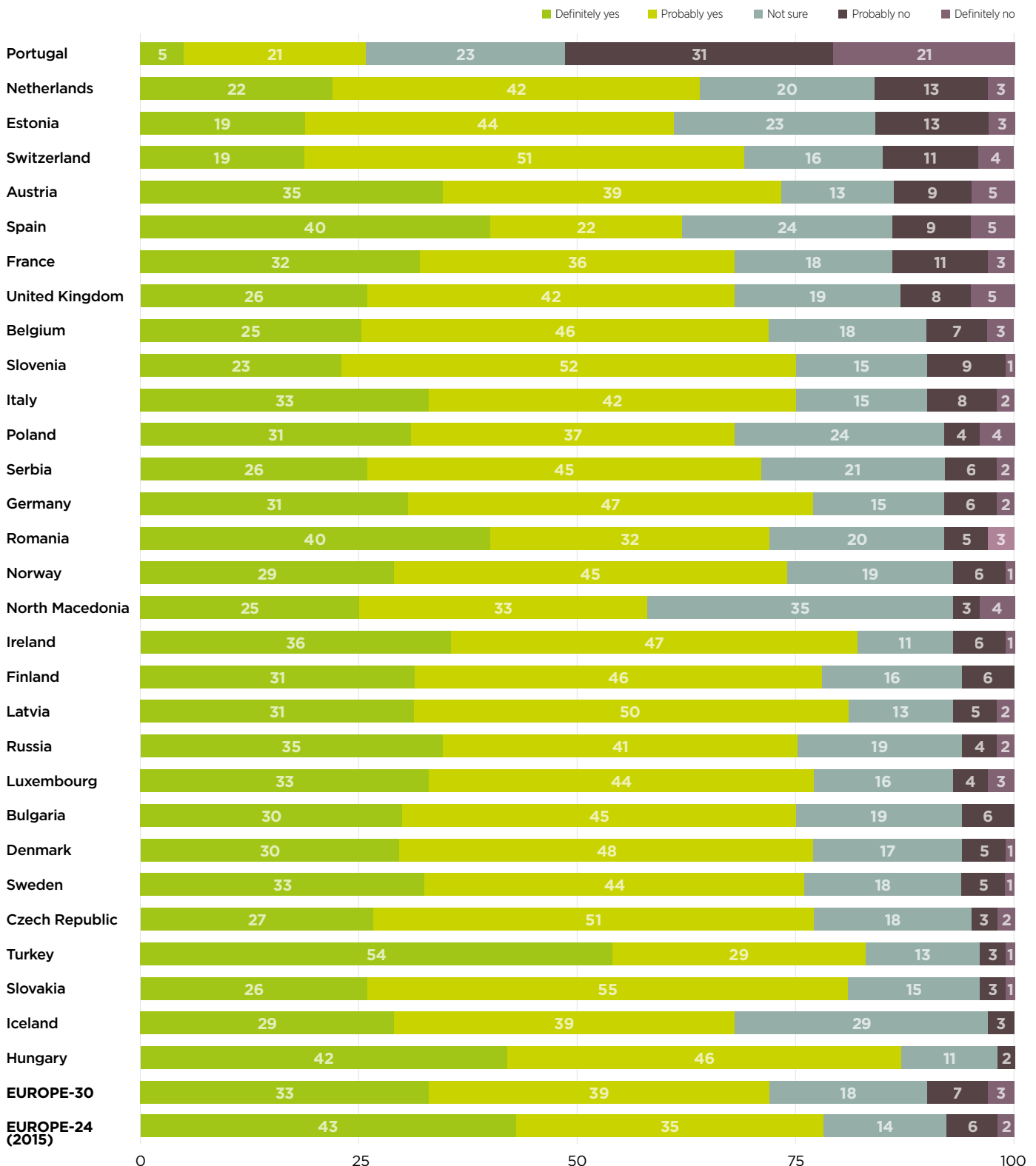
► CHART 4.16. DESIRED AGE OF RETIREMENT BY COUNTRY (YEARS)



On average, 72 per cent of veterinarians plan to continue working within the veterinary profession until they retire. In Hungary, Ireland, Turkey, Slovakia and Latvia, more than 80 per cent of vets assert that they will -probably or definitely- continue to work in their profession.

Conversely, more than 50% of vets in Portugal say that they will -probably or definitely- not continue to work as veterinarians until retirement, a noteworthy proportion when compared to Netherland and Estonia (15%), which follow Portugal from afar.

► CHART 4.17. EXPECTATIONS OF WORKING AS A VETERINARIAN UNTIL RETIREMENT (%)

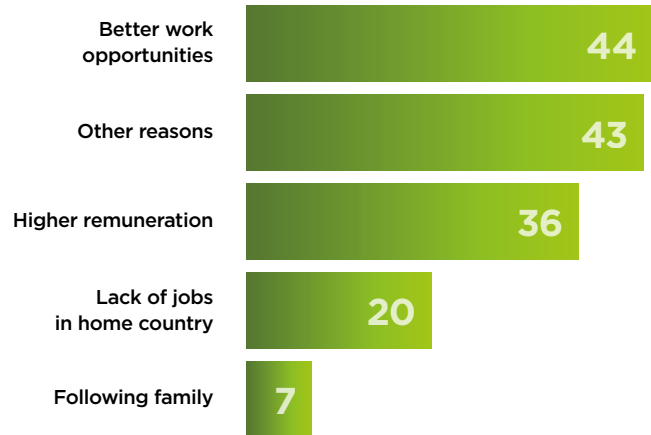


Working in another country

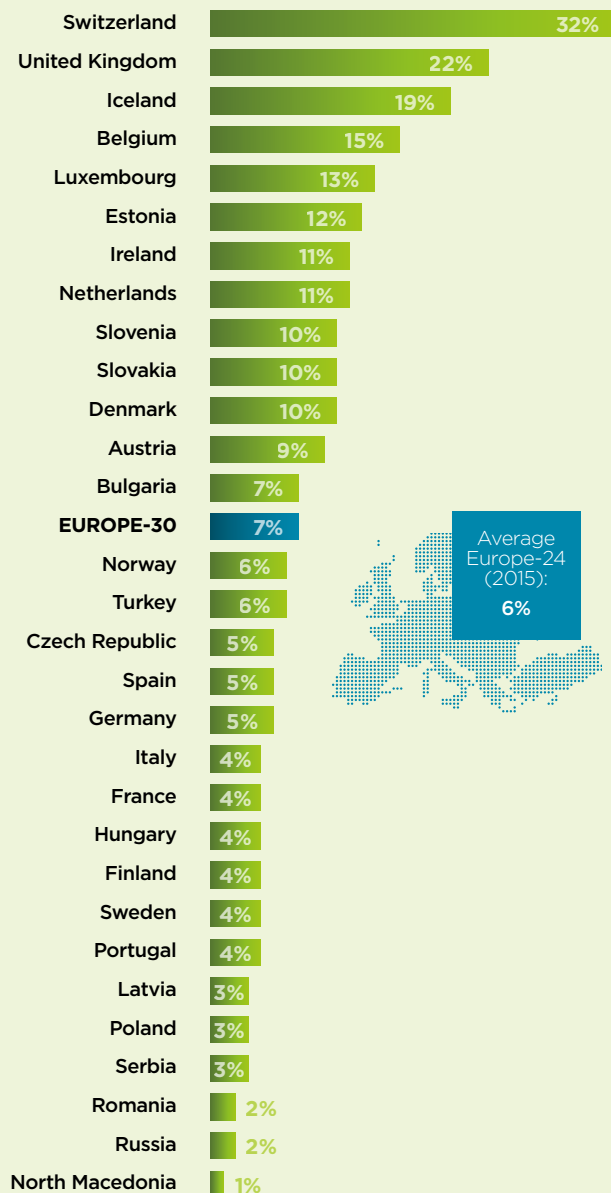
7 per cent of veterinarians have worked in another European country within the last 3 years. However, this rate varies substantially across countries.

The main reason for veterinarians to go work in another European country is to find better jobs opportunities (44 per cent), followed by looking for higher remuneration (36 per cent) and unemployment in their home country (20 per cent). Only 7 per cent goes to work abroad following family.

► CHART 4.18. MAIN REASONS FOR WORKING IN ANOTHER COUNTRY



► CHART 4.19. COUNTRIES IN WHICH VETERINARIANS WORKING SAID THEY HAVE MOVED WORKING COUNTRY IN THE LAST THREE YEARS



► TABLE 4.3. MAIN REASONS FOR WORKING IN ANOTHER COUNTRY BY COUNTRY

Country	Lack of jobs in home country	Better work opportunities	Higher remuneration	Following family	Other reasons	Don't know/Prefer not to respond
Austria	0	38.9	16.7	0	55.6	0
Belgium	6.3	18.8	15.6	6.3	65.6	0
Bulgaria	50	50	50	0	0	25
Czech Republic	5	20	20	15	60	5
Denmark	27	32.4	5.4	5.4	43.2	0
Estonia	0	30	60	20	20	0
Finland	0	18.2	9.1	0	72.7	9.1
France	22.4	41.4	34.5	8.6	34.5	5.2
Germany	5.3	32.9	27.6	9.2	50	7.9
Hungary	16.7	33.3	33.3	16.7	50	16.7
Iceland	33.3	33.3	66.7	16.7	33.3	16.7
Ireland	12.5	47.5	27.5	2.5	40	2.5
Italy	21.2	42.3	23.1	3.8	46.2	3.8
Latvia	50	50	50	0	100	0
Luxembourg	18.2	27.3	18.2	9.1	45.5	0
Netherlands	3.7	37	22.2	7.4	48.1	3.7
North Macedonia	0	0	0	0	100	0
Norway	11.5	34.6	3.8	3.8	57.7	3.8
Poland	7.1	21.4	28.6	0	42.9	7.1
Portugal	22.9	64.6	37.5	6.3	14.6	8.3
Romania	5.6	38.9	50	5.6	44.4	11.1
Russia	0	0	12.5	25	62.5	12.5
Serbia	0	50	50	0	50	0
Slovakia	17.2	37.9	44.8	10.3	31	0
Slovenia	37.5	43.8	31.3	0	43.8	6.3
Spain	26.2	45.4	40	1.5	38.5	1.5
Sweden	18.8	37.5	18.8	12.5	50	0
Switzerland	21.2	45.5	48.5	21.2	27.3	0
Turkey	0	14.3	0	0	100	0
United Kingdom	33.7	64.3	55.1	8.2	26.5	0
EUROPE-30	20	44	36	7	43	2.9

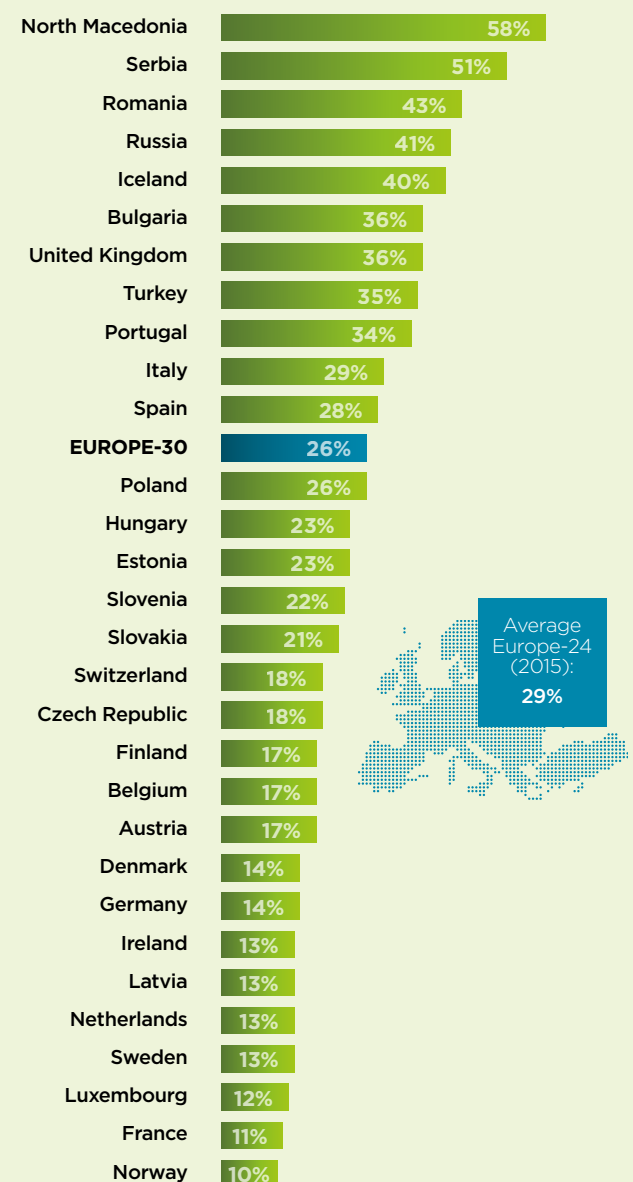
Within the last 12 months, 26 per cent of veterinarians have seriously considered working in another European country. More than half have done so in North Macedonia and Serbia, and more than 40 per cent have considered it in Romania, Russia and Iceland. However, almost 90 per cent of vets in Norway, France, Sweden and Luxembourg have not entertained this thought.

The main concerns of veterinarians when thinking about working in another European country are logistics or personal issues (47 per cent) followed by insufficient language skills (41 per cent). A minority worries about Brexit (9 per cent, except for the UK where the number climbs to 34%) or failure to find a job (8 per cent).

► TABLE 4.4. MAIN CONCERNS ABOUT WORKING IN ANOTHER EUROPEAN COUNTRY

Country	Practical, relocation or personal issues	Insufficient language skills	Too much paperwork/regulations	Others	Veterinarian qualification issues	Worried about Brexit	Unable to find work
Austria	59.3	22.7	23.2	10.8	11.9	8.2	7.7
Belgium	70.9	12.8	14.5	10.1	1.7	2.8	5
Bulgaria	39.6	34	13.2	18.9	11.3	9.4	13.2
Czech Republic	52.5	56.3	23.1	5.4	9.4	8.3	4.3
Denmark	58	9.8	13.2	20.7	3.7	4.3	5.7
Estonia	52.1	31	9.9	12.7	7	2.8	2.8
Finland	62	23.1	25.9	9	15.3	2.7	13.7
France	50.1	55.7	26.1	5.3	4.3	5.8	9.8
Germany	47.8	45.1	35.8	10.4	15.8	11.5	6.4
Hungary	48.9	36.1	20.3	23.3	2.3	7.5	6.8
Iceland	68	8	16	20	0	8	8
Ireland	60.7	28.7	6.7	13.1	3	7	2.7
Italy	58.8	34.3	10.8	10.1	5.6	2.7	4.5
Latvia	38.7	61.3	9.7	12.9	12.9	6.5	4.8
Luxembourg	43.7	8.5	21.1	15.5	5.6	8.5	14.1
Netherlands	64.7	15.9	11.2	15.5	6.9	3.4	2.2
North Macedonia	39.2	29.7	6.8	31.1	14.9	2.7	20.3
Norway	70.7	8.3	11.8	16.5	4.5	1	6.3
Poland	54.4	53.1	23.1	9.3	12	5.1	8.4
Portugal	62.3	20.7	17.9	11.3	7.5	10.7	7
Romania	31.6	30.5	16.7	21.9	8.3	9.3	9
Russia	36.5	61.8	25.3	13.3	18.7	0.8	4.6
Serbia	39.3	38.6	22.9	15	26.4	0	15
Slovakia	39.6	50.2	23.4	13.6	12.1	4.5	7.2
Slovenia	56.8	17.3	15.8	13.7	11.5	5	8.6
Spain	45.4	47.5	19	14.3	9.1	11.4	7.8
Sweden	63.1	15.4	20.5	14.4	6.4	5.9	4.4
Switzerland	54.9	12.7	19.7	15.5	12.7	9.9	9.9
Turkey	20	36.5	11.3	16.5	12.2	1.7	18.3
United Kingdom	41.1	40	8.5	13	7	34.4	15.8
EUROPE-30	47	41	20	12	10	9	8

► CHART 4.20. PERCENTAGE OF VETERINARIANS WHO HAVE CONSIDERED WORKING IN ANOTHER EUROPEAN COUNTRY

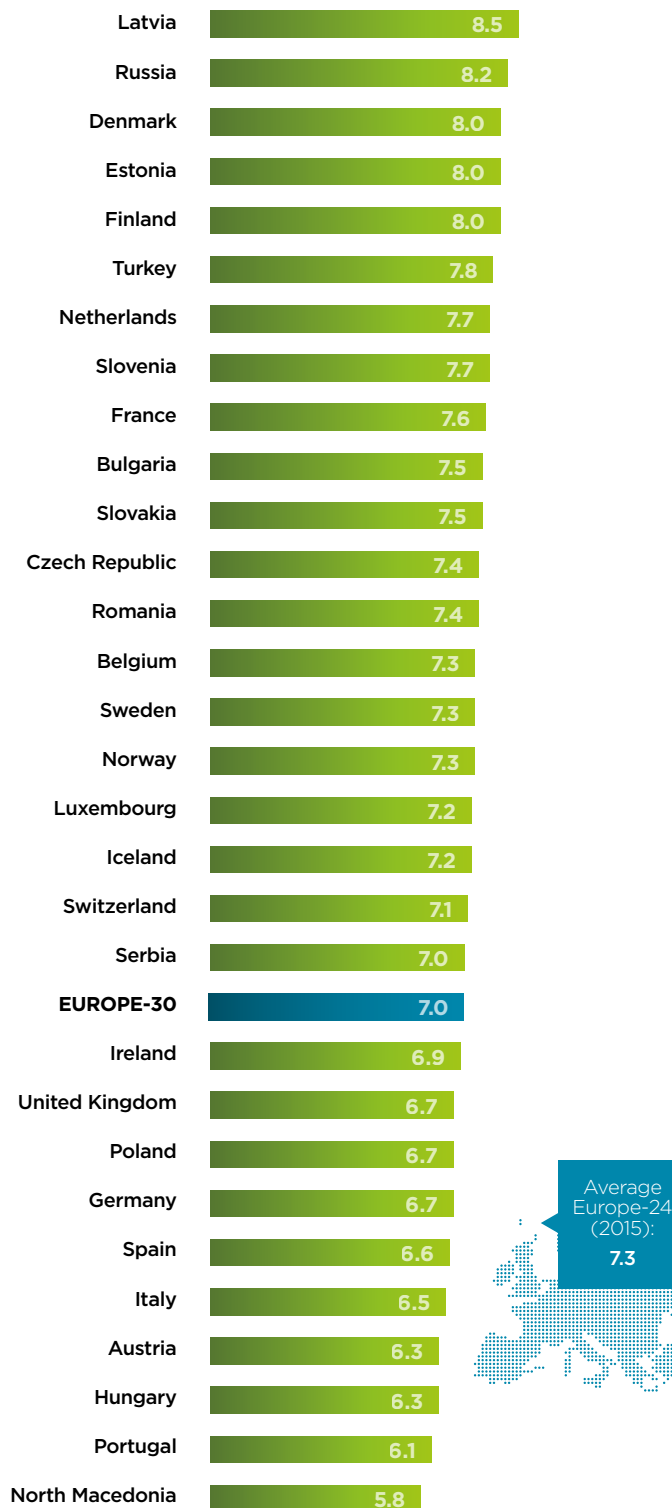


Satisfaction with profession

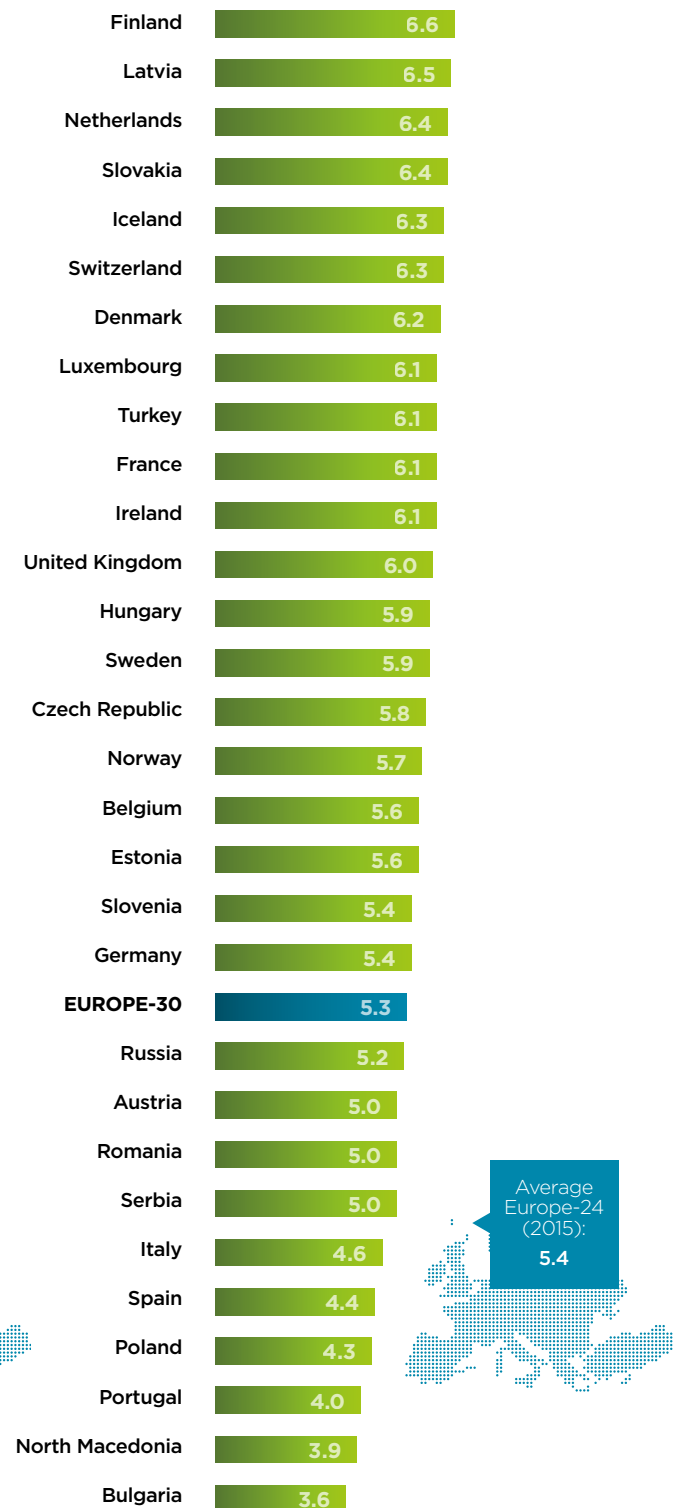
Veterinarians in Latvia, Russia and Denmark are the most satisfied with the career they chose. Regarding income, the least satisfied countries are Bulgaria, North Macedonia and Portugal.

When asked about quality of life, veterinarians in Denmark, Finland, Netherlands and Norway expressed the most satisfaction, while those in North Macedonia, Portugal, Poland and Italy were the least satisfied.

► CHART 4.21. AVERAGE SATISFACTION WITH THE PROFESSION: THE CHOICE OF CAREER AS A VETERINARIAN



► CHART 4.22. AVERAGE SATISFACTION WITH THE PROFESSION: THE AMOUNT YOU ARE PAID

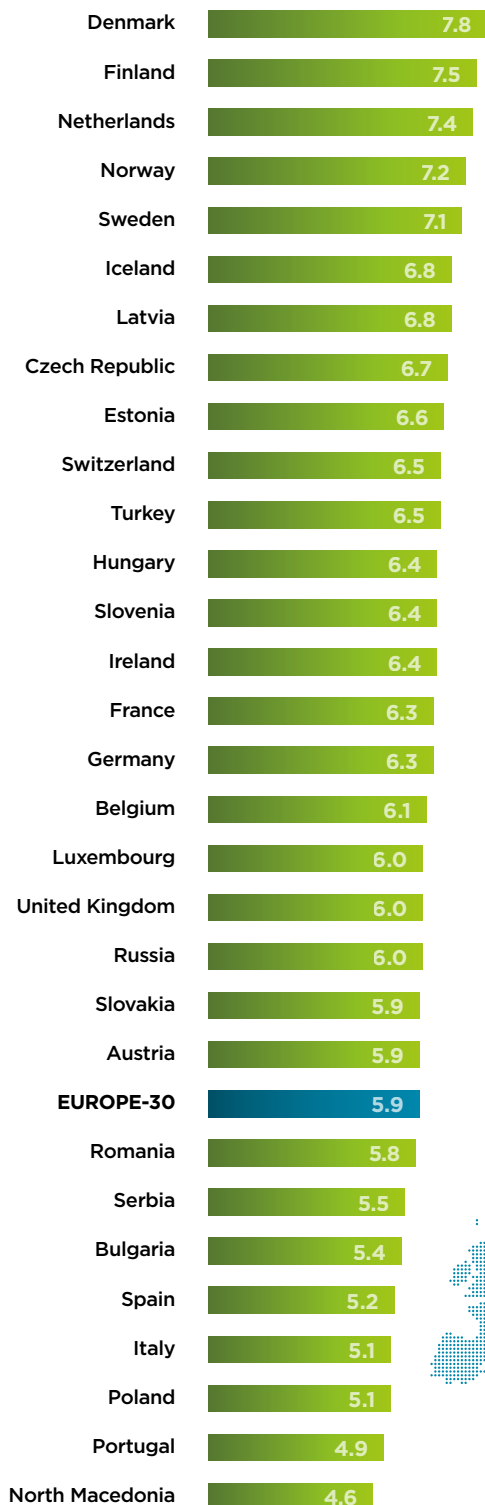


* Score 0-complete dissatisfaction to 10-perfect satisfaction.

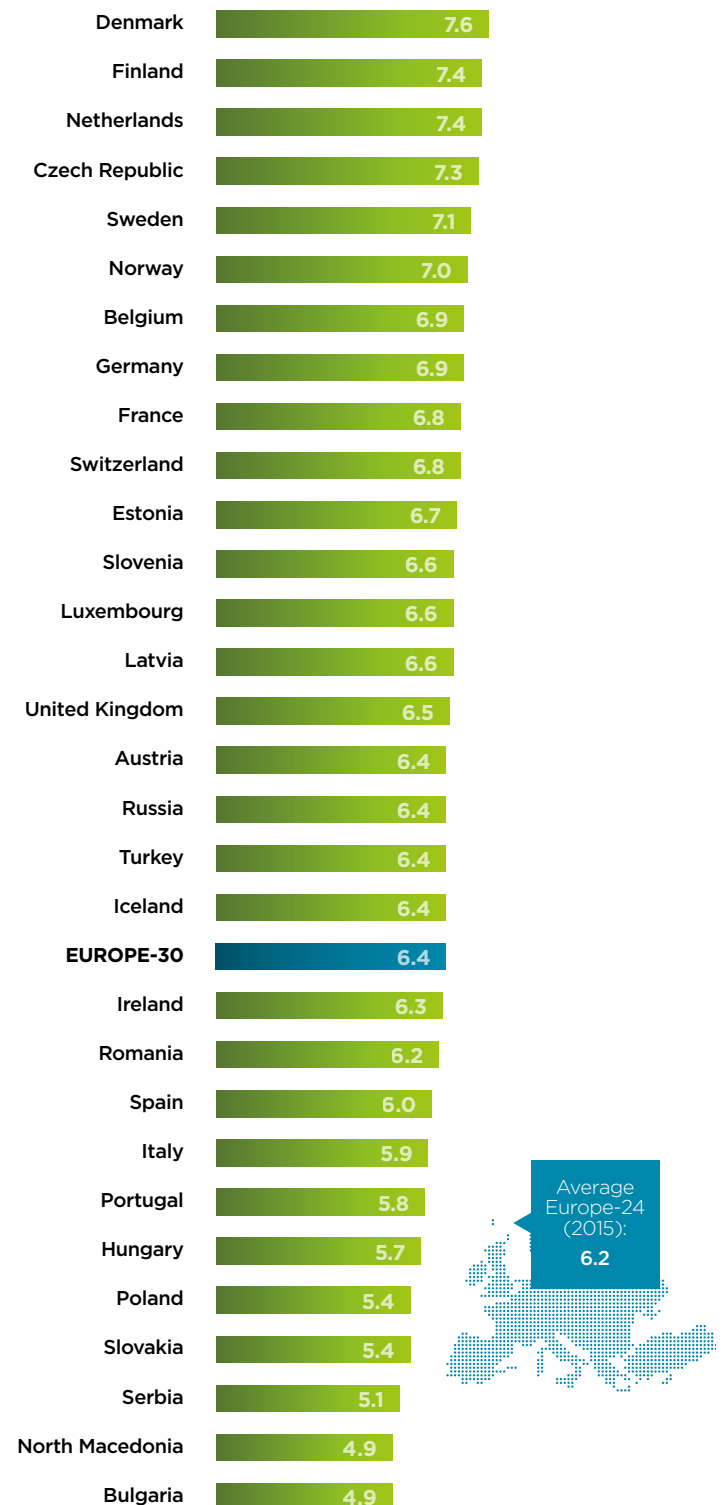
Regarding business environment, the highest-valued countries were Denmark, Finland, Netherlands and Czech Republic. On the other hand, Bulgaria, North

Macedonia, Serbia and Slovakia showed the highest levels of dissatisfaction in this area.

► CHART 4.23. AVERAGE SATISFACTION WITH THE PROFESSION: THE QUALITY OF LIFE



► CHART 4.24. AVERAGE SATISFACTION WITH THE PROFESSION: THE BUSINESS ENVIRONMENT OF YOUR WORK



* Score 0-complete dissatisfaction to 10-perfect satisfaction.

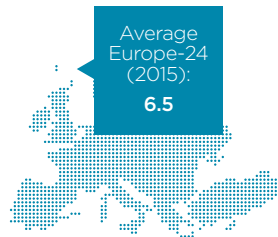
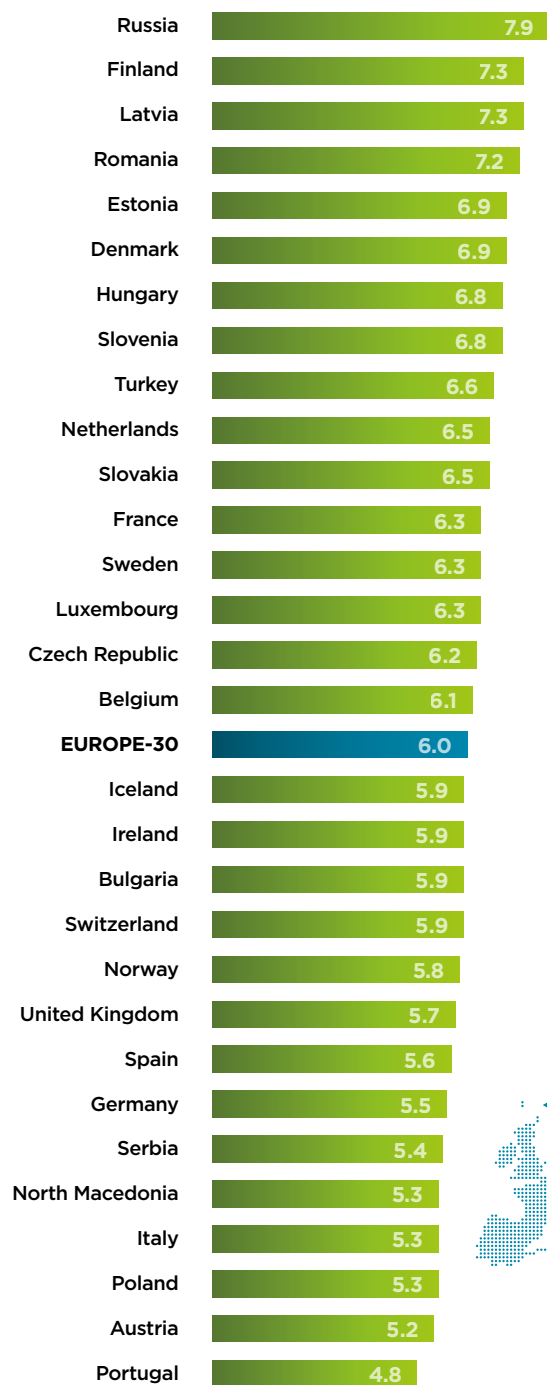
Veterinarians also rated the likelihood of choosing to be a vet again, if given the chance of starting over. In a scale from 0 to 10, where 0 means “Not likely at all” and 10 means “Very likely”, they rated this possibility as 6.4. Portugal is the country where veterinarians are more reluctant to make the same career choice if they could (4.8).

33 per cent of veterinarians reported that they have made a career switch within the veterinary sector, for example, from practitioner to public health officer.

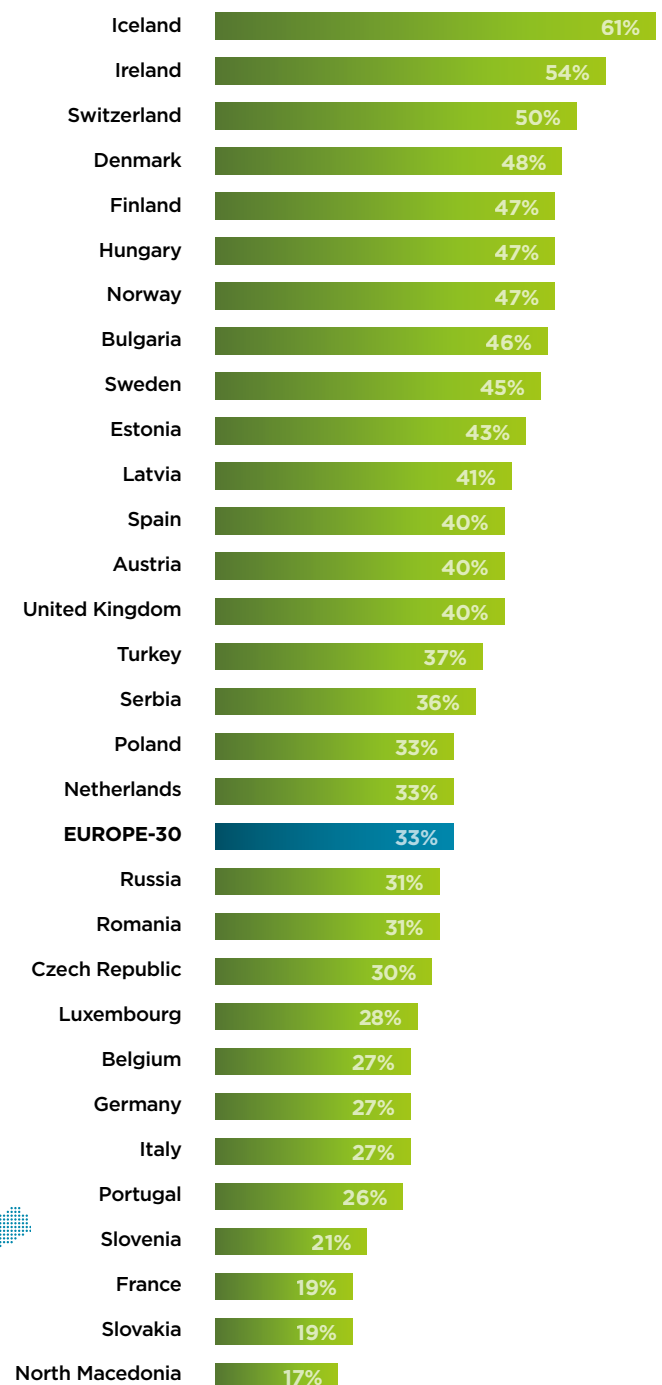
More than half have done so in Ireland, Iceland and Switzerland. However, most vets have stayed put in their working area in North Macedonia, France and Slovakia (more than 80%).

When asked if they would consider changing their career and working in a different area within the veterinary sector in less than 5 years, 36 per cent of veterinarians said they would do it. The proportion is half or more than half in Portugal, Serbia, North Macedonia, Russia and Romania.

▶ CHART 4.25. AVERAGE LIKELIHOOD OF CHOOSING VETERINARY AS A CAREER IF STARTING AGAIN



▶ CHART 4.26. PERCENTAGE OF VETERINARIANS WHO HAVE SWITCHED WITHIN THE VETERINARY SECTOR

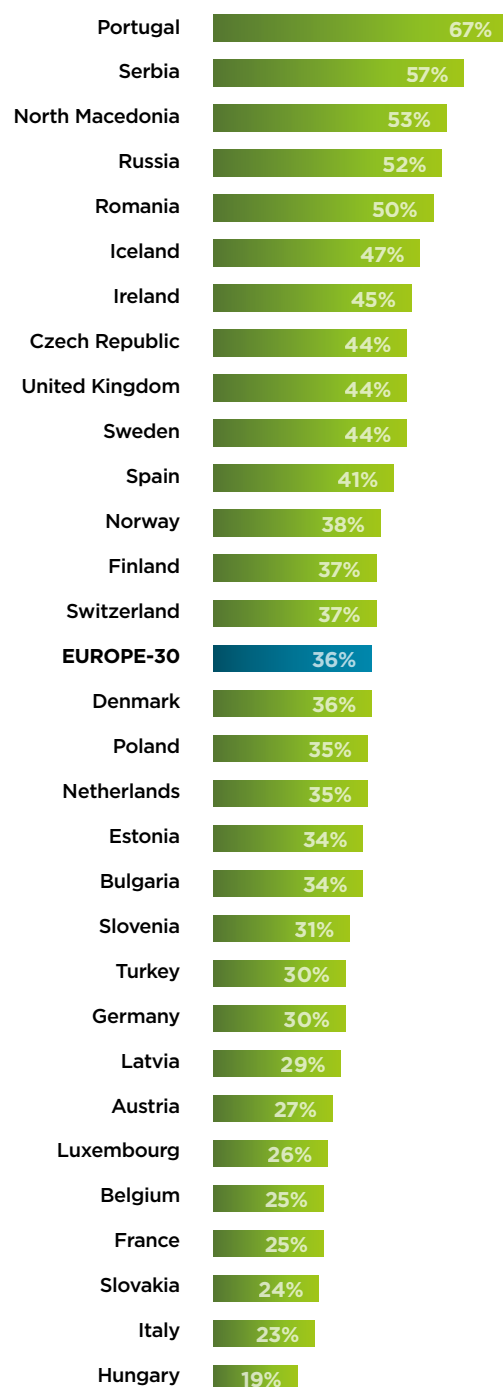


* Score 0-complete unlikely 10-complete likely.

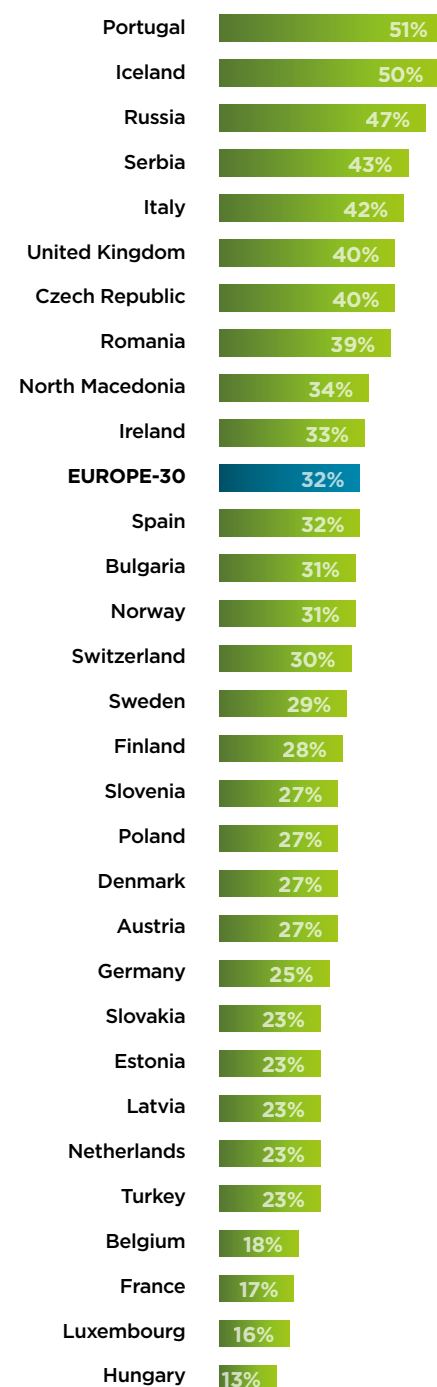
Survey participants were asked if they would consider switching to a non-veterinary professional activity, and hence leaving the veterinary career, in less than 5 years. 32 per cent of respondents said that they would indeed consider making a career switch within said period. Nevertheless, this proportion varies considerably across country, from less than 20 per cent in Hungary, Luxembourg, France and Belgium, to more than 40 per cent in United Kingdom, Italy, Serbia, Iceland, Russia, and Portugal.



► CHART 4.27. PERCENTAGE OF VETERINARIANS WHO HAVE CONSIDERED SWITCHING WITHIN THE VETERINARY SECTOR



► CHART 4.28. PERCENTAGE OF VETERINARIANS WHO HAVE CONSIDERED LEAVING THE VETERINARY SECTOR

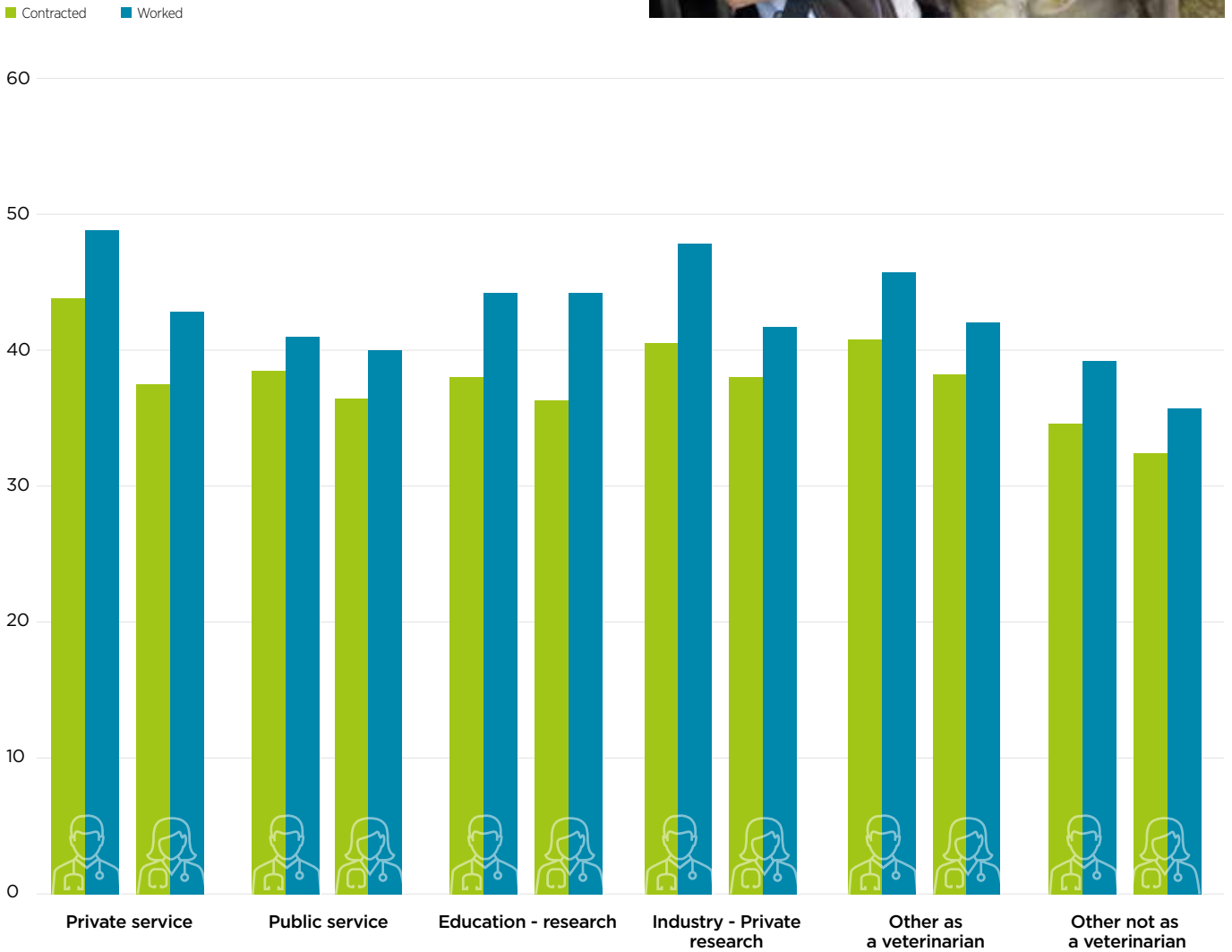


Working hours

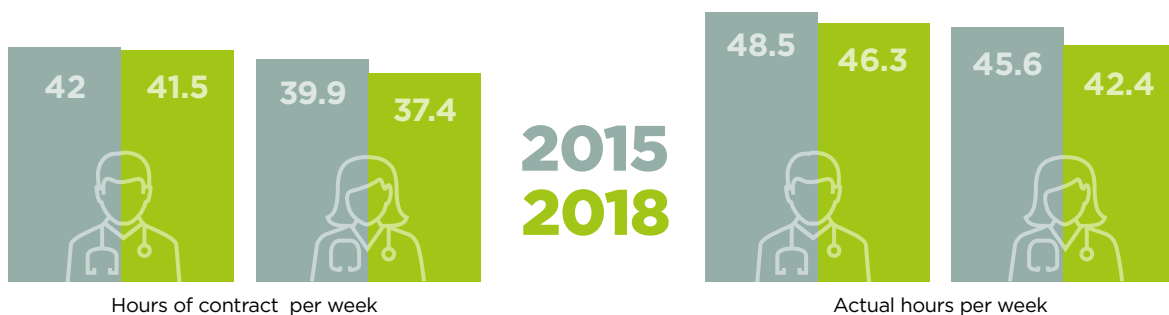
On average, European veterinarians have contracts of 39 hours per week, although state that they work 44 hours. By gender: men report contracts of 41.5 hours per week, with actual work of 46.3 hours. Women report contracts of 37.4 hours per week, with actual work of 42.4 hours.



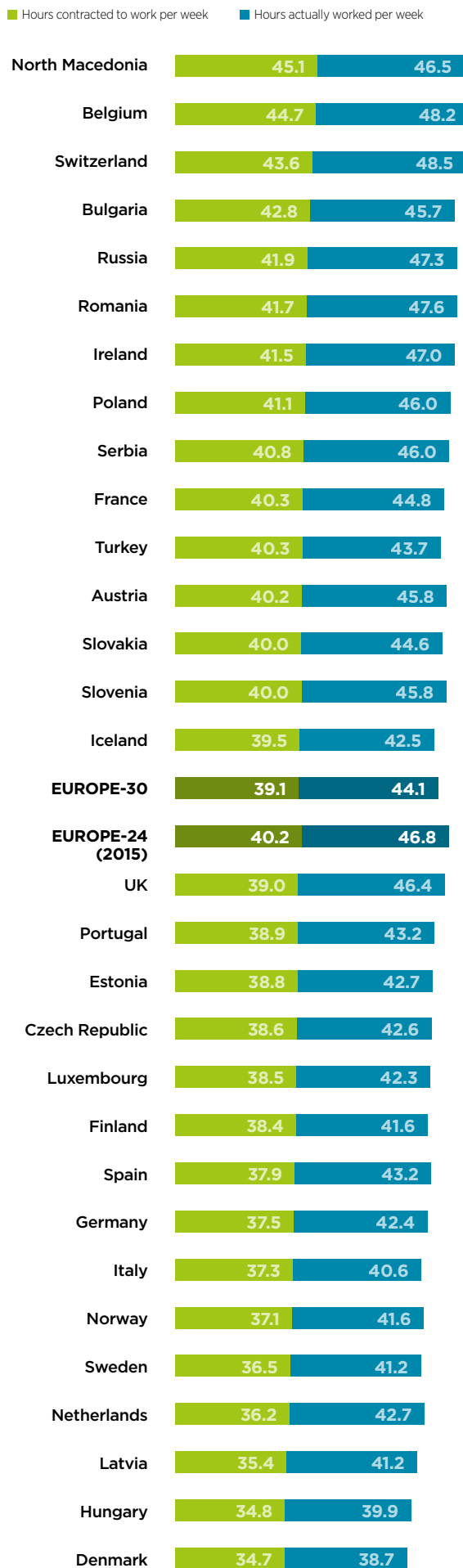
► CHART 4.29. WEEKLY HOURS OF WORK BY FIELD OF EMPLOYMENT AND GENDER. (EUROPE-30).



► CHART 4.30. WEEKLY HOURS OF WORK BY GENDER



▶ CHART 4.31. WEEKLY HOURS OF WORK BY COUNTRY



Holidays

When asked about holidays, no discrepancy was found between the number of holidays they are entitled to and the actual number of holidays they take per year (24 days). Nonetheless this number does vary significantly between veterinarians in different countries.

The countries with the greatest number of contracted holidays are Latvia, Estonia, France with over 30 days. Those with the smallest number of contracted holidays are: Russia, Bulgaria, Slovakia and Italy, with less than 20.

Regardless of what is contracted, the countries that take the greatest number of holidays are Russia, Latvia, Estonia and France. Those that take the least: Romania, Turkey, North Macedonia, Czech Republic, Bulgaria, Italy, Poland, Portugal, and Slovakia with less than 20 average days per year.

Additionally, in Hungary, Poland or Romania veterinarians are entitled to 5 more days in average than the ones they take, but in Bulgaria, Russia or Portugal is the other way around: the vets in those country take more holidays than the ones they are entitled to.

▶ TABLE 4.5. AVERAGE NUMBER OF HOLIDAYS CONTRACTED AND TAKEN BY COUNTRY (2018)

Country	Contracted holidays	Holidays taken
Austria	23.8	22.3
Belgium	22.6	22.5
Bulgaria	14.5	18.9
Czech Republic	21.2	18.3
Denmark	28.2	27.2
Estonia	37.2	35.3
Finland	29.9	29.7
France	32.6	30.3
Germany	25.2	23.3
Hungary	27.5	22.4
Iceland	23.7	23.6
Ireland	22.8	23.0
Italy	18.1	18.2
Latvia	39.6	38.9
Luxembourg	23.8	22.4
Netherlands	26.4	23.9
North Macedonia	22.6	19.4
Norway	24.3	24.0
Poland	21.5	16.9
Portugal	19.4	19.8
Romania	23.3	18.2
Russia	12.2	50.8
Serbia	25.0	22.2
Slovakia	17.4	16.4
Slovenia	26.6	23.4
Spain	25.6	23.3
Sweden	28.9	26.2
Switzerland	23.7	21.7
Turkey	23.2	19.6
UK	25.6	24.5
EUROPE-30	23.8	24.3

Well-being

Veterinarians report a level of stress at work of 6.9 out of 10, using a scale from 0 to 10 where 10 represents the highest level of stress. In Slovenia, Italy, North Macedonia and Bulgaria, veterinarians report a higher level of stress than in the other countries analysed.

On the other hand, Denmark and Ireland have the lowest rates of stress at work. Furthermore, Denmark has the highest percentage of vets choosing the response

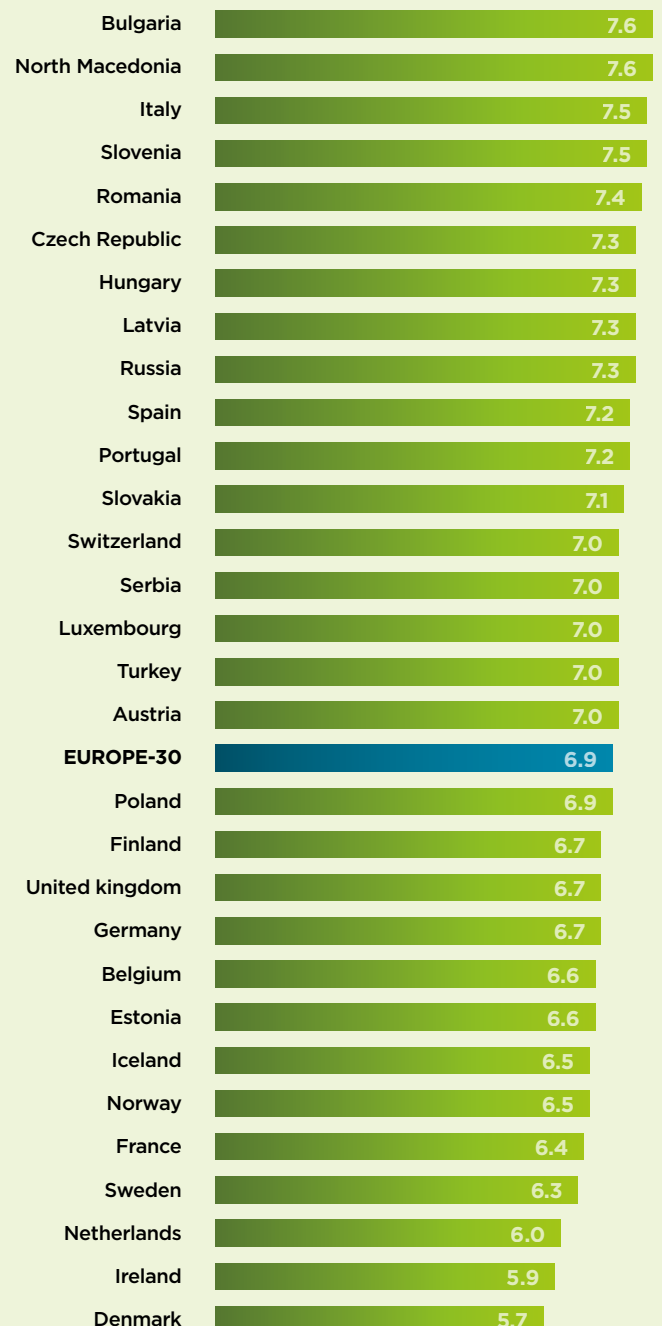
options “0” and “1”, which represent the lowest levels of stress (5,5%), followed by the Netherlands and Ireland.

The countries with the highest percentages of participants that choose the options “9” and “10” in the response scale are North Macedonia, Bulgaria, Romania and Italy: at least one third of their veterinarians are highly stressed.

► TABLE 4.6. LOWEST AND HIGHEST STRESS-LEVELS AT WORK BY COUNTRY (2018. % RESPONDENTS)

Country	Score values 0 to 1	Score values 9 to 10
Austria	0.9	19.9
Belgium	2.9	13.7
Bulgaria	3.5	36.9
Czech Republic	1.3	28.4
Denmark	5.5	8.2
Estonia	0	17.5
Finland	1.2	17.7
France	2.8	11.5
Germany	1.8	16.7
Hungary	0	23.7
Iceland	3.2	6.4
Ireland	3.6	10.6
Italy	1.4	33.4
Latvia	0	21.9
Luxembourg	2.5	25
Netherlands	3.9	5.1
North Macedonia	2.7	42.6
Norway	3.1	12.3
Poland	2.7	26.2
Portugal	1.2	24.9
Romania	3.2	36.1
Russia	1.6	28.8
Serbia	3.5	27.8
Slovakia	2.4	29.4
Slovenia	0.7	30.1
Spain	1.4	23.7
Sweden	3.1	11.8
Switzerland	0	24.1
Turkey	1.7	26.7
United Kingdom	2.7	19.3

► CHART 4.32. AVERAGE STRESS-LEVEL AT WORK BY COUNTRY (2018)

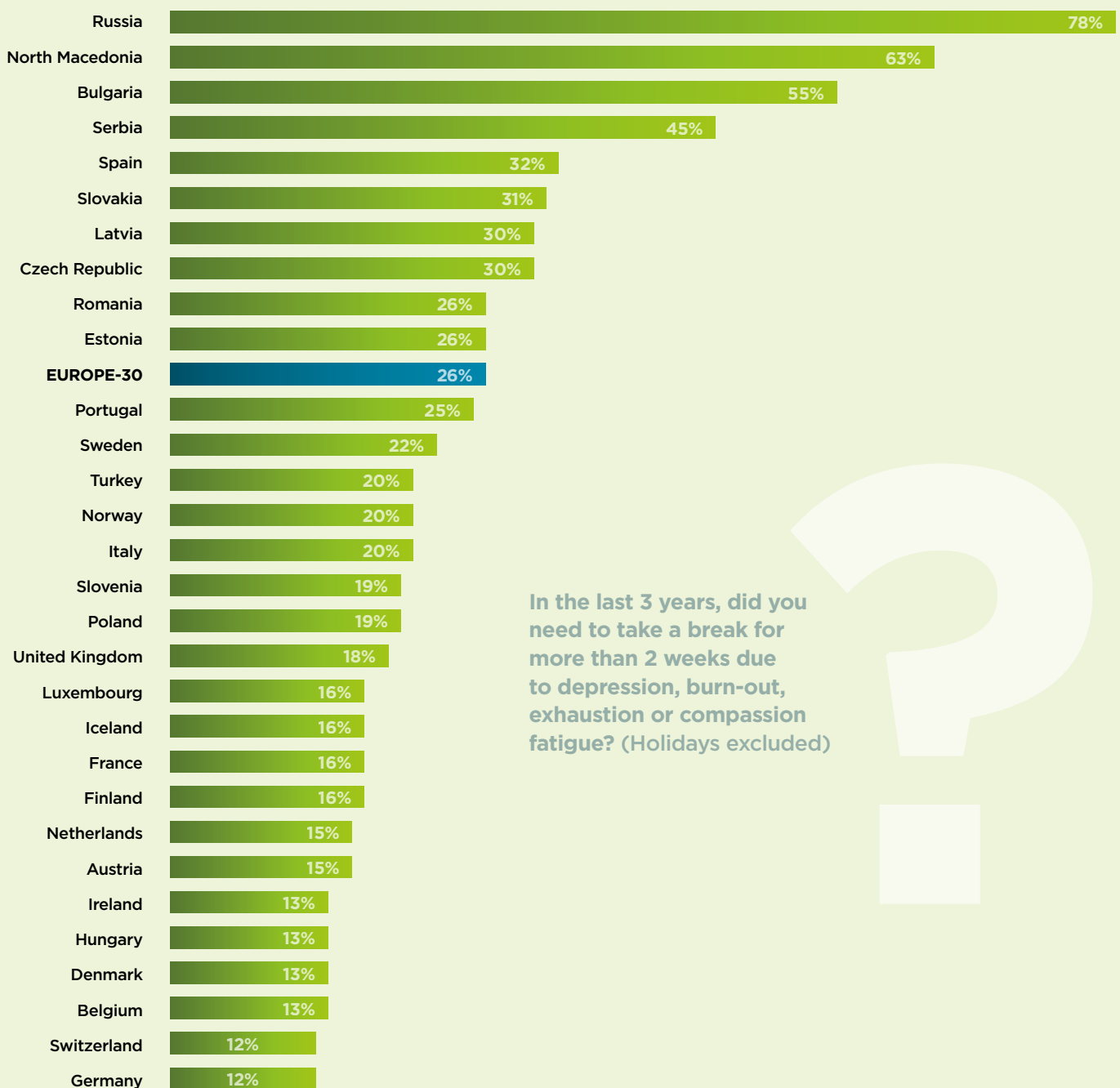


* Score 0-lowest level 10-highest level.

26 per cent of veterinarians had to take more than 2 weeks off work due to depression, burn-out, exhaustion or compassion fatigue. Two thirds of veterinarians in Russia and North Macedonia had to do so, while the country where veterinarians needed less to take such a measure was Switzerland and Germany.

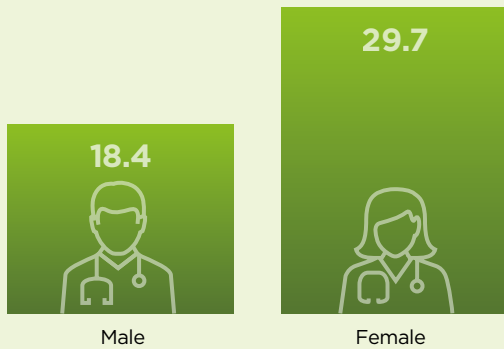


► CHART 4.33. PERCENTAGE OF VETERINARIANS WHO HAD TO TAKE A BREAK IN THE LAST 3 YEARS (2018)

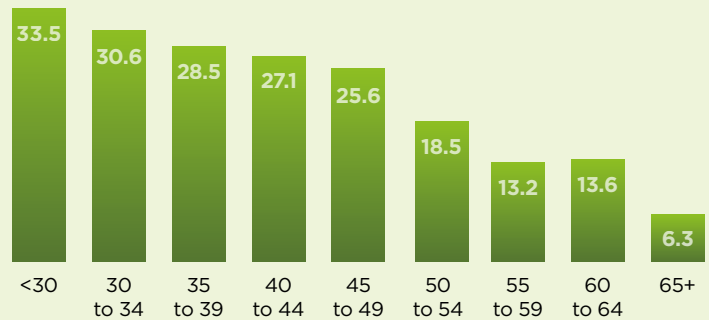


In the last 3 years, did you need to take a break for more than 2 weeks due to depression, burn-out, exhaustion or compassion fatigue? (Holidays excluded)

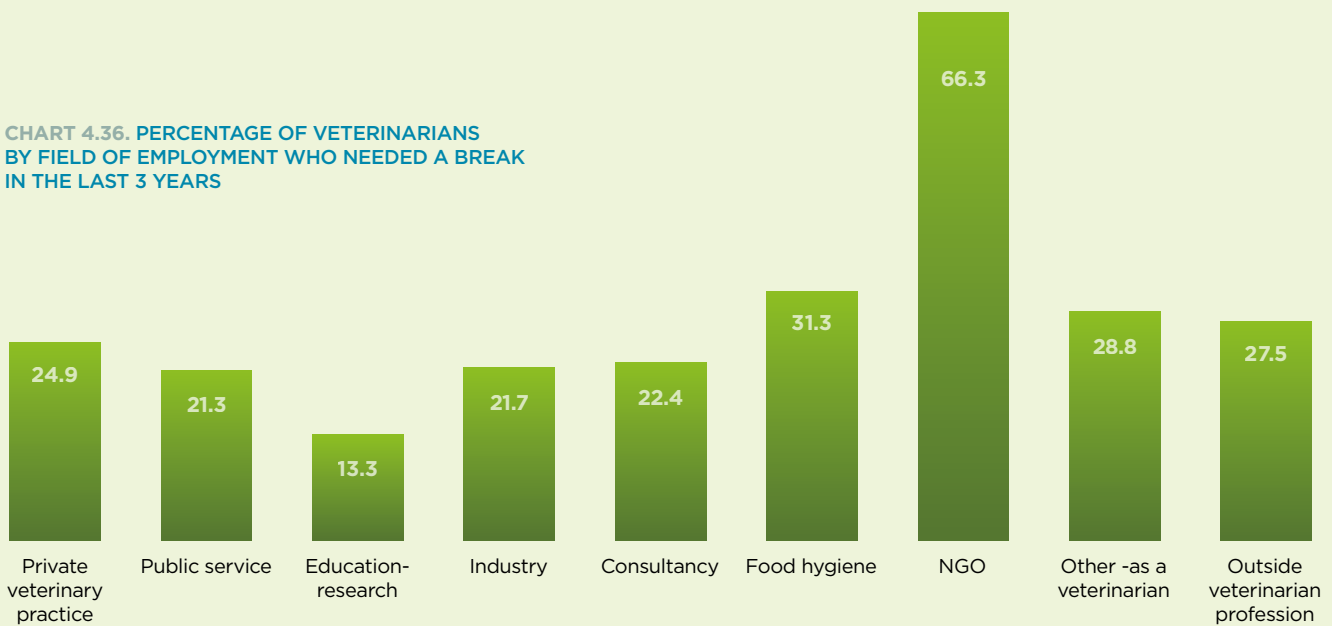
▶ CHART 4.34. PERCENTAGE OF MALE AND FEMALE VETERINARIANS WHO NEEDED A BREAK IN THE LAST 3 YEARS



▶ CHART 4.35. PERCENTAGE OF VETERINARIANS BY AGE WHO NEEDED A BREAK IN THE LAST YEARS



▶ CHART 4.36. PERCENTAGE OF VETERINARIANS BY FIELD OF EMPLOYMENT WHO NEEDED A BREAK IN THE LAST 3 YEARS



In Europe, 46 per cent of veterinarians feel, often or all the time, optimistic about the future. Serbia, Bulgaria, Poland and Portugal have some of the worst results in Europe: over 25 per cent of vets rarely or never feel optimistic.

Seven out of ten veterinarians feel useful often or all the time. Results for individual countries show that the highest percentage of respondents that never feel useful are in Poland, Serbia, Italy, North Macedonia and Bulgaria. On the other hand, Turkey, together with the Netherlands, have the highest proportion of veterinarians who feel useful most or all the time.

Overall, only 22 per cent of veterinarians feel relaxed often or all the time. The countries where veterinarians feel the less relaxed are Bulgaria, Russia, Portugal and

Czech Republic, where more than the half of vets say they feel relaxed “rarely” or “none of the time”.

Most of the veterinaries in Europe consider they deal well with problems “all of the time” or “often” (64%). Also, one in every five say they have been thinking clearly nearly “all of the time” while one in every seven say they have been feeling close to other people “all of the time”. However, in Serbia a high percentage of veterinaries (48 per cent) say they “rarely” or “none of the time” felt close to other people during the last two weeks.

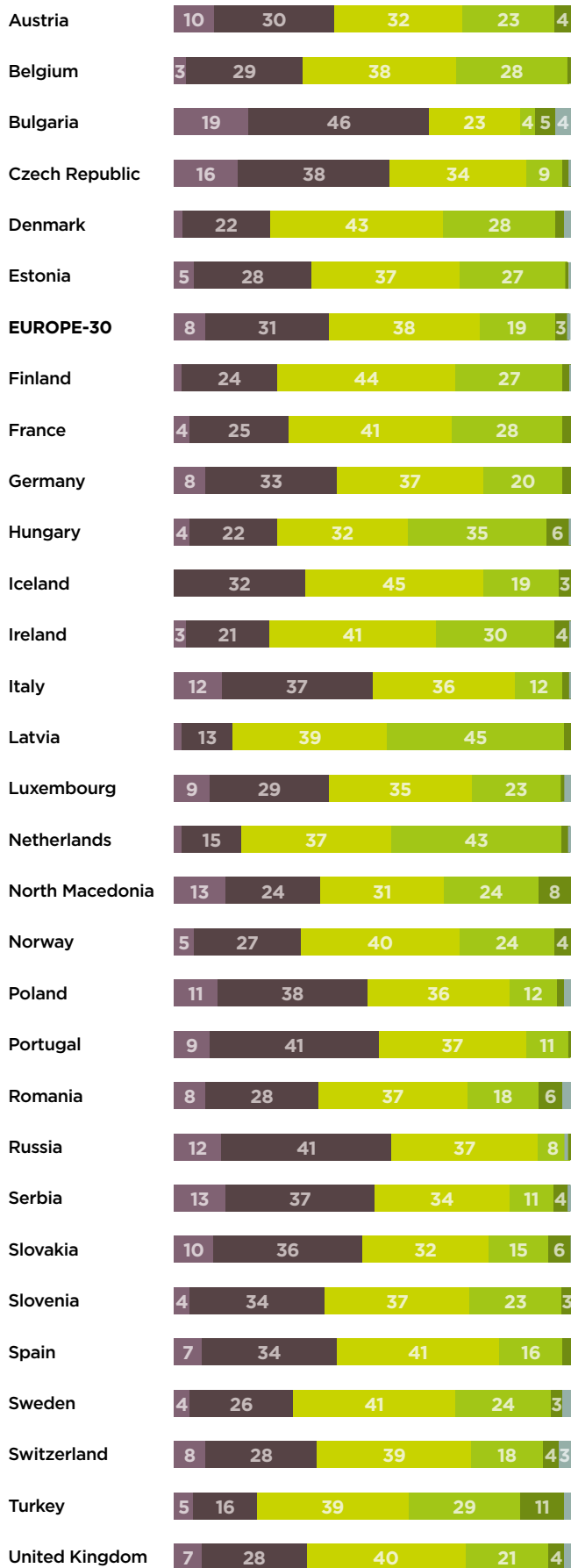
Finally, most of the veterinaries in Europe (80 per cent) consider that they have been able to make up their own mind about things over the last two weeks. The only outlier is Latvia, where this percentage is much lower (45%).

▶ CHART 4.37. HOW VETERINARIANS FEEL BY COUNTRY (2018)

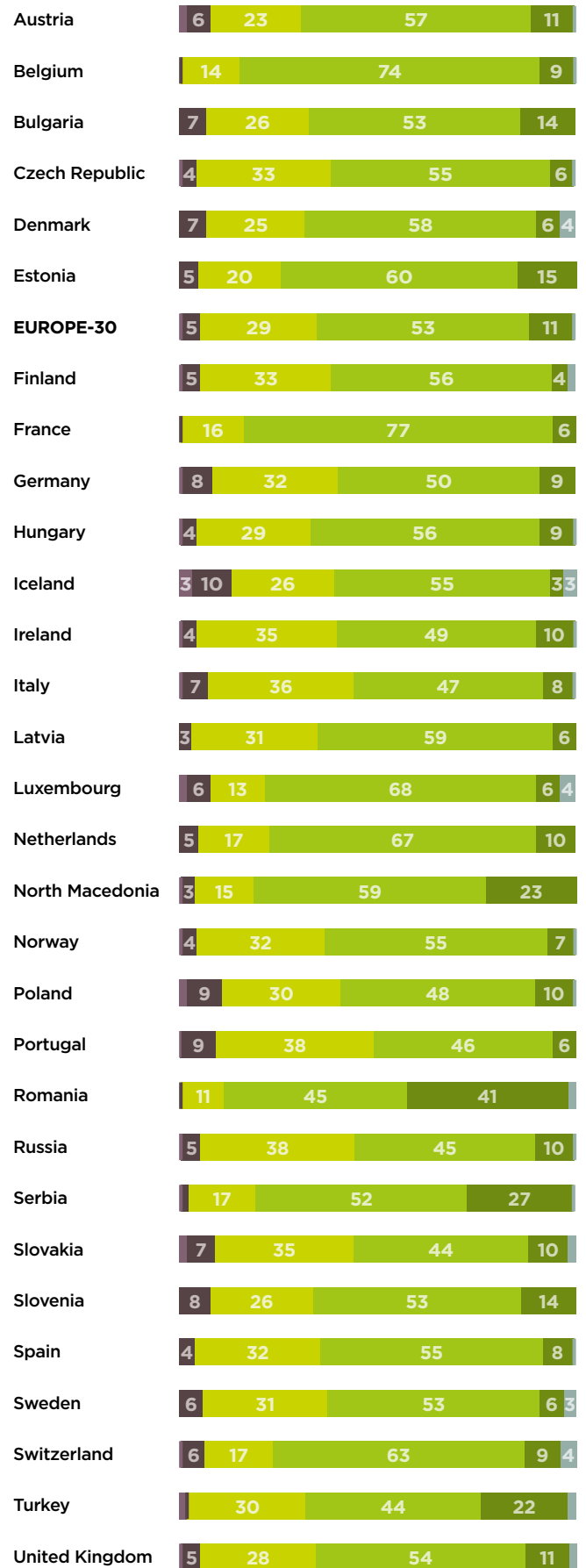


None of the time Rarely Some of the time Often All of the time Don't know / prefer not to answer

I've been feeling relaxed (per cent)

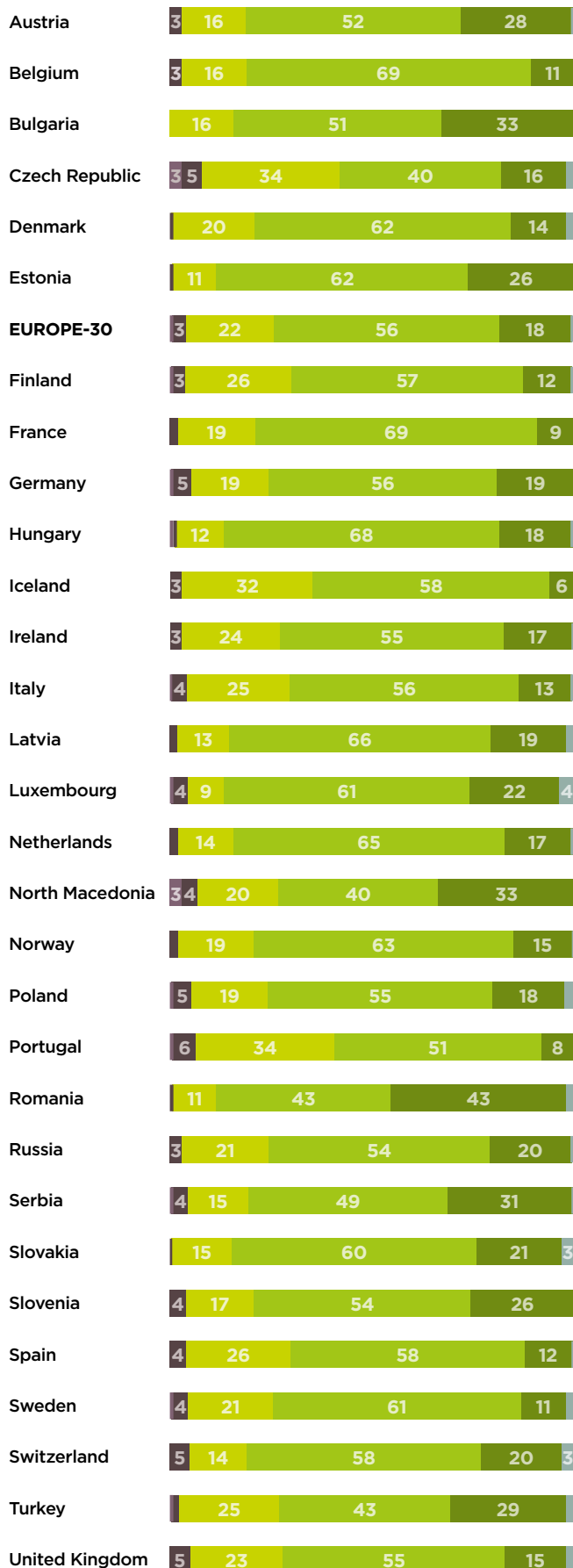


I've been dealing with problems well (per cent)

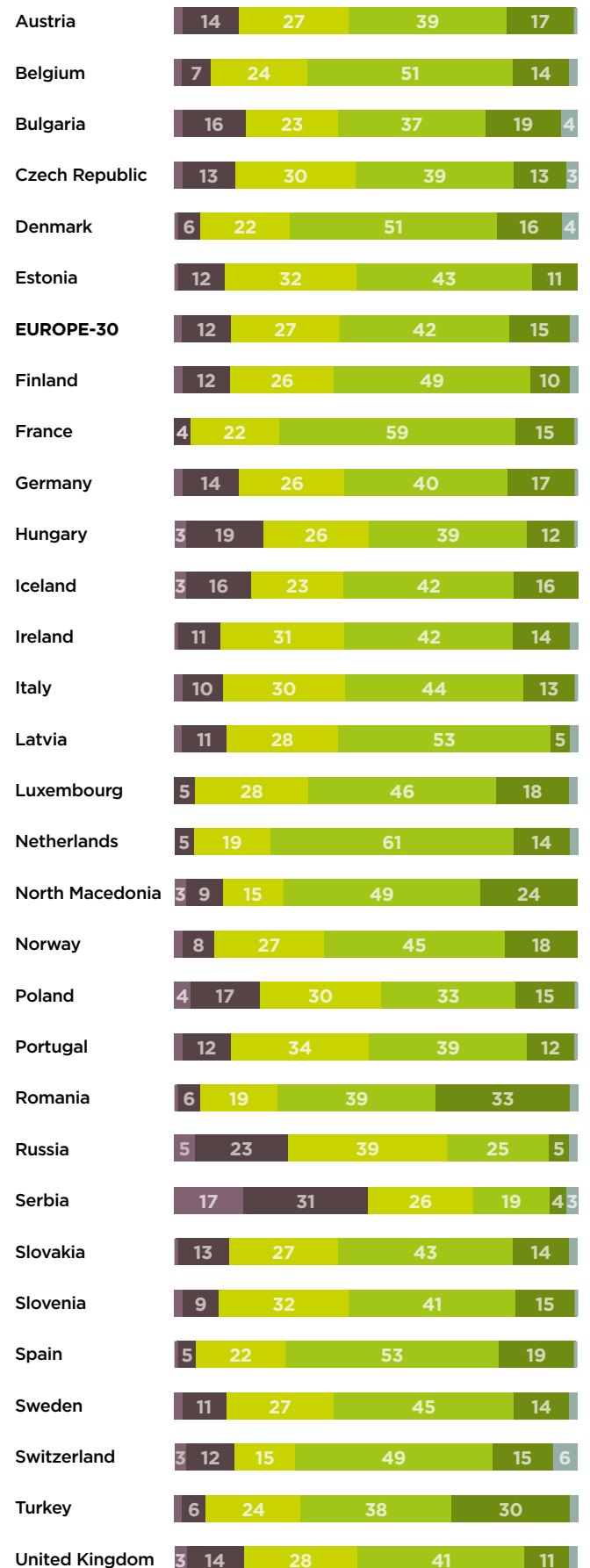


None of the time Rarely Some of the time Often All of the time Don't know / prefer not to answer

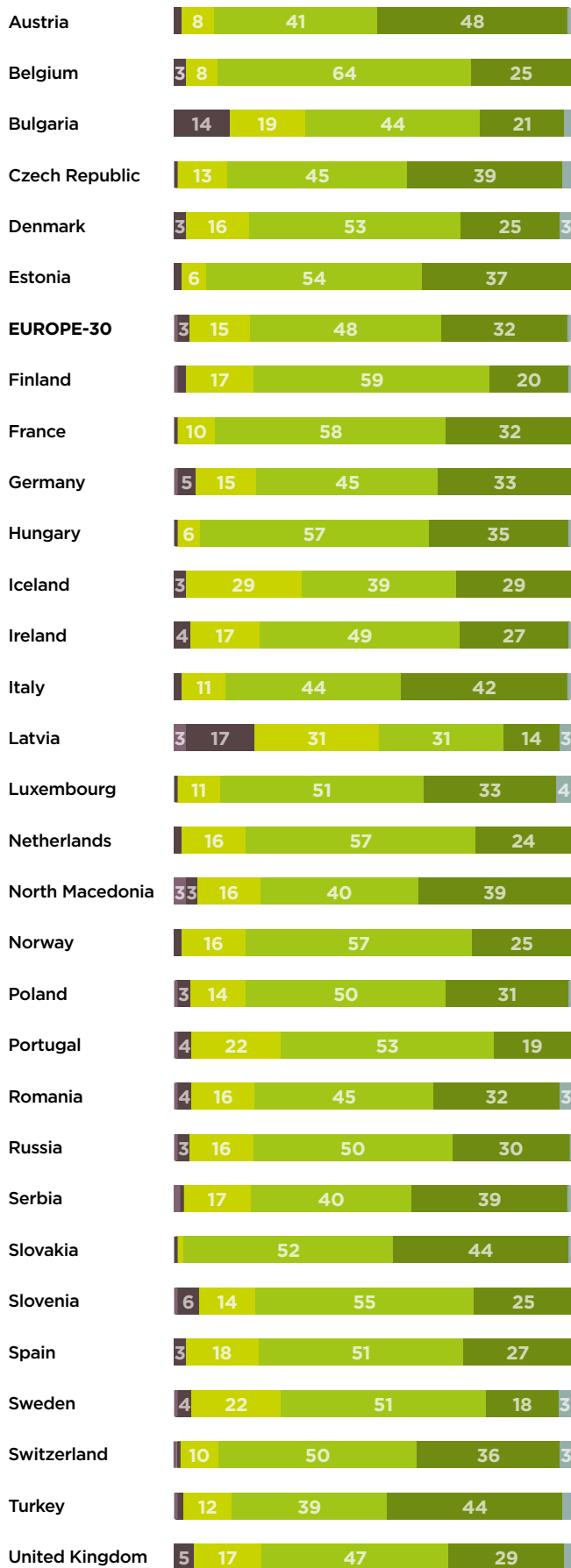
I've been thinking clearly (per cent)



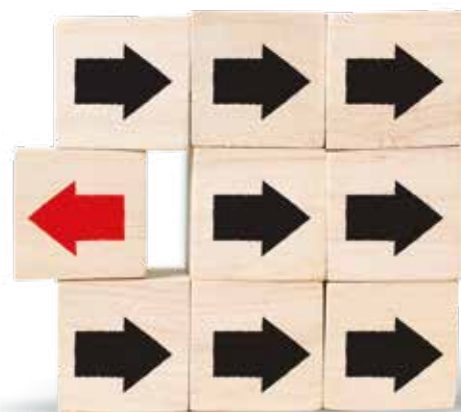
I've been feeling close to other people (per cent)



I've been able to make up my own mind about things (per cent)



- None of the time
- Rarely
- Some of the time
- Often
- All of the time
- Don't know / prefer not to answer





The Future



“Animal welfare
under the influence of societal pressure
will be an **essential factor**
of sustainability and
development of the animal
product sector”.

Key findings



More veterinarians will be needed for working with companion animals in the next **5 years**



More specialisation is still a priority for veterinarians to help overcoming future challenges.



More bussiness training and increasing digital skills are also backed by a high proportion of veterinarians.

Future challenges

The veterinary profession is facing a series of challenges that may concern veterinarians. The veterinarians that participated in the survey were presented a series of statements about the situation of the veterinarian profession and its current and future challenges. To learn about their opinions and perceptions, they were asked to evaluate their level of agreement with each statement using a scale between 0 and 10, where 0 meant complete disagreement and 10 complete agreement.

Of all challenges that the veterinary profession is expected to face, veterinarians indicate the highest level of agreement with the statement “Animal welfare under

the influence of societal pressure will be an essential factor of sustainability and development of the animal product sector” (7.5). This perception is particularly strong in Finland, Spain, Iceland, Denmark and Italy: veterinarians’ level of agreement being over 8.

They also feel concerned about veterinary schools failing to provide graduates with the skills they need. The worry over this lack of quality of the veterinarian schools is particularly high in Russia and Poland, with an average of 8.7 and 8.2 respectively. Moreover, veterinarians in Russia, Latvia and Portugal feel that veterinarian schools focus too much on small animals.

► CHART 5.1. EXTENT TO WHICH VETERINARIANS AGREE WITH CHALLENGES (2018).

Too many newly qualified Veterinarians are graduating from Veterinary Schools

6.2

Veterinary Schools do not equip graduates with sufficient skills

6.9

Veterinary schools are too far oriented towards small animal medicine

5.6

Newly qualified graduates find it easy to gain employment in the Veterinary profession

5.2

Too many unqualified people are practicing Veterinary medicine

6.4

Veterinarians comply with professional ethics in their everyday practice

6.1

Scale 0 to 10,
where 0 means complete disagreement and 10 complete agreement



The fear related to the decrease of single veterinarian practices in the future is also important for many vets, this feeling is particularly strong in France, Ireland and the Netherlands.

There are additional areas that concern veterinarians in certain countries: veterinarians in Turkey, Spain, Poland and Portugal are particularly worried (at least 8.6 in a scale from 0 to 10) about there being too many newly trained veterinarians. In FYROM, Serbia and Italy, veterinarians are concerned about the difficulty of finding jobs within the veterinarian profession. Participants in Russia, Romania and Serbia are the countries that agree

the most with the idea that there are too many people working as vets without the necessary qualifications. In addition, Russia and Turkey are the countries where veterinarians agree the least that veterinarians comply with professional ethics at work.



Using complementary and alternative veterinary medicines will become much more important

5.6

Animal welfare under the influence of societal pressure will be an essential factor of sustainability and development of the animal product sector

7.5

Telemedicine in the future will facilitate the provision and access to veterinary services

5.1

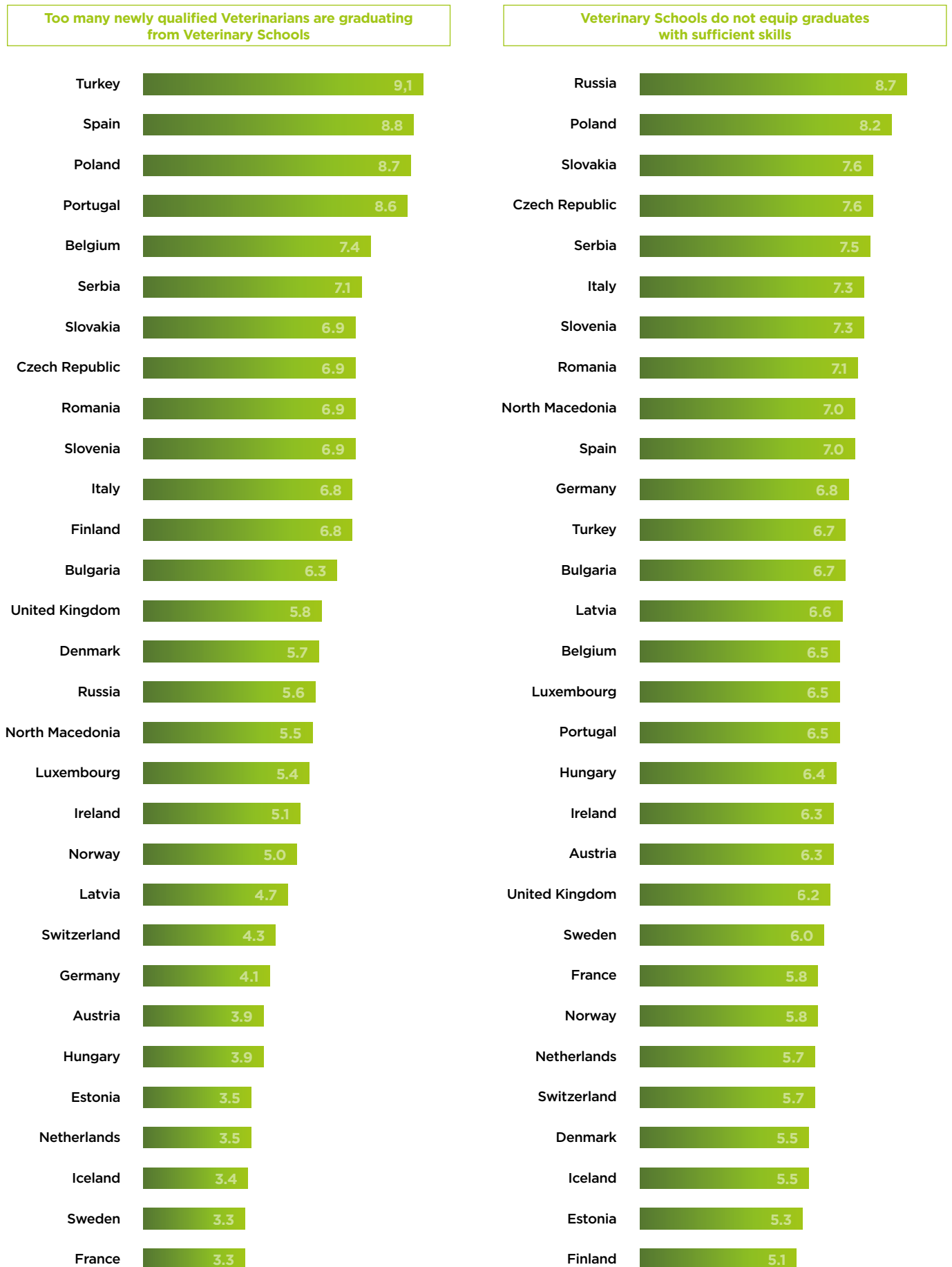
Veterinarians working in a single veterinarian practice will be the minority in 2030

6.9

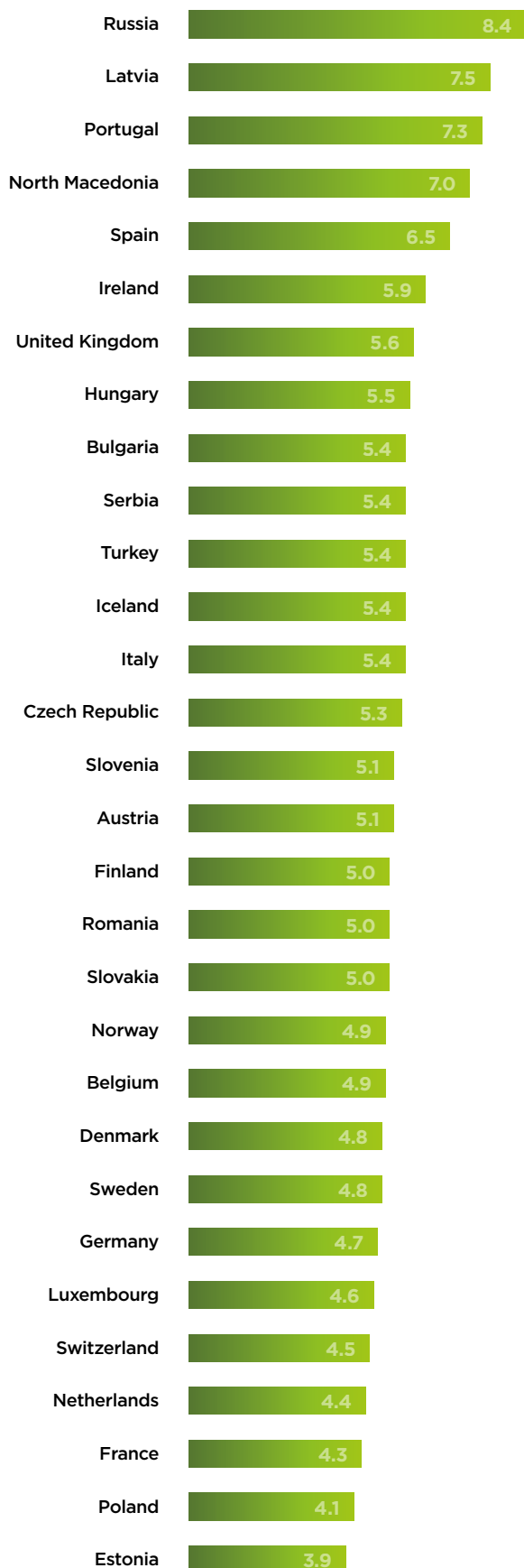
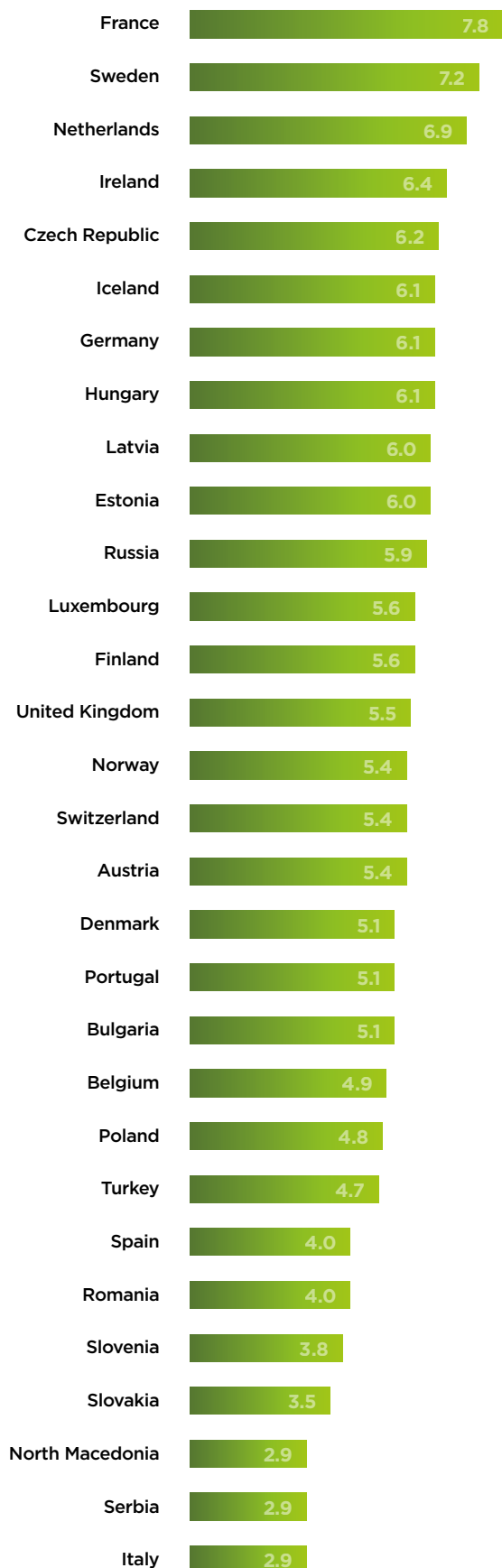
In 2030, new veterinary working areas will exist (e.g. Data scientist)

6.3

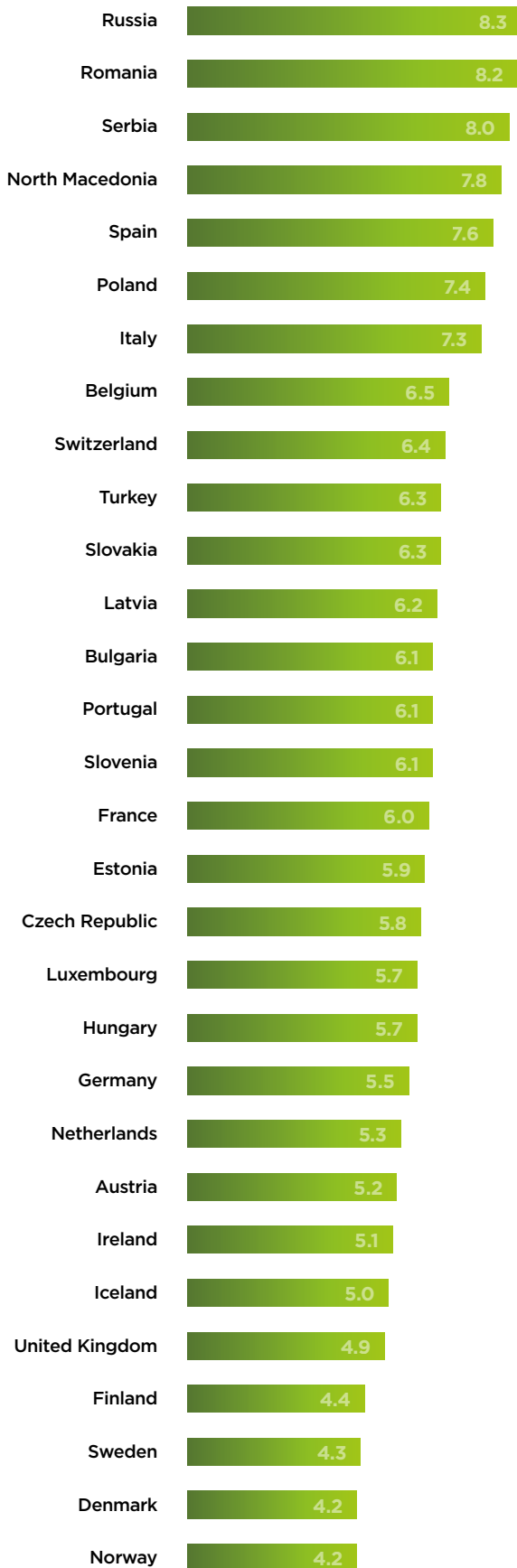
► CHART 5.2. EXTENT TO WHICH VETERINARIANS AGREE WITH EACH CHALLENGE - BY COUNTRY



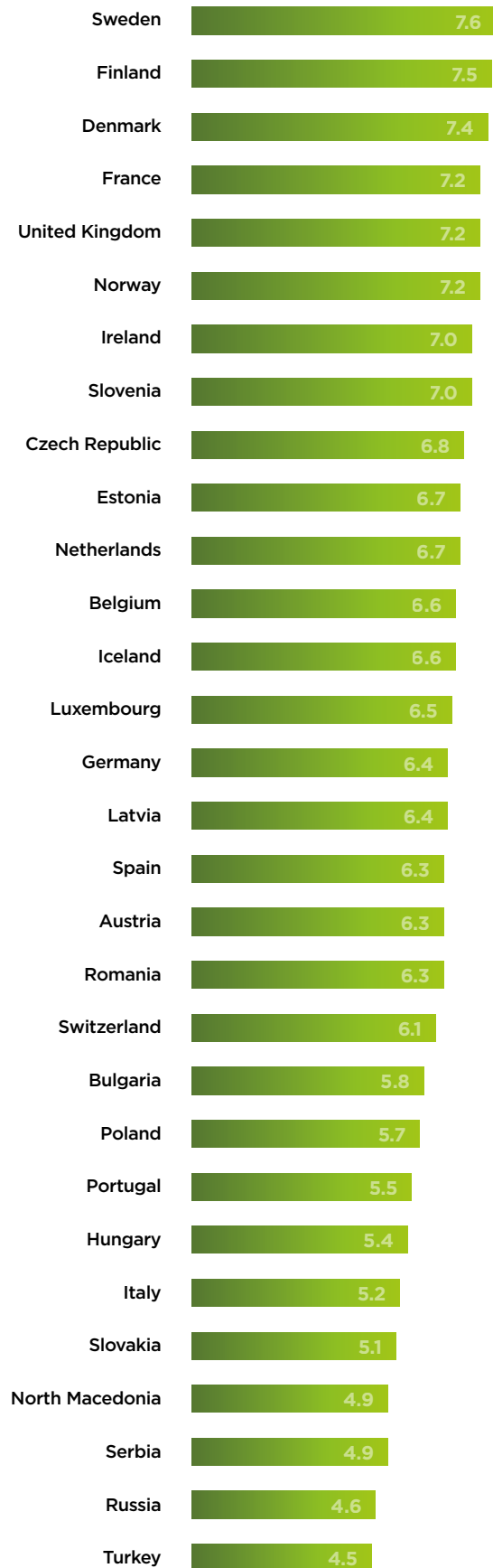
* Scale 0 to 10, where 0 means complete disagreement and 10 complete agreement.

**Veterinary schools are too far oriented towards
small animal medicine**

**Newly qualified graduates find it easy to gain employment
in the Veterinary profession**


Too many unqualified people are practicing Veterinary medicine

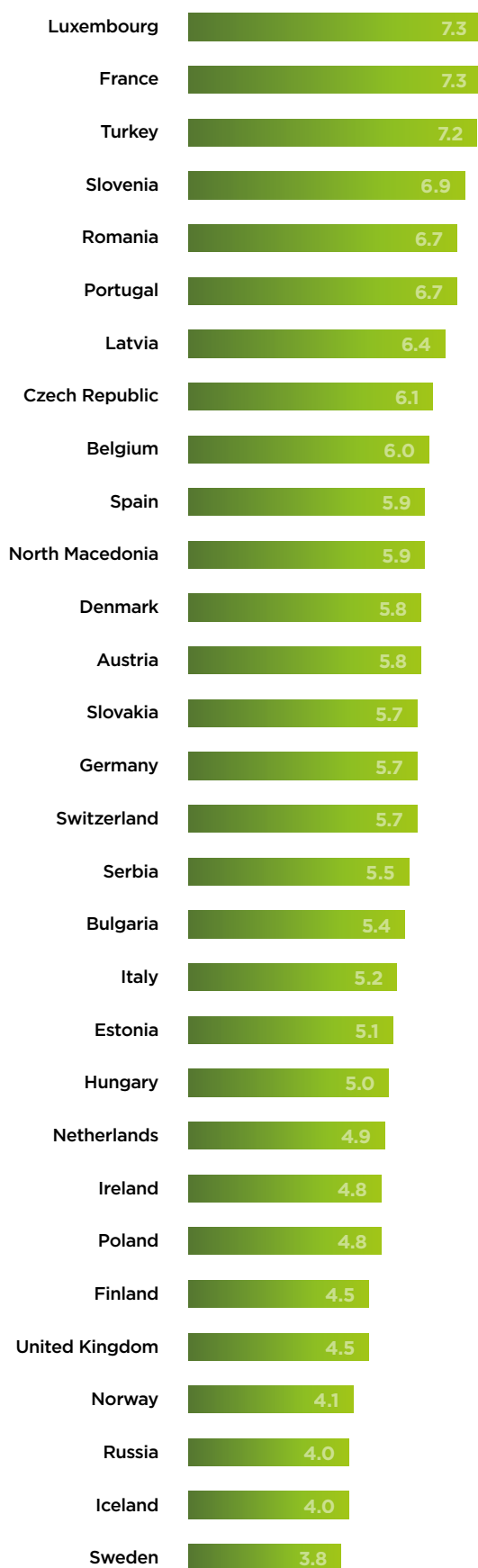


Veterinarians comply with professional ethics in their everyday practice

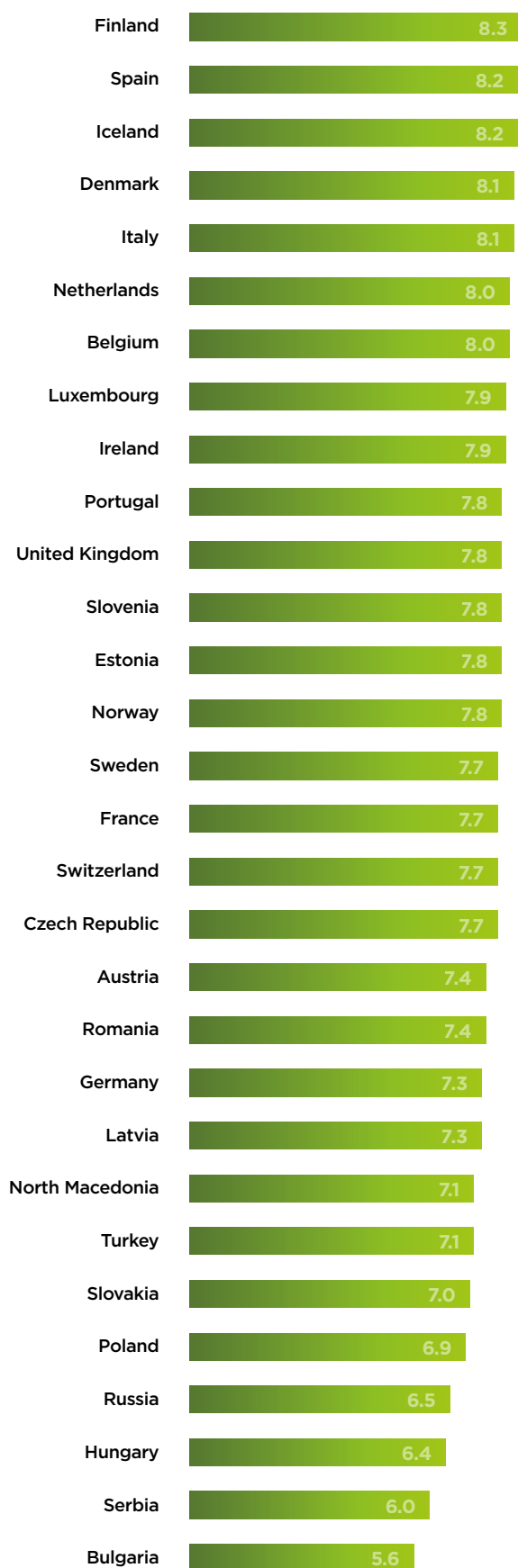


* Scale 0 to 10, where 0 means complete disagreement and 10 complete agreement.

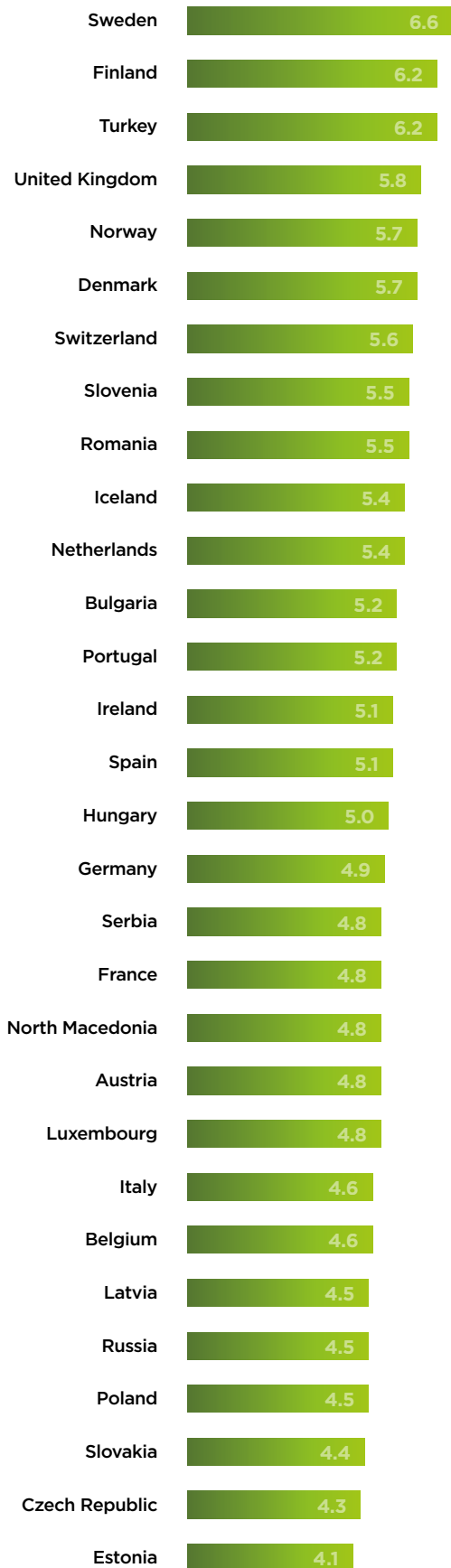
Using complementary and alternative veterinary medicines will become much more important in the future



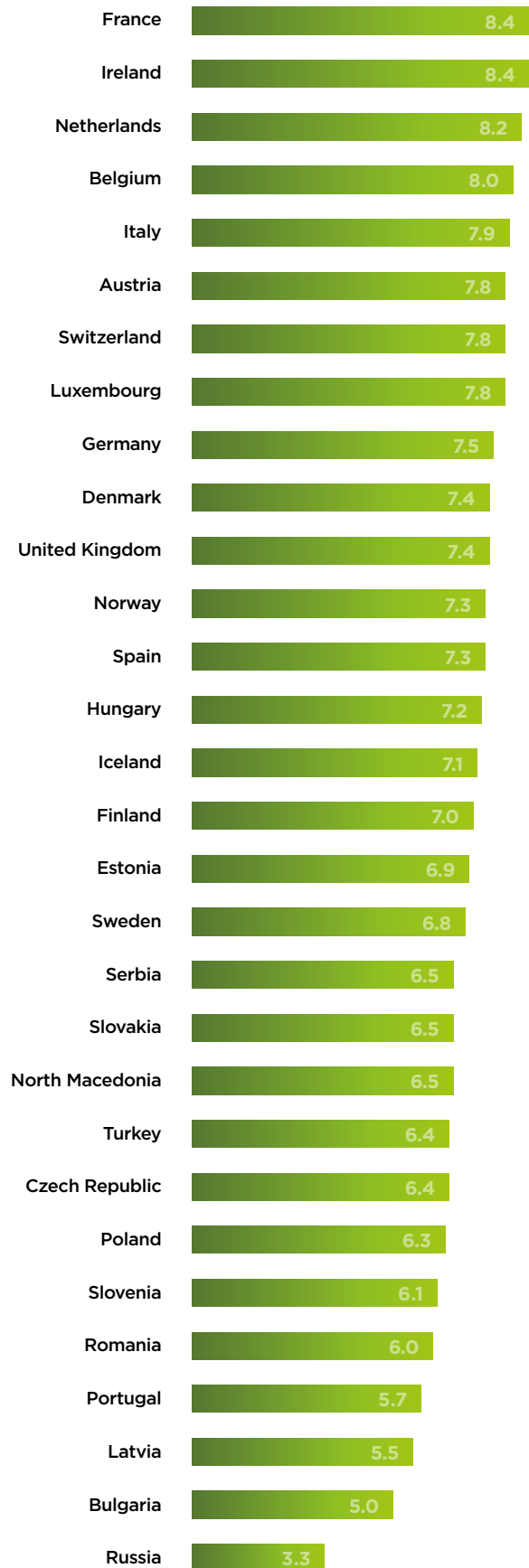
Animal welfare under the influence of societal pressure will be an essential factor of sustainability and development of the animal product sector



Telemedicine in the future will facilitate the provision and access to veterinary services

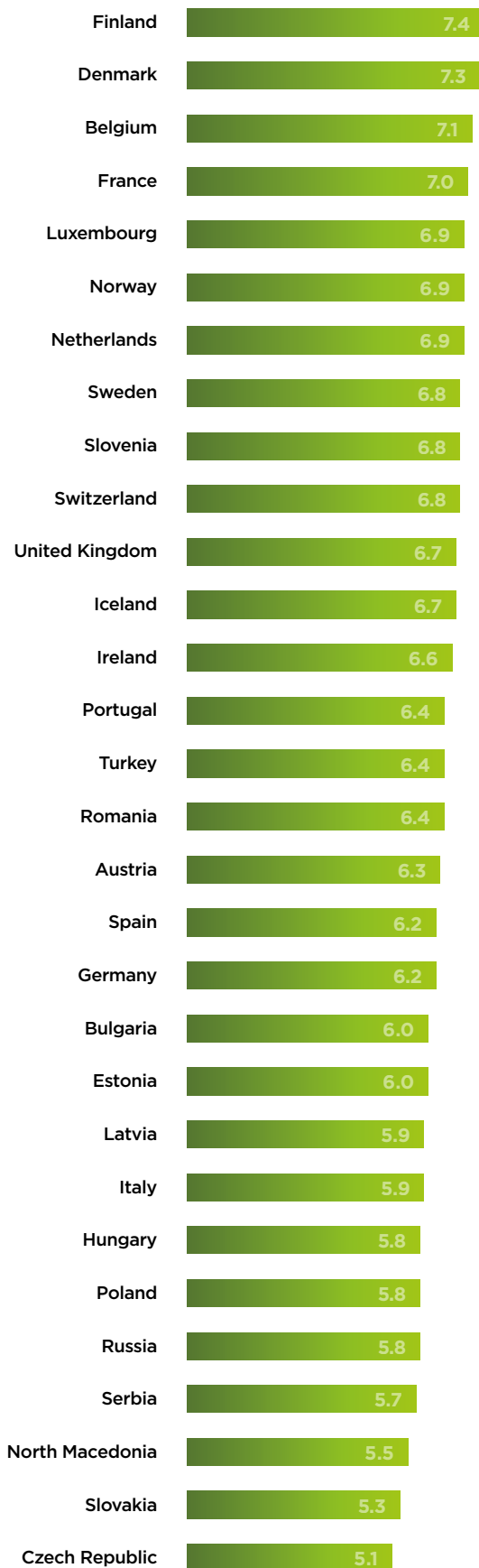


Veterinarians working in a single veterinarian practice will be the minority in 2030



* Scale 0 to 10, where 0 means complete disagreement and 10 complete agreement.

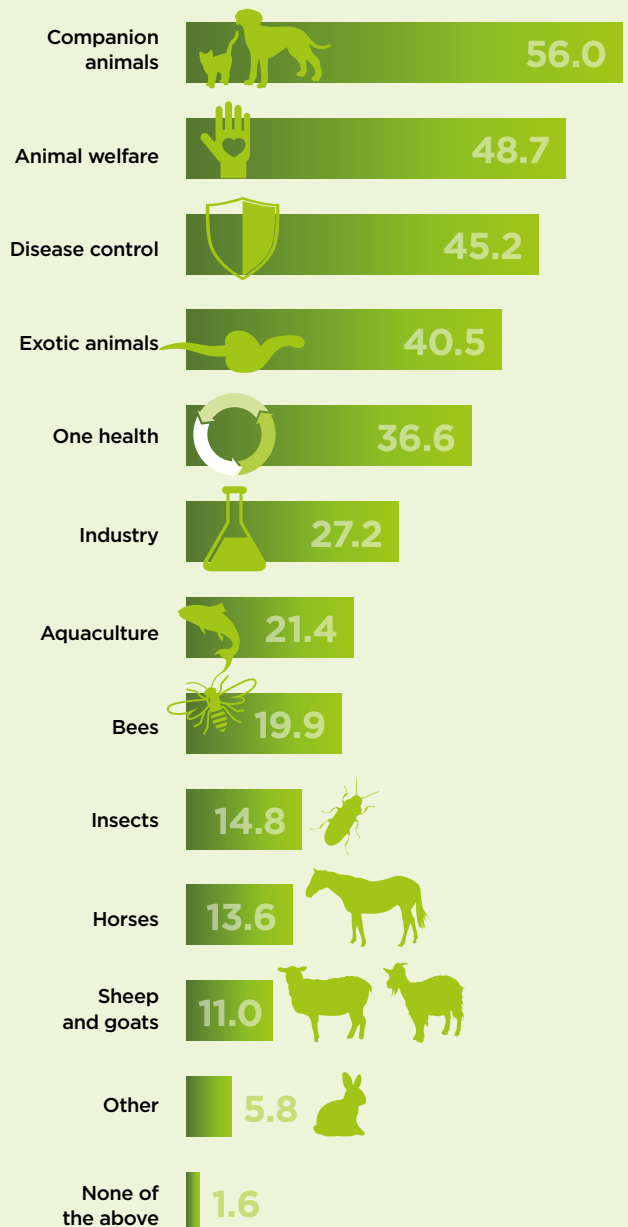
New veterinary working areas will exist in 2030



How vets think the market will change – next five years

Over half of the survey participants perceive that more veterinarians will be needed for working with companion animals in the next 5 years. In addition, almost half of veterinarians indicate that animal welfare and disease control will also require additional veterinary staff. One-health and Exotic animals are also areas where veterinarians expect to need more fellow vets, although fewer participants choose these options.

► CHART 5.3. AREAS WHERE MORE VETERINARIANS WILL BE NEEDED



What is needed to meet the challenges

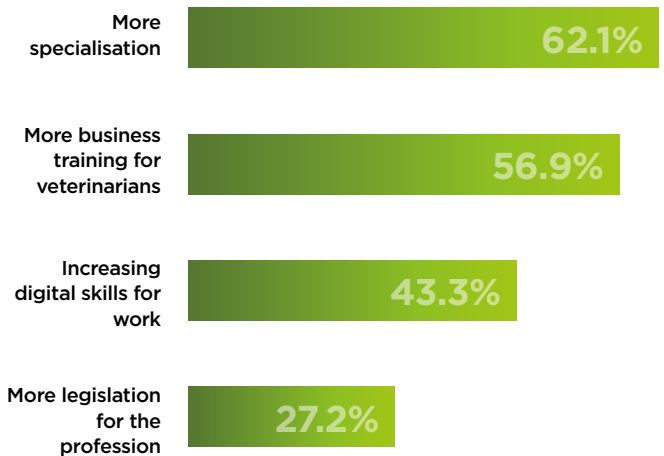
More specialisation is still the most demanded requirement to meet the future challenges, backed by 62.1% of the participants.

More business training for veterinarians and increasing digital skills for work are also popular measures for 57 per cent and 43 per cent of the veterinarians respectively, although the proportion of veterinarians indicating the need for more business training for vets has decreased across countries. However, more than two thirds of veterinarians continue considering it an important need in Belgium, Germany, Hungary, Norway, Spain and Switzerland.

Increasing the legislation for the profession is the most unpopular measure, with only 27 per cent of the veterinarians choosing it. Only in Russia more than the half point at it as a need.

Finally, at least half of the veterinarians in Switzerland, Russia, Latvia and Ireland believe that increasing their digital skills for work would help them meet the challenges of the next five years.

► CHART 5.4. WHAT VETERINARIANS REQUIRE TO MEET THE CHALLENGES OF THE NEXT FIVE YEARS



► TABLE 5.1. WHAT VETERINARIANS THINK THEY NEED IN ORDER TO MEET THE CHANGES OF THE NEXT FIVE YEARS ANALYSED BY COUNTRY (2018)

Country	More specialisation	More business training for vets	More legislation for the profession	Increasing digital skills for work
Austria	49	56	15	43
Belgium	53	69	23	37
Bulgaria	60	51	46	37
Czech Republic	68	37	26	32
Denmark	68	58	15	38
Estonia	69	61	32	38
Finland	73	59	23	46
France	36	53	13	45
Germany	56	67	16	49
Hungary	80	66	20	40
Iceland	65	48	23	36
Ireland	61	78	25	54
Italy	64	57	12	44
Latvia	52	50	16	52
Luxembourg	68	55	27	29
Netherlands	61	63	23	39
North Macedonia	65	45	23	23
Norway	70	68	20	41
Poland	73	61	21	34
Portugal	79	55	44	30
Romania	70	49	33	30
Russia	60	38	52	54
Serbia	50	45	39	33
Slovakia	76	51	35	34
Slovenia	73	59	19	42
Spain	73	64	42	39
Sweden	64	38	16	40
Switzerland	64	65	19	56
Turkey	72	50	32	36
United Kingdom	60	61	32	49
EUROPE-30	62	57	27	43



Country pages



Austria

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	8,822,267
GDP (millions €)	369,899.20
GDP per inhabitant	42,100
Agriculture output (millions)	7,365.83
UN human development index (max 1.0)	0.908

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	1,913
Sheep	406
Pigs	2,777
Goats	-
Poultry	5,725
Horses	103
Aquaculture	3,866
Companion animals	2,970
Exotic	380

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	34
Private veterinary practice employees	22
Public service	25
Education - research	10
Industry - research	2
Other - as a veterinarian	8
Other - outside the veterinary profession	1
Have a second occupation	48

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	3,100
Number of veterinarians per 1000 population	0.35
% aged under 40	33
% aged 40 to 49	24
% aged over 50	43
% male	42
% female	58

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	75
Working part-time	22
Interim	0
Unemployed	0
Not working for other reasons	0
Retired	3

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	8.5
Have seriously considered working in another country - last three years	16.5

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	39
2	14
3-5	33
6-10	8
11-30	5
31-50	1
51-100	0
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	85
Official tasks	29
Sales of medicines	94
Sales of foodstuff	28
Grooming/kennelling	9
Laboratory analysis	71
Physiotherapy	21
Volunteering work	23
Other	34

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	51
Cattle	15
Pigs	4
Sheep/goats	2
Horses	11
Exotic	1
Other	16

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	212
Vet participants as % of all active veterinarians	6.84
Accuracy of results	6.5



Belgium

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	11,398,589
GDP (millions €)	439,174.50
GDP per inhabitant	38,700
Agriculture output (millions)	8015
UN human development index (max 1.0)	0.916

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	2,398
Sheep	86
Pigs	6,209
Goats	289
Poultry	6,484
Horses	536
Aquaculture	44
Companion animals	4,690
Exotic	540

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	47
Private veterinary practice employees	18
Public service	3
Education - research	18
Industry - research	7
Other - as a veterinarian	7
Other - outside the veterinary profession	0
Have a second occupation	35

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	6,179
Number of veterinarians per 1000 population	0.54
% aged under 40	42
% aged 40 to 49	21
% aged over 50	36
% male	51
% female	49

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	86
Working part-time	12
Interim	0
Unemployed	0
Not working for other reasons	0
Retired	2

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	15.2
Have seriously considered working in another country - last three years	17.3

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	52
2	12
3-5	15
6-10	9
11-30	7
31-50	0
51-100	5
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	91
Official tasks	52
Sales of medicines	89
Sales of foodstuff	76
Grooming/kennelling	4
Laboratory analysis	37
Physiotherapy	11
Volunteering work	23
Other	18

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	65
Cattle	22
Pigs	2
Sheep/goats	1
Horses	8
Exotic	2
Other	2

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	211
Vet participants as % of all active veterinarians	0.03
Accuracy of results	6.6



Bulgaria

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	7,050,034
GDP (millions €)	51,663
GDP per inhabitant	7,300
Agriculture output (millions)	4,129.84
UN human development index (max 1.0)	0.813

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	542
Sheep	1,350
Pigs	655
Goats	22
Poultry	6,217
Horses	98
Aquaculture	9,796
Companion animals	1,582
Exotic	51.5

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	32
Private veterinary practice employees	19
Public service	21
Education - research	0
Industry - research	0
Other - as a veterinarian	28
Other - outside the veterinary profession	0
Have a second occupation	60

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	3,400
Number of veterinarians per 1000 population	0.48
% aged under 40	37
% aged 40 to 49	28
% aged over 50	36
% male	49
% female	51

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	91
Working part-time	7
Interim	0
Unemployed	0
Not working for other reasons	2
Retired	0

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	7.0
Have seriously considered working in another country - last three years	35.8

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	18
2	28
3-5	18
6-10	9
11-30	18
31-50	9
51-100	0
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	85
Official tasks	78
Sales of medicines	75
Sales of foodstuff	74
Grooming/kennelling	53
Laboratory analysis	68
Physiotherapy	0
Volunteering work	16
Other	50

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	57
Cattle	18
Pigs	1
Sheep/goats	6
Horses	2
Exotic	5
Other	11

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	57
Vet participants as % of all active veterinarians	0.02
Accuracy of results	12.9



Czech Republic

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	10,610,055
GDP (millions €)	191,721.80
GDP per inhabitant	18,100
Agriculture output (millions)	5,158.18
UN human development index (max 1.0)	0.888

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	1,365
Sheep	-
Pigs	1,508
Goats	-
Poultry	10,661
Horses	33
Aquaculture	21,685
Companion animals	3,415
Exotic	74.2

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	41
Private veterinary practice employees	29
Public service	20
Education - research	3
Industry - research	1
Other - as a veterinarian	4
Other - outside the veterinary profession	1
Have a second occupation	50

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	4,500
Number of veterinarians per 1000 population	0.42
% aged under 40	51
% aged 40 to 49	17
% aged over 50	32
% male	39
% female	61

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	79
Working part-time	15
Interim	1
Unemployed	1
Not working for other reasons	3
Retired	1

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	5.1
Have seriously considered working in another country - last three years	18.2

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	43
2	19
3-5	23
6-10	11
11-30	4
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	91
Official tasks	35
Sales of medicines	85
Sales of foodstuff	75
Grooming/kennelling	15
Laboratory analysis	72
Physiotherapy	17
Volunteering work	14
Other	30

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	51
Cattle	7
Pigs	2
Sheep/goats	1
Horses	4
Exotic	2
Other	33

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	393
Vet participants as % of all active veterinarians	0.09
Accuracy of results	4.7



Denmark

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	5,781,190
GDP (millions €)	292,806.10
GDP per inhabitant	50,800
Agriculture output (millions)	10,162.86
UN human development index (max 1.0)	0.929

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	1,530
Sheep	-
Pigs	12,642
Goats	130
Poultry	3,900
Horses	122
Aquaculture	34,327
Companion animals	-
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	26
Private veterinary practice employees	32
Public service	16
Education - research	11
Industry - research	5
Other - as a veterinarian	9
Other - outside the veterinary profession	1
Have a second occupation	27

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	2,500
Number of veterinarians per 1000 population	0.43
% aged under 40	30
% aged 40 to 49	20
% aged over 50	50
% male	35
% female	65

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	65
Working part-time	23
Interim	1
Unemployed	2
Not working for other reasons	2
Retired	7

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	9.7
Have seriously considered working in another country - last three years	13.5

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	25
2	8
3-5	23
6-10	24
11-30	20
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	89
Official tasks	25
Sales of medicines	63
Sales of foodstuff	73
Grooming/kennelling	15
Laboratory analysis	79
Physiotherapy	30
Volunteering work	19
Other	28

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	61
Cattle	16
Pigs	6
Sheep/goats	1
Horses	12
Exotic	1
Other	3

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	385
Vet participants as % of all active veterinarians	0.15
Accuracy of results	4.6



Estonia

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	1,319,133
GDP (millions €)	23,615.10
GDP per inhabitant	18,000
Agriculture output (millions)	856.01
UN human development index (max 1.0)	0.871

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	252
Sheep	-
Pigs	290
Goats	8
Poultry	674
Horses	8
Aquaculture	870
Companion animals	-
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	32
Private veterinary practice employees	31
Public service	7
Education - research	17
Industry - research	1
Other - as a veterinarian	13
Other - outside the veterinary profession	0
Have a second occupation	52

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	800
Number of veterinarians per 1000 population	0.61
% aged under 40	55
% aged 40 to 49	20
% aged over 50	25
% male	27
% female	73

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	76
Working part-time	18
Interim	1
Unemployed	0
Not working for other reasons	5
Retired	0

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	12.3
Have seriously considered working in another country - last three years	22.5

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	33
2	25
3-5	21
6-10	21
11-30	0
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	92
Official tasks	40
Sales of medicines	76
Sales of foodstuff	62
Grooming/kennelling	35
Laboratory analysis	65
Physiotherapy	4
Volunteering work	42
Other	32

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	62
Cattle	23
Pigs	1
Sheep/goats	1
Horses	8
Exotic	1
Other	4

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	81
Vet participants as % of all active veterinarians	0.10
Accuracy of results	10.3



Finland

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	5,513,130
GDP (millions €)	223,918
GDP per inhabitant	40,700
Agriculture output (millions)	4,343.23
UN human development index (max 1.0)	0.92

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	859
Sheep	-
Pigs	1,041
Goats	6
Poultry	3,180
Horses	74
Aquaculture	14,584
Companion animals	-
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	14
Private veterinary practice employees	22
Public service	37
Education - research	12
Industry - research	4
Other - as a veterinarian	10
Other - outside the veterinary profession	2
Have a second occupation	34

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	2,500
Number of veterinarians per 1000 population	0.45
% aged under 40	39
% aged 40 to 49	29
% aged over 50	33
% male	11
% female	89

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	78
Working part-time	18
Interim	1
Unemployed	0
Not working for other reasons	1
Retired	2

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	4.1
Have seriously considered working in another country - last three years	18.4

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	54
2	7
3-5	5
6-10	14
11-30	18
31-50	0
51-100	2
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	78
Official tasks	27
Sales of medicines	76
Sales of foodstuff	61
Grooming/kennelling	6
Laboratory analysis	73
Physiotherapy	18
Volunteering work	8
Other	26

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	65
Cattle	8
Pigs	2
Sheep/goats	1
Horses	21
Exotic	1
Other	2

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	266
Vet participants as % of all active veterinarians	0.11
Accuracy of results	5.7



France

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	66,926,166
GDP (millions €)	2,295,063
GDP per inhabitant	34,200
Agriculture output (millions)	76,006.19
UN human development index (max 1.0)	0.901

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	18,563
Sheep	7,166
Pigs	13,713
Goats	69
Poultry	51,310
Horses	840
Aquaculture	188,622
Companion animals	24,266
Exotic	6,750

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	56
Private veterinary practice employees	34
Public service	1
Education - research	2
Industry - research	2
Other - as a veterinarian	4
Other - outside the veterinary profession	0
Have a second occupation	24

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	19,500
Number of veterinarians per 1000 population	0.29
% aged under 40	42
% aged 40 to 49	20
% aged over 50	39
% male	47
% female	53

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	81
Working part-time	17
Interim	0
Unemployed	1
Not working for other reasons	0
Retired	1

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	1.3
Have seriously considered working in another country - last three years	58.1

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	10
2	14
3-5	31
6-10	26
11-30	15
31-50	2
51-100	2
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	96
Official tasks	83
Sales of medicines	97
Sales of foodstuff	92
Grooming/kennelling	7
Laboratory analysis	92
Physiotherapy	15
Volunteering work	29
Other	24

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	72
Cattle	16
Pigs	1
Sheep/goats	1
Horses	6
Exotic	2
Other	2

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	1,323
Vet participants as % of all active veterinarians	0.07
Accuracy of results	2.6



Germany

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	82,792,351
GDP (millions €)	3,244,990
GDP per inhabitant	39,300
Agriculture output (millions)	53,199.34
UN human development index (max 1.0)	0.936

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	11,949
Sheep	1,570
Pigs	26,445
Goats	2
Poultry	34,036
Horses	481
Aquaculture	36,142
Companion animals	29,000
Exotic	6,400

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	31
Private veterinary practice employees	33
Public service	16
Education - research	6
Industry - research	7
Other - as a veterinarian	6
Other - outside the veterinary profession	1
Have a second occupation	31

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	41,000
Number of veterinarians per 1000 population	0.5
% aged under 40	41
% aged 40 to 49	24
% aged over 50	35
% male	28
% female	72

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	71
Working part-time	25
Interim	1
Unemployed	1
Not working for other reasons	1
Retired	1

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	4.7
Have seriously considered working in another country - last three years	13.6

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	23
2	19
3-5	30
6-10	17
11-30	8
31-50	2
51-100	1
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	89
Official tasks	30
Sales of medicines	92
Sales of foodstuff	29
Grooming/kennelling	12
Laboratory analysis	73
Physiotherapy	20
Volunteering work	18
Other	28

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	57
Cattle	11
Pigs	3
Sheep/goats	1
Horses	19
Exotic	1
Other	8

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	1,618
Vet participants as % of all active veterinarians	0.04
Accuracy of results	2.4



Hungary

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	9,778,371
GDP (millions €)	124,050.30
GDP per inhabitant	12,700
Agriculture output (millions)	8,798.21
UN human development index (max 1.0)	0.838

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	885
Sheep	1,109
Pigs	2,872
Goats	-
Poultry	12,544
Horses	77
Aquaculture	18,258
Companion animals	4,727
Exotic	498

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	50
Private veterinary practice employees	21
Public service	12
Education - research	5
Industry - research	2
Other - as a veterinarian	10
Other - outside the veterinary profession	0
Have a second occupation	48

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	2,971
Number of veterinarians per 1000 population	0.3
% aged under 40	40
% aged 40 to 49	21
% aged over 50	39
% male	64
% female	36

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	73
Working part-time	18
Interim	1
Unemployed	1
Not working for other reasons	0
Retired	7

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	4.3
Have seriously considered working in another country - last three years	23.3

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	39
2	18
3-5	19
6-10	15
11-30	8
31-50	0
51-100	1
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	86
Official tasks	46
Sales of medicines	55
Sales of foodstuff	26
Grooming/kennelling	16
Laboratory analysis	57
Physiotherapy	13
Volunteering work	21
Other	26

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	74
Cattle	8
Pigs	6
Sheep/goats	2
Horses	4
Exotic	2
Other	4

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	139
Vet participants as % of all active veterinarians	0.05
Accuracy of results	8.1



Iceland

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	348,450
GDP (millions €)	21,709.20
GDP per inhabitant	63,200
Agriculture output (millions)	-
UN human development index (max 1.0)	0.935

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	81
Sheep	432
Pigs	36
Goats	-
Poultry	-
Horses	-
Aquaculture	-
Companion animals	-
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	24
Private veterinary practice employees	21
Public service	38
Education - research	14
Industry - research	0
Other - as a veterinarian	3
Other - outside the veterinary profession	0
Have a second occupation	32

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	215
Number of veterinarians per 1000 population	0.62
% aged under 40	35
% aged 40 to 49	32
% aged over 50	32
% male	35
% female	65

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	78
Working part-time	16
Interim	0
Unemployed	3
Not working for other reasons	0
Retired	3

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	19.4
Have seriously considered working in another country - last three years	40

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	58
2	0
3-5	14
6-10	14
11-30	14
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	89
Official tasks	44
Sales of medicines	100
Sales of foodstuff	56
Grooming/kennelling	11
Laboratory analysis	44
Physiotherapy	22
Volunteering work	11
Other	33

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	33
Cattle	28
Pigs	2
Sheep/goats	16
Horses	20
Exotic	0
Other	1

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	31
Vet participants as % of all active veterinarians	0.14
Accuracy of results	16.3



Ireland

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	4,830,392
GDP (millions €)	297,130.80
GDP per inhabitant	61,900
Agriculture output (millions)	8,439.18
UN human development index (max 1.0)	0.938

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	6,593
Sheep	3,743
Pigs	1,572
Goats	4,250
Poultry	3,745
Horses	159
Aquaculture	43,247
Companion animals	920
Exotic	130

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	26
Private veterinary practice employees	22
Public service	39
Education - research	6
Industry - research	2
Other - as a veterinarian	6
Other - outside the veterinary profession	1
Have a second occupation	35

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	2,098
Number of veterinarians per 1000 population	0.43
% aged under 40	27
% aged 40 to 49	29
% aged over 50	45
% male	60
% female	40

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	84
Working part-time	13
Interim	1
Unemployed	0
Not working for other reasons	0
Retired	2

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	10.9
Have seriously considered working in another country - last three years	12.8

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	16
2	7
3-5	17
6-10	28
11-30	27
31-50	2
51-100	3
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	90
Official tasks	57
Sales of medicines	86
Sales of foodstuff	68
Grooming/kennelling	35
Laboratory analysis	70
Physiotherapy	12
Volunteering work	28
Other	28

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	40
Cattle	31
Pigs	2
Sheep/goats	3
Horses	18
Exotic	0
Other	6

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	368
Vet participants as % of all active veterinarians	0.18
Accuracy of results	4.6



Italy

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	60,483,973
GDP (millions €)	1,727,381.50
GDP per inhabitant	28,500
Agriculture output (millions)	56,729.78
UN human development index (max 1.0)	0.88

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	6,311
Sheep	7,179
Pigs	8,492
Goats	243
Poultry	55,460
Horses	469
Aquaculture	156,307
Companion animals	16,280
Exotic	14,250

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	28
Private veterinary practice employees	31
Public service	18
Education - research	6
Industry - research	4
Other - as a veterinarian	13
Other - outside the veterinary profession	0
Have a second occupation	38

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	30,100
Number of veterinarians per 1000 population	0.5
% aged under 40	42
% aged 40 to 49	21
% aged over 50	36
% male	47
% female	53

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	75
Working part-time	19
Interim	1
Unemployed	2
Not working for other reasons	1
Retired	2

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	4.4
Have seriously considered working in another country - last three years	28.5

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	44
2	21
3-5	21
6-10	7
11-30	6
31-50	0
51-100	1
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	88
Official tasks	32
Sales of medicines	47
Sales of foodstuff	18
Grooming/kennelling	2
Laboratory analysis	70
Physiotherapy	7
Volunteering work	14
Other	17

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	81
Cattle	9
Pigs	1
Sheep/goats	2
Horses	2
Exotic	2
Other	3

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	1,182
Vet participants as % of all active veterinarians	0.04
Accuracy of results	2.8



Latvia

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	1,934,379
GDP (millions €)	27,033.10
GDP per inhabitant	13,900
Agriculture output (millions)	1,314.39
UN human development index (max 1.0)	0.847

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	395
Sheep	107
Pigs	305
Goats	14
Poultry	2,223
Horses	11
Aquaculture	-
Companion animals	660
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	52
Private veterinary practice employees	18
Public service	7
Education - research	5
Industry - research	3
Other - as a veterinarian	15
Other - outside the veterinary profession	0
Have a second occupation	71

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	2,500
Number of veterinarians per 1000 population	1.29
% aged under 40	19
% aged 40 to 49	25
% aged over 50	56
% male	17
% female	83

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	79
Working part-time	19
Interim	2
Unemployed	0
Not working for other reasons	0
Retired	0

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	3.2
Have seriously considered working in another country - last three years	12.9

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	36
2	16
3-5	19
6-10	19
11-30	10
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	89
Official tasks	58
Sales of medicines	78
Sales of foodstuff	44
Grooming/kennelling	46
Laboratory analysis	60
Physiotherapy	12
Volunteering work	24
Other	19

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	48
Cattle	25
Pigs	5
Sheep/goats	4
Horses	7
Exotic	2
Other	9

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	64
Vet participants as % of all active veterinarians	0.03
Accuracy of results	12.1



Luxembourg

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	602,005
GDP (millions €)	55,299.40
GDP per inhabitant	92,600
Agriculture output (millions)	431.37
UN human development index (max 1.0)	0.904

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	194
Sheep	-
Pigs	83
Goats	66
Poultry	-
Horses	5
Aquaculture	-
Companion animals	-
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	51
Private veterinary practice employees	29
Public service	11
Education - research	0
Industry - research	3
Other - as a veterinarian	5
Other - outside the veterinary profession	1
Have a second occupation	41

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	265
Number of veterinarians per 1000 population	0.44
% aged under 40	38
% aged 40 to 49	27
% aged over 50	35
% male	32
% female	68

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	76
Working part-time	22
Interim	1
Unemployed	0
Not working for other reasons	0
Retired	1

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	13.4
Have seriously considered working in another country - last three years	12.7

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	22
2	10
3-5	37
6-10	22
11-30	7
31-50	2
51-100	0
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	91
Official tasks	41
Sales of medicines	93
Sales of foodstuff	69
Grooming/kennelling	20
Laboratory analysis	76
Physiotherapy	20
Volunteering work	36
Other	18

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	64
Cattle	17
Pigs	1
Sheep/goats	1
Horses	14
Exotic	2
Other	1

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	82
Vet participants as % of all active veterinarians	0.31
Accuracy of results	9



Netherlands

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	17,181,084
GDP (millions €)	738,146
GDP per inhabitant	43,100
Agriculture output (millions)	-
UN human development index (max 1.0)	0.931

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	3,690
Sheep	743
Pigs	11,934
Goats	72
Poultry	-
Horses	294
Aquaculture	51,031
Companion animals	5,620
Exotic	930

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	33
Private veterinary practice employees	30
Public service	8
Education - research	15
Industry - research	6
Other - as a veterinarian	8
Other - outside the veterinary profession	0
Have a second occupation	23

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	5,000
Number of veterinarians per 1000 population	0.29
% aged under 40	37
% aged 40 to 49	20
% aged over 50	44
% male	47
% female	53

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	64
Working part-time	26
Interim	1
Unemployed	1
Not working for other reasons	1
Retired	7

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	10.5
Have seriously considered working in another country - last three years	12.9

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	14
2	9
3-5	20
6-10	22
11-30	26
31-50	5
51-100	3
Over 100	1

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	80
Official tasks	47
Sales of medicines	90
Sales of foodstuff	80
Grooming/kennelling	14
Laboratory analysis	81
Physiotherapy	13
Volunteering work	25
Other	26

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	51
Cattle	20
Pigs	7
Sheep/goats	2
Horses	13
Exotic	1
Other	6

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	259
Vet participants as % of all active veterinarians	0.05
Accuracy of results	5.9



North Macedonia

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	2,075,301
GDP (millions €)	10,013.90
GDP per inhabitant	-
Agriculture output (millions)	1,242.65
UN human development index (max 1.0)	0.757

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	256
Sheep	727
Pigs	196
Goats	225
Poultry	-
Horses	-
Aquaculture	-
Companion animals	-
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	35
Private veterinary practice employees	21
Public service	7
Education - research	8
Industry - research	8
Other - as a veterinarian	19
Other - outside the veterinary profession	3
Have a second occupation	50

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	270
Number of veterinarians per 1000 population	0.13
% aged under 40	42
% aged 40 to 49	42
% aged over 50	16
% male	68
% female	32

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	99
Working part-time	1
Interim	0
Unemployed	0
Not working for other reasons	0
Retired	0

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	4.4
Have seriously considered working in another country - last three years	11.1

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	3
2	26
3-5	32
6-10	29
11-30	10
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	97
Official tasks	68
Sales of medicines	68
Sales of foodstuff	71
Grooming/kennelling	23
Laboratory analysis	45
Physiotherapy	6
Volunteering work	16
Other	39

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	38
Cattle	30
Pigs	6
Sheep/goats	14
Horses	3
Exotic	0
Other	9

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	75
Vet participants as % of all active veterinarians	0.28
Accuracy of results	9.6



Norway

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	5,295,619
GDP (millions €)	354,287.40
GDP per inhabitant	67,100
Agriculture output (millions)	4,577.36
UN human development index (max 1.0)	0.953

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	-
Sheep	-
Pigs	-
Goats	-
Poultry	-
Horses	-
Aquaculture	-
Companion animals	1,250
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	31
Private veterinary practice employees	24
Public service	17
Education - research	11
Industry - research	6
Other - as a veterinarian	10
Other - outside the veterinary profession	1
Have a second occupation	34

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	3,000
Number of veterinarians per 1000 population	0.57
% aged under 40	40
% aged 40 to 49	30
% aged over 50	30
% male	28
% female	72

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	89
Working part-time	10
Interim	0
Unemployed	0
Not working for other reasons	1
Retired	0

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	6.1
Have seriously considered working in another country - last three years	10.3

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	45
2	12
3-5	22
6-10	11
11-30	6
31-50	1
51-100	3
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	83
Official tasks	20
Sales of medicines	23
Sales of foodstuff	63
Grooming/kennelling	21
Laboratory analysis	57
Physiotherapy	18
Volunteering work	19
Other	26

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	48
Cattle	22
Pigs	4
Sheep/goats	7
Horses	14
Exotic	1
Other	4

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	425
Vet participants as % of all active veterinarians	0.14
Accuracy of results	4.4



Poland

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	37,976,687
GDP (millions €)	467,304.20
GDP per inhabitant	12,200
Agriculture output (millions)	24,837.02
UN human development index (max 1.0)	0.865

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	6,183
Sheep	-
Pigs	11,028
Goats	398
Poultry	49,040
Horses	276
Aquaculture	36,506
Companion animals	14,630
Exotic	1,410

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	32
Private veterinary practice employees	26
Public service	25
Education - research	5
Industry - research	1
Other - as a veterinarian	11
Other - outside the veterinary profession	1
Have a second occupation	55

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	9,617
Number of veterinarians per 1000 population	0.25
% aged under 40	58
% aged 40 to 49	21
% aged over 50	21
% male	42
% female	58

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	85
Working part-time	11
Interim	1
Unemployed	2
Not working for other reasons	0
Retired	1

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	3.0
Have seriously considered working in another country - last three years	26.2

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	36
2	21
3-5	27
6-10	14
11-30	1
31-50	0
51-100	1
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	93
Official tasks	60
Sales of medicines	71
Sales of foodstuff	70
Grooming/kennelling	45
Laboratory analysis	72
Physiotherapy	12
Volunteering work	15
Other	24

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	75
Cattle	11
Pigs	4
Sheep/goats	0
Horses	2
Exotic	3
Other	5

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	464
Vet participants as % of all active veterinarians	0.05
Accuracy of results	4.4



Portugal

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	10,291,027
GDP (millions €)	194,613.50
GDP per inhabitant	18,900
Agriculture output (millions)	7,477.02
UN human development index (max 1.0)	0.847

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	1,632
Sheep	2,120
Pigs	2,205
Goats	1,313
Poultry	8,452
Horses	179
Aquaculture	12,553
Companion animals	3,665
Exotic	690

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	22
Private veterinary practice employees	45
Public service	12
Education - research	7
Industry - research	4
Other - as a veterinarian	9
Other - outside the veterinary profession	1
Have a second occupation	38

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	6,058
Number of veterinarians per 1000 population	0.59
% aged under 40	61
% aged 40 to 49	24
% aged over 50	15
% male	30
% female	70

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	90
Working part-time	5
Interim	1
Unemployed	2
Not working for other reasons	1
Retired	1

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	3.8
Have seriously considered working in another country - last three years	33.6

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	8
2	14
3-5	45
6-10	24
11-30	8
31-50	1
51-100	0
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	92
Official tasks	20
Sales of medicines	87
Sales of foodstuff	88
Grooming/kennelling	77
Laboratory analysis	86
Physiotherapy	21
Volunteering work	35
Other	45

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	87
Cattle	3
Pigs	2
Sheep/goats	2
Horses	2
Exotic	2
Other	2

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	1,267
Vet participants as % of all active veterinarians	0.21
Accuracy of results	2.4



Romania

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	19,530,631
GDP (millions €)	187,516.80
GDP per inhabitant	9,600
Agriculture output (millions)	19,743.84
UN human development index (max 1.0)	0.811

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	1,984
Sheep	10,154
Pigs	3,957
Goats	30
Poultry	35,603
Horses	729
Aquaculture	12,798
Companion animals	8,522
Exotic	308

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	57
Private veterinary practice employees	12
Public service	14
Education - research	6
Industry - research	1
Other - as a veterinarian	10
Other - outside the veterinary profession	1
Have a second occupation	48

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	7,400
Number of veterinarians per 1000 population	0.38
% aged under 40	40
% aged 40 to 49	27
% aged over 50	32
% male	68
% female	32

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	93
Working part-time	3
Interim	0
Unemployed	1
Not working for other reasons	2
Retired	1

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	2.1
Have seriously considered working in another country - last three years	43.1

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	19
2	22
3-5	41
6-10	13
11-30	4
31-50	1
51-100	0
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	79
Official tasks	52
Sales of medicines	53
Sales of foodstuff	44
Grooming/kennelling	32
Laboratory analysis	44
Physiotherapy	8
Volunteering work	30
Other	44

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	37
Cattle	17
Pigs	9
Sheep/goats	12
Horses	5
Exotic	1
Other	19

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	848
Vet participants as % of all active veterinarians	0.11
Accuracy of results	3.2



Serbia

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	7,001,444
GDP (millions €)	39,183.30
GDP per inhabitant	5,600
Agriculture output (millions)	-
UN human development index (max 1.0)	0.787

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	878
Sheep	1712
Pigs	2,782
Goats	69
Poultry	-
Horses	-
Aquaculture	5,070
Companion animals	-
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	30
Private veterinary practice employees	19
Public service	13
Education - research	21
Industry - research	4
Other - as a veterinarian	13
Other - outside the veterinary profession	0
Have a second occupation	38

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	2,750
Number of veterinarians per 1000 population	0.39
% aged under 40	24
% aged 40 to 49	34
% aged over 50	43
% male	68
% female	32

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	91
Working part-time	1
Interim	2
Unemployed	4
Not working for other reasons	1
Retired	1

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	2.8
Have seriously considered working in another country - last three years	51.4

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	15
2	18
3-5	28
6-10	26
11-30	13
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	95
Official tasks	46
Sales of medicines	54
Sales of foodstuff	34
Grooming/kennelling	22
Laboratory analysis	34
Physiotherapy	12
Volunteering work	22
Other	42

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	40
Cattle	26
Pigs	17
Sheep/goats	10
Horses	1
Exotic	1
Other	5

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	144
Vet participants as % of all active veterinarians	0.05
Accuracy of results	8



Slovakia

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	5,443,120
GDP (millions €)	84,850.90
GDP per inhabitant	15,600
Agriculture output (millions)	2,367.72
UN human development index (max 1.0)	0.855

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	439
Sheep	351
Pigs	627
Goats	6
Poultry	6,266
Horses	7
Aquaculture	2,609
Companion animals	1,468
Exotic	30.2

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	63
Private veterinary practice employees	33
Public service	0
Education - research	1
Industry - research	0
Other - as a veterinarian	1
Other - outside the veterinary profession	0
Have a second occupation	40

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	2,150
Number of veterinarians per 1000 population	0.39
% aged under 40	50
% aged 40 to 49	16
% aged over 50	34
% male	52
% female	48

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	85
Working part-time	10
Interim	1
Unemployed	0
Not working for other reasons	1
Retired	3

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	9.9
Have seriously considered working in another country - last three years	20.8

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	48
2	18
3-5	24
6-10	5
11-30	5
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	92
Official tasks	45
Sales of medicines	60
Sales of foodstuff	56
Grooming/kennelling	23
Laboratory analysis	60
Physiotherapy	8
Volunteering work	26
Other	26

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	66
Cattle	19
Pigs	3
Sheep/goats	4
Horses	3
Exotic	2
Other	3

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	294
Vet participants as % of all active veterinarians	0.14
Accuracy of results	5.3



Slovenia

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	2,066,880
GDP (millions €)	42,999.70
GDP per inhabitant	20,800
Agriculture output (millions)	1,305.38
UN human development index (max 1.0)	0.896

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	477
Sheep	-
Pigs	259
Goats	35
Poultry	1,378
Horses	23
Aquaculture	1,730
Companion animals	870
Exotic	63

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	23
Private veterinary practice employees	36
Public service	13
Education - research	16
Industry - research	5
Other - as a veterinarian	6
Other - outside the veterinary profession	1
Have a second occupation	32

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	900
Number of veterinarians per 1000 population	0.44
% aged under 40	45
% aged 40 to 49	22
% aged over 50	32
% male	45
% female	55

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	91
Working part-time	6
Interim	1
Unemployed	1
Not working for other reasons	1
Retired	0

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	10.3
Have seriously considered working in another country - last three years	22.3

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	0
2	3
3-5	24
6-10	45
11-30	28
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	94
Official tasks	71
Sales of medicines	94
Sales of foodstuff	78
Grooming/kennelling	22
Laboratory analysis	83
Physiotherapy	11
Volunteering work	22
Other	33

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	54
Cattle	30
Pigs	5
Sheep/goats	3
Horses	4
Exotic	1
Other	3

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	155
Vet participants as % of all active veterinarians	0.17
Accuracy of results	7.2



Spain

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	46,658,447
GDP (millions €)	1,166,319
GDP per inhabitant	25,100
Agriculture output (millions)	53,391.68
UN human development index (max 1.0)	0.891

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	6,511
Sheep	15,853
Pigs	30,804
Goats	1,283
Poultry	57,030
Horses	681
Aquaculture	314,958
Companion animals	10,574
Exotic	6,458

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	22
Private veterinary practice employees	39
Public service	13
Education - research	5
Industry - research	7
Other - as a veterinarian	13
Other - outside the veterinary profession	1
Have a second occupation	31

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	27,000
Number of veterinarians per 1000 population	0.58
% aged under 40	51
% aged 40 to 49	24
% aged over 50	26
% male	38
% female	62

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	80
Working part-time	11
Interim	1
Unemployed	5
Not working for other reasons	2
Retired	1

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	4.9
Have seriously considered working in another country - last three years	27.6

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	20
2	20
3-5	41
6-10	12
11-30	5
31-50	1
51-100	1
Over 100	0

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	92
Official tasks	27
Sales of medicines	52
Sales of foodstuff	80
Grooming/kennelling	52
Laboratory analysis	81
Physiotherapy	17
Volunteering work	24
Other	23

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	82
Cattle	5
Pigs	2
Sheep/goats	2
Horses	4
Exotic	3
Other	2

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	2,641
Vet participants as % of all active veterinarians	0.10
Accuracy of results	1.8



Sweden

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	10,120,242
GDP (millions €)	475,224.20
GDP per inhabitant	47,200
Agriculture output (millions)	6,239.2
UN human development index (max 1.0)	0.933

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	1,435
Sheep	360
Pigs	1,417
Goats	96
Poultry	5,065
Horses	229
Aquaculture	-
Companion animals	2,320
Exotic	-

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	15
Private veterinary practice employees	40
Public service	24
Education - research	7
Industry - research	1
Other - as a veterinarian	12
Other - outside the veterinary profession	1
Have a second occupation	26

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	3,326
Number of veterinarians per 1000 population	0.33
% aged under 40	42
% aged 40 to 49	18
% aged over 50	40
% male	18
% female	82

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	64
Working part-time	27
Interim	0
Unemployed	0
Not working for other reasons	2
Retired	7

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	4.0
Have seriously considered working in another country - last three years	11.8

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	67
2	9
3-5	9
6-10	8
11-30	2
31-50	0
51-100	3
Over 100	2

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	77
Official tasks	28
Sales of medicines	13
Sales of foodstuff	39
Grooming/kennelling	5
Laboratory analysis	54
Physiotherapy	6
Volunteering work	5
Other	19

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	43
Cattle	15
Pigs	4
Sheep/goats	2
Horses	33
Exotic	1
Other	2

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	406
Vet participants as % of all active veterinarians	0.12
Accuracy of results	4.6



Switzerland

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	8,484,130
GDP (millions €)	601,395.70
GDP per inhabitant	71,200
Agriculture output (millions)	9,523.82
UN human development index (max 1.0)	0.944

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	1,540
Sheep	-
Pigs	1,393
Goats	-
Poultry	-
Horses	-
Aquaculture	-
Companion animals	2,634
Exotic	471

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	12
Private veterinary practice employees	29
Public service	10
Education - research	32
Industry - research	9
Other - as a veterinarian	10
Other - outside the veterinary profession	0
Have a second occupation	29

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	2,100
Number of veterinarians per 1000 population	0.25
% aged under 40	54
% aged 40 to 49	25
% aged over 50	22
% male	42
% female	58

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	75
Working part-time	18
Interim	0
Unemployed	3
Not working for other reasons	2
Retired	2

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	31.7
Have seriously considered working in another country - last three years	16.9

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	30
2	30
3-5	20
6-10	10
11-30	0
31-50	0
51-100	0
Over 100	10

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	75
Official tasks	42
Sales of medicines	83
Sales of foodstuff	25
Grooming/kennelling	33
Laboratory analysis	67
Physiotherapy	8
Volunteering work	25
Other	33

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	47
Cattle	14
Pigs	1
Sheep/goats	1
Horses	31
Exotic	2
Other	4

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	104
Vet participants as % of all active veterinarians	0.05
Accuracy of results	9.4



Turkey

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	80,810,525
GDP (millions €)	753,904
GDP per inhabitant	9,400
Agriculture output (millions)	-
UN human development index (max 1.0)	0.791

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	1,7221
Sheep	-
Pigs	-
Goats	-
Poultry	-
Horses	-
Aquaculture	272,700
Companion animals	5,325
Exotic	11,350

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	8
Private veterinary practice employees	3
Public service	31
Education - research	47
Industry - research	4
Other - as a veterinarian	8
Other - outside the veterinary profession	0
Have a second occupation	89

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	20,000
Number of veterinarians per 1000 population	0.25
% aged under 40	29
% aged 40 to 49	31
% aged over 50	40
% male	81
% female	19

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	99
Working part-time	0
Interim	1
Unemployed	0
Not working for other reasons	0
Retired	0

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	5.7
Have seriously considered working in another country - last three years	34.8

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	37
2	18
3-5	9
6-10	27
11-30	9
31-50	0
51-100	0
Over 100	0

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	87
Official tasks	33
Sales of medicines	79
Sales of foodstuff	50
Grooming/kennelling	29
Laboratory analysis	60
Physiotherapy	33
Volunteering work	71
Other	64

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	26
Cattle	43
Pigs	0
Sheep/goats	9
Horses	1
Exotic	2
Other	19

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	122
Vet participants as % of all active veterinarians	0.01
Accuracy of results	8.8



United Kingdom

SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	66,273,576
GDP (millions €)	2,337,971
GDP per inhabitant	35,400
Agriculture output (millions)	29,881.76
UN human development index (max 1.0)	0.922

Sources: Eurostat, United Nations Development Programme

NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	9,610
Sheep	22,506
Pigs	4,648
Goats	1
Poultry	36,560
Horses	796
Aquaculture	222,249
Companion animals	19,850
Exotic	1,730

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	7
Private veterinary practice employees	41
Public service	11
Education - research	17
Industry - research	3
Other - as a veterinarian	21
Other - outside the veterinary profession	1
Have a second occupation	28

Source: Survey respondents

DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	27,000
Number of veterinarians per 1000 population	0.41
% aged under 40	50
% aged 40 to 49	28
% aged over 50	23
% male	45
% female	55

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

EMPLOYMENT STATUS (PER CENT)

Working full-time	87
Working part-time	11
Interim	0
Unemployed	1
Not working for other reasons	0
Retired	1

Source: Survey respondents

WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	21.6
Have seriously considered working in another country - last three years	35.8

Source: Survey respondents

PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	19
2	3
3-5	9
6-10	9
11-30	29
31-50	0
51-100	3
Over 100	28

Source: Survey respondents - practice owners

PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	78
Official tasks	32
Sales of medicines	59
Sales of foodstuff	34
Grooming/kennelling	12
Laboratory analysis	61
Physiotherapy	22
Volunteering work	19
Other	18

Source: Survey respondents - practice owners

PRACTICE REVENUE - MAIN FOCUS (PER CENT)

Companion animals	48
Cattle	9
Pigs	2
Sheep/goats	7
Horses	16
Exotic	1
Other	17

Source: Survey respondents - practice owners

SURVEY RESPONSE

Number of veterinarians participating in survey	453
Vet participants as % of all active veterinarians	0.02
Accuracy of results	4.6



Russia

► SOCIAL & ECONOMIC DATA (NUMBER/€/INDEX)

Total population	144,496,740
GDP (millions €)	-
GDP per inhabitant	-
Agriculture output (millions)	-
UN human development index (max 1.0)	0.816

Sources: Eurostat, United Nations Development Programme

► NUMBER OF ANIMALS (UNIT: 1,000S)

Cattle	-
Sheep	-
Pigs	-
Goats	-
Poultry	-
Horses	-
Aquaculture	-
Companion animals	44,650
Exotic	3,900

Sources:

- Cattle, Sheep, Pigs: Eurostat 2018
- Poultry (laying hens): EU Market Situation for Eggs 2019
- Horses: World Horse Welfare 2015
- Aquaculture: Eurostat 2017
- Companion animals (dogs, cats and small mammals), exotic (ornamental birds, aquaria, reptile): FEDIAF European Facts & Figures 2017.
- Cattle sheep goats pigs: Eurostat data for most countries refers to 2018; poultry: Eurostat, data refers to 2018; aquaculture: Eurostat, data

► EMPLOYMENT FIELD (PER CENT)

Private veterinary practice owners	13
Private veterinary practice employees	50
Public service	5
Education - research	2
Industry - research	5
Other - as a veterinarian	25
Other - outside the veterinary profession	0
Have a second occupation	58

Source: Survey respondents

► DEMOGRAPHY (NUMBER/PER CENT)

Total number of active* veterinarians	25,000
Number of veterinarians per 1000 population	0.17
% aged under 40	73
% aged 40 to 49	23
% aged over 50	3
% male	21
% female	79

* Number of active veterinarians source: FVE. Figure refers to the number of active veterinarians ie excluding retired, unemployed, not working. This is the number of veterinarians declared to the FVE.

► EMPLOYMENT STATUS (PER CENT)

Working full-time	82
Working part-time	16
Interim	0
Unemployed	1
Not working for other reasons	1
Retired	0

Source: Survey respondents

► WORKING OUTSIDE OWN COUNTRY (PER CENT)

Have worked in another country - last three years	1.6
Have seriously considered working in another country - last three years	41.3

Source: Survey respondents

► PRACTICE SIZE (SIZE OF VETERINARY PRACTICE PER CENT)

1	3
2	10
3-5	21
6-10	28
11-30	26
31-50	7
51-100	0
Over 100	5

Source: Survey respondents - practice owners

► PRACTICE REVENUE - SERVICE TYPE (PER CENT)

Surgery	98
Official tasks	41
Sales of medicines	82
Sales of foodstuff	76
Grooming/kennelling	47
Laboratory analysis	87
Physiotherapy	33
Volunteering work	39
Other	49

Source: Survey respondents - practice owners

► PRACTICE REVENUE - MAIN FOCUS (PER CENT)


Companion animals	89
Cattle	1
Pigs	0
Sheep/goats	0
Horses	1
Exotic	4
Other	5

Source: Survey respondents - practice owners

► SURVEY RESPONSE

Number of veterinarians participating in survey	490
Vet participants as % of all active veterinarians	0.02
Accuracy of results	4.4

This survey has been undertaken with the assistance of **FVE members:**

					
Albania Chamber of Veterinary Surgeons	Austria Österreichische Tierärztekammer	Belgium Union Professionnelle Vétérinaire (UPV)	Bosnia Herzegovina Veterinary Chamber of the Republic of SRPSKA	Bulgaria Bulgarian Veterinary Union (BVU) Union of the Veterinarians in Bulgaria (UVB)	
					
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Norway

Norwegian Veterinary Association (DNV)



Poland

Krajowa Izba Lekarsko-Weterynaryjna



Portugal

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Romania

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Slovak Republic

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Sweden

Swedish Veterinary Association (SVF)



Gesellschaft Schweizer Tierärztinnen und Tierärzte
Société des Vétérinaires Suisses

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