

# **SURVEY OF THE VETERINARY PROFESSION IN EUROPE 2023**

VET**SURVEY**



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# Introduction by Siegfried Moder, FVE President



With great honour, I present the results of the third survey of the veterinary profession in Europe. In 2015, FVE initiated the first survey to establish a benchmark for our profession, focusing on demographics, the job market, and financial indicators. This endeavour was followed by the second survey in 2018 and, most recently, the third in 2023.

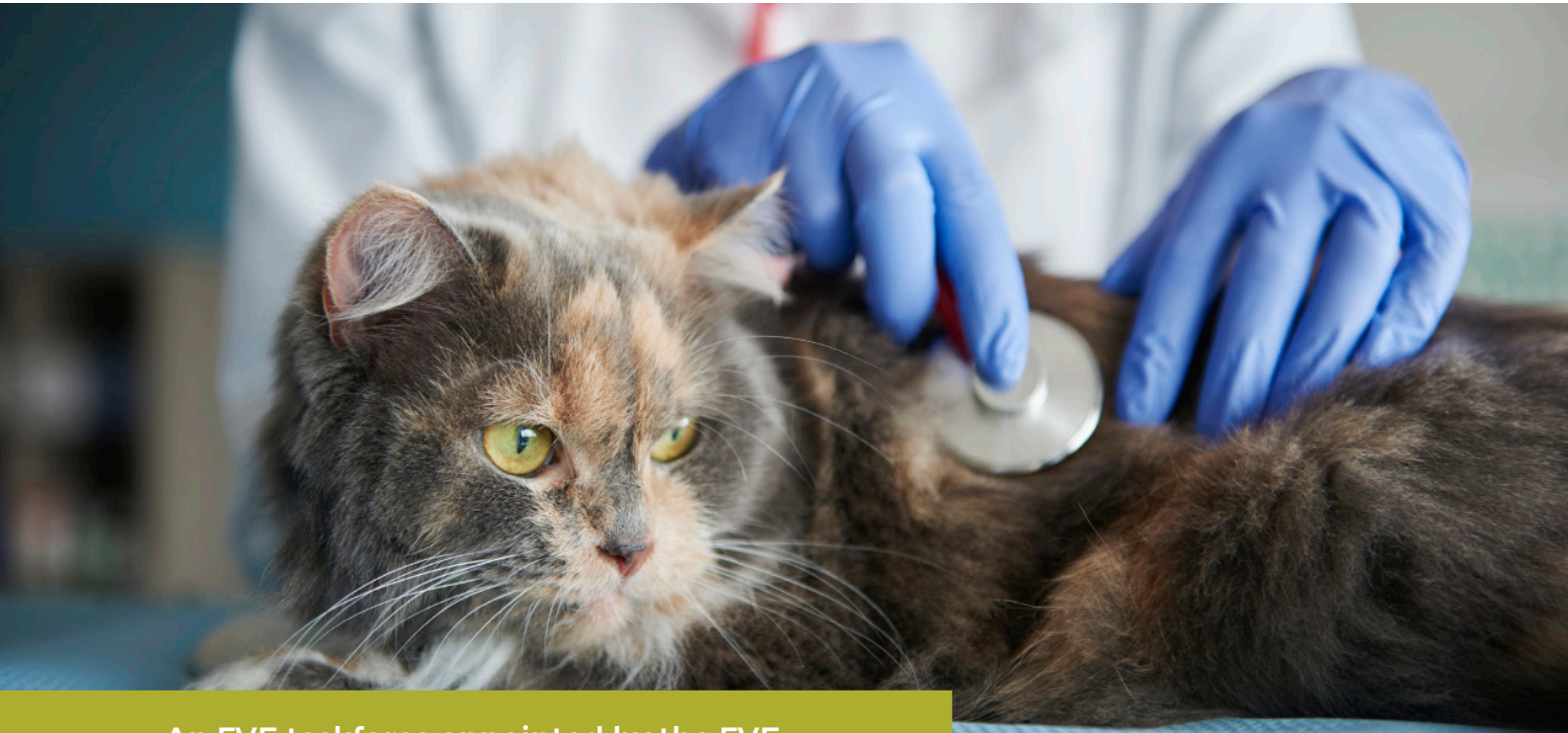
These surveys offer a unique lens through which we gain valuable insights into the world of veterinary medicine. They provide a comprehensive understanding of our ever-evolving landscape, allowing us to identify trends and make informed decisions based on robust data. It is, however, crucial to note that while the 2023 survey received a high number of responses, the results primarily reflect the views and perspectives of the respondents.

From the previous surveys, we've garnered invaluable lessons about the demographics of the veterinary profession, working conditions, and its societal impact. We've delved into pressing issues, from workforce shortages to the increasing significance of animal welfare and sustainability. The continuity of this survey now for the third time enables us to track these trends and anticipate future developments. Armed with this knowledge, we can effectively address the critical concerns affecting our profession, advocating for positive change on behalf of veterinarians across Europe. Through these surveys, we engage in informed dialogue, advocate for policies that benefit our veterinary community, and contribute to the well-being of veterinarians, animals and society at large.

The realisation of this report would not have been possible without the unwavering support of many. The analysis and report were meticulously generated by CM-Research, to whom we owe our deep gratitude for their invaluable support. Additionally, an FVE taskforce analysed the results, extracting general themes and significant findings. The FVE Board extends its heartfelt thanks to all national veterinary organizations, members of FVE, and partner organisations who played a pivotal role in translating, promoting, and disseminating the survey. Finally, FVE expresses its special appreciation to all the dedicated veterinarians who took the time to complete the survey. Thank you all!

I remain by strongly encouraging you to explore the findings of this third survey. Together, we harness the power of knowledge to shape a brighter future for the veterinary profession in Europe. I am confident that this report will inspire us together to drive positive change and elevate our profession to new heights.

# 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

### Demography of the profession



**328,494**

*veterinarians in Europe*

**44**

*median age of veterinarians*

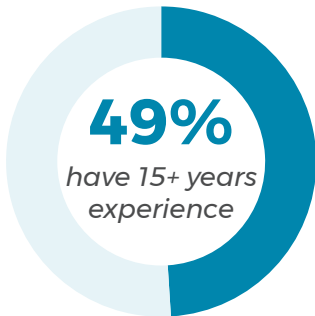
**65%**



- The veterinary profession continues to grow – there are now an estimated 328,494 veterinarians across Europe (FVE member countries) – a rate of 0.42 per 1000 people.
- It is a young profession in Europe – most veterinarians are under the age of 45. The median age is 44 years old.
- The veterinary profession is already predominantly female – this has been established in previous surveys – but this trend continues: 65% of vets are female. This represents a 7% increase in female veterinarians since 2018.



**66%** work full-time

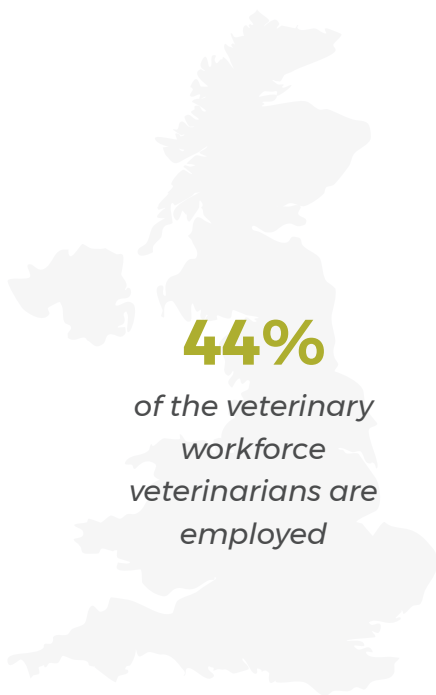


**67%** work in the private sector



**63%**

the most common employment sector is clinical practice



- With the proportion of female veterinarians being much higher amongst the <30 age bracket, this trend of feminisation is expected to continue.
- Female veterinarians dominate all sectors of work. They also make up 65% of full-time veterinarians and 56% of veterinarian business owners/partners.
- Male veterinarians are more likely to be owners or partners than their female counterparts (29% vs 20%).
- Two-thirds of European veterinarians (66%) work full-time in practice, with almost a quarter (27%) being owners or partners.
- 91% of males and 77% of females work full time.
- 49% have 15 years+ experience. The most experienced veterinarians work in independent practices.
- There is a possibility that younger veterinarians are working second jobs either inside or outside of the sector as 49% of veterinarians working part-time hours are aged 39 or less.
- 31% of veterinarians have a second job, this is most likely within a clinical practice.
- Most European veterinarians (67%) work in the private sector, with more than half (51%) working in independent veterinary practice.
- 16% work in corporates or for a chain of practices.
- The most common employment sector is clinical practice (63%) – predominantly small animal clinical practice. The second most common sector is public service (14%), education and research (6%) and industry (4%).
- 36% of veterinarians are directly employed – a 9% rise since 2015.
- The fast move to corporatisation of the veterinary market in the UK, where some 44 per cent of the veterinary workforce veterinarians are employed, is not matched in mainland Europe. Only six out of 28 countries (21%) surveyed have corporate employment rates that exceed 20 per cent of the total employment share. Nevertheless, in Sweden and Norway the numbers working with the corporate sector are significant (34% and 27%, respectively).

## Veterinary practices



**26%**

of veterinary businesses operate with 3-5 staff annually



of veterinarians do not use social media in their professional lives



**46%**



**22%**



**12%**



- A typical veterinary business operates with three to five staff (26%) but the trajectory is that practices are getting larger.
- The number of small veterinary practices is in decline – in 2018 practices made up of one or two staff accounted for 43% of the total but today they make up 32%.
- 18% of veterinarians in Europe are sole traders (was 26 % in 2018).
- There has been a slight rise (2%) in the number of businesses with 11-30 staff, which now account for a 12% slice of businesses, and a 3% rise in the number of business operations with 31-50 staff (up to 4%).
- Veterinarians expect a 15% rise in the proportion of unqualified nursing staff and animal care assistants working in practices in the next 3 years.
- Expectation of shifts in skill mix are more pronounced in the corporate sector, where veterinarians expect to see a 34% rise in unqualified care staff employed, compared to 14% in independent practice.
- The professional draw to social media has declined with 61% of veterinarians using social media in their professional lives – a decline from 67% in 2018.
- The most common reason veterinarians use social media at work is to inform or educate clients (33% of veterinarians use it for this).
- Veterinarians working in independent practices use social media more than in corporates.
- Social media platforms vary in popularity – highest use: Facebook (46%). Growing appeal: Instagram (22%) and in decline: You Tube (12%).





## Working as a veterinarian

**€ 48,000**

*average year earnings of European veterinarian*

**€ 85,000+**

*highest income in Switzerland and Ireland*

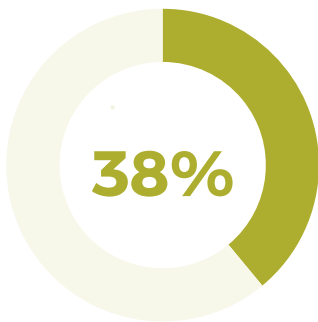
**€ 14,500**

*lowest income in Serbia and Romania*

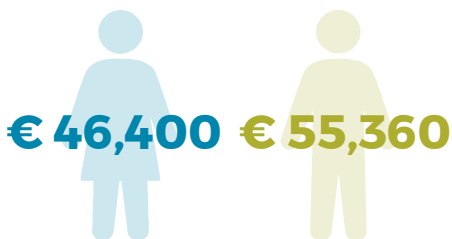


**€ 59,000**

*education and research is the highest paid work*



*of veterinarians aged 40 or more earn €70,000+*



*the full time equivalent median salary of female and male veterinarians*

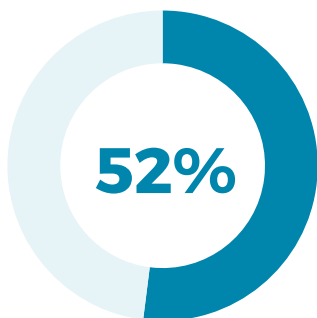
- European veterinarians earn on average € 48,000 per year
- Veterinarians in Switzerland and Ireland have the highest income in Europe (more than € 85,000/year)
- Veterinarians in Serbia and Romania have the lowest income in Europe (less than € 14,500 /year)
- The highest-paid veterinarians work in education and research (median annual salary €59,000), followed by government or public service veterinarians (€57,600) and in corporate veterinary practice (€52,490).
- The sector with the highest proportion of veterinarians (16%) earning in excess of €100,000 is other types of practices (telemedicine, sole consultancy and sole emergency care services).
- In general, veterinarians who work in larger practices earn more money. The median annual salaries for those working in practices with 31-50 staff is the highest -- at €72,000. The next highest median salary is for veterinarians working in practices with 51-100 staff (€60,000).
- Up to 38% of veterinarians aged 40 or more earn €70,000+ compared with just 13% of veterinarians under 40 years old. The median annual salary for veterinarians in this older age bracket is €60,000 while the equivalent for those veterinarians aged under 40 is €38,400.
- Pay differences are apparent between genders too (the full time equivalent) - the full time equivalent median salary for a male veterinarian is €55,360 and €46,400 for a female. Up to 35% of male veterinarians earn €70,000+ compared to 22% of female veterinarians. Similarly, more females earn €40,000 or less than male veterinarians: 41% v 34%.

 **36.9 h**

*average working week for European veterinarians*



*1/3 of veterinarians do not work out-of-hours*



*of veterinarians who started to work within the past 5 years say they lack sufficient clinical skills*



- The working week for European veterinarians has shrunk since 2015. They are typically contracted to work 36.9 hours per week and typically work 42.4 hours. Eight years ago they were typically contracted to work 40.2 hours per week but typically worked 46.8 hours.
- A third of veterinarians do not work out-of-hours.
- European veterinarians have work contracts that typically provide 24.4 days holiday per year, however, on average, they take just 21.4.
- Veterinary schools are doing a poor job in preparing new graduates for the world of work. When asked to rate them, results suggest European veterinarians think they ‘could do better’.
- Veterinarians who have joined the world of work within the past five years feel insufficiently skilled – 52% say they lack sufficient clinical skills (52%) and 19% judge themselves to lack sufficient communication skills to deal with clients and colleagues.
- It takes almost two years for veterinarians to achieve economic independence after they join the job market following graduation.
- On average veterinarians in Europe spend 45 hours per year engaged in continuing professional development (CPD). This is up from an average of 40 hours, identified by the 2018 survey.
- Time and fees are the biggest hurdles that veterinarians face in engaging with CPD activity.
- Webinars are the most popular route of undertaking CPD learning but face-to-face learning opportunities hold the strong appeal.
- A typical veterinarian wants to retire at age 65. But 9% think they will not spend their entire career within the profession and some 19% are unsure. Veterinarians working in corporate practice feel more negatively about staying in the profession until they retire.
- Covid-19 has impacted veterinary practices significantly, adding to workload and exacerbating problems such as retaining staff.

## Satisfaction and wellbeing

# 7/10

*an average score the veterinarians give to their choice of profession*

*Veterinarians in*

**Switzerland,  
Denmark,  
Finland**

*are the most satisfied with their choice of profession*

# 90%

*of veterinarians say they are stressed*

- Veterinarians rate their choice of profession highly – they give it an average score of 7/10 (with 10 being highest).
- They are less satisfied with their work-personal life balance (5/10) and income (5.5/10).
- Veterinarians in Switzerland, Denmark and Finland are the most satisfied with their choice of profession.
- Most veterinarians (more than 90%) say they are stressed. Almost a quarter (23%) had to take more than two weeks off work due to depression, burn-out, exhaustion or compassion fatigue in past three years.
- When asked their likelihood of leaving the veterinary sector for another profession, an overall 25% of veterinarians say they are likely to leave the veterinary profession and a further 18% believe such a move is 'somewhat likely'.

## The future

- Veterinarians expect greater demand for their services in companion animal care and exotics but a decline in demand for equine, goat and sheep veterinary care and treatment
- They see specialist services and telemedicine as growth areas of practice
- They also predict strong demand for training in communication skills, business and digital skills
- High workloads and staff shortages are the top challenges facing the veterinary profession.
- Top three challenges for veterinary businesses: increasing costs of products and medications; clients who are unable to pay their bills; administration
- The trajectory for future veterinary practice is greater specialisation, with the corporate sector likely to pursue this more aggressively
- As well as undertaking specialist training, veterinarians expect colleagues to build skills in communication, business and digital skills in the next five years
- Veterinarians strongly back the goal to achieve a One Health agenda – eight out of 10 agree with the statement: 'As a profession we need to stand out globally and demonstrate our One Health commitment'.



# Points for Further Consideration

The results of our 2023 survey show the continuation of several trends that were already noted in 2018, namely:

- Our profession is increasingly young and is becoming predominantly female. These demographic changes in the profession need to go hand in hand with changes in professional culture. We must ensure that all veterinarians feel welcome, and acknowledged, and can undertake rewarding careers. Further attention is needed to close the gender salary gap and to ensure that salaries overall do not start to lag behind those in comparative professions, as we have seen happen in some other female-dominated healthcare professions.
- A veterinary degree opens the door to a wide range of career options. More veterinarians are opting for increasingly diverse working regimes, such as working part-time, in consultancy, doing telemedicine or taking interim roles. We must ensure veterinary workplaces are ready for this, and that enough veterinarians are available to meet the market demand. We also need to ensure that we maintain efficient and well-resourced veterinary services across all European countries.
- Private clinical practice is changing rapidly. Practice size is increasing in all countries. In addition, while slow in some countries, and fast in others, the increased share of corporate ownership is leading to larger practices and more veterinarians working as veterinary employees instead of owners. This is having an impact on earnings, working patterns and work culture. Further attention is needed to ensure all types and sizes of veterinary practices remain viable, that veterinary control is kept over clinical matters, and consumers keep a choice from a diversity of business models.
- An expected growth in the employment of veterinary nurses and animal care assistants is foreseen by the respondents. Seeing that these professions are not regulated in many countries, further work should be done on regulating educational standards and the tasks they can perform.
- Unemployment figures have further decreased, even to the extent that we see veterinary shortages in many countries and sectors. This poses a challenge for the future as it may endanger a comprehensive network of veterinary services and put pressure on the limited workforce, which can lead to recruitment and retention problems, and workplace stress. FVE promotes the setting up of recruit, retain and return policies to keep veterinarians in the profession.
- Stress levels and the need for work breaks to support mental health and wellbeing have remained equally high across the period 2018-2023. This underlines the need for us all to continue working on mental wellbeing and to improve diversity, equity and inclusion (DEI) in our profession.
- Client expectations have changed. Advances in veterinary science and technology move ever faster. We must ensure our profession remains at the forefront of these new developments. We also must ensure clients understand the cost of care.

The results of our third survey show that our profession is not immune to the rapid changes happening in society more widely. The FVE task force encourages each of its members to consider the findings of this survey for their country to develop policies that future-proof their veterinary profession. The best way to predict your future is to create it (quote from Peter Drucker used in the [FVE VetFutures](#)). Working together as a profession we can do this.



# Taskforce Members



**Heidi Kellokoski-Kiiskinen**



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**Lizzie Lockett**

# Executive Summary



The veterinary profession continues to grow – there are an estimated 328,494 veterinarians across Europe (0.42 per 1000 people), representing a 6% rise since 2018.

Results from this largescale survey of the profession – more than 12,000 veterinarians across 37 countries in Europe – paint a picture of the modern veterinary profession, its demography, employment set up, working practices, as well as motivations and frustrations.

So, who is a typical veterinarian? Results show us they are most likely to be female, aged 35-39 with between 6-10 years' working experience and employed on a part-time contract, either in a practice or working in industry. She is also most likely to be working in companion animal services earning € 48,000 per year (pro rata).

Recent years have seen the gradual feminization of the veterinary profession across Europe and these latest findings show a continuation of that trend: so much so that they we can say: 'think veterinarian, think female'.

The survey findings – the third time such a survey has been carried out – show the profession is female dominated in terms of numbers – almost two-thirds (65%) of veterinarians are female.



Up to 65% of full-time veterinarians and more than half (56%) of veterinarian business owners/partners are female. And it is no longer the case that female veterinarians dominate in the less experienced ranks. While 81% of early career veterinarians (with 5 or < years' experience) are female, we can also see that dominance reflected in experienced categories (74% for those with 6-10 years' experience, and 58% for veterinarians with 11+ years' experience).

However, male veterinarians are still more likely to be owners or partners than their female counterparts (29% vs 20%). While certainly, numbers indicate a trajectory for females to eventually outstrip males in all roles and sectors, there is some way to before females dominate the veterinary landscape.

In terms of their age profile, veterinarians continue to be a young population. Most veterinarians are aged under 45 (the median age is 44 years old). This provides some reassurance that more people are joining the profession than leaving it.

We learn that most European veterinarians (67%) work in the private sector, mainly in independent veterinary practice, where the highest proportion of experienced veterinarian work. And while two thirds of veterinarians (66%) work full-time in practice, increasingly, flexible working holds appeal for younger professionals - 49% of veterinarians who work part-time hours are aged 39 or less.

Across Europe, just over a quarter (27%) of veterinarians are business owners or partners. The number of small veterinary practices is in decline – in 2018 practices made up of one or two staff accounted for 43% of the total but today they make up 32%. In contrast, there has been a slight rise (2%) in the number of businesses with 11-30 staff, which now account for a 12% slice of all businesses, and a 3% rise in the number of business operations with 31-50 staff (up to 4%).

Veterinarians rate their choice of profession highly - they give it an average score of 7/10 (with 10 being highest). They are less satisfied with their work-personal life balance (5/10) and income (5.5/10).

Earnings vary widely. Veterinarians in Switzerland and Ireland have the highest income in Europe (more than € 85,000/year) while those in Serbia and Romania have the lowest income in Europe (less than € 14,500 /year). *(All earnings are FTE and shown in Euros.)*

In general, veterinarians who work in larger practices earn more money. The median annual salaries for those working in practices with 31-50 staff is the highest – at €72,000. The next highest median salary is for veterinarians working in practices with 51-100 staff (€60,000). *(All earnings are FTE and shown in Euros.)*

Pay differences are apparent between genders too (even when adjusted for the full time equivalent) - the median salary for a male veterinarian is €55,360 and €46,400 for a female. *(All earnings are FTE and shown in Euros.)*

The working week for European veterinarians has shrunk since 2015. They are typically contracted to work 36.9 hours per week (and typically work 42.4 hours). Eight years ago they were typically contracted to work 40.2 hours per week (but typically worked 46.8 hours).



Nevertheless high workloads and staff shortages are the top challenges facing the veterinary profession. On top of this, Covid-19 has impacted veterinary practices significantly, adding to workload and exacerbating problems such as retaining staff.

The majority of veterinarians (more than 90%) say they are stressed. Almost a quarter (23%) had to take more than two weeks off work due to depression, burn-out, exhaustion or compassion fatigue in past 3 years.

When asked their likelihood of leaving the veterinary sector for another profession, a quarter of veterinarians say they are likely to leave the profession.

Looking to the future, the profession expects to see greater demand for its services in companion animal care and exotics but a decline in demand for equine, goat and sheep veterinary care and treatment. It also sees specialist services and telemedicine as growth areas of practice.

## Survey Methodology

**12,397**

*responses  
from FVE  
members in*

**37**

*countries*

This 2023 Survey of the Veterinary Profession in Europe was conducted between October 2022 and April 2023 across FVE members in 37 European countries. It drew 12,397 responses. The responses come from veterinarians who are working in clinical positions as well as those who are no longer practicing veterinarians and are working in other sectors, such as industry, government and education. In addition to employed veterinarians some respondents are retired or currently not working. Along with veterinarians responding to the survey, the results include 1% of veterinary nurses and 1% practice managers

This is the third time such a study has run. The first survey was carried out across 25 countries and in 2018, a further five countries joined: Turkey, United Kingdom, Ireland, Russia and Slovenia. For this survey a further eight countries were added: Albania, Bosnia and Herzegovina, Croatia, Cyprus, Greece, Lithuania, Malta and Ukraine were added but Russia was removed. Each time, the questionnaire is offered in the official languages of the participating countries.

A similar questionnaire was used for all surveys and therefore the results are largely comparable. Where questions have changed or new ones added, no comparison between years has been drawn. Where comparisons are made, they are only with the 2018 dataset.

Thus the findings provide a cross-sectional analysis of current (2023) trends, as well as a retrospective comparison with the data observed five years ago.

The survey is not necessarily a representative survey of the veterinary profession as a whole, rather survey findings represent the views of those that took part.





Any response rates to questions that were lower than 50 were deemed insufficient to be statistically significant and removed from analysis. This means that eight countries were removed from any comparative analysis (Albania, Bosnia and Herzegovina, Cyprus, Iceland, Latvia, Malta, Turkey and Ukraine). However their results were included in any overall European analysis.



This year, for the first time, the results have been weighted so that each country has a voice proportionate to its size within Europe. This means that the overall results cannot be skewed by any country with a disproportionate response rate, making the findings more reliable. However, where individual country data is shown, it is unweighted, this is to show the data as provided by all respondents in each of the countries.

The table below shows the number of respondents per participating country, as well as the weighted sample size.

In total, 12,397 veterinary professionals completed the survey – the vast majority (98%) being veterinarians (either employee, owner, locum, retired, unemployed, or working in industry, research, or education). Most findings in this report therefore relate to veterinarians but, where applicable, other professional roles such as veterinary nurses and practice managers are stated. The number of responses from other professionals for any questions is too small for ( $\leq 2\%$ ) to impact the view of veterinarians and therefore the report is written from the vantage point of veterinarian profession.

## Participating Countries

Figure 1.

Country	Total	Weighted sample size
 Albania	43	38
 Austria	278	188
 Belgium	411	122
 Bosnia and Herzegovina	8	27
 Bulgaria	37	142
 Croatia	107	65
 Cyprus	50	23
 Czech Republic	309	249
 Denmark	266	148
 Estonia	56	48
 Finland	233	111
 France	1,232	1,170
 Germany	1,311	1,834
 Greece	160	161



Country	Respondents	Weighted sample size
 Hungary	116	175
 Iceland	30	10
 Ireland	253	162
 Italy	768	1,639
 Latvia	49	42
 Lithuania	75	69
 Luxemburg	58	16
 Malta	309	3
 Montenegro	266	0
 Netherlands	56	334
 North Macedonia	233	24
 Norway	1,232	157
 Poland	1,311	780
 Portugal	160	380
 Romania	580	357
 Serbia	107	142
 Slovakia	50	129
 Slovenia	309	58
 Spain	266	1,479
 Sweden	56	203
 Switzerland	233	153
 Turkey	1,232	12
 Ukraine	1,311	33
 United Kingdom	160	1,529
Other	10.4	172
<b>2023 Total Sample</b>	<b>12,397</b>	<b>12,397</b>

## 2015



13,001

Veterinary professionals



25

European countries

## 2018



14,559

Veterinary professionals



30

European countries

## 2023



12,397

Veterinary professionals



37

European countries



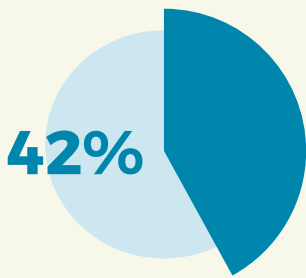
# DEMOGRAPHY OF THE PROFESSION





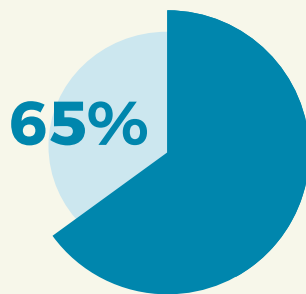
**328,494**

*Estimated number of veterinarians in Europe*



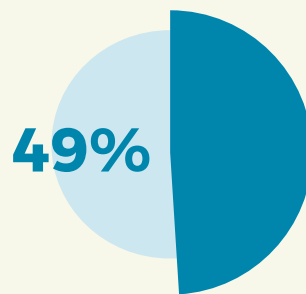
**42%**

*of veterinarians are aged under 40*



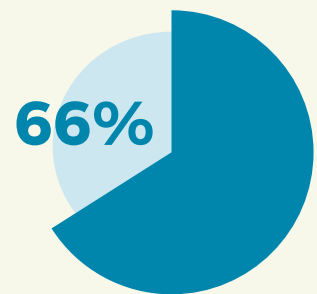
**65%**

*of veterinarians are female*



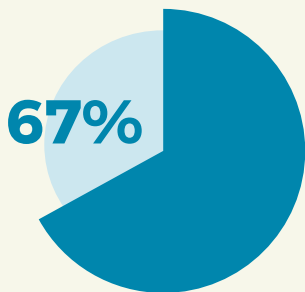
**49%**

*have been working as veterinarians for more than 15 years*



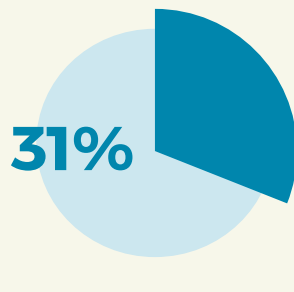
**66%**

*work full time*



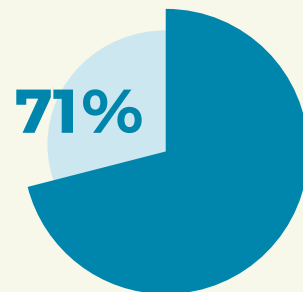
**67%**

*of veterinarians work in private practice*



**31%**

*have a second job, most likely spent in clinical practice*



**71%**

*of veterinarians specialise in companion animals*

## Rate of veterinarians, by country

**163,500**

*of European veterinarians live in 5 countries*



**41,000**

*Germany*



**33,000**

*Ukraine*



**30,100**

*Italy*



**30,000**

*the UK*



**30,000**

*Spain*

There are approximately 328,494 veterinarians who reside in Europe (FVE member countries). This represents a 6% rise of almost 20,000 veterinarians (19,350) since the last estimate in the 2018 report (319,144).

Around half of them (163,500) live in five countries: Germany (41,000); Ukraine (33,000); Italy (30,100); the UK (30,000) and Spain (30,000).

On average there are 0.42 veterinarians per 1000 people. This has changed little since 2015, when the rate of veterinarians per population stood at 0.38 veterinarians per 1000 people.



## Veterinarians per 1,000 people, by country

Figure 2.

Albania	0.23	Latvia	1.29
Austria	0.35	Lithuania	0.8
Belgium	0.54	Luxembourg	0.44
Bosnia and Herzegovina	0.2	Malta	0.32
Bulgaria	0.48	Montenegro	0.22
Croatia	0.28	Netherlands	0.29
Cyprus	0.17	Norway	0.57
Czech Republic	0.42	Poland	0.25
Denmark	0.43	Portugal	0.59
Estonia	0.61	Romania	0.38
Finland	0.45	Serbia	0.39
France	0.29	Slovakia	0.39
North Macedonia	0.13	Slovenia	0.44
Germany	0.5	Spain	0.58
Greece	0.22	Sweden	0.33
Hungary	0.3	Switzerland	0.25
Iceland	0.62	Turkey	0.25
Ireland	0.43	Ukraine	0.91
Italy	0.5	United Kingdom	0.41

The countries with the highest rate of veterinarians per population are Latvia, Ukraine and Lithuania with (1.29, 0.9 and 0.8 veterinarians per 1000 residents respectively). The countries with the lowest share of veterinarians are North Macedonia (0.13), Cyprus and Russia (0.17).

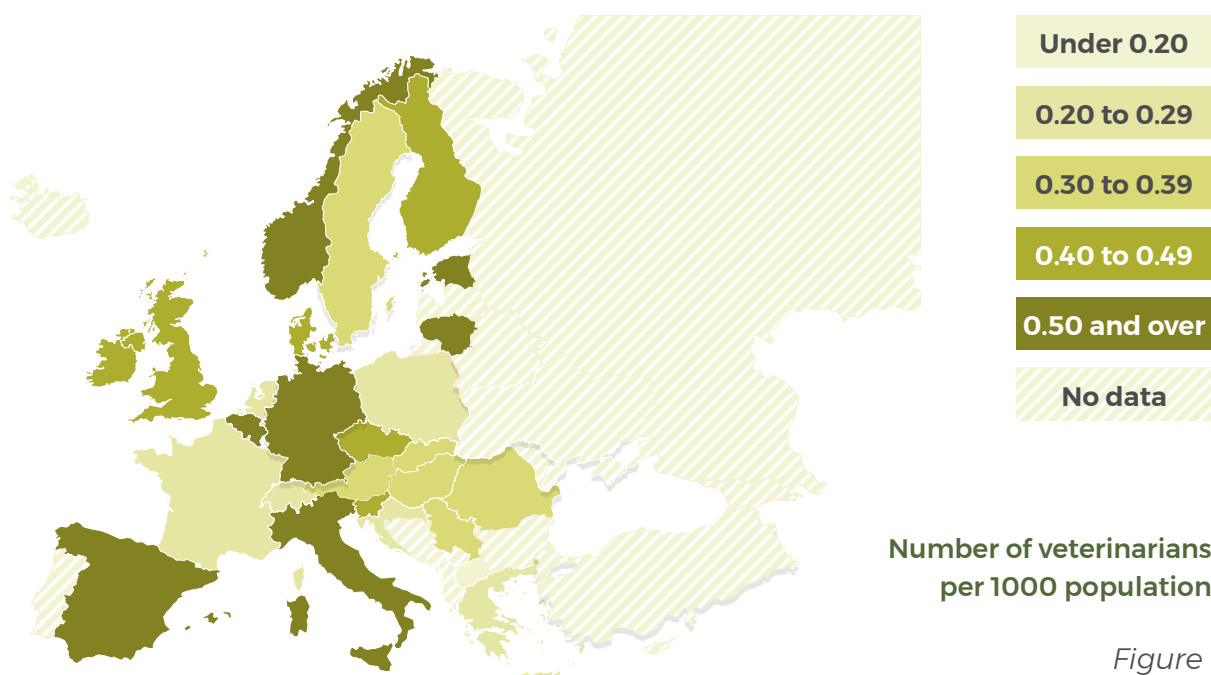


Figure 3.

# Age

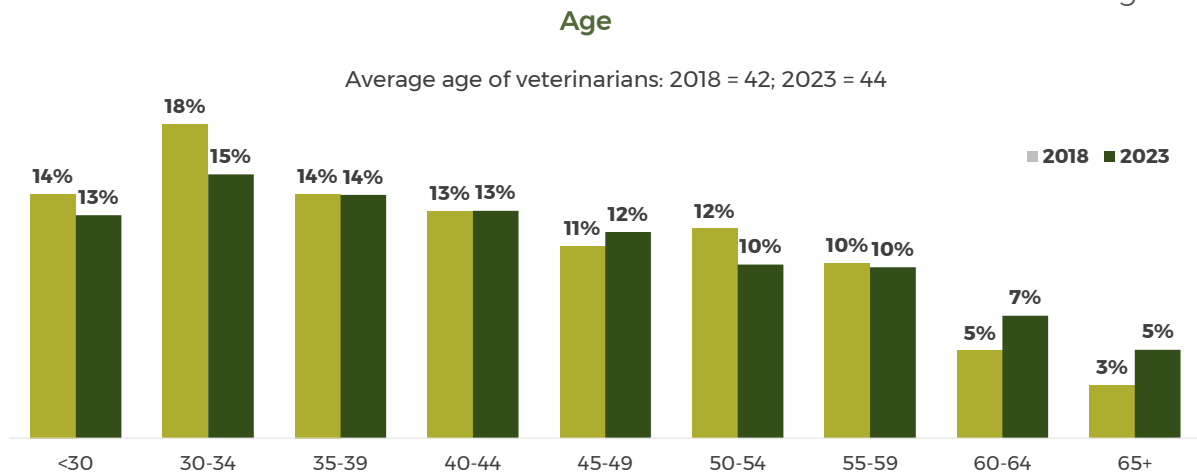


The average age of a veterinarian in Europe is **44** years old.

The average age of a veterinarian in Europe is 44 years old.

The majority of veterinarians are aged under 45, with the most common age category being 30 to 34-years old (15%). This is closely followed by 35-39 years (14%). 12% are aged 60 or above.

Figure 4.



The corporate sector has the youngest age profile of veterinarians; 57% are aged under 40. This contrasts to 41% for the independent sector and 45% for other sectors.

Figure 5.

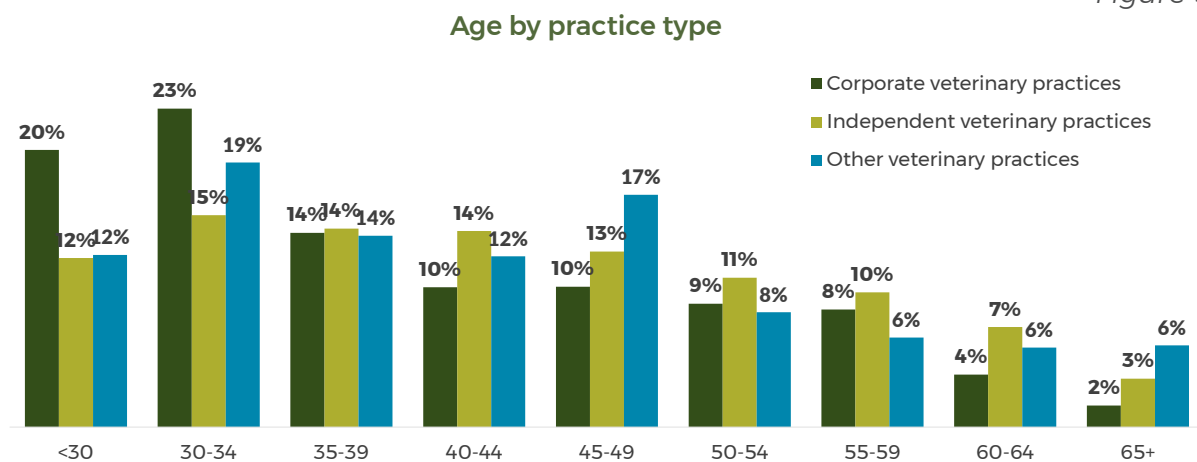


Figure 6.

Average age by country

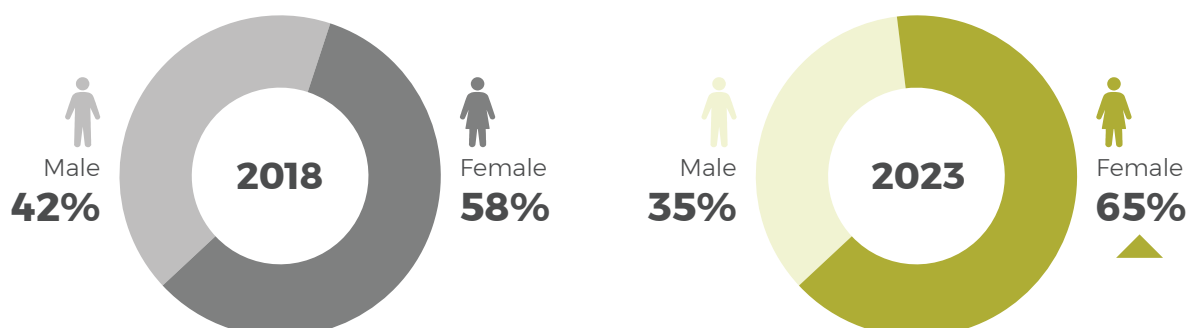
Country	Average Age	Country	Average Age
Austria	47	Luxembourg	48
Belgium	46	Netherlands	47
Croatia	38	North Macedonia	42
Czech Republic	40	Norway	45
Denmark	46	Poland	40
Estonia	43	Portugal	41
Finland	45	Romania	42
France	46	Serbia	45
Germany	45	Slovakia	42
Greece	44	Slovenia	39
Hungary	52	Spain	42
Ireland	50	Sweden	48
Italy	44	Switzerland	43
Lithuania	37	United Kingdom	42
		<b>Europe-37</b>	<b>44</b>

## Gender

Recent years have seen the gradual feminization of the veterinary profession across Europe and results from this latest survey show a continuation of that trend.

The veterinary profession is female dominated in terms of numbers – almost two-thirds (65%) of veterinarians are female.

Figure 7.



Significance testing: due to extremely large sample sizes all figures, unless the same, are significantly different, therefore only sizable differences have been highlighted.



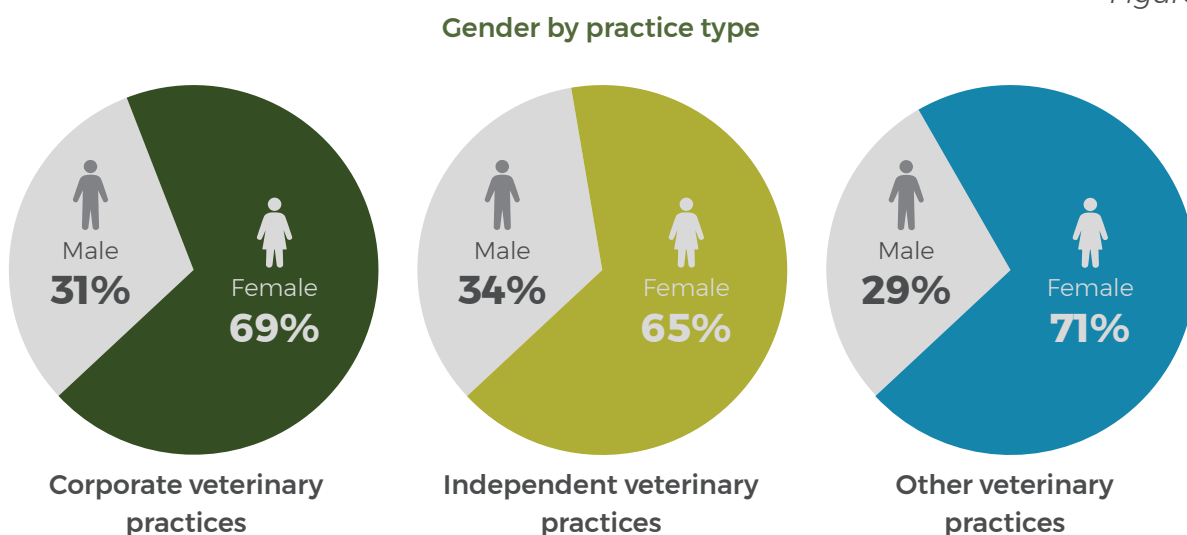
Up to 65% of full-time veterinarians and more than half (56%) of veterinarian business owners/partners are female.

In addition, part-time and locum or freelance veterinarians are more likely to be female (86% and 68%, respectively).

The same pattern is seen when analysing the proportion of veterinarians working outside of clinical practice: 64% of those working in industry and 68% of veterinarians working in academia are female.

And it is no longer the case that female veterinarians dominate in the less experienced ranks. While 81% of early career veterinarians (with 5 or < years' experience) are female, we can also see that dominance reflected in experienced categories (74% for those with 6-10 years' experience, and 58% for veterinarians with 11+ years' experience).

Figure 8.



However, a more detailed analysis provides a more nuanced picture.

In terms of employed veterinarians in full-time roles, the distribution is gender balanced, with the same proportion of female and male veterinarians in full-time employed posts – 43 per cent.

Female veterinarians are more likely than males to work in part-time jobs (14% vs 4%), for example.

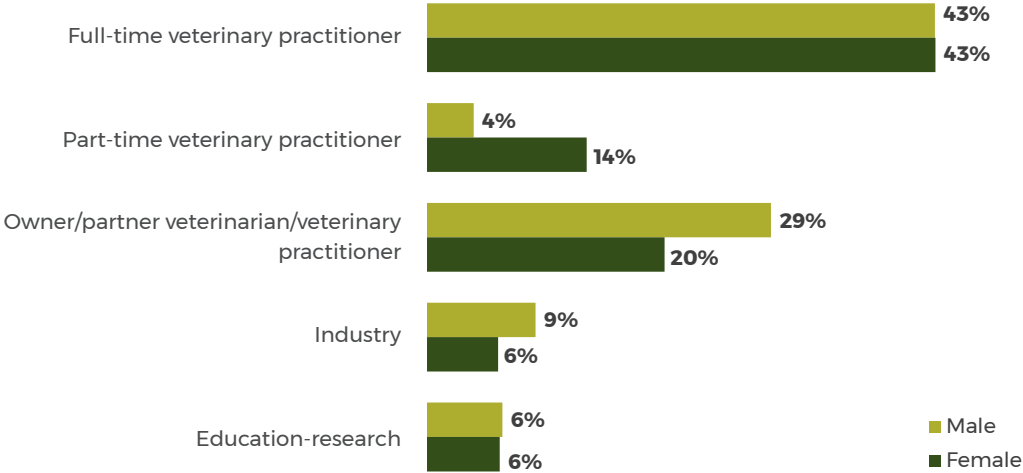
And while more than half of veterinarian businesses have female owners or partners, figures indicate that, proportionately, male veterinarians are still more likely to be owners or partners than their female counterparts (29% vs 20%).





Figure 9.

**Proportion of female : male veterinarians owning practices, working full time, working part time, in industry and academia**



While certainly, numbers indicate a trajectory for females to eventually outstrip males in all roles and sectors, there is some way to before female-dominated the veterinary landscape.

The gender profile changes with age groups. Nearing retirement, the proportion of male veterinarians outstrips female colleagues – in the age 65+ age bracket, 77% of veterinarians are male. However, that dominance dilutes and eventually reverses as the age categories decline. In the <30 age category, just 20 per cent of veterinarians are male.

Figure 10.

**Veterinarians by gender and age**

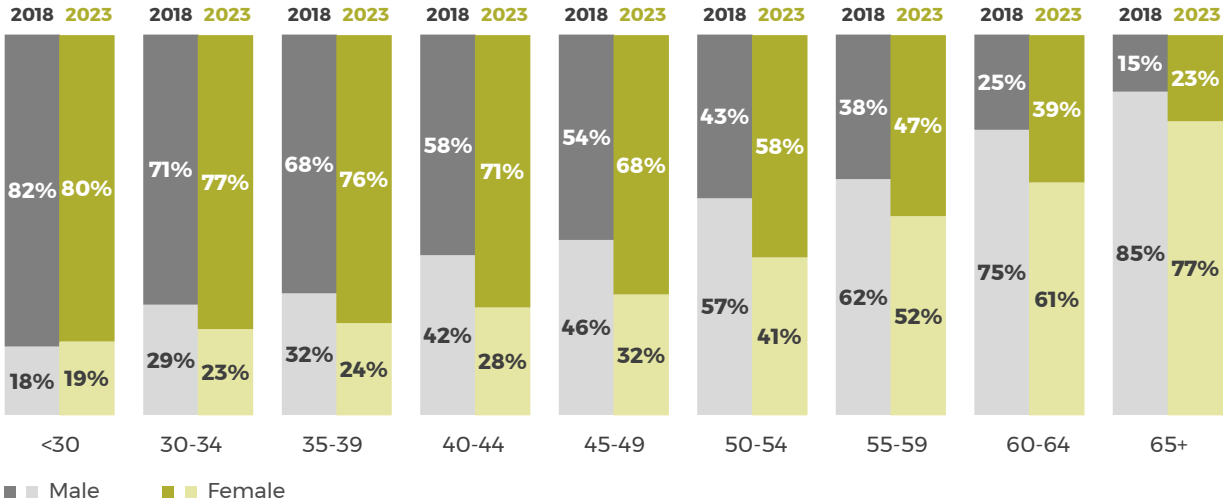
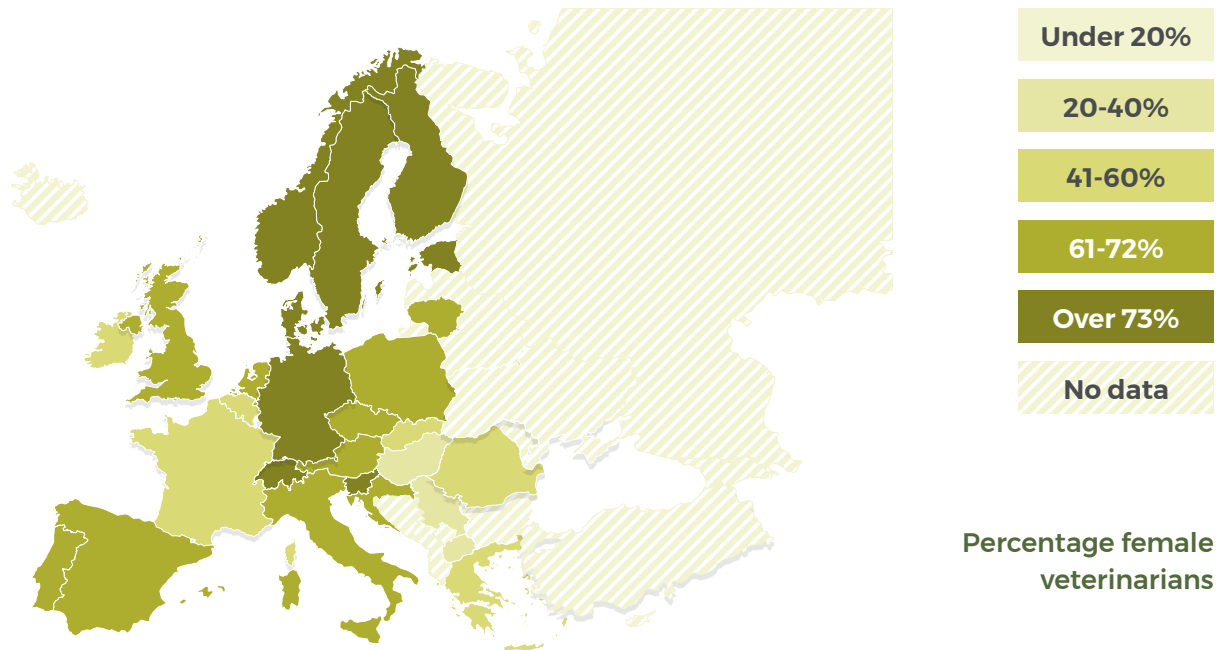




Figure 11.



The gender profile is not consistent across Europe however, as the previous surveys have seen.

Finland, Sweden and Norway have the highest percentage of female veterinarians (over 80 per cent) while North Macedonia and Hungary have the lowest (less than 30 percent).

Figure 12.

**Gender by country**

Country	Male	Female	Country	Male	Female
Austria	34%	66%	Luxembourg	32%	68%
Belgium	49%	50%	Netherlands	35%	64%
Croatia	31%	68%	North Macedonia	76%	24%
Czech Republic	28%	72%	Norway	20%	80%
Denmark	21%	79%	Poland	37%	63%
Estonia	25%	75%	Portugal	28%	71%
Finland	7%	93%	Romania	56%	44%
France	40%	60%	Serbia	63%	36%
Germany	19%	80%	Slovakia	45%	54%
Greece	56%	44%	Slovenia	28%	71%
Hungary	72%	27%	Spain	36%	63%
Ireland	57%	43%	Sweden	17%	82%
Italy	35%	64%	Switzerland	24%	75%
Lithuania	29%	71%	United Kingdom	38%	61%
			<b>Europe-37</b>	<b>35%</b>	<b>65%</b>

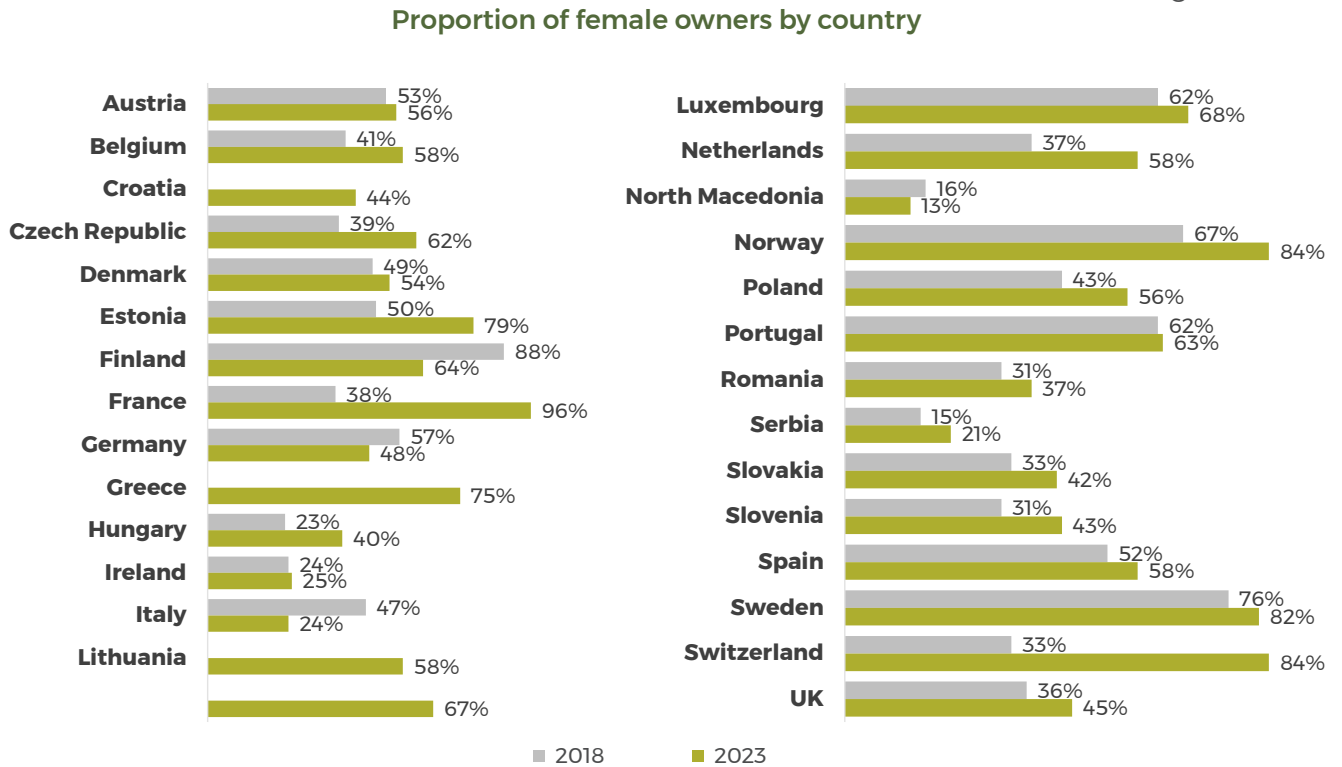
% based on those who have been a veterinarian for 5 years or less, answered by 13% of total sample

\* NB: sample size lower than 30 - 2023



We can also see that the proportion of female ownership varies across countries. In France it is as high as 96 per cent and in Finland, Norway and Sweden, over 80 per cent of practices are owned by female veterinarians. However rates are much lower in North Macedonia (13%) and Serbia (21%).

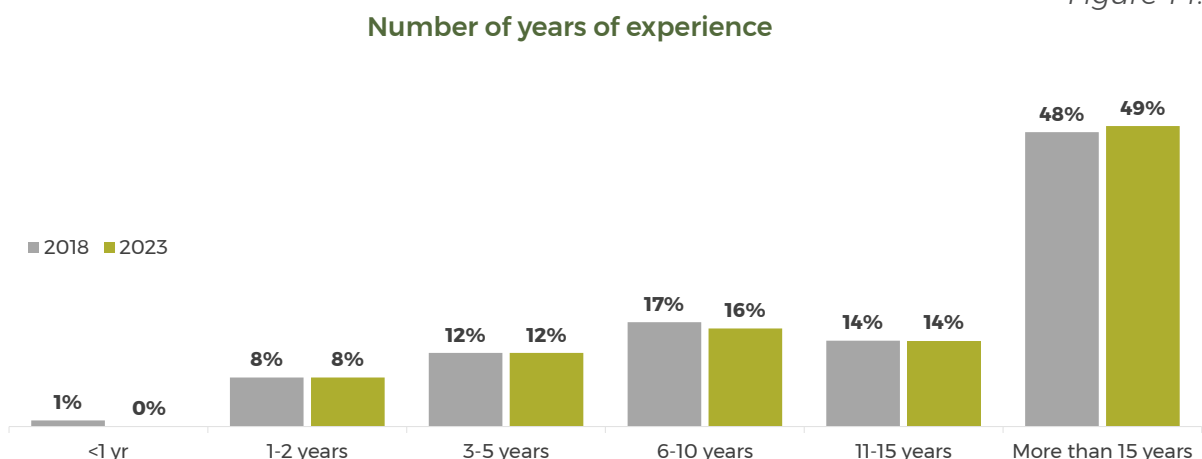
Figure 13.



## Years working as a veterinarian

Most veterinarians are experienced practitioners – almost half of the survey participants have been working as veterinarians for more than 15 years. At the other end of the spectrum, 8 per cent have 1-2 years' experience in the profession.

Figure 14.



The most experienced veterinarians work in independent practices.

Figure 15.



The experience picture varies across Europe. Survey responses indicated that some countries operate with a high proportion of less experienced veterinarians. In Croatia and the Czech Republic 65% of veterinarians have less than 15 years' experience. By contrast, in Hungary, Ireland and Luxembourg, more than 70 per cent of veterinarians have 15 years + experience.

Figure 16.

### Number of years of experience by country

Country	Less than 15 years	15 years or more	Country	Less than 15 years	15 years or more
Austria	35%	65%	Luxembourg	30%	70%
Belgium	41%	59%	Netherlands	41%	59%
Croatia	65%	35%	North Macedonia	47%	53%
Czech Republic	65%	35%	Norway	44%	56%
Denmark	49%	51%	Poland	59%	41%
Estonia	57%	43%	Portugal	54%	46%
Finland	46%	54%	Romania	54%	46%
France	38%	62%	*Serbia	43%	57%
Germany	45%	55%	Slovakia	58%	42%
Greece	40%	60%	Slovenia	70%	30%
Hungary	23%	77%	Spain	46%	54%
Ireland	28%	72%	Sweden	48%	52%
Italy	45%	55%	Switzerland	57%	43%
Lithuania	59%	41%	United Kingdom	48%	52%
			<b>Europe-37</b>	<b>51%</b>	<b>49%</b>



As you might expect, veterinarians who own businesses are most likely to be experienced – 39% have more than 11 years’ experience, while just 5% have been working for five years or less.

Less experienced veterinarians (under five years) are most likely to be employed full time (73%) and those with most experience, are less likely to work full-time hours (45%).

While more experienced professionals are attracted by part-time work (11% work under part-time contracts), this is also an appealing option for early career (<5 years) and mid-career veterinarians (<10 years), with 14% and 16% opting for these hours too.

## Employment status



*2/3 of European veterinarians work full-time in practice*

Two-thirds of European veterinarians (66%) work full-time in practice with almost a quarter being owners or partners. A sizeable proportion are choosing to work in part-time roles or locum (14%) or work other sectors.

There is an apparent interest in younger veterinarians opting for a more mixed or portfolio careers –49% of veterinarians working part-time hours are aged 39 or less. Also 44% of veterinarians aged 39 or less are doing locum work/freelancing.

If the appeal towards part-time working continues, a likely pattern of future working for veterinarians might be as seen in Switzerland, where roughly the same number of veterinarians are working in part-time roles (42%) as in full-time roles (48%), with the remaining 10 percent working in other employment, such as locuming.

Figure 17.

Employment status by country

Country	Full time	Part time	Country	Full time	Part time
Austria	82%	18%	Luxembourg	84%	16%
Belgium	91%	9%	Netherlands	58%	42%
Croatia	99%	1%	North Macedonia	100%	0%
Czech Republic	79%	21%	Norway	90%	10%
Denmark	71%	29%	Poland	88%	12%
Estonia	70%	30%	Portugal	92%	8%
Finland	75%	25%	Romania	97%	3%
France	79%	21%	*Serbia	98%	2%
Germany	69%	31%	Slovakia	87%	13%
Greece	95%	5%	Slovenia	94%	6%
Hungary	94%	6%	Spain	90%	10%
Ireland	84%	16%	Sweden	68%	32%
Italy	84%	16%	Switzerland	50%	50%
Lithuania	90%	10%	United Kingdom	81%	19%
			<b>Europe-37</b>	<b>82%</b>	<b>18%</b>

# Employment Sectors

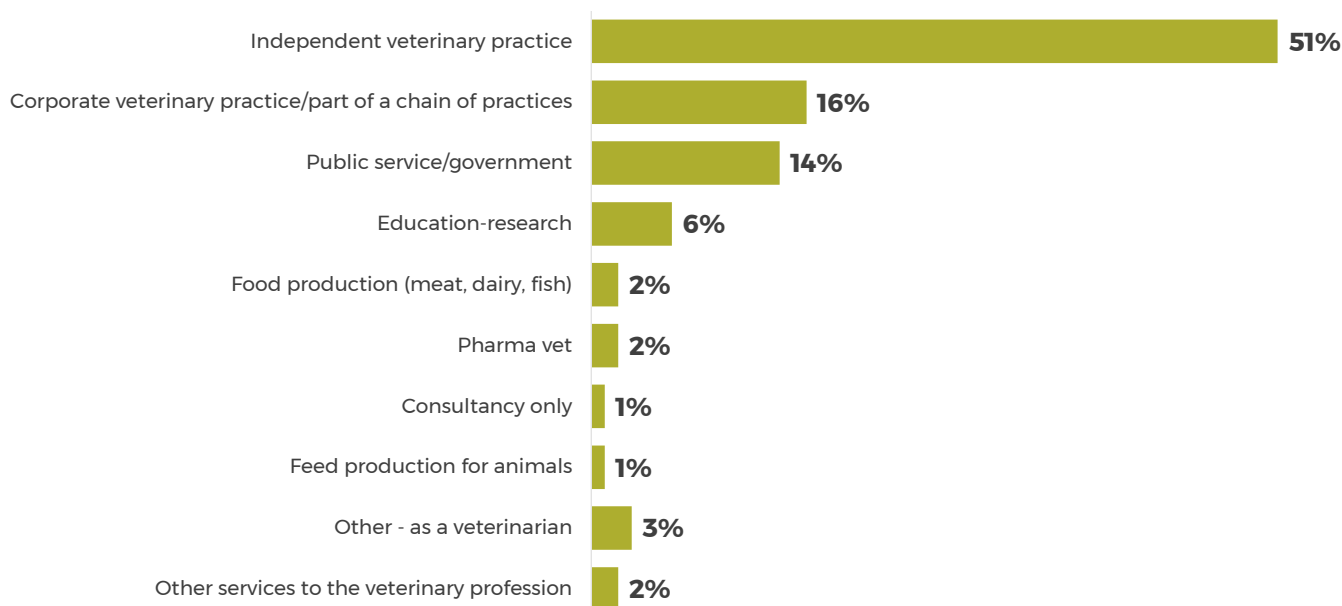
Figure 18.

Proportion working in government or education by country

Country	Public service/government	Education-research	Country	Public service/government	Education-research
Austria	17%	7%	Luxembourg	10%	0%
Belgium	6%	7%	Netherlands	4%	11%
Croatia	8%	14%	North Macedonia	1%	21%
Czech Republic	3%	4%	Norway	9%	7%
Denmark	9%	6%	Poland	18%	4%
Estonia	9%	11%	Portugal	13%	6%
Finland	34%	6%	Romania	9%	5%
France	15%	3%	Serbia	8%	12%
Germany	14%	9%	Slovakia	0%	1%
Greece	7%	8%	Slovenia	5%	12%
Hungary	14%	2%	Spain	18%	2%
Ireland	31%	5%	Sweden	19%	7%
Italy	14%	4%	Switzerland	8%	16%
Lithuania	11%	3%	United Kingdom	13%	10%
			<b>Europe-37</b>	<b>14%</b>	<b>6%</b>

Almost 70 per cent (67%) of European veterinarians work in the private sector, with more than half (51%) working in independent veterinary practice, and 16% working in corporates or for a chain of practices. Just 14 per cent work in public service and 6 per cent in education and research.

Figure 19.



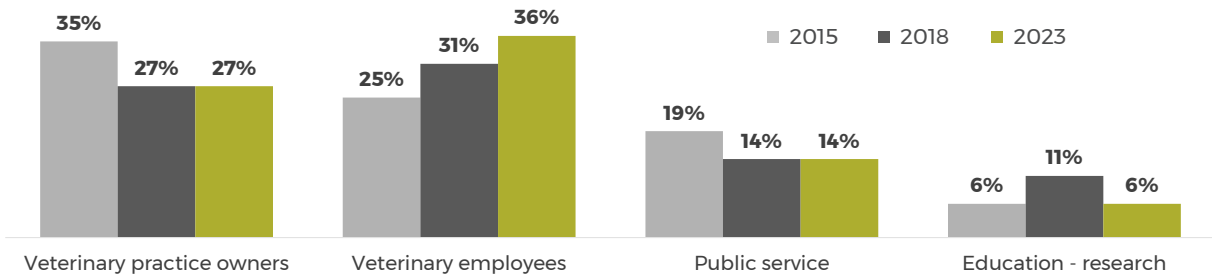


Figures indicate a growth in the direct employment of veterinarians over the last eight years – 25% of veterinarians were employees in 2015 but this proportion has risen to 36%. At the same time, practice ownership by veterinarians has decreased from 35% in 2015 to 27%.

They also show a growth in the number of veterinarians engaged in clinical practice (practice ownership and employees), up from 58% in 2018 to 63% in 2023.

Figure 20.

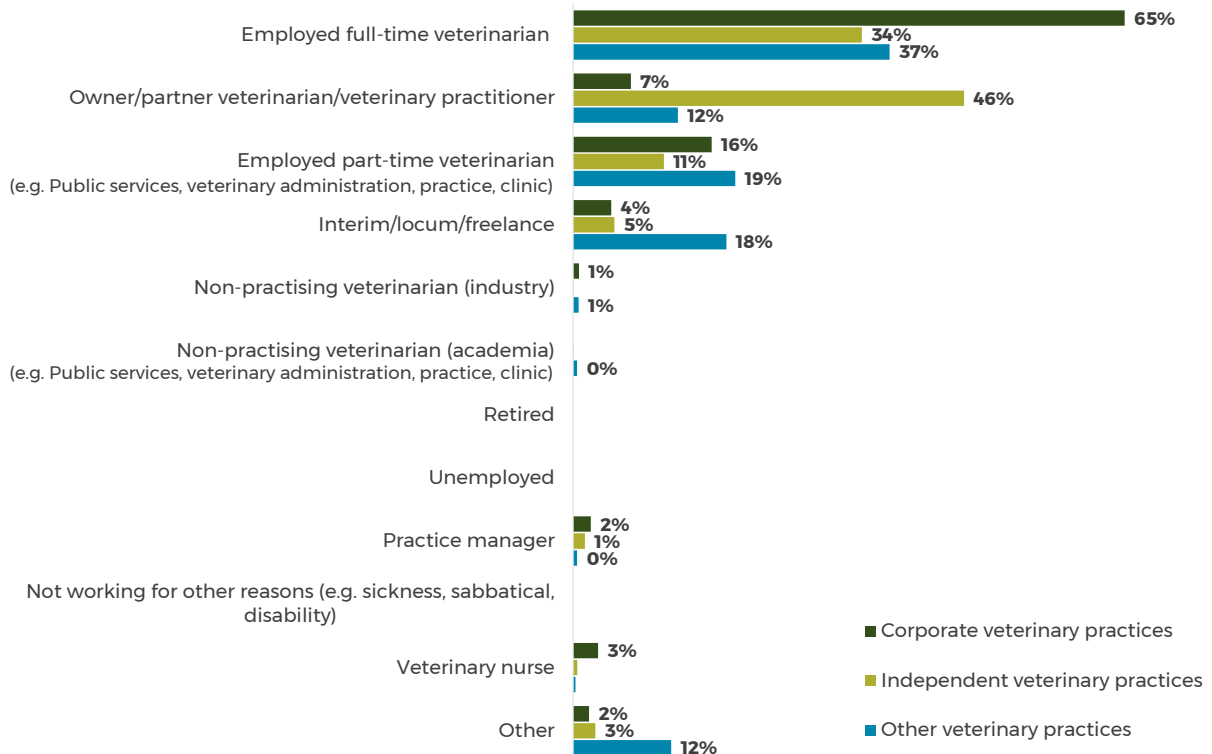
### The growth in direct employment v practice ownership



Most (65%) employed full-time veterinarians work within the corporate sector compared with 34% who work for independent practices. As you might expect, most veterinarians that own or co-own a veterinary business operate within the independent practice sector (46%).

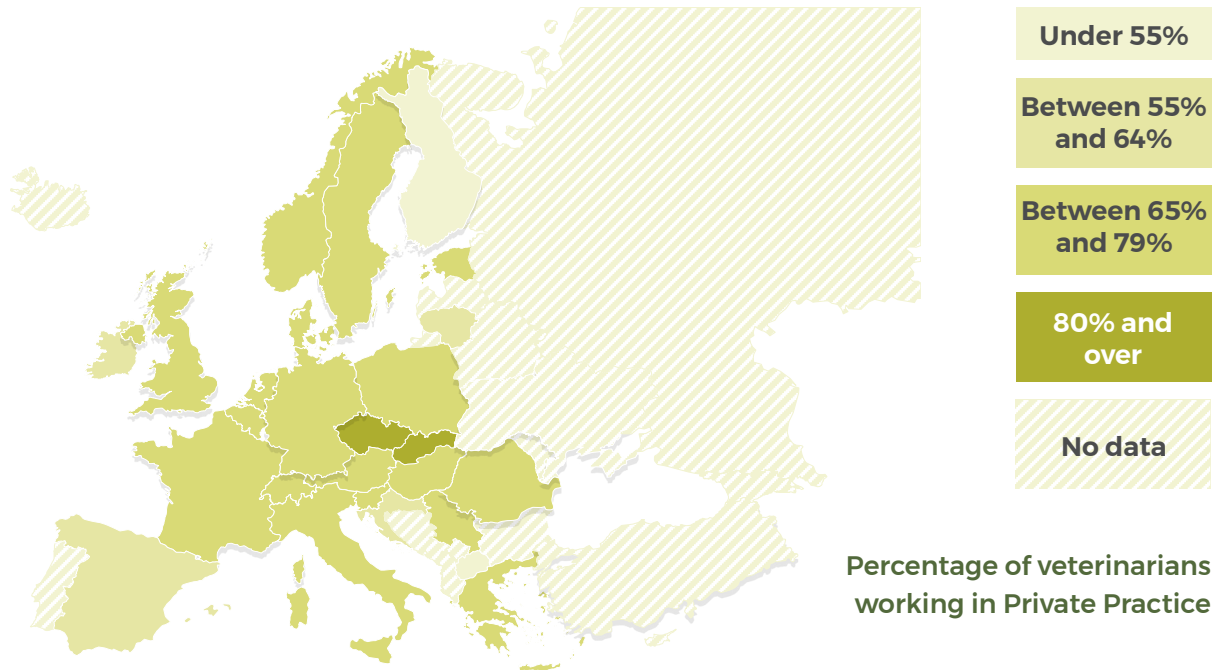
Figure 21.

### Employment status by practice type



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Figure 22.



Across the continent, independent practice and ownership remains the dominant model, particularly so in the Czech Republic, where 86 per cent of veterinarians work within the independent sector. Also in Slovakia and Luxembourg (88% and 84% respectively).

Figure 23.

Percentage of veterinarians working in different practice types by country

Country	Independent	Corporate	Other	Country	Independent	Corporate	Other
Austria	62%	3%	34%	Luxembourg	84%	0%	16%
Belgium	63%	12%	25%	Netherlands	51%	19%	30%
Croatia	58%	7%	36%	North Macedonia	49%	3%	48%
Czech Republic	86%	3%	11%	Norway	39%	27%	34%
Denmark	49%	19%	32%	Poland	62%	3%	35%
Estonia	50%	16%	34%	Portugal	47%	21%	32%
Finland	26%	20%	54%	Romania	69%	4%	27%
France	57%	16%	27%	*Serbia	64%	3%	33%
Germany	55%	10%	35%	Slovakia	88%	7%	4%
Greece	71%	3%	26%	Slovenia	68%	6%	26%
Hungary	72%	3%	25%	Spain	42%	18%	40%
Ireland	42%	15%	42%	Sweden	30%	34%	36%
Italy	61%	8%	30%	Switzerland	54%	10%	36%
Lithuania	31%	26%	43%	United Kingdom	19%	44%	37%
				Europe-37	51%	16%	33%



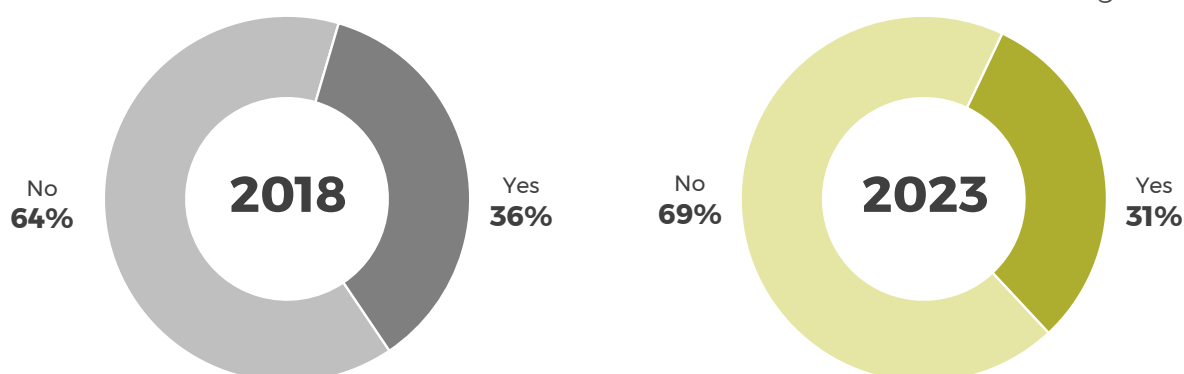


The fast move to corporatisation of the veterinary market in the UK, where some 44 per cent of the veterinary workforce veterinarians is employed, is not matched in mainland Europe. Only six out of 28 countries (21%) surveyed have corporate employment rates that exceed 20 per cent of the total employment share. Nevertheless, in Sweden and Norway the numbers working with the corporate sector are significant (34% and 27%, respectively).

## Second field of employment

Almost a third of veterinarians have a second job – 31 per cent.

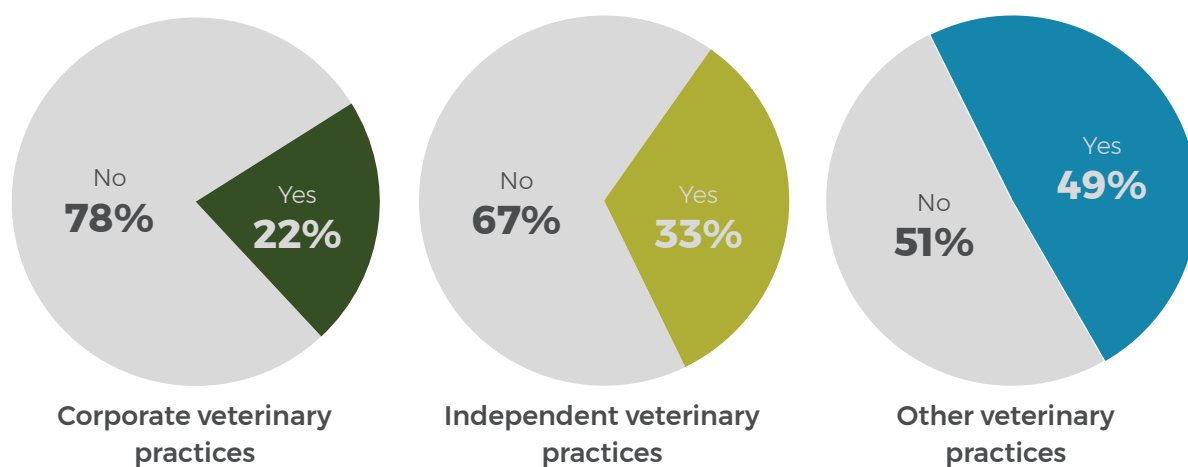
Figure 24.



Veterinarians who work in the independent sector are more likely to have a second job than those in the corporate sector (33% v 22%). But veterinarians engaged in non-clinical veterinary work (49%) are most likely to have a second job.

Figure 25.

### Veterinarians with a second occupation by practice type



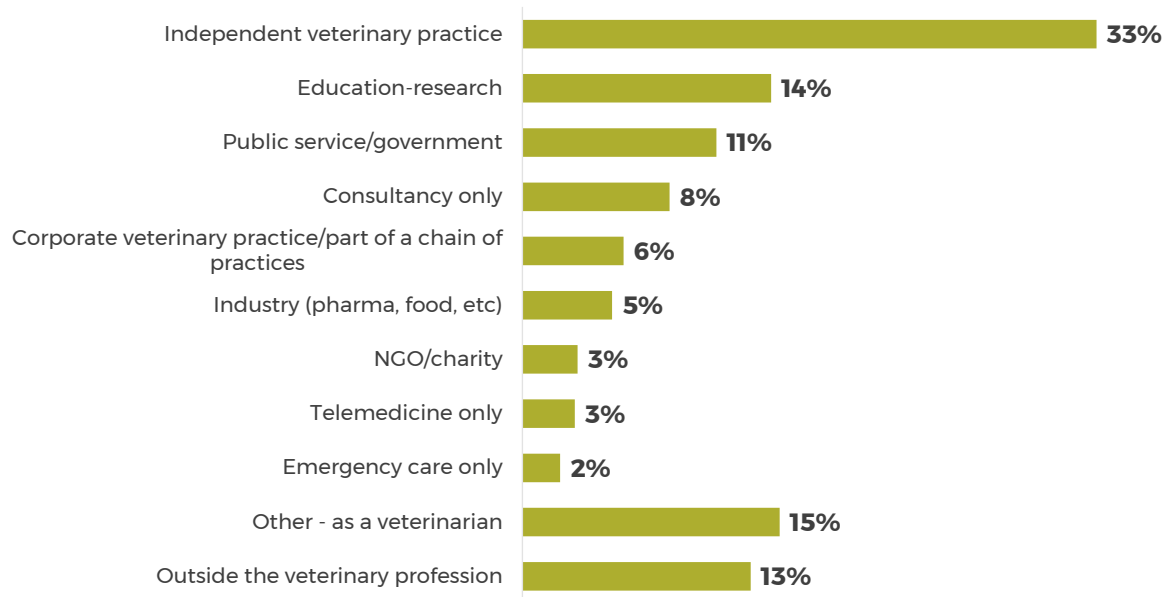
When it comes to supplementing their income, most veterinarians opt to work in independent veterinary practice (33%). Other options include education/research (14%), public service/government (11%) and consultancy (8%).



Figure 26.

### Sector of Second occupation

% based on those who have a second occupation, answered by 27% of total sample



Across Europe, the rate of taking up second jobs is lowest in The Netherlands, France and Norway (21%, 22% and 24%, respectively). Lithuania has the highest rate at 58%.

Figure 27.

### Percentage of veterinarians with a second job, by country

Country	Has 2nd occupation	Country	Has 2nd occupation
Austria	37%	Luxembourg	33%
Belgium	39%	Netherlands	21%
Croatia	29%	North Macedonia	44%
Czech Republic	40%	Norway	24%
Denmark	28%	Poland	45%
Estonia	44%	Portugal	39%
Finland	32%	Romania	47%
France	22%	Serbia	33%
Germany	25%	Slovakia	38%
Greece	38%	Slovenia	28%
Hungary	56%	Spain	26%
Ireland	40%	Sweden	28%
Italy	31%	Switzerland	29%
Lithuania	58%	United Kingdom	25%
		<b>Europe-37</b>	<b>31%</b>



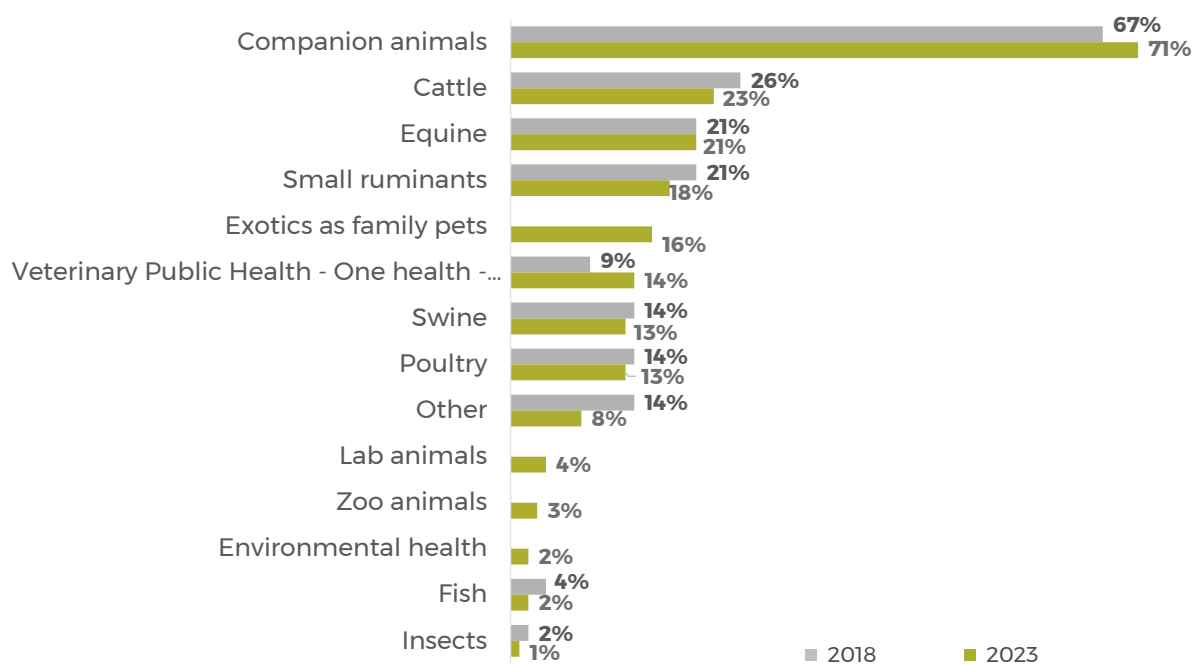
## Field of Practice



Overwhelmingly, most veterinarians work in companion animal practice (71%) but the breakdown of other species is as follows: cattle (23%), equine (21%) and pigs (13%).

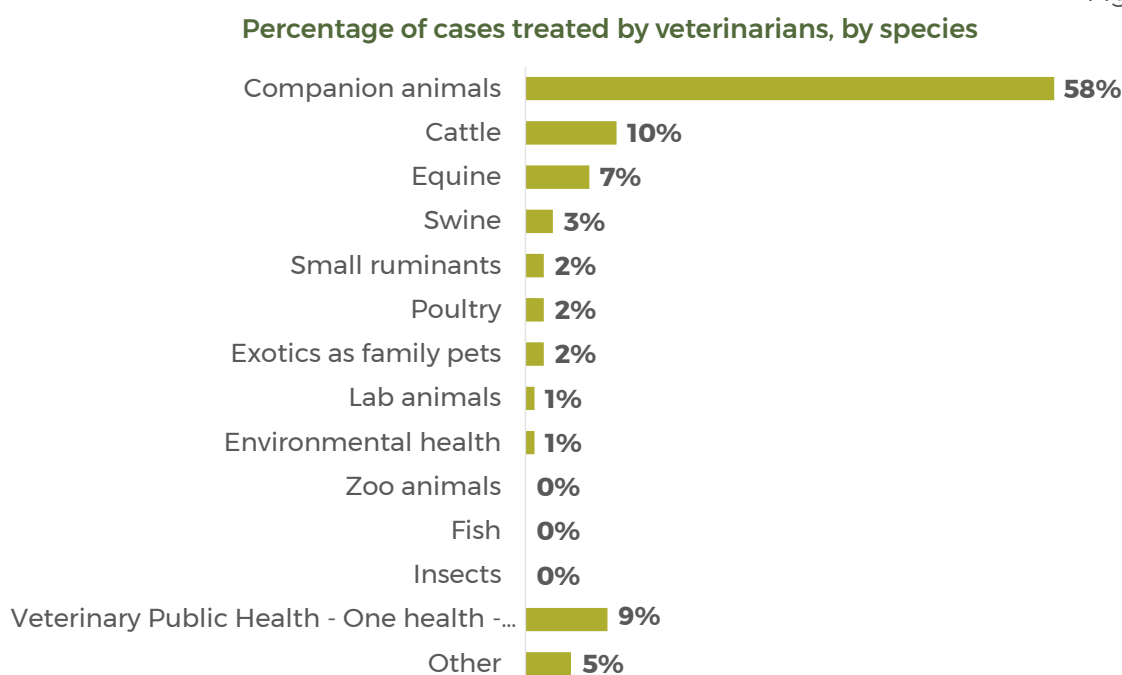
Figure 28.

### Percentage of veterinarians working within animal practice, by species class



Dominance of companion animal practice is also clear when examining a breakdown in cases treated by veterinarians by species – companion animals account for 58% of all cases. The breakdown of other species is as follows: cattle (10%), equine (7%) and pigs (3%).

Figure 29.



The country with the highest proportion of veterinarians working in companion veterinary medicine is the Czech Republic (73%) and the country with the lowest is Ireland (30%), understandable, given its significant farm and equine operations.

Figure 30.















**Percentage of companion animal cases treated, by country**

Country	Companion animals	Country	Companion animals
Austria	50%	Luxembourg	52%
Belgium	54%	Netherlands	47%
Croatia	58%	North Macedonia	39%
Czech Republic	73%	Norway	49%
Denmark	46%	Poland	56%
Estonia	65%	Portugal	70%
Finland	55%	Romania	51%
France	62%	Serbia	65%
Germany	56%	Slovakia	70%
Greece	70%	Slovenia	65%
Hungary	61%	Spain	55%
Ireland	30%	Sweden	58%
Italy	67%	Switzerland	50%
Lithuania	47%	United Kingdom	54%

















Figure 31.

Percentage of veterinarians working within each sector by country

														
	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Companion animals	72%	71%	78%	92%	60%	81%	74%	77%	66%	81%	80%	56%	78%	65%
Cattle	33%	28%	34%	24%	26%	25%	31%	26%	16%	14%	44%	47%	18%	35%
Equine	32%	30%	27%	24%	29%	22%	38%	26%	23%	10%	33%	30%	16%	8%
Swine	21%	12%	24%	13%	7%	7%	9%	7%	10%	7%	41%	8%	13%	10%
Small ruminants	28%	23%	24%	22%	14%	18%	18%	20%	14%	26%	26%	29%	13%	10%
Poultry	17%	15%	20%	16%	4%	13%	7%	13%	11%	19%	21%	10%	8%	13%
Exotics as family pets	15%	11%	27%	33%	17%	21%	25%	17%	12%	24%	17%	8%	13%	13%
Veterinary public health-one health-human/animal interaction	14%	10%	27%	2%	9%	2%	15%	15%	10%	15%	7%	29%	16%	16%

															Europe 37
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
Companion animals	69%	55%	69%	68%	71%	83%	84%	80%	94%	84%	64%	73%	62%	61%	71%
Cattle	23%	20%	53%	32%	20%	18%	52%	23%	33%	36%	21%	20%	27%	16%	23%
Equine	33%	33%	38%	33%	11%	11%	47%	16%	25%	30%	11%	35%	32%	17%	21%
Swine	12%	9%	49%	17%	9%	14%	49%	25%	28%	29%	11%	7%	13%	11%	13%
Small ruminants	13%	15%	45%	29%	8%	18%	47%	21%	30%	26%	13%	15%	24%	17%	18%
Poultry	6%	6%	32%	9%	13%	7%	41%	15%	29%	16%	7%	6%	8%	13%	13%
Exotics as family pets	15%	7%	24%	12%	17%	20%	17%	20%	37%	29%	16%	22%	17%	19%	16%
Veterinary public health-one health-human/animal interaction	15%	13%	20%	14%	12%	14%	14%	9%	3%	6%	16%	9%	10%	14%	14%





## Services provided



**61%**

*veterinarians in Europe offer surgery*



**58%**

*veterinarians provide laboratory analysis*



**45%**

*veterinarian supply emergency medicines*



**45%**

*veterinarians sell animal feed or pet food*

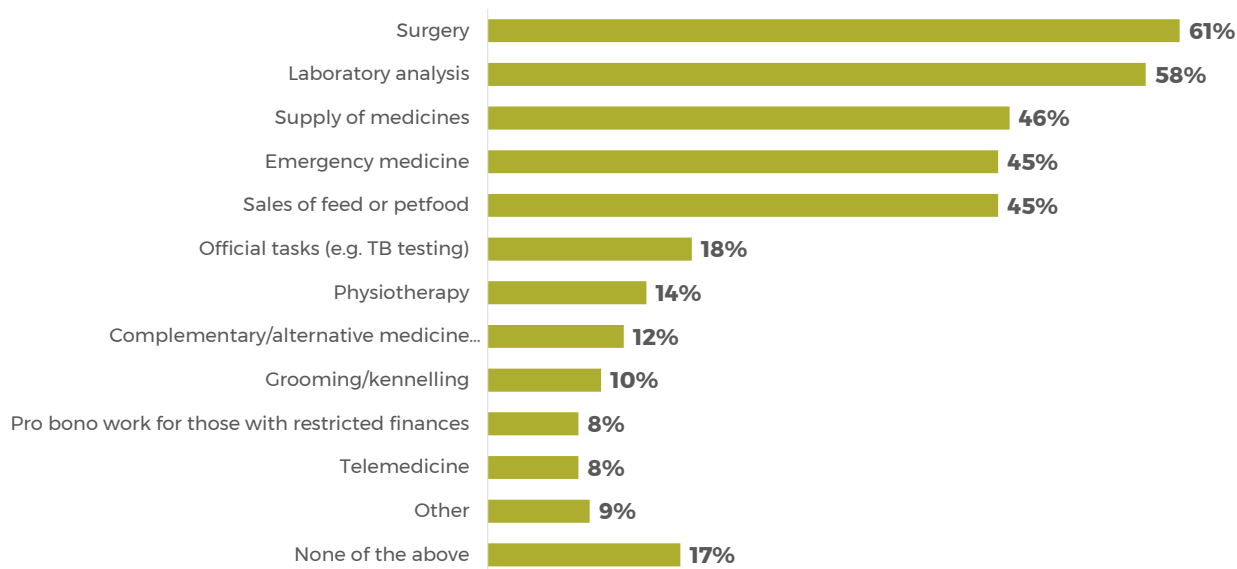
The focus of attention for veterinary businesses in Europe is curative and preventive work. Most (61%) offer surgery.

Laboratory analysis (58 per cent) and supplying medicines (46 per cent) make up the lion share of services provided across Europe.

Most veterinarians (83%) say they offer an additional range of other services. Almost half (45%) supply emergency medicines and the same proportion sells animal feed or pet food.

Less typically practices offer official duties (18%), physiotherapy (14%), telemedicine (8%) or grooming or kennelling (10%). Some 12 per cent of practices offer complementary medicines.

Figure 32.



The veterinary offering varies widely in Europe. While most practices in Slovenia (63%) and Sweden (61%) provide emergency medicine, only 20% of veterinarians provide it in Poland.

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 (19%) and Hungary (25%). In contrast, most practices in France (65%) and Sweden (64%) sell it.



Figure 33.

Percentage of veterinarians working within each sector by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
<b>Surgery</b>	60%	61%	74%	76%	66%	70%	59%	54%	63%	75%	46%	53%	65%	53%
<b>Laboratory analysis</b>	54%	43%	68%	62%	66%	64%	56%	69%	63%	64%	29%	48%	61%	45%
<b>Supply of medicines</b>	59%	65%	53%	40%	48%	28%	51%	60%	59%	56%	39%	50%	41%	24%
<b>Emergency medicine</b>	47%	53%	59%	42%	54%	56%	49%	48%	51%	55%	33%	40%	36%	35%
<b>Sales of feed or petfood</b>	55%	54%	54%	62%	54%	44%	46%	65%	52%	47%	25%	48%	19%	41%

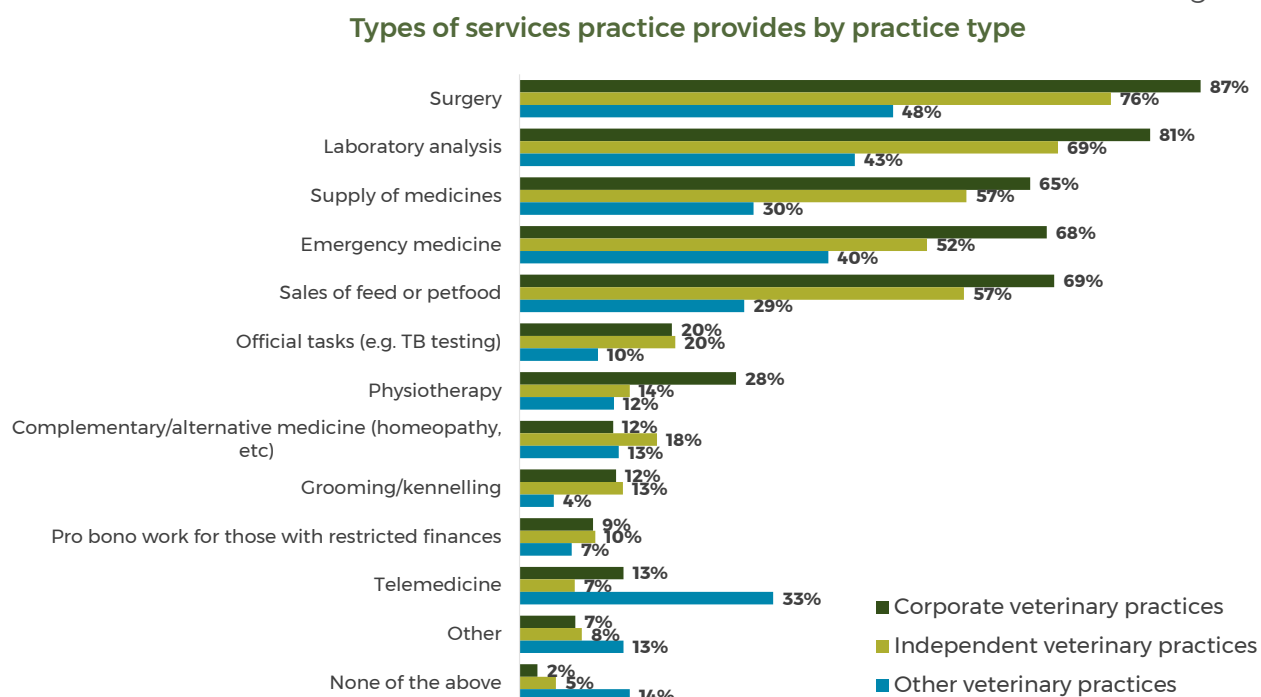
															Europe 37
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
<b>Surgery</b>	45%	62%	54%	59%	44%	72%	59%	57%	74%	80%	59%	69%	60%	65%	61%
<b>Laboratory analysis</b>	50%	62%	48%	55%	39%	63%	45%	54%	53%	80%	59%	67%	60%	55%	58%
<b>Supply of medicines</b>	60%	61%	27%	12%	12%	49%	38%	31%	35%	66%	36%	10%	60%	53%	46%
<b>Emergency medicine</b>	38%	63%	37%	55%	20%	47%	45%	36%	51%	63%	40%	61%	54%	51%	45%
<b>Sales of feed or petfood</b>	45%	54%	39%	55%	32%	63%	38%	29%	58%	67%	51%	64%	52%	34%	45%





The offer of corporate practices is undeniably core clinical services – some 87% provide surgery, 81% provide laboratory analysis and 65% supply medicines.

Figure 34.



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

## Services provided



### KEY FACT:

**38%**

*veterinarians believe they are poorly regarded by human healthcare professionals*

In keeping with previous surveys, results point to veterinarians continuing to think their clients do not rate them highly. While more than half of them (54%) believe their clients think highly of their work, some 27 per cent believe they are neutral in their assessment of them, and 19% believe they are poorly regarded by clients.

When asked for their perception about how the general public views them, their assessment of their perceived evaluation decreases. Less than half (40 per cent) believe they are highly

regarded by the public and a further 31% believe they have a “neutral” reputation. The remainder (almost a third) believe that they are poorly regarded by the public.

Comparing findings to the 2018 survey, veterinarians seem to have a more optimistic assessment of how they are perceived.





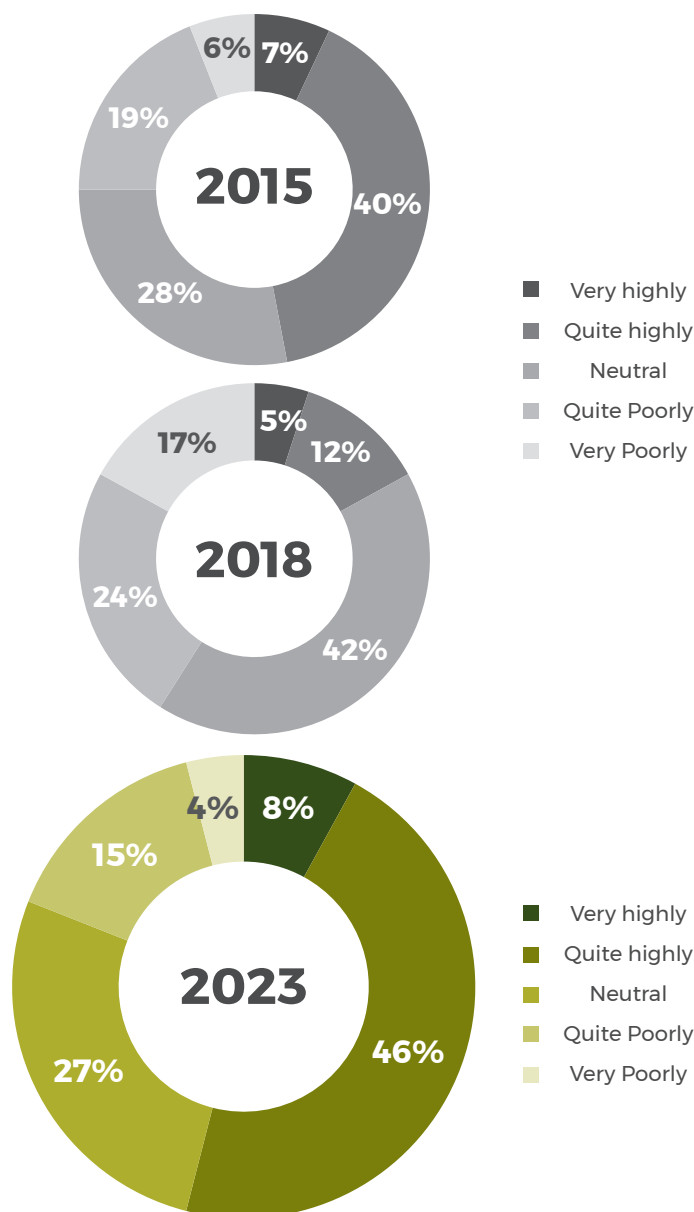
The proportion believing that they are poorly regarded by clients and the general public has both dropped by 3 percentage points (from 22% to 19%, and by 33% to 30% respectively).

In the latest survey, new questions were asked about veterinarians' impressions about their reputation with others in the veterinary profession and also with human healthcare professionals.

Results show that veterinarians believe that they are regarded more favourably by their fellow professionals, with just 28% believing they would view them poorly. However, their perceptions of how human healthcare professionals viewed them was worse – just 4% thought they were highly regarded by this group and 38% thought they were poorly regarded.

Figure 35.

### Change in the perception of how European veterinarians think they are regarded by customers, since 2015



### Change in the perception of how European veterinarians think they are regarded by the general public since 2015

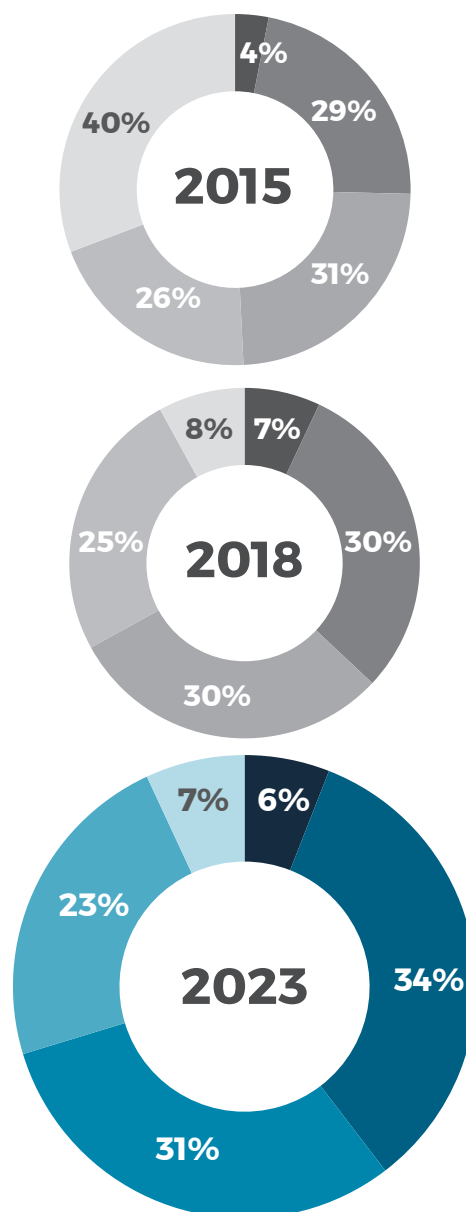
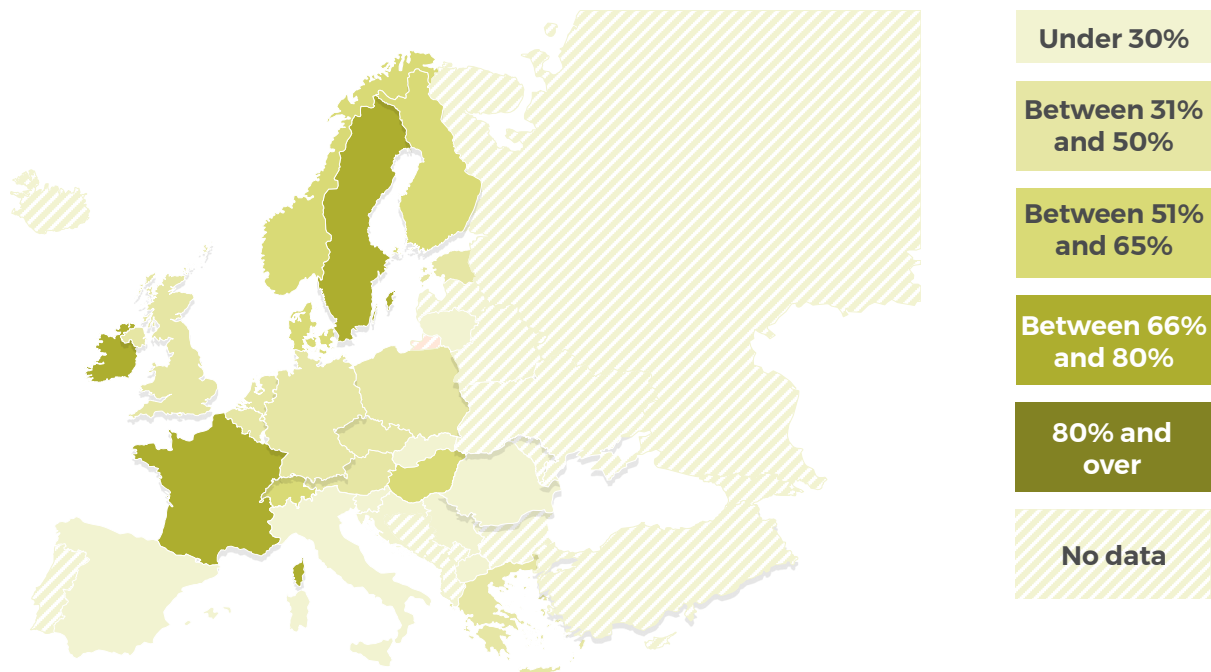




Figure 36.

**Number of veterinarians per who feel they are very or quite highly regarded by the public**



Veterinarians who work in the Czech Republic, Denmark and France feel most valued by clients and those working in Ireland, France and Denmark feel most valued by the general public.

Veterinarians feel highest regard from their fellow professionals in Sweden, Finland and Denmark and the most valued by other healthcare professionals in Hungary, Czech Republic, Finland and Sweden.

Veterinarians who feel least valued by clients are Croatia and North Macedonia and the least valued by the general public in Croatia and Serbia.

Veterinarians feel the lowest regard from their fellow professionals in North Macedonia and Croatia; and the least valued by other healthcare professionals in Croatia and Spain.



Figure 37.

Perception of how well veterinarians think they are regarded by other groups, by mean score and country (1 = very poorly and 5 = very highly)

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Your customers/clients	3.6	3.6	2.7	4.0	3.9	3.7	3.7	3.8	3.6	3.1	3.6	3.7	3.0	3.3
The general public	3.2	3.3	2.3	3.4	3.6	3.2	3.5	3.7	3.2	2.9	3.4	3.7	2.6	2.8
Other veterinarians	3.3	3.4	2.7	3.2	3.9	3.8	4.0	3.8	3.5	3.2	3.4	3.6	3.0	3.0
Human healthcare	2.9	3.0	2.2	3.4	2.9	3.1	3.3	2.9	2.7	3.0	3.6	3.2	2.6	2.6

															Europe 37
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
Your customers/clients	3.7	3.7	2.8	3.7	3.3	3.2	3.2	3.1	3.4	3.2	3.0	3.8	3.7	3.6	3.4
The general public	3.3	3.4	2.7	3.5	3.3	2.6	2.8	2.4	2.9	2.8	2.5	3.7	3.5	3.3	3.1
Other veterinarians	3.5	3.7	2.6	3.8	3.1	3.1	2.9	2.8	3.1	3.1	3.1	4.1	3.6	3.8	3.4
Human healthcare	2.9	3.0	2.6	3.2	3.2	2.7	2.7	2.5	2.8	2.8	2.3	3.3	2.8	3.2	2.8





# DEMAND FOR VETERINARY SERVICES



## Services provided

**KEY FACT:**





▲

*Number of companion animals is growing*



▼

*Numbers of farmed animals is in decline*



**340 mln.**

*companion animals in Europe*



**91 mln.**

*households own at least one companion animal.*



**75 mln.**



**59 mln.**



**134 mln.**



**375 mln.**



**11 mln.**



**7 mln.**

In Europe there are 340 million companion animals (including dogs, cats, small mammals, exotics, birds, ornamental fish and reptiles)<sup>1</sup>. It is estimated that 91 million households – 46 per cent – own at least one companion animal.

Trend data<sup>2</sup> on companion animal ownership show pet ownership has increased by 3% since 2021 figures showed 88 million households – or 38 per cent – owned a companion animal.

In terms of food producing animals, Europe has a headcount of 75 million cattle, 59 million sheep and 134 million pigs. In addition, it is estimated that there are 375 million poultry (laying hens), 11 million goats and almost 7 million horses (6.99 million).

<sup>1</sup> Facts and Figures 2022. FEDIAF: [chrome-extension://efaidnbnmnnibpcajpcglclefindmkaj/https://europeanpetfood.org/wp-content/uploads/2023/06/FEDIAF\\_Annual-Report\\_2023\\_Facts-Figures.pdf](https://europeanpetfood.org/wp-content/uploads/2023/06/FEDIAF_Annual-Report_2023_Facts-Figures.pdf)

<sup>2</sup> The European Pet Food Federation, FEDIAF 2022

<sup>3</sup> Cattle, sheep, pigs: Eurostat 2022

<sup>4</sup> Poultry (laying hens): Overview Report on the Protection of the welfare of laying hens at all stages of production, European Commission 2023

<sup>5</sup> World Horse Welfare 2015



Total number of animals per country (unit: millions) in Europe by type

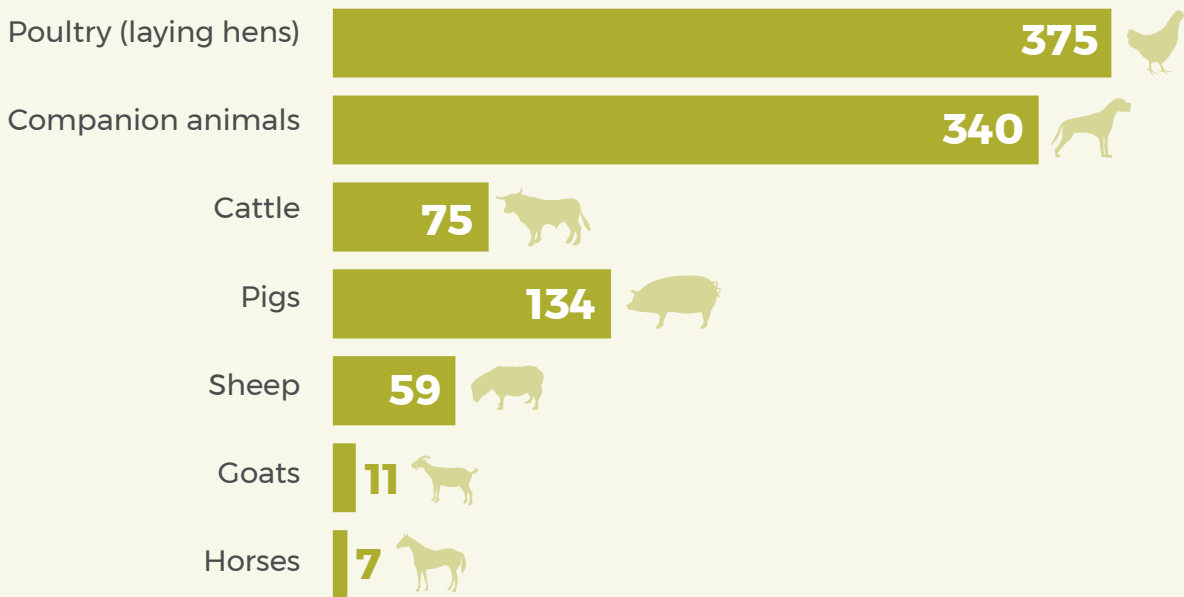




Figure 38.

Percentage of veterinarians working within each animal class by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Companion animals	72%	71%	78%	92%	60%	81%	74%	77%	66%	81%	80%	56%	78%	65%
Cattle	33%	28%	34%	24%	26%	25%	31%	26%	16%	14%	44%	47%	18%	35%
Equine	32%	30%	27%	24%	29%	22%	38%	26%	23%	10%	33%	30%	16%	8%
Swine	21%	12%	24%	13%	7%	7%	9%	7%	10%	7%	41%	8%	13%	10%
Small ruminants	28%	23%	24%	22%	14%	18%	18%	20%	14%	26%	26%	29%	13%	10%
Poultry	17%	15%	20%	16%	4%	13%	7%	13%	11%	19%	21%	10%	8%	13%
Exotics as family pets	15%	11%	27%	33%	17%	21%	25%	17%	12%	24%	17%	8%	13%	13%
Veterinary public health-one health-human/animal interaction	14%	10%	27%	2%	9%	2%	15%	15%	10%	15%	7%	29%	16%	16%

															Europe 37
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
Companion animals	69%	55%	69%	68%	71%	83%	84%	80%	94%	84%	64%	73%	62%	61%	71%
Cattle	23%	20%	53%	32%	20%	18%	52%	23%	33%	36%	21%	20%	27%	16%	23%
Equine	33%	33%	38%	33%	11%	11%	47%	16%	25%	30%	11%	35%	32%	17%	21%
Swine	12%	9%	49%	17%	9%	14%	49%	25%	28%	29%	11%	7%	13%	11%	13%
Small ruminants	13%	15%	45%	29%	8%	18%	47%	21%	30%	26%	13%	15%	24%	17%	18%
Poultry	6%	6%	32%	9%	13%	7%	41%	15%	29%	16%	7%	6%	8%	13%	13%
Exotics as family pets	15%	7%	24%	12%	17%	20%	17%	20%	37%	29%	16%	22%	17%	19%	16%
Veterinary															



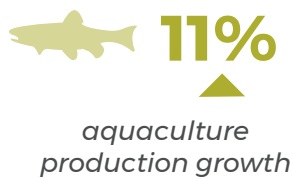


## Market size of animal care products and animal medicines



During the last two decades, there has been a decline in livestock populations across the EU. Between 2001 and 2021, the EU's total livestock count for pigs, bovine animals, sheep and goats fell by an estimated 11.5 %, from 326 million to 289 million, according to European Commission figures.

The largest overall declines (in percentage terms) have been for sheep and goats, while the smallest decrease has been in pig numbers.



In contrast, Europe's aquaculture market is growing. Figures from the European Commission show that aquaculture production grew by 11 percent between 2010 and 2019, with a corresponding 40 per cent growth in value.


## What do veterinary practices earn across Europe?



**€539,400**  
average revenue in UK

The European countries generating the most revenue from private veterinary businesses are the UK, Switzerland, France and Germany.

The UK tops the list with an average revenue of €539,400. Average pre-tax revenue for Swiss veterinary businesses were €360,500 and, in both France and Germany, €250,000.



**€360,500**  
average revenue in Switzerland

Slovenia shows a high average revenue, but the sample size was lower than 30 so its figures be regarded with caution.

Total revenue for each country was estimated based on the average total earnings for practices for both veterinary and non-veterinary services, sourced from the most recent veterinary practice accounts by practice owners.



**€250,000**  
average revenue in France and Germany

As in previous surveys, this market value indicator has to be examined with caution, as confidence in the approximate measure of the veterinary practices' total earnings varies greatly across countries. Results presented in these tables are likely to be different to the actual veterinary practices' market values.



Figure 40.

**Estimated after-tax revenue from veterinary businesses by country**

% based on those who are owner/partner veterinarian, answered 19% of total sample

Country	Median revenue in €	Country	Median revenue in €
Austria	€ 100,000	*Luxembourg	€ 171,702
Belgium	€ 56,804	*Netherlands	€ 190,000
*Croatia	€ 52,000	*North Macedonia	€ 4,960
Czech Republic	€ 26,250	Norway	€ 77,154
Denmark	€ 124,966	Poland	€ 44,000
*Estonia	€ 23,000	Portugal	€ 50,000
*Finland	€ 110,000	Romania	€ 12,000
France	€ 250,000	*Serbia	€ 10,625
Germany	€ 250,000	Slovakia	€ 15,000
Greece	€ 30,000	*Slovenia	€ 500,000
Hungary	€ 32,400	Spain	€ 55,000
Ireland	€ 135,000	Sweden	€ 61,748
Italy	€ 28,500	Switzerland	€ 360,500
*Lithuania	€ 50,000	*United Kingdom	€ 539,400
		<b>Europe-37</b>	<b>€ 76,500</b>



Countries with the largest proportion of practices reporting an increase in their revenue (by practice managers) are the United Kingdom (72%), Norway (62%) and Switzerland (61%).

Up to 28 per cent saw no change to their revenue but less than a quarter (23 per cent) reported a decrease in earnings over the previous year – a slight rise since the last survey, when the proportion was 20 per cent.

Practices in North Macedonia reported the greatest loss in revenue – here 40 per cent of veterinary practice owners reported a loss in revenue over the previous 12 months.

A high number of Lithuanian practices reported that their practice revenue had decreased but since their sample size was lower than 30, the country is not flagged in this survey analysis.

Figure 41.

**Percentage change in average revenue for veterinarian-owned businesses over 12 months by country**

% based on those who are owner/partner veterinarian, answered by 19% of total sample

Country	De-creased	No change	In-creased
Austria	27%	26%	48%
Belgium	17%	32%	51%
*Croatia	33%	22%	44%
Czech Republic	18%	29%	53%
Denmark	23%	29%	48%
*Estonia	17%	33%	50%
*Finland	36%	32%	32%
France	22%	43%	35%
Germany	12%	18%	69%
Greece	21%	40%	39%
Hungary	38%	21%	42%
Ireland	18%	43%	39%
Italy	22%	38%	40%
*Lithuania	67%	33%	0%

Country	Full time	Part time	Other
*Luxembourg	27%	41%	32%
Netherlands	28%	31%	41%
*North Macedonia	40%	27%	33%
Norway	10%	29%	62%
Poland	27%	27%	46%
Portugal	23%	23%	54%
Romania	33%	27%	40%
*Serbia	36%	29%	36%
Slovakia	32%	36%	32%
*Slovenia	15%	15%	70%
Spain	34%	18%	48%
Sweden	20%	23%	57%
Switzerland	20%	18%	61%
United Kingdom	6%	22%	72%
<b>Europe-37</b>	<b>23%</b>	<b>28%</b>	<b>49%</b>

\* NB: sample size lower than 30

The distribution of revenue varies widely across countries and revenue band. Some countries have a high proportion of low-earning practices (€10,000 or less) for example, North Macedonia (57%), Serbia (50%) and Romania (45%).

But other nations have a high proportion of high revenue-generating businesses. For example, respondents from the UK had no businesses generating less than €50,000 per year. Businesses returning pre-tax revenues of in excess of €200,000 account for 88% of businesses in Slovenia, 72% in the UK, 63% in Switzerland and 56% in Germany.





Figure 42.

### Estimated after-tax revenue from veterinary businesses by country

% based on those who are owner/partner veterinarian, answered by 19% of total sample

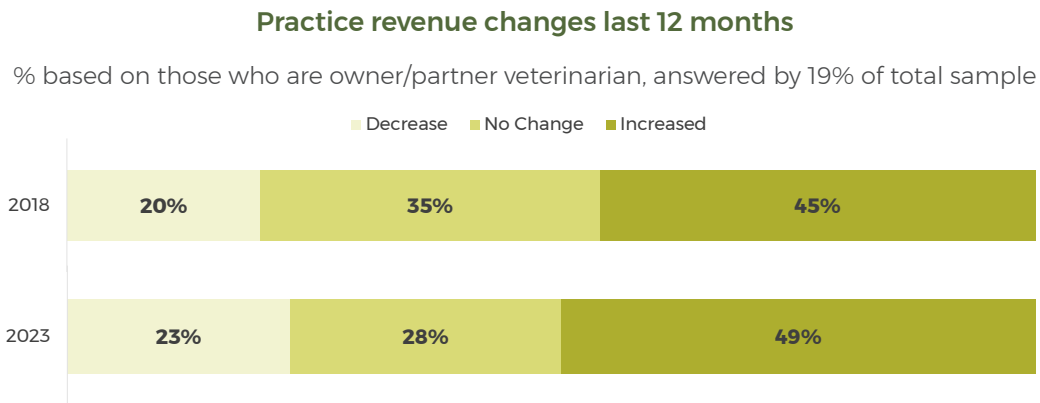
	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
10,000 Euros or less	4%	6%	29%	13%	0%	29%	0%	5%	0%	22%	9%	7%	11%	33%
10,001-20,000 Euros	5%	21%	0%	24%	8%	14%	14%	3%	4%	14%	17%	3%	25%	0%
20,001-30,000 Euros	4%	5%	14%	20%	5%	43%	9%	4%	3%	16%	23%	3%	23%	0%
31,001-40,000 Euros	5%	6%	0%	11%	5%	0%	5%	10%	3%	16%	6%	3%	11%	0%
40,001-50,000 Euros	5%	10%	0%	15%	0%	0%	9%	5%	4%	8%	6%	3%	7%	33%
50,001-75,000 Euros	13%	11%	14%	11%	18%	14%	9%	6%	6%	11%	9%	10%	5%	33%
75,001-100,000 Euros	14%	11%	0%	0%	5%	0%	5%	6%	12%	8%	6%	17%	9%	0%
100,001-150,000 Euros	6%	5%	0%	2%	15%	0%	18%	4%	7%	0%	6%	10%	3%	0%
150,001-200,000 Euros	12%	2%	14%	0%	13%	0%	9%	5%	6%	0%	3%	7%	1%	0%
More than 200,000 Euros	31%	24%	29%	4%	31%	0%	23%	52%	56%	5%	17%	37%	5%	0%

															Europe 37
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
10,000 Euros or less	0%	0%	57%	3%	12%	13%	45%	50%	37%	6%	7%	10%	6%	0%	9%
10,001-20,000 Euros	10%	0%	43%	9%	15%	13%	27%	13%	23%	0%	16%	10%	0%	0%	11%
20,001-30,000 Euros	0%	0%	0%	6%	12%	9%	9%	13%	12%	0%	13%	8%	6%	0%	9%
31,001-40,000 Euros	0%	0%	0%	0%	6%	8%	8%	0%	9%	6%	6%	12%	6%	0%	7%
40,001-50,000 Euros	10%	11%	0%	12%	13%	10%	1%	0%	7%	0%	7%	6%	3%	0%	6%
50,001-75,000 Euros	20%	21%	0%	21%	6%	7%	2%	13%	3%	0%	7%	10%	3%	6%	8%
75,001-100,000 Euros	10%	7%	0%	15%	6%	13%	6%	0%	3%	0%	5%	8%	0%	17%	9%
100,001-150,000 Euros	0%	7%	0%	6%	8%	3%	0%	0%	1%	0%	7%	8%	13%	0%	5%
150,001-200,000 Euros	0%	11%	0%	6%	4%	5%	1%	0%	3%	0%	13%	4%	0%	6%	5%
More than 200,000 Euros	50%	43%	0%	24%	19%	19%	0%	13%	3%	88%	18%	22%	63%	72%	31%

## Trends in practice revenue

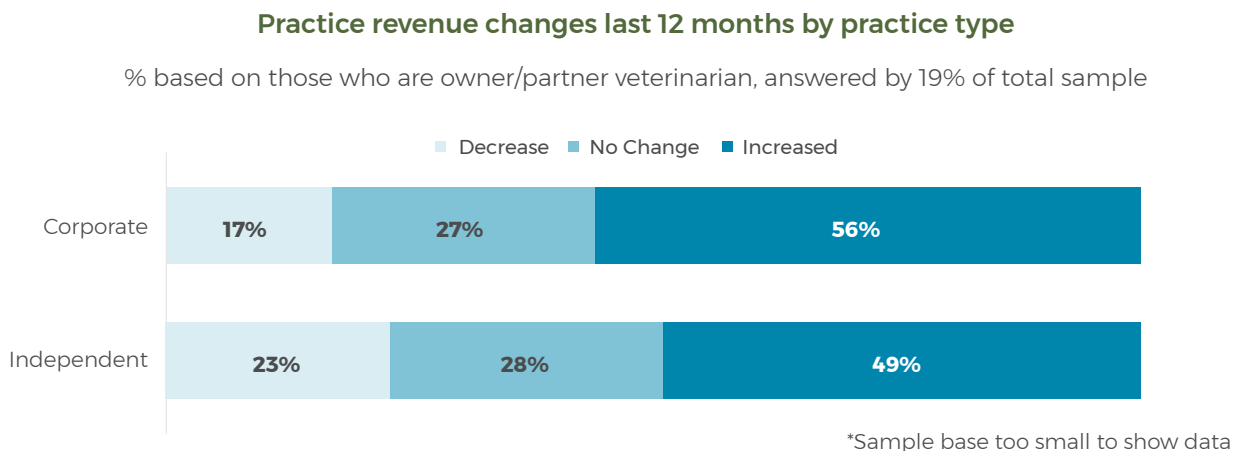
Almost half of practice owners said their revenue had increased in the previous 12 month period. Up to 49 per cent reported this upturn, compared to 45 per cent in the last survey in 2018.

Figure 43.



Corporate practice has seen a greater rise in their revenue in the past 12 months.

Figure 44.



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



**53%**

*of practice owners expect to see an increase in their revenue*

Practice owners are bullish about the prospect of seeing an upturn in income over the next 12 months.

More than half (53%) expect to see an increase, with 8 per cent expecting income to increase significantly. Only 6 per cent expect to see a significant decrease in their revenue.



Figure 45.

### Practice revenue expected next 12 months

% based on those who are owner/partner veterinarian, answered by 19% of total sample

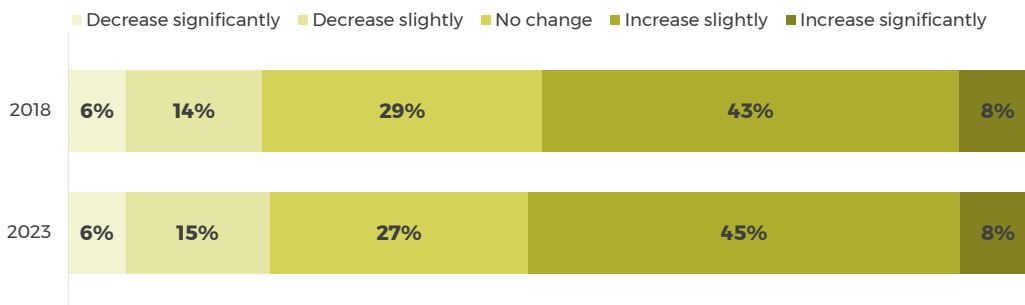
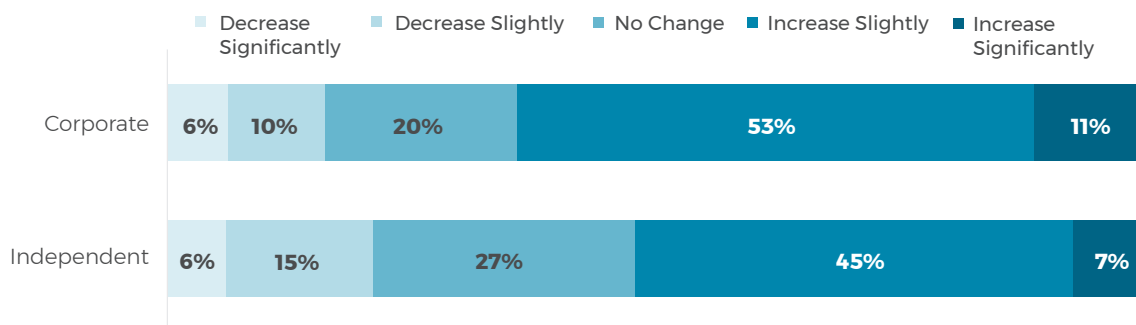


Figure 46.

### Practice revenue expected next 12 months by practice type

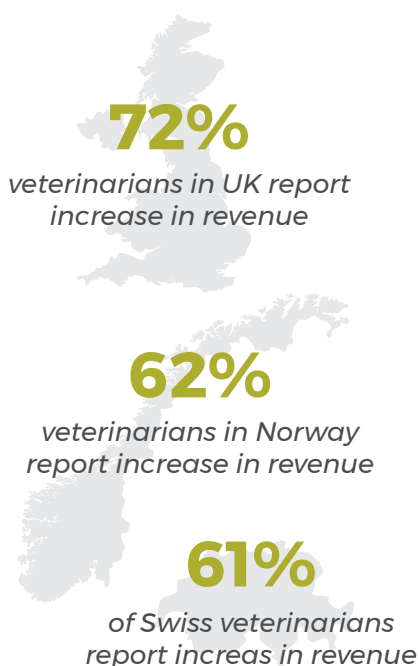
% based on those who are owner/partner veterinarian, answered by 19% of total sample



\*Sample base too small to show data

NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Corporate practices are more bullish about their expected revenue for the next year.



Veterinary business owners in the UK are the most optimistic about seeing a future significant upturn in revenue. Here 22 per cent of veterinary practice owners expect to see a significant increase in the next 12 months. This is in contrast to in Hungary where 15% of practice owners are expecting to see significant drops in revenue in the following 12 months.

The countries with the largest proportion of veterinarians reporting an increase in their practice revenue, as reported by practice owners, are United Kingdom (72%), Norway (62%) and Switzerland (61%).

Slovenian practices also reported a high percentage, but since their sample size was lower than 30, the country is not flagged in this analysis.

Up to 28 per cent saw no change to their revenue but less than a quarter (23 per cent) reported a decrease in earnings over the previous year – a slight rise since the last survey, when the proportion was 20 per cent.

Practices in North Macedonia reported the greatest loss in revenue – here 40 per cent of veterinary practice owners reported a loss in revenue over the previous 12 months.

A high number of Lithuanian practices reported that their practice revenue had decreased but since their sample size was lower than 30, the country is not flagged in this survey analysis.



Figure 47.

**Practice revenue expected next 12 months by country**

% based on those who are owner/partner veterinarian, answered by 19% of total sample

Country	Decreased significantly	Decreased slightly	No change	Increased slightly	Increased significantly
Austria	4%	25%	35%	34%	3%
Belgium	6%	13%	31%	46%	4%
*Croatia	0%	33%	22%	44%	0%
Czech Republic	4%	15%	40%	41%	0%
Denmark	2%	20%	25%	52%	2%
*Estonia	0%	0%	42%	58%	0%
*Finland	12%	12%	32%	36%	8%
France	5%	16%	24%	50%	5%
Germany	3%	9%	16%	54%	18%
Greece	2%	24%	39%	31%	5%
Hungary	15%	15%	29%	42%	0%
Ireland	9%	16%	23%	47%	5%
Italy	5%	15%	39%	37%	3%
*Lithuania	33%	33%	33%	0%	0%

\* NB: sample size lower than 30



Figure 48.

Country	Decreased significantly	Decreased slightly	No change	Increased slightly	Increased significantly
*Luxembourg	5%	36%	27%	23%	9%
Netherlands	5%	18%	33%	38%	5%
*North Macedonia	20%	13%	13%	53%	0%
Norway	0%	17%	31%	45%	7%
Poland	8%	21%	21%	47%	3%
Portugal	6%	21%	20%	46%	7%
Romania	9%	25%	21%	37%	7%
*Serbia	10%	21%	28%	34%	7%
Slovakia	6%	20%	36%	32%	6%
*Slovenia	5%	10%	20%	50%	15%
Spain	14%	11%	33%	36%	6%
Sweden	2%	12%	32%	47%	8%
Switzerland	0%	14%	25%	55%	7%
United Kingdom	0%	3%	28%	47%	22%
<b>Europe-37</b>	<b>6%</b>	<b>15%</b>	<b>27%</b>	<b>45%</b>	<b>8%</b>

\* NB: sample size lower than 30



## Future workloads

Any predictions about future revenue are inextricably linked to future workload.

More than half of veterinarians (55%) expect their workload to increase in the next 12 months. Up to with 17 per cent expect their workload to rise significantly, an increase of 4% since the last survey in 2018.

While 34 per cent expect no change, some 11 per cent per cent expect to see their workload decrease.

Figure 49.

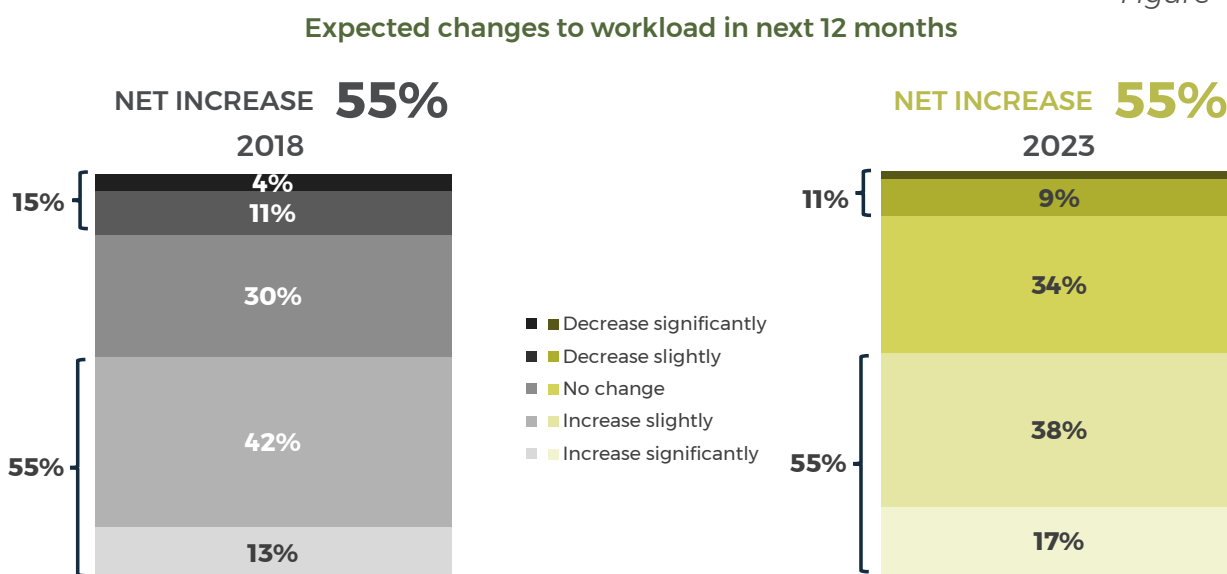
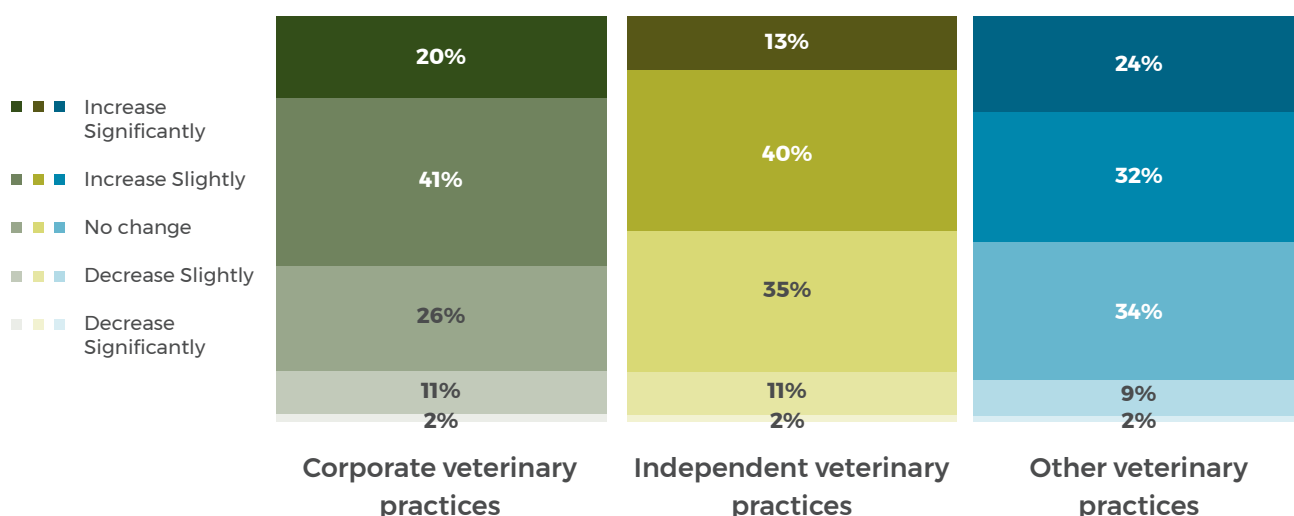


Figure 50.

### Expected changes to workload in next 12 months by practice type

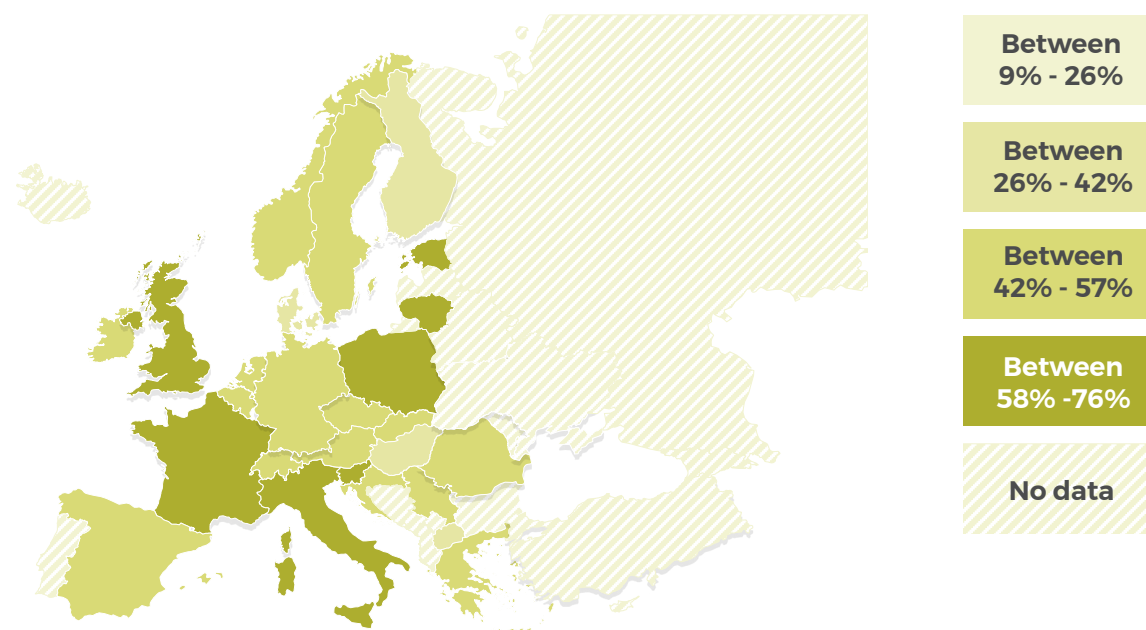


NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



Figure 51.

**Number of veterinarians who expect workloads to increase in the coming 12 months**



Countries where veterinarians are expecting to see a net increase in their workload include Slovenia (67%), Estonia (62%) and France (61%).

In North Macedonia and Croatia veterinarians are particularly negative in their expectations of workload in the future; more than 20% of veterinarians here believe their workload will decrease in the following year.

Figure 52.

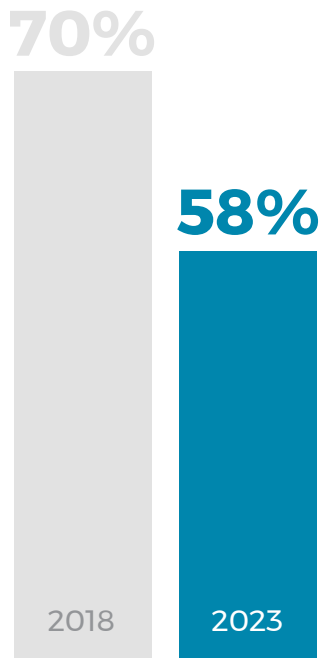
**Expected changes to workload in next 12 months by country**

Country	NET Increase	NET Decrease	Country	NET Increase	NET Decrease
Austria	55%	7%	Luxembourg	45%	18%
Belgium	47%	16%	Netherlands	43%	16%
Croatia	54%	20%	North Macedonia	33%	30%
Czech Republic	49%	6%	Norway	49%	15%
Denmark	33%	16%	Poland	60%	9%
Estonia	62%	8%	Portugal	50%	13%
Finland	39%	12%	Romania	48%	21%
France	61%	8%	Serbia	43%	20%
Germany	57%	8%	Slovakia	48%	11%
Greece	52%	5%	Slovenia	67%	6%
Hungary	31%	22%	Spain	52%	11%
Ireland	57%	9%	Sweden	46%	10%
Italy	60%	11%	Switzerland	55%	4%
Lithuania	58%	18%	United Kingdom	59%	10%
			<b>Europe-37</b>	<b>55%</b>	<b>11%</b>

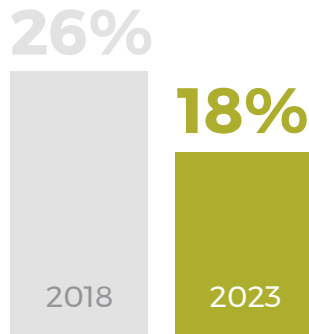


# VETERINARY PRACTICES

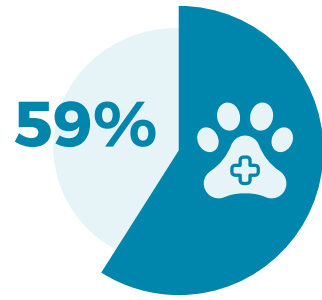




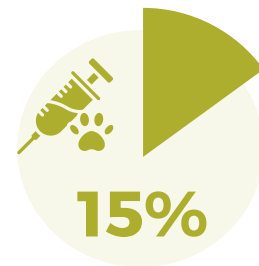
*of veterinary practices have five workers or less*



*of veterinarians in Europe are sole traders*



*of veterinarian businesses are privately owned by veterinarians who hold majority shares*



*expected rise in the proportion of unqualified nursing staff and animal care assistants working in practices in the next 3 years*



*of veterinarians use social media to engage with their clients or raise their awareness about animal diseases*



*of veterinarians use social media to promote their services*



**46%**  
*Facebook is the highest used social media platform*



**22%**  
*Instagram is the social media platform with the growing appeal*



**12%**  
*Youtube is the social media platform in decline*

## Practice size

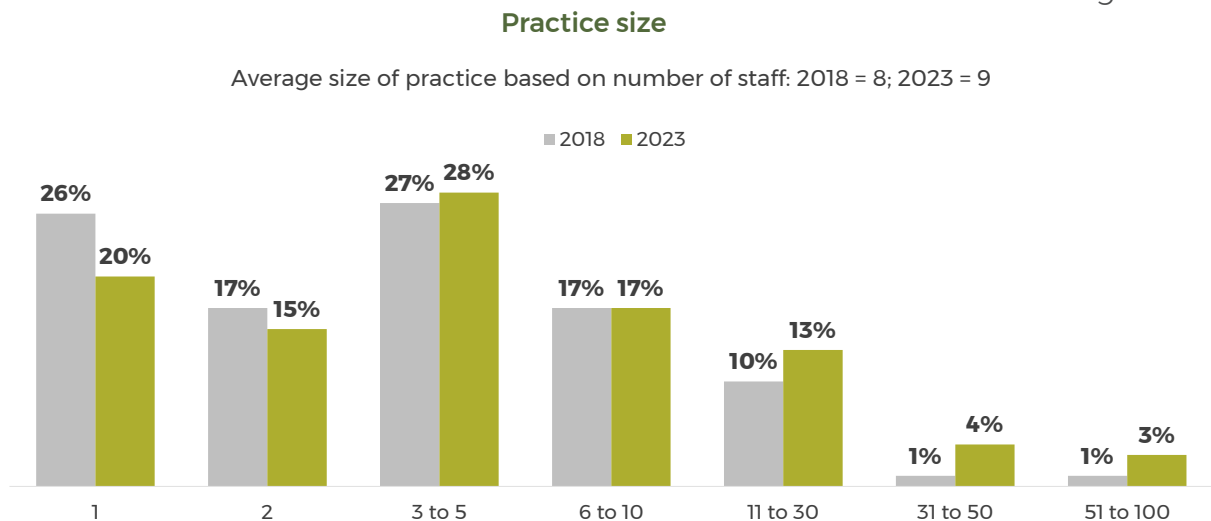
We often think of veterinary practices being small – made up of one or two staff members. This has been the predominant business model in Europe for some time. The last (2018) survey found that 43% of the practices fitted this definition.

But the latest findings from practice owners (2023) indicate that this model may be in decline, with the proportion of small businesses dropping to less than a third (32%).

The most typical profile now is a business operation with three to five staff (28%). There has been a slight rise (2%) in the number of businesses with 11-30 staff, which now account for a 12% slice of total businesses, and a 3% rise in the number of business operations with 31-50 staff (up to 4%).

Overall, the last five years has seen an overall growth in larger veterinary practices – the number of practices with 11+ staff has grown by 7% while and the number with 10 staff or less has decreased by 13%. Sole trading operations are in decline, with numbers decreasing from 26% to 18%.

Figure 53.



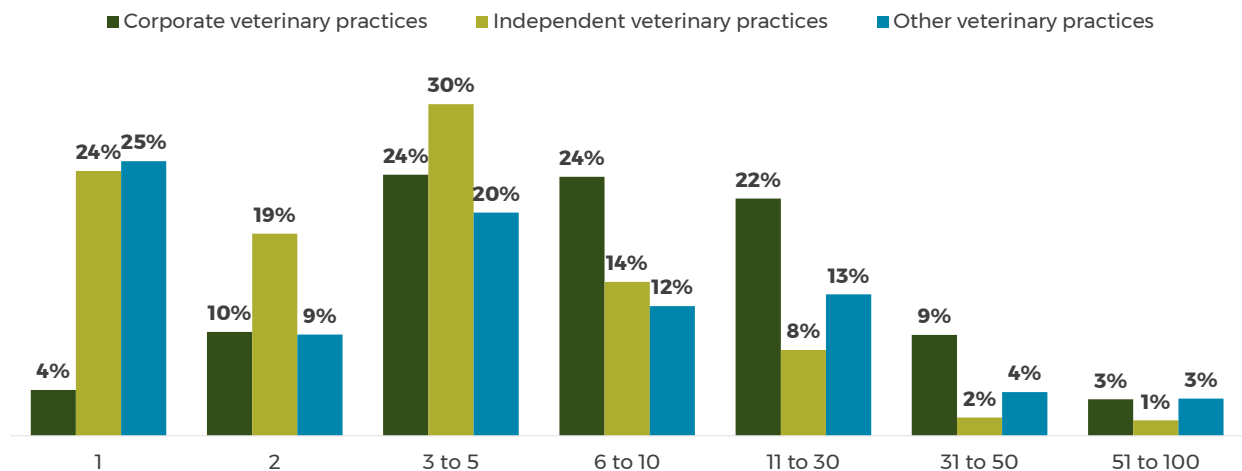
The makeup of veterinary businesses varies widely. Sweden and the UK tend to have larger practices (17+) while Hungary, Luxembourg, Greece and the Czech Republic have smaller teams (<4).

In addition, the type of business is likely to affect its size – independent practices tend to be smaller units, while corporates operate with more staff. Other types of practices include: telemedicine, sole consultancy and sole emergency care services.



Figure 54.

### Practice size by practice type based on number of staff



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Figure 55.

### Mean practice size by country

Country	Median	Country	Median
Austria	6	Luxembourg	4
Belgium	7	Netherlands	12
Croatia	10	North Macedonia	7
Czech Republic	4	Norway	7
Denmark	12	Poland	6
Estonia	6	Portugal	6
Finland	9	Romania	6
France	7	Serbia	9
Germany	8	Slovakia	4
Greece	4	Slovenia	8
Hungary	3	Spain	8
Ireland	7	Sweden	18
Italy	10	Switzerland	11
Lithuania	5	United Kingdom	17
		<b>Europe-37</b>	<b>9</b>

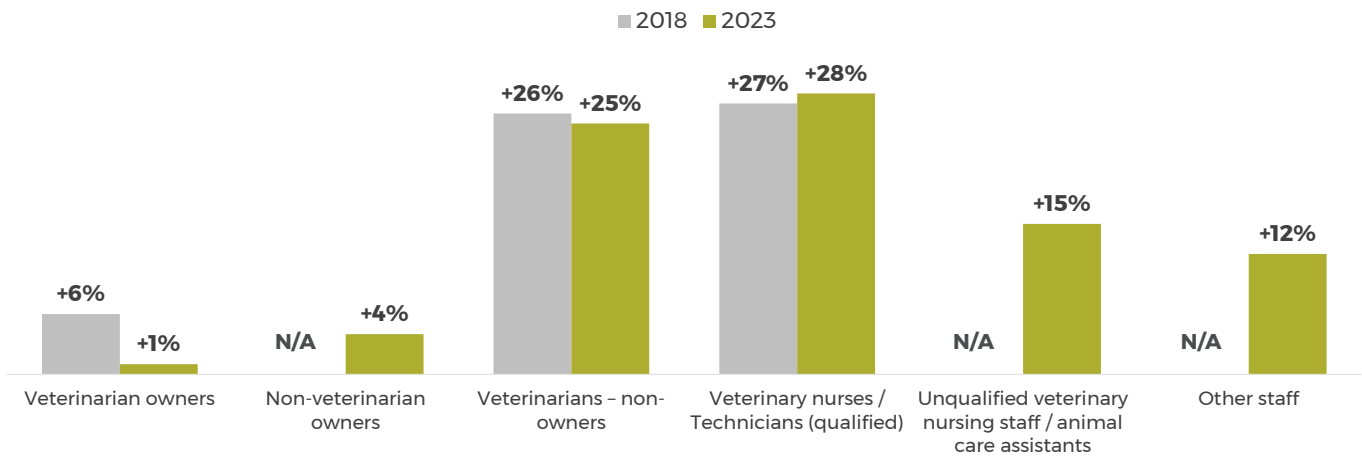
## Future staffing

The staff make-up and skill mix within veterinary practices has changed over recent years and veterinarians anticipate this trajectory continuing, with a reduction in practice ownership by veterinarians as well as a dilution of skill mix.

Asked about their predictions for future staffing within the next three years, veterinarians expect to see a 15 per cent increase in the number of unqualified veterinary nursing staff and animal care assistants that will be employed.

Figure 56.

### Expected change staff numbers in the next 3 years



The expectation of this trajectory is particularly strong amongst those working in the corporate sector. Here veterinarians expect to see a 34% growth in the number of unqualified care staff, contrasting with the predictions of colleagues in the independent sector (14%) and in other practices (16%).

Corporate veterinarians also predict strong growth for the qualified nursing staff market, estimating it to grow by 45% in the next three years, in contrast to more conservative estimates from independent sector colleagues (32%) and those working in other practices (27%).

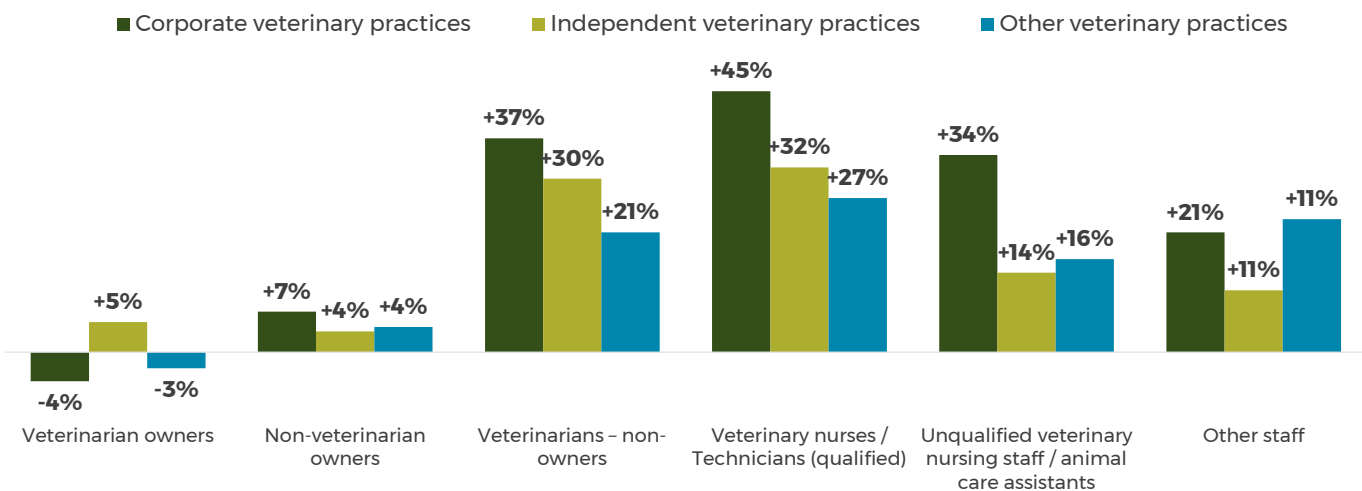
Veterinarians expect to see a 25% rise in the percentage of employed veterinarians being taken on by practices and expect to see the number of qualified veterinary nurses or qualified technicians rise by 28%.

They see the number of them becoming practice owners in the next three years is likely to be small – a growth of just 1% – but they believe non-veterinary ownership will grow by 4 per cent in that timeframe.

They predict a 12% growth in ‘other’ support staff.

Figure 57.

### Expected change staff numbers in the next 3 years by practice type



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



The veterinary-owned business model is alive and well in some parts of Europe, with some countries expecting to see veterinarian owned businesses expand in the next three years – in France and Switzerland by 9 per cent, and in Belgium, by 8 per cent.

But in many European countries this model is predicted to reduce, particularly in Lithuania, where it is predicted to fall by some 17 per cent, as well as Poland (-4%), the UK and Norway (-3%).

Countries most likely to recruit more veterinarians (non-practice owners) are Slovenia, which predicts a boost rate of 35%, as well as Sweden (33%), France and Greece (30%).















Practices in Sweden, France and The Netherlands are most likely to recruit more veterinary nurses.

But predictions captured by the 2023 survey point to a gradual sea change in the veterinary practice workforce within the next three years in countries looking to expand their unqualified and support staff.

Predictions are that Sweden will boost its qualified nursing workforce by 40%, its unqualified nursing staff/animal care assistant workforce by 29%, and its support staff cohort by 17%. In the UK, the unqualified nursing workforce is predicted to jump by 30% and other support staff by 25%.

Figure 58.

### Expected change staff numbers in the next 3 years by country

	 AT	 BE	 HR	 CZ	 DK	 EE	 FI	 FR	 DE	 GR	 HU	 IE	 IT	 LT
Vet owners	3%	8%	-4%	2%	-5%	4%	-2%	9%	-1%	8%	6%	-2%	-1%	-17%
Non vet owners	2%	5%	-7%	1%	3%	4%	-1%	5%	6%	3%	-4%	8%	6%	-9%
Vet non owners	12%	23%	9%	29%	19%	25%	23%	30%	20%	30%	25%	20%	27%	20%
Veterinary nurses / Technicians (qualified)	14%	31%	23%	26%	26%	31%	26%	36%	23%	31%	29%	25%	28%	9%
Unqualified veterinary nursing staff / animal care assistants	9%	13%	3%	8%	7%	28%	14%	6%	10%	13%	14%	23%	15%	2%
Other staff	7%	12%	-6%	5%	8%	9%	10%	6%	13%	10%	13%	15%	6%	4%



	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
Vet owners	0%	2%	6%	-3%	-4%	3%	5%	-1%	2%	-1%	1%	0%	9%	-3%	1%
Non vet owners	3%	3%	8%	4%	2%	2%	-2%	-1%	0%	4%	5%	5%	6%	5%	4%
Vet non owners	26%	19%	16%	20%	19%	29%	23%	19%	21%	35%	26%	33%	22%	27%	25%
Veterinary nurses / Technicians (qualified)	24%	35%	10%	24%	28%	27%	24%	22%	32%	37%	28%	40%	25%	31%	28%
Unqualified veterinary nursing staff / animal care assistants	11%	8%	10%	25%	12%	21%	12%	1%	11%	20%	15%	29%	12%	30%	15%
Other staff	33%	10%	5%	11%	13%	9%	8%	3%	7%	18%	14%	17%	11%	25%	12%

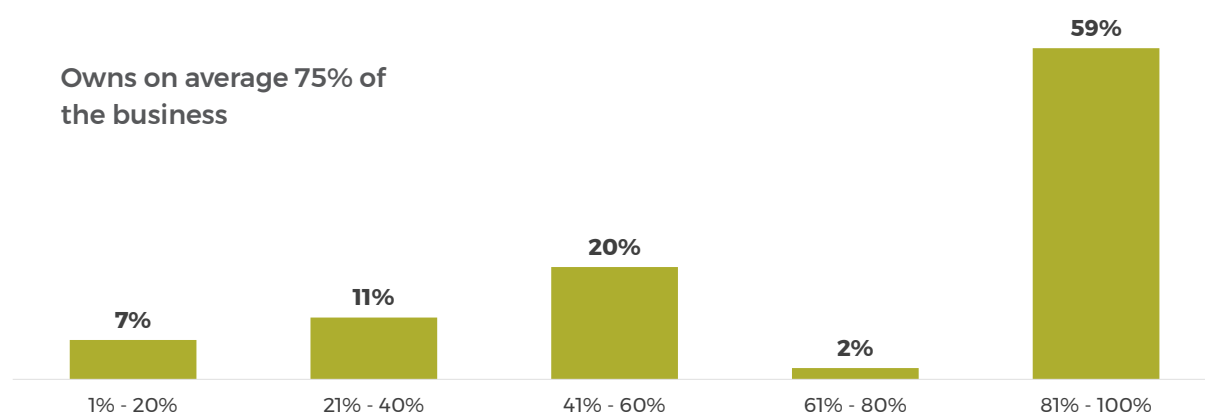
## How veterinary businesses are owned (legal formation)

Veterinarian businesses are owned in a variety of ways across Europe. However of those that are privately owned businesses, most (59%) are owned by veterinarians who hold majority shares above 80 per cent. Less than a fifth of veterinarians (18%) say they own a stake in their business of up to 40 per cent.

Figure 59.

### Percentage of business owned

% based on those who are owner/partner veterinarians, answered by 21% of total sample



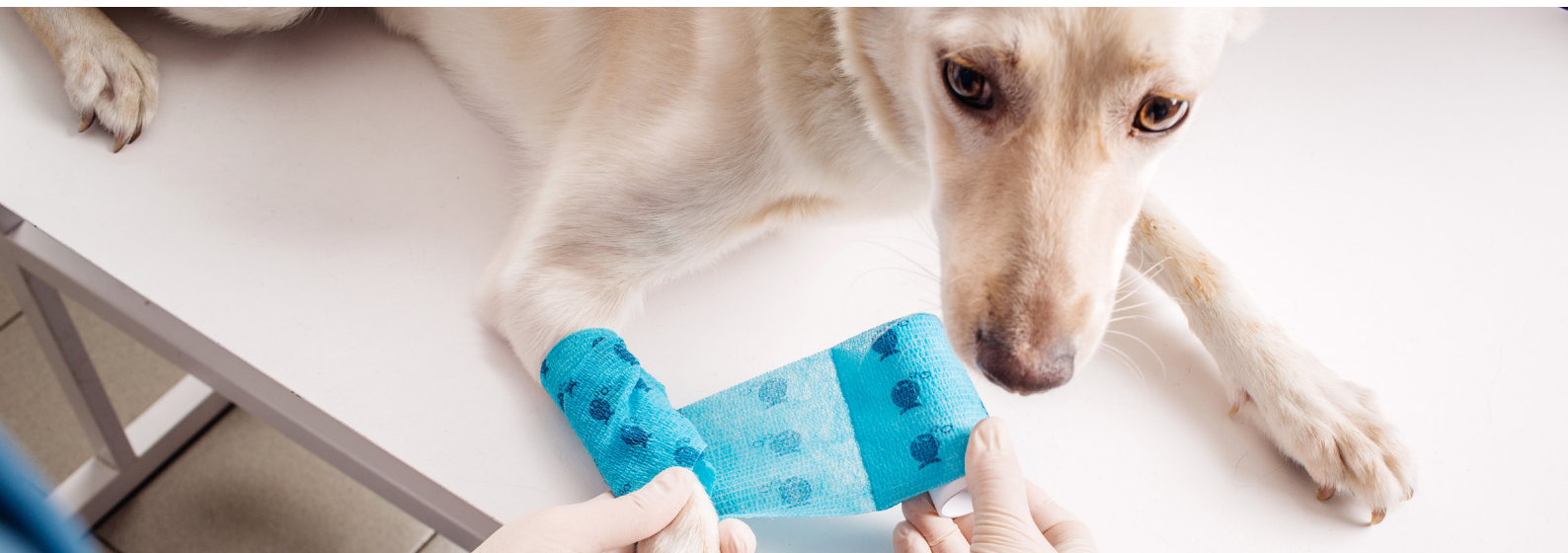
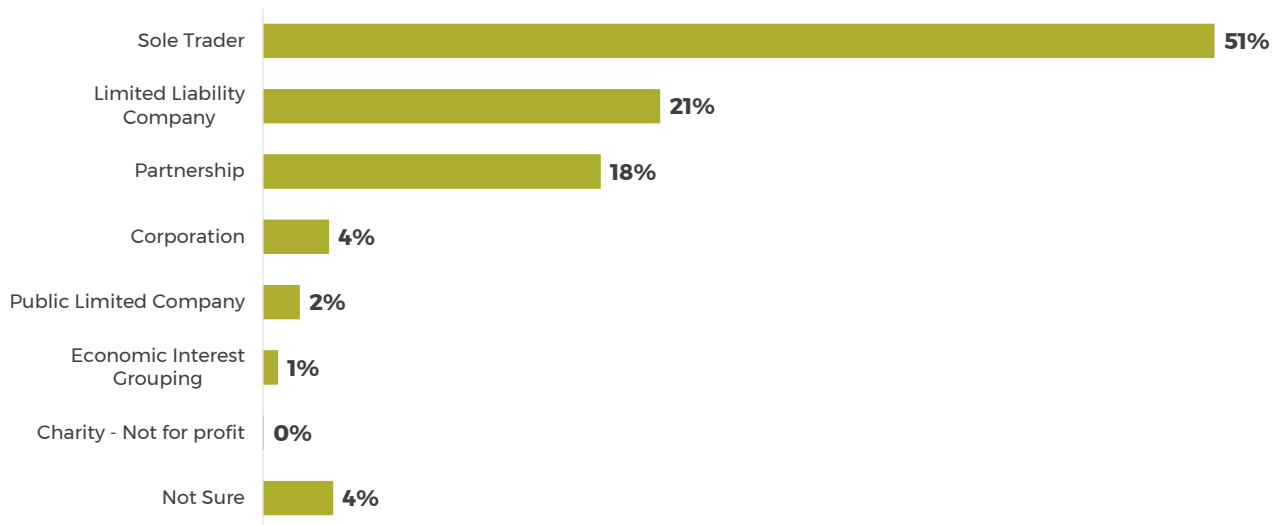
Focusing on privately-owned businesses, some 51% are sole trading operations. The second most common legal formation is a limited liability company (21 per cent), closely followed by partnerships (18 per cent).



Figure 60.

### Veterinarians by type of legal formation

% based on those who are owner/partner veterinarians, answered by 21% of total sample



There are, however, large differences in the distribution of these ownership models across Europe.

More than 75% of practices in Greece, the Czech Republic, Poland and Italy are sole traders. Slovenia and the United Kingdom, at 10 and 15 per cent respectively, have the lowest proportion of sole traders.

Partnerships and limited liability companies are also frequent. In the Netherlands partnerships account for more than half of all practices (59%) and are the principal legal formation. But in Hungary, Czech Republic and Switzerland, accounting for 2-3 per cent of establishments.

In Slovenia, 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.

Figure 61.

### Veterinarians by type of legal formation by country

% based on those who are owner/partner veterinarian

Country	Sole Trader	Limited Liability Company	Partnership
Austria	68%	12%	20%
Belgium	42%	21%	37%
*Croatia	56%	33%	11%
Czech Republic	84%	14%	2%
Denmark	51%	12%	37%
*Estonia	36%	45%	18%
*Finland	54%	31%	15%
France	17%	47%	36%
Germany	78%	6%	16%
Greece	90%	2%	7%
Hungary	59%	39%	2%
Ireland	37%	35%	28%
Italy	75%	3%	22%
*Lithuania	67%	0%	33%
*Luxembourg	27%	41%	32%
Netherlands	28%	31%	41%
*North Macedonia	40%	27%	33%
Norway	10%	29%	62%
Poland	27%	27%	46%
Portugal	23%	23%	54%
Romania	33%	27%	40%
*Serbia	36%	29%	36%
Slovakia	32%	36%	32%
*Slovenia	15%	15%	70%
Spain	34%	18%	48%
Sweden	20%	23%	57%
Switzerland	20%	18%	61%
United Kingdom	6%	22%	72%
<b>Europe-37</b>	<b>23%</b>	<b>28%</b>	<b>49%</b>

\* NB: sample size lower than 30

## Online and social media usage at work

Data for online and social media use by veterinary professionals and businesses across Europe offer a mixed picture.

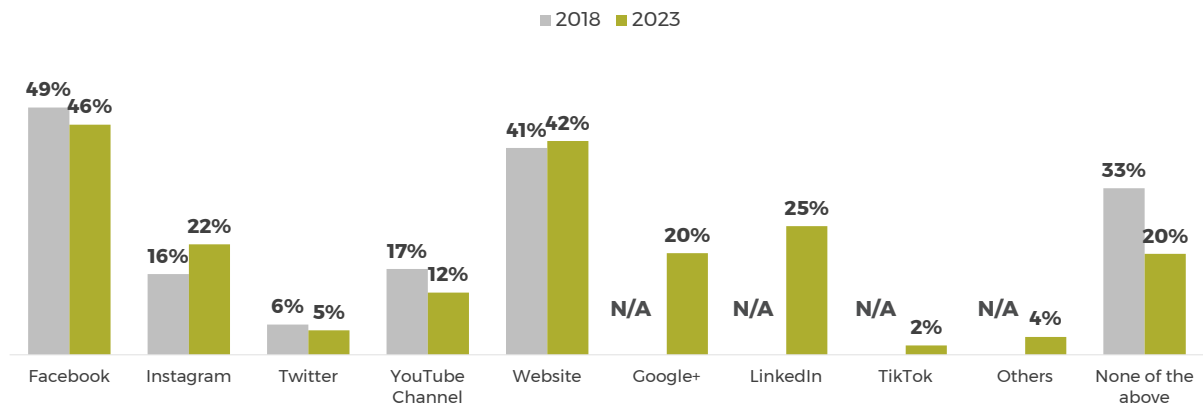
The use of websites at work remains stable and reluctance about using social media platforms at work is in decline – only a fifth of veterinarians do not use the main social media platforms at work but five years ago the proportion was a third, which suggests these platforms hold more appeal than they used to.

However use of social media varies across platforms. Instagram has grown in its appeal – figures show 22 per cent of veterinarians use it during the course of their work, compared to 16 per cent in 2018. YouTube usage, however, is in decline, with 12 per cent using it, compared to 17% in 2018.

Facebook remains the most popular platform – as it was five years ago – with 46% of veterinarians using it in their work. However its usage has slightly declined since 2018 when 49% were relying on the platform.

Figure 62.

### Social media/online platforms use in professional life



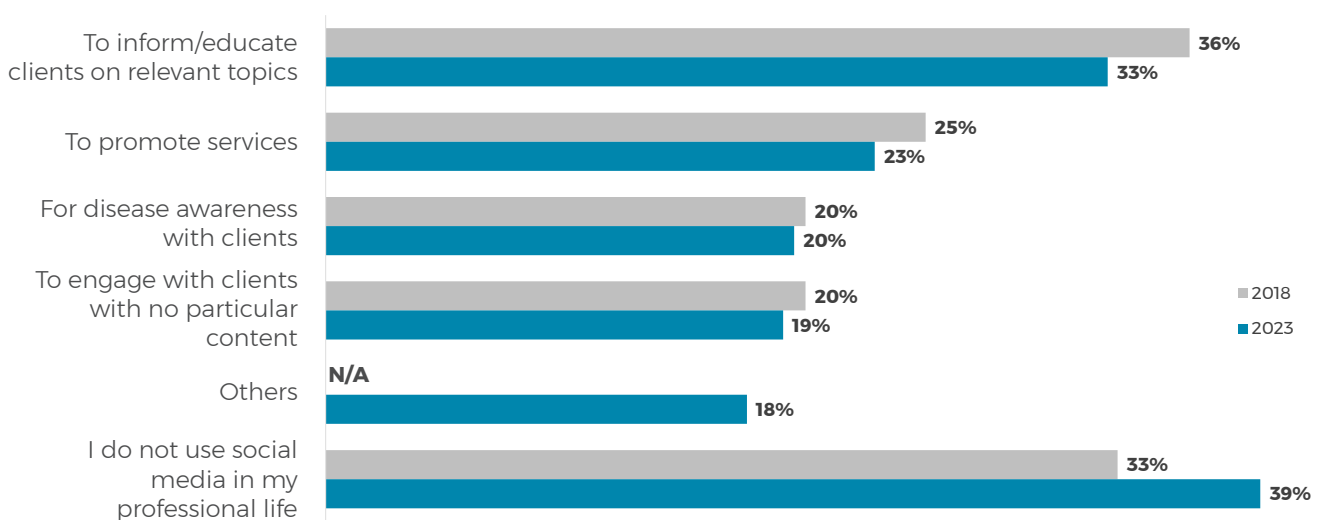
Overall, the professional draw to social media appears to have declined. Some 39% of veterinarians do not use social media in their professional lives – a rise of 6% since 2018.

While 36 per cent of veterinarians used social media to inform or educate clients on relevant topics, for example, now 33 per cent use it for that reason. And while a quarter of veterinarians used social media to promote their services, just 23 per cent use it for promotional activity today.

About a fifth of veterinarians reliably see the benefit of using social media to engage with their clients or raise their awareness about diseases – this was roughly the same proportion in the last survey.

Figure 63.

### Social media/online platforms use in professional life

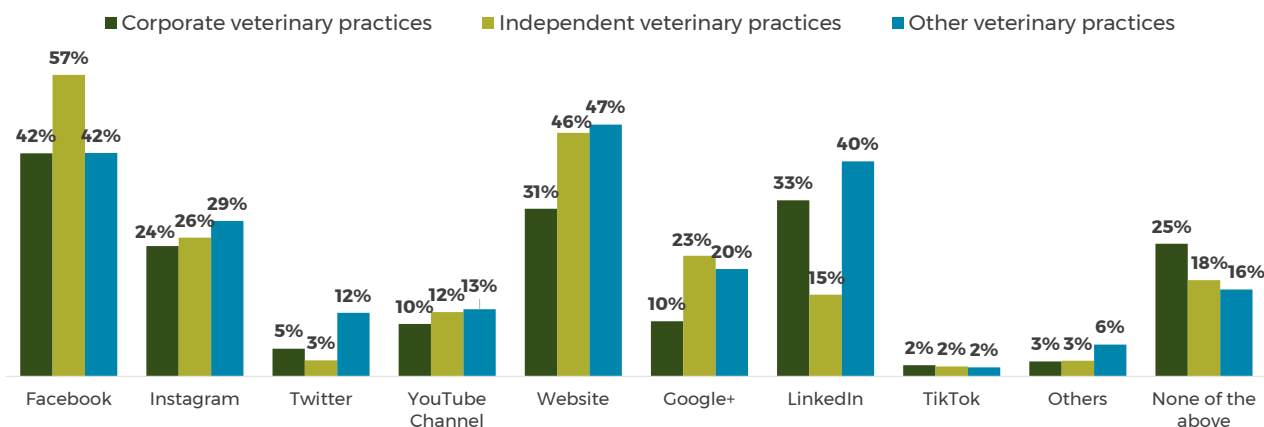




Those working in independent practices appear to use social media in their professional life more than those who work in corporate practices: 57% use Facebook and 26% use Instagram, compared to 42% and 24% respectively.

Figure 64.

### Social media/online platforms use in professional life by practice type

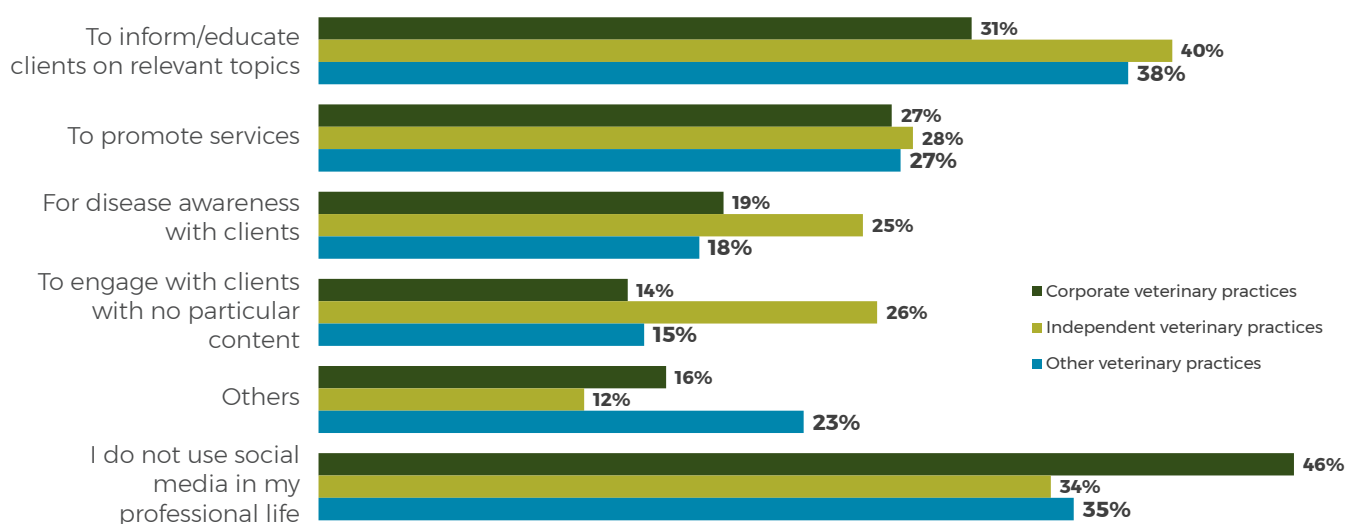


NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Independents use social media more for informing/educating clients and raising awareness about diseases.

Figure 65.

### Reasons for using social media in professional life by practice type



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

We can see variation in how veterinary businesses use social media across different countries.

Countries with the highest reliance on Facebook include Croatia, Estonia, Lithuania and Romania, where usage is over 70 per cent. The lowest usage (under 30%) is in Ireland and Luxembourg.



Figure 66.

Percentage of vets using Facebook in their professional lives by country

Country	Use Facebook	Use website	Country	Use Facebook	Use website
Austria	31%	61%	Luxembourg	21%	58%
Belgium	53%	46%	Netherlands	42%	58%
Croatia	76%	37%	North Macedonia	67%	36%
Czech Republic	60%	66%	Norway	61%	37%
Denmark	62%	47%	Poland	69%	49%
Estonia	73%	36%	Portugal	49%	15%
Finland	58%	40%	Romania	72%	33%
France	46%	50%	Serbia	48%	49%
Germany	39%	63%	Slovakia	58%	60%
Greece	56%	32%	Slovenia	55%	46%
Hungary	50%	48%	Spain	38%	25%
Ireland	29%	37%	Sweden	53%	45%
Italy	42%	32%	Switzerland	34%	59%
Lithuania	72%	44%	United Kingdom	34%	29%
			<b>Europe-37</b>	<b>46%</b>	<b>42%</b>



A stable 42 per cent use websites at work – a 1% increase since 2018. Countries where most veterinarians use websites at work (over 60%) include the Czech Republic, Germany and Austria. The lowest dependency (under 30%) is in Portugal, Spain and the United Kingdom.

LinkedIn is the third most popular online platform used by veterinarians at work, with 26 per cent of veterinarians using it. The last survey did not ask about this platform so it's impossible to tell whether usage is growing.

Twitter and Tik Tok are the least popular online platforms used by veterinarians, with 5% and 2% usage, respectively.



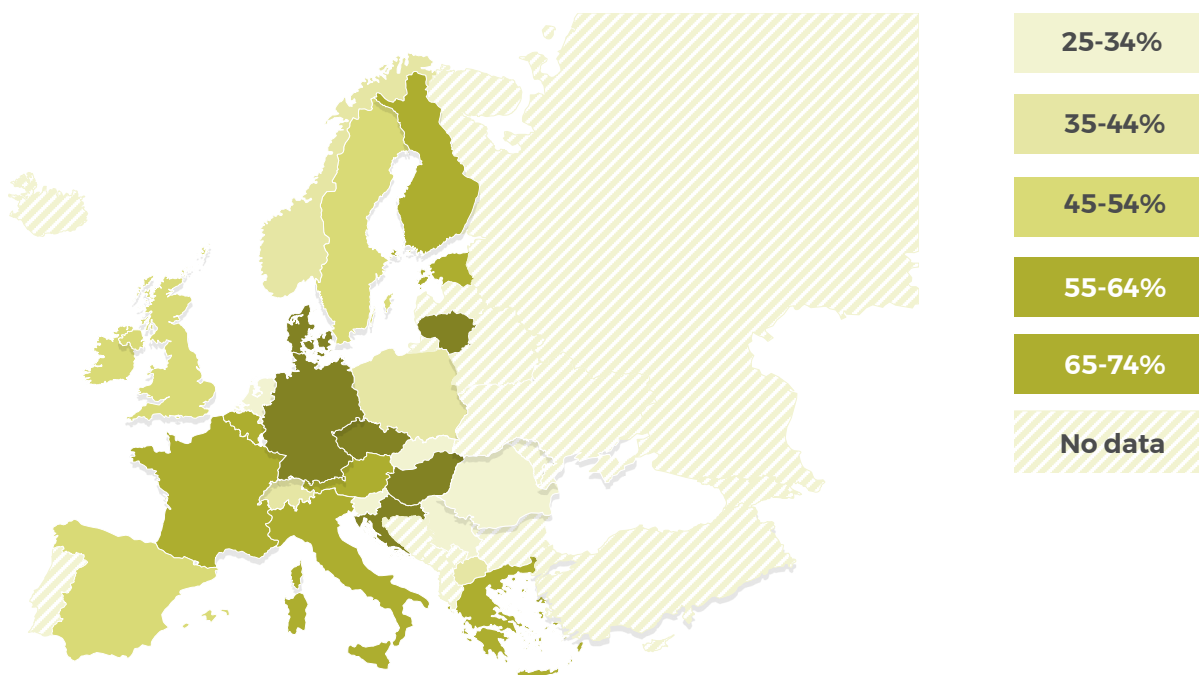
Figure 67.

Percentage of vets who use social media/online in their professional life by country

Country	Use Social Media	Country	Use Social Media
Austria	56%	Luxembourg	48%
Belgium	64%	Netherlands	30%
Croatia	72%	North Macedonia	25%
Czech Republic	73%	Norway	42%
Denmark	71%	Poland	40%
Estonia	58%	Portugal	44%
Finland	57%	Romania	26%
France	62%	Serbia	27%
Germany	67%	Slovakia	32%
Greece	59%	Slovenia	31%
Hungary	71%	Spain	46%
Ireland	51%	Sweden	46%
Italy	56%	Switzerland	36%
Lithuania	65%	United Kingdom	45%
		<b>Europe-37</b>	<b>61%</b>

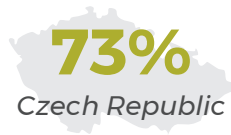
Figure 68.

Number of veterinarians who use social media





### Highest social media usage



Social media usage is highest in the Czech Republic (73%), Croatia (72%), Denmark and Hungary (71%) and lowest in North Macedonia (25%), Romania (26%) and Serbia (27%).

But there are differences in how veterinarians in different countries across Europe use social media – usage in western European nations is becoming less reliant on online platforms.

The highest proportion of veterinarians using it as an information and educational tool are in Croatia and Romania (more than 45%). Veterinarians in Austria, Sweden and the UK have a lower usage rate for this purpose (<30%).

Veterinarians in the Czech Republic and Hungary are most likely to use social media to engage with clients with no particular content (47% and 40%, respectively) and in Spain and Finland they are least likely to do so (5% and 12%).

Croatia and Serbia have the highest percentage of veterinarians using social media to promote their services (39 per cent). Italy and Luxembourg have the lowest (12% and 14% respectively).















Low number of veterinarians in Austria, Switzerland and Germany use social media to alert their clients to potential diseases (8%, 10% and 13% respectively) contrasting with veterinarians in Romania, Slovakia and Hungary, where usage rates for this reason are more than 30 per cent.

Figure 69.

### Percentage of veterinarians who use social media in the professional life by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
To inform/educate clients on relevant topics	23%	39%	49%	34%	40%	44%	28%	34%	33%	30%	39%	33%	28%	45%
For disease awareness with clients	8%	28%	29%	20%	30%	22%	17%	23%	13%	15%	31%	21%	19%	31%
To engage with clients with no particular content	27%	19%	30%	47%	32%	13%	12%	20%	23%	20%	40%	14%	17%	18%
To promote services	17%	36%	39%	26%	29%	27%	20%	27%	18%	33%	23%	26%	12%	24%
Others	17%	10%	12%	11%	17%	7%	21%	17%	30%	11%	8%	9%	13%	16%



															Europe 37
To inform/educate clients on relevant topics	29%	41%	45%	38%	36%	34%	46%	40%	41%	38%	31%	26%	34%	26%	33%
For disease awareness with clients	14%	25%	30%	18%	22%	22%	36%	22%	31%	27%	18%	16%	10%	17%	20%
To engage with clients with no particular content	17%	22%	20%	13%	22%	17%	25%	23%	22%	23%	5%	13%	19%	16%	19%
To promote services	14%	28%	34%	31%	21%	20%	35%	39%	38%	29%	22%	23%	22%	24%	23%
Others	17%	20%	14%	15%	13%	14%	11%	13%	5%	14%	15%	21%	24%	19%	18%







# WORKING AS A VETERINARIAN





**€ 48,000**

average income of European veterinarians per year



## Average earnings

Veterinarians who participated in this study earn on average € 48,000 per year. This pre-tax income contrasts to the 2018 survey, where the average was € 39,803 euros per year.

Income varies significantly across European countries. In Switzerland and Ireland, average income was € 98,726 and € 85,500, respectively. But in Serbia and Romania, income was as low as € 12,087 and € 14,400.

Average income in Luxembourg was one of the highest, at € 98,000, but since the sample size was lower than 30 it has not been factored into this analysis.

Figure 70.

Median Full time Annual Income in EUROS by country

Country	Median	Country	Median
Austria	€ 58,267	*Luxembourg	€ 98,000
Belgium	€ 57,600	Netherlands	€ 70,000
Croatia	€ 18,720	*North Macedonia	€ 15,360
Czech Republic	€ 22,680	Norway	€ 68,712
Denmark	€ 78,000	Poland	€ 21,120
Estonia	€ 27,020	Portugal	€ 19,200
Finland	€ 66,667	Romania	€ 14,400
France	€ 55,000	Serbia	€ 12,087
Germany	€ 63,600	Slovakia	€ 19,200
Greece	€ 24,000	Slovenia	€ 28,267
Hungary	€ 28,350	Spain	€ 26,400
Ireland	€ 85,500	Sweden	€ 51,600
Italy	€ 31,200	Switzerland	€ 98,726
Lithuania	€ 24,000	United Kingdom	€ 62,928
		<b>Europe-37</b>	<b>€ 48,000</b>

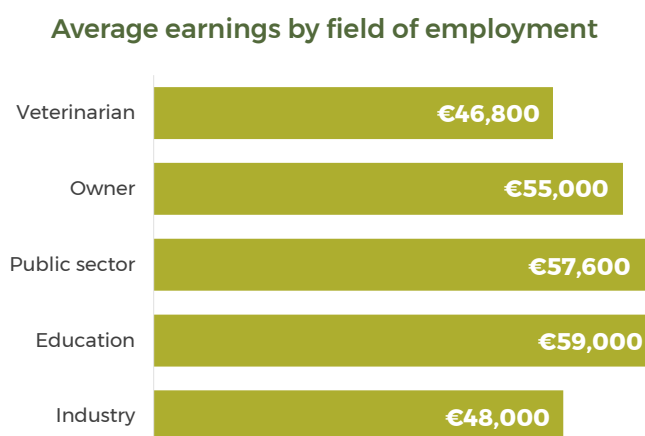
\* NB: sample size lower than 30

## Earnings by field of employment

In terms of median annual salaries, the highest-paid veterinarians work in education and research (median annual salary €59,000), followed by government or public service veterinarians (€57,600) and in corporate veterinary practice (€52,490).

But the sectors with the highest number of veterinarians earning in excess of €100,000 are other (those providing telemedicine, sole consultancy or sole emergency care) where 16% of veterinarians are in this income pot, compare with corporate practice (15%) and education/research (14%).

Figure 71.



## Earnings by practice size

In general, veterinarians who work in larger practices earn more money. The median annual salaries for those working in practices with 31-50 staff is the highest – at €72,000. The next highest median salary is for veterinarians working in practices with 51-100 staff (€60,000).

Medium sized practices pay out around €50,000 per year (€51,429 for those practices with 11-30 staff; €51,620 for practices with 6-10 staff).

Median earnings for veterinarians in smaller practices (< 5 staff) are under €50,000 per year, with sole operators earning the most (€48,750) and two-team operations earning the least (€39,600).



**€72,000**

*median annual salaries in larger practices*



**€50,000**

*median annual salaries in medium sized practices*



**<€50,000**

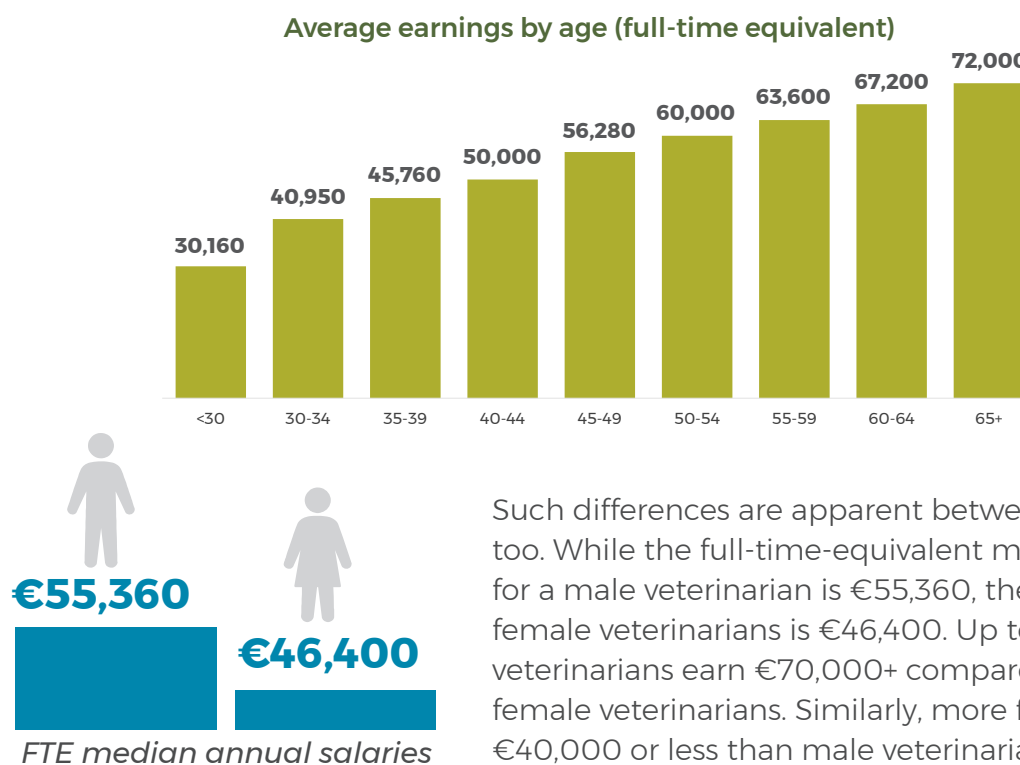
*median annual salaries in smaller practices*

## Earnings by age and gender

As age rises so do the earnings of veterinarians, even when part-time income has been recalculated to provide a full time equivalent for the purposes of comparison.

Up to 38% of veterinarians aged 40 or more earn €70,000+ compared with just 13% of veterinarians under 40 years old. The median annual salary for veterinarians in this older age bracket is €60,000 while the equivalent for those veterinarians aged under 40 is €38,400.

Figure 72.



## Financial satisfaction

Most veterinarians feel their financial situation has remained the same as in the previous year. But more than a third see their financial situation as worse. Those working in corporate practice feel slightly worse off overall.

Figure 73.

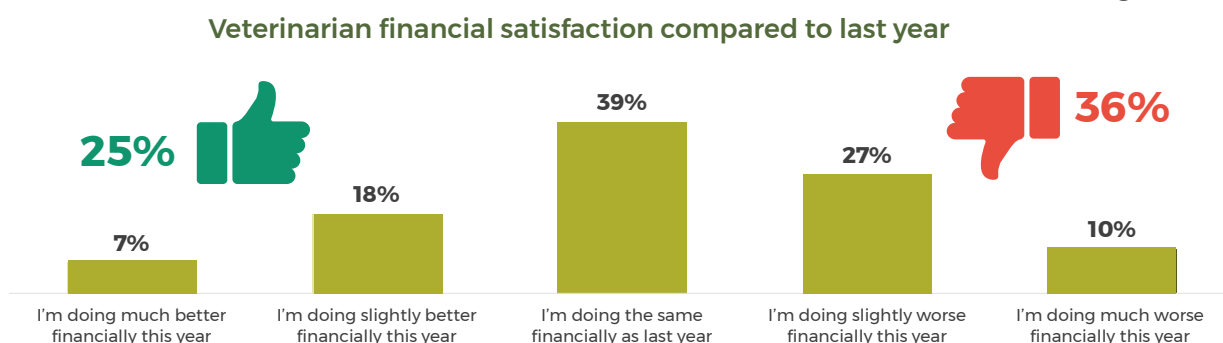




Figure 74.



Across countries, a typical profile is Greece or Ireland, where a third of veterinarians feel they are better off, most feel their income is about the same and another third feel they are worse off.

Veterinarians in Hungary feel poorer than in the previous year – 57% say they are doing worse financially. On the other hand, veterinarians in the Netherlands are feeling comfortable about their income, with 33 per cent feeling they are better off, with just 24% feeling they are worse off.

Figure 75.

### Veterinarian's financial satisfaction, by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
I'm doing much better financially this year	5%	7%	8%	6%	3%	5%	4%	6%	7%	10%	5%	6%	9%	6%
I'm doing slightly better financially this year	17%	19%	20%	23%	12%	22%	16%	14%	17%	21%	12%	26%	22%	26%
I'm doing the same financially as last year	49%	46%	35%	47%	47%	31%	56%	51%	45%	37%	27%	39%	39%	37%
I'm doing slightly worse financially this year	25%	19%	28%	21%	34%	29%	22%	22%	26%	22%	41%	22%	20%	24%
I'm doing much worse financially this year	4%	9%	8%	3%	5%	13%	2%	7%	4%	11%	16%	8%	9%	7%

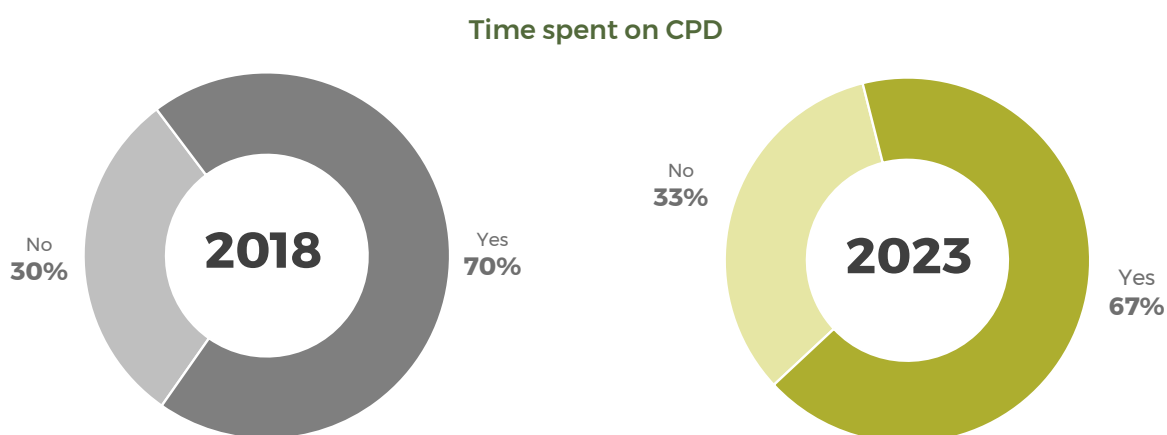


	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
I'm doing much better financially this year	5%	8%	6%	4%	7%	5%	8%	9%	6%	6%	5%	7%	7%	8%	7%
I'm doing slightly better financially this year	16%	25%	14%	17%	15%	16%	14%	25%	24%	29%	15%	15%	23%	18%	18%
I'm doing the same financially as last year	53%	43%	24%	35%	31%	33%	29%	24%	38%	27%	40%	46%	53%	29%	39%
I'm doing slightly worse financially this year	18%	20%	31%	35%	32%	35%	35%	27%	22%	27%	29%	27%	15%	32%	27%
I'm doing much worse financially this year	7%	4%	24%	8%	15%	12%	13%	16%	11%	11%	12%	6%	2%	13%	10%

## Education and CPD (Continuing Professional Development)

Continuing professional development (CPD) is a legal requirement for veterinarians in some European countries and, across European, three quarters of veterinarians (67%) now recognise it as compulsory activity to keep their jobs. This represents a slight (3%) fall on the previous survey, when 70 per cent viewed it as obligatory.

Figure 76.



However, this rate varies greatly across countries. In Ireland, Hungary and Serbia, veterinarians view it as compulsory for almost everyone (95% and over must complete some kind of CPD training), but that is only the case for up to 10 per cent of veterinarians in Denmark and Sweden.



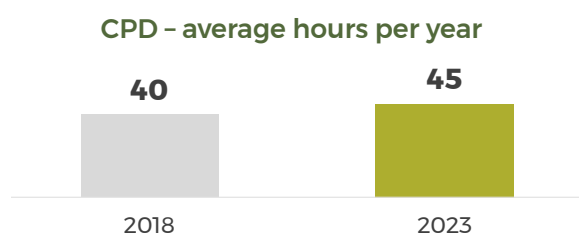
Figure 77.

### Proportion who say CPD is obligatory to maintain registration

Country	Obligatory - Yes	Country	Obligatory - Yes
Austria	78%	Luxembourg	72%
Belgium	86%	Netherlands	44%
Croatia	85%	North Macedonia	90%
Czech Republic	20%	Norway	20%
Denmark	7%	Poland	36%
Estonia	87%	Portugal	21%
Finland	49%	Romania	94%
France	55%	Serbia	96%
Germany	88%	Slovakia	93%
Greece	28%	Slovenia	94%
Hungary	98%	Spain	50%
Ireland	98%	Sweden	10%
Italy	74%	Switzerland	63%
Lithuania	91%	United Kingdom	99%
		<b>Europe-37</b>	<b>67%</b>

## Time spent on CPD

Figure 78.



On average veterinarians in Europe spend 45 hours per year engaged in CPD activity. This is up from an average of 40 hours, identified by the 2018 survey.

Across all sectors, veterinarians are completing more than 44 hours of CPD activity per year.

Figure 79.

### CPD - average hours per year by sector

Sector	Average CPD hours
Corporate veterinary practice/part of a chain of practices	45
Independent veterinary practice	44
Other practice type	55
Public service/government	44
Education-research	48
Industry (pharmaceutical, food, agricultural etc)	45
Other - as a veterinarian	44



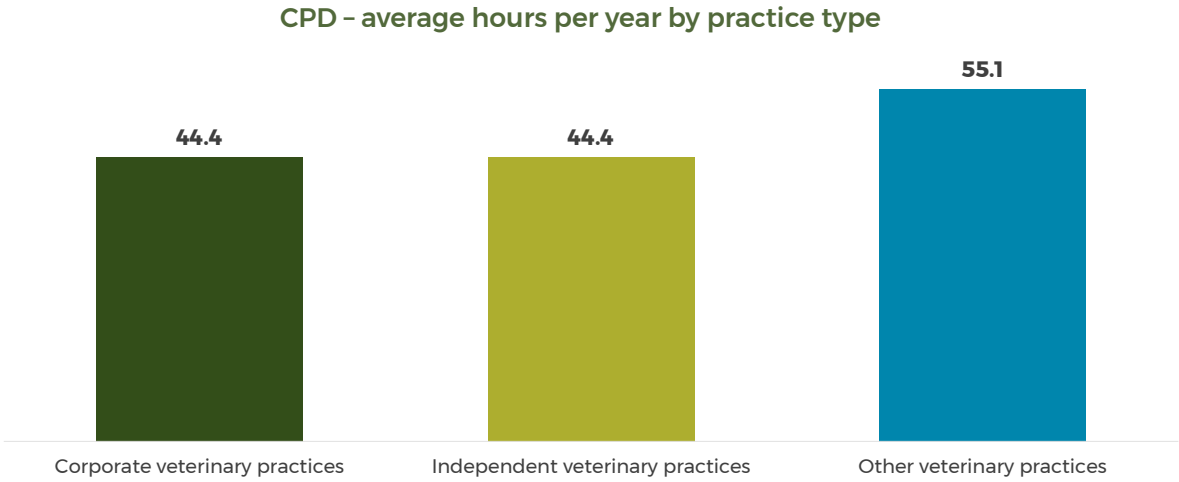
Hours vary across countries. Veterinarians in Italy spend the most time – 67 hours per year – more than double the time spent by Croatian veterinarians, who average the least at 31 hours per year.

Most CPD takes place via webinars (73%) and online (59%).

Most countries recognise CPD as obligatory, although Denmark, Sweden, Norway and the Czech Republic take a more liberal view.

Veterinarians working outside independent or corporate practice spend less time on CPD than those in other sectors.

Figure 80.



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)





## CPD - challenges



Time and fees are the biggest hurdles that veterinarians face in engaging with CPD activity.

Up to 63% of veterinarians said this was a barrier, up from 58% in the previous 2018 survey.

This is a particular problem for veterinarians in France and the Czech Republic, where 76% struggle to find the time.

And 45% saw fees as a block too – up from 37% five years ago.

This is a particular bar for veterinarians in Portugal and Slovenia, where more than 60% cite this as a key blocker.

Interestingly, finding a course has proved harder. Up to 37% said this was among their greatest challenge in respect to undertaking CPD – up 11% since the 2018 survey.

But, perhaps reflecting the post-pandemic increased availability of online courses, there has been a 16% drop in those citing location as a blocker, down from 46% since the last survey. However this continues to be a problem for veterinarians in Luxembourg and Germany, where 40% or more veterinarians see this as a problem.

Figure 81.

### CPD - challenges

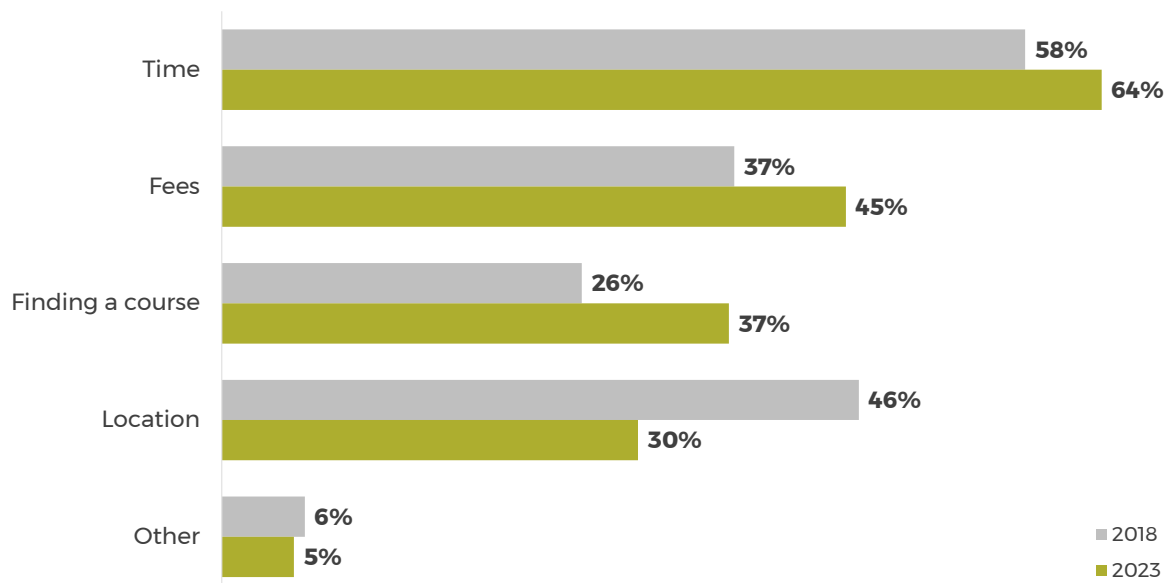
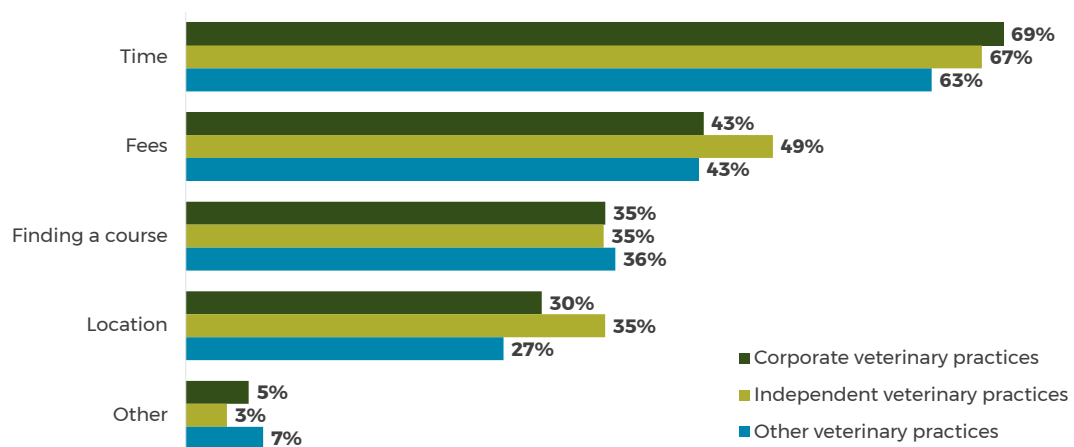




Figure 82.

### CPD – challenges by practice type



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Figure 83.

### CPD – challenges by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
<b>Time</b>	69%	62%	51%	76%	57%	59%	65%	76%	64%	63%	59%	62%	64%	36%
<b>Fees</b>	43%	44%	50%	40%	28%	59%	41%	36%	44%	51%	35%	24%	56%	53%
<b>Finding good quality CPD</b>	29%	37%	28%	27%	39%	50%	33%	29%	37%	36%	33%	41%	40%	41%
<b>Location</b>	37%	28%	34%	15%	16%	37%	28%	38%	40%	32%	34%	29%	28%	32%
<b>Other</b>	5%	8%	0%	5%	14%	6%	5%	5%	6%	0%	6%	4%	3%	5%

	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
<b>Time</b>	73%	62%	46%	57%	52%	58%	56%	37%	52%	59%	67%	67%	69%	65%	64%
<b>Fees</b>	39%	27%	36%	37%	56%	67%	46%	38%	54%	62%	51%	31%	37%	36%	45%
<b>Finding good quality CPD</b>	37%	39%	47%	31%	44%	27%	36%	36%	35%	33%	37%	30%	36%	40%	37%
<b>Location</b>	41%	26%	36%	25%	30%	30%	28%	29%	34%	27%	23%	24%	33%	23%	30%
<b>Other</b>	4%	13%	1%	9%	1%	3%	1%	2%	1%	2%	3%	14%	4%	10%	5%

Again, the situation changes according to which European country veterinarians are working in.

Finding good quality CPD resources is more of a struggle for veterinarians in Estonia, where half of vets struggle. But this is less of a problem in Portugal or the Czech Republic.



## CPD - preferences

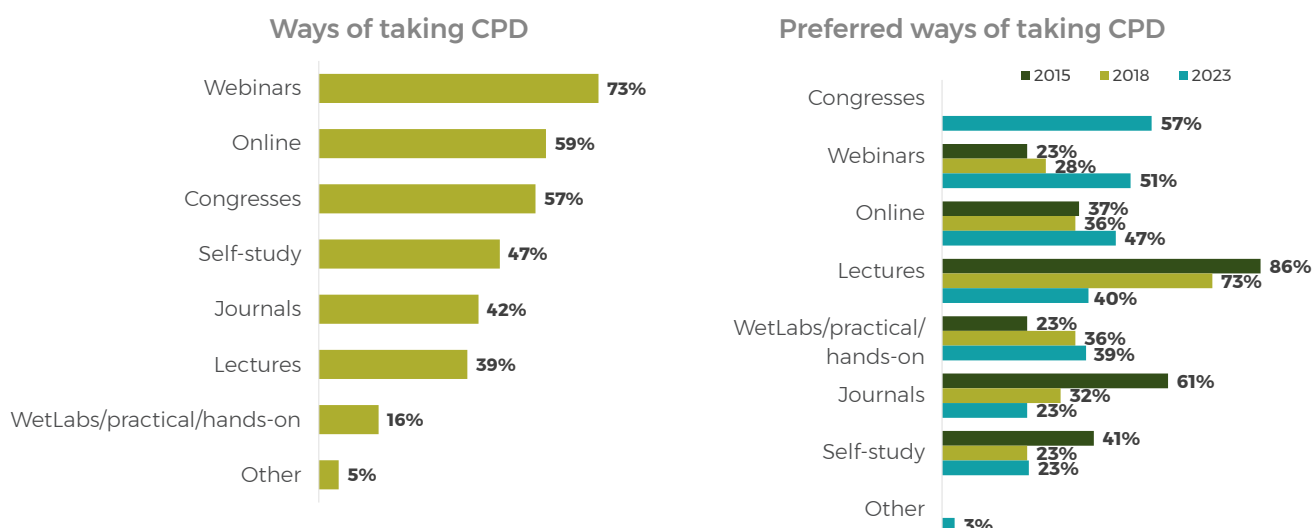
Face-to-face learning opportunities hold a strong appeal for veterinarians, post lockdown, findings from the 2023 suggest.

Even though the most popular route of undertaking CPD learning is via webinars - currently 73% of veterinarians undertake professional development this way - the great majority of European veterinarians would prefer to access their CPD through both congresses and webinars (57 per cent and 51%, respectively).

And while online learning is also used extensively (by 59 per cent of veterinarians), they would prefer to use that less (only 47 per cent stated this was their preference).

There is a decrease in the proportion of veterinarians for learning via self-study and via journals and a growing desire for wet labs or practical hands-on learning sessions – some 39 per cent of veterinarians voted for this, but only 16 per cent have so far used it.

Figure 84.



### Congresses

are popular in Slovenia and Estonia

### Webinars

are preferred in Slovakia and Switzerland

### Online learning

is a preference in Spain

### Wetlabs

are appealing in Finland, Greece, Ireland and Sweden

Preferences for CPD vary across countries and per sector.

Congresses are a very popular choice for veterinarians in Slovenia and Estonia, were more than 70 per cent selected this method as a preferred method for professional updating. They are least favoured by veterinarians in Italy.

Webinars are named as a preferred route in Slovakia and Switzerland (>60%) and least popular in Slovenia and Poland (37%).















In Spain, online learning was a preference for 76% of veterinarians but it holds less appeal in Serbia, where just 22 per cent voted it as a preference.

Wetlabs have stronger appeal for veterinarians in Finland, Greece, Ireland and Sweden, where more than half of veterinarians said this way of learning would appeal. But it is not a popular choice for veterinarians in Hungary (8%).



Figure 85.

CPD - ways of taking by country

														
	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Lectures	29%	63%	49%	53%	57%	56%	59%	48%	29%	25%	57%	48%	18%	42%
Congresses	64%	47%	70%	61%	61%	67%	62%	49%	71%	58%	66%	57%	37%	47%
Online	54%	53%	38%	51%	46%	61%	44%	42%	64%	40%	44%	59%	56%	27%
Self-study	35%	38%	30%	60%	34%	59%	61%	31%	28%	56%	36%	57%	52%	44%
Journals	51%	38%	36%	47%	21%	33%	34%	47%	39%	32%	38%	57%	33%	13%
Webinars	74%	60%	77%	83%	68%	70%	78%	67%	81%	73%	69%	77%	72%	80%
WetLabs/ practicals/ hands-on	8%	23%	12%	15%	33%	15%	24%	14%	11%	21%	4%	30%	10%	7%
Other	2%	2%	0%	3%	5%	2%	5%	12%	3%	3%	3%	5%	3%	0%















															Europe 37
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
Lectures	52%	68%	48%	44%	36%	33%	53%	51%	45%	64%	36%	56%	43%	47%	39%
Congresses	64%	68%	61%	55%	53%	65%	46%	69%	65%	83%	46%	61%	69%	64%	57%
Online	42%	61%	47%	41%	56%	61%	70%	29%	47%	45%	76%	57%	48%	73%	59%
Self-study	28%	43%	25%	42%	62%	54%	38%	31%	61%	51%	49%	51%	43%	72%	47%
Journals	48%	52%	8%	21%	54%	29%	36%	33%	55%	41%	36%	44%	42%	56%	42%
Webinars	66%	72%	53%	68%	65%	68%	63%	67%	80%	77%	68%	71%	77%	79%	73%
WetLabs/ practicals/ hands-on	12%	27%	19%	21%	19%	14%	13%	21%	12%	20%	6%	22%	18%	27%	16%
Other	2%	13%	0%	3%	4%	4%	0%	2%	1%	1%	4%	6%	4%	9%	5%





Figure 86.

CPD - preferred ways of taking by country

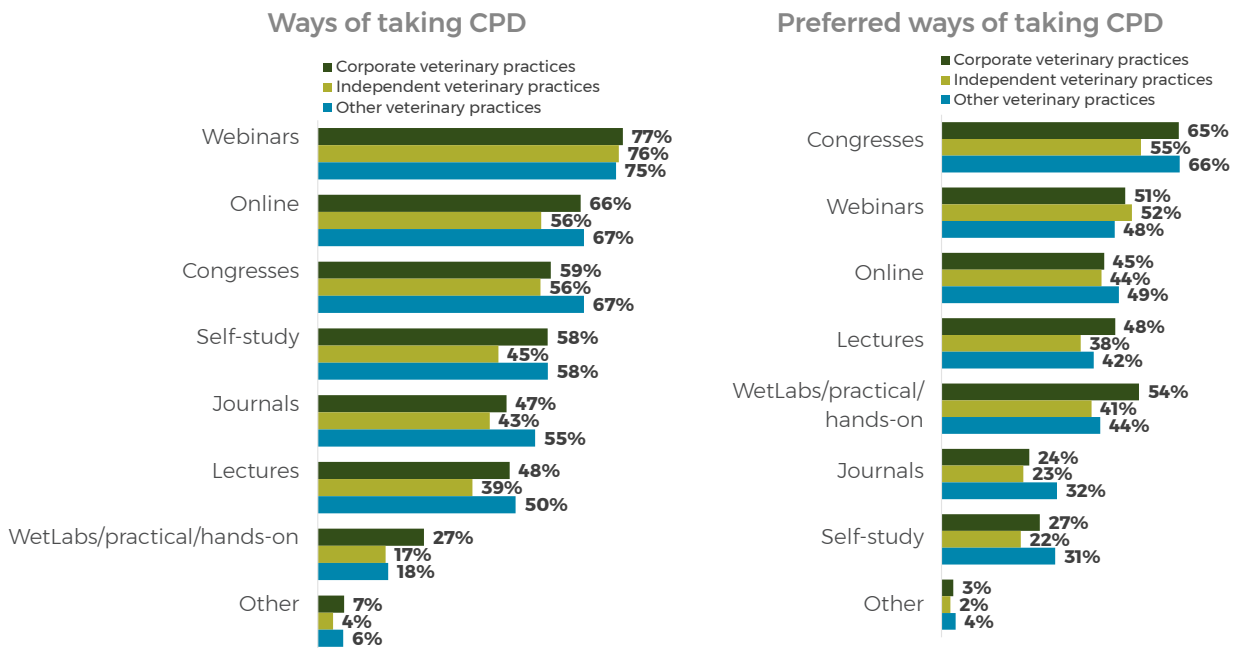
	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Lectures	36%	53%	47%	42%	62%	57%	64%	49%	34%	33%	52%	44%	24%	44%
Congresses	60%	50%	66%	49%	65%	74%	69%	52%	65%	44%	61%	60%	45%	48%
Online	42%	45%	32%	39%	30%	35%	37%	35%	58%	39%	53%	42%	47%	26%
Self-study	14%	21%	15%	21%	21%	26%	21%	16%	14%	33%	29%	35%	26%	25%
Journals	26%	22%	23%	20%	15%	19%	21%	23%	21%	28%	27%	32%	20%	18%
Webinars	51%	43%	48%	59%	46%	52%	60%	42%	59%	53%	60%	55%	55%	59%
WetLabs/ practicals/ hands-on	35%	35%	49%	47%	48%	48%	55%	27%	40%	51%	8%	51%	33%	26%
Other	2%	4%	0%	2%	5%	4%	2%	8%	2%	1%	0%	2%	1%	0%

															Europe 37
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
Lectures	39%	57%	57%	48%	34%	33%	41%	46%	49%	45%	34%	58%	44%	48%	40%
Congresses	57%	68%	62%	57%	45%	51%	52%	61%	60%	64%	48%	65%	64%	72%	57%
Online	31%	45%	38%	37%	36%	45%	54%	22%	41%	29%	63%	46%	43%	49%	47%
Self-study	22%	29%	16%	22%	20%	22%	24%	17%	36%	19%	22%	31%	22%	37%	23%
Journals	24%	32%	9%	13%	20%	15%	24%	27%	40%	14%	19%	30%	23%	32%	23%
Webinars	45%	55%	49%	54%	37%	42%	46%	46%	65%	37%	47%	56%	61%	54%	51%
WetLabs/ practicals/ hands-on	45%	46%	32%	48%	46%	45%	40%	38%	35%	48%	18%	51%	46%	56%	39%
Other	2%	7%	0%	5%	3%	3%	1%	2%	2%	4%	5%	5%	3%	3%	3%



Figure 87.

### CPD – preferences by practice type

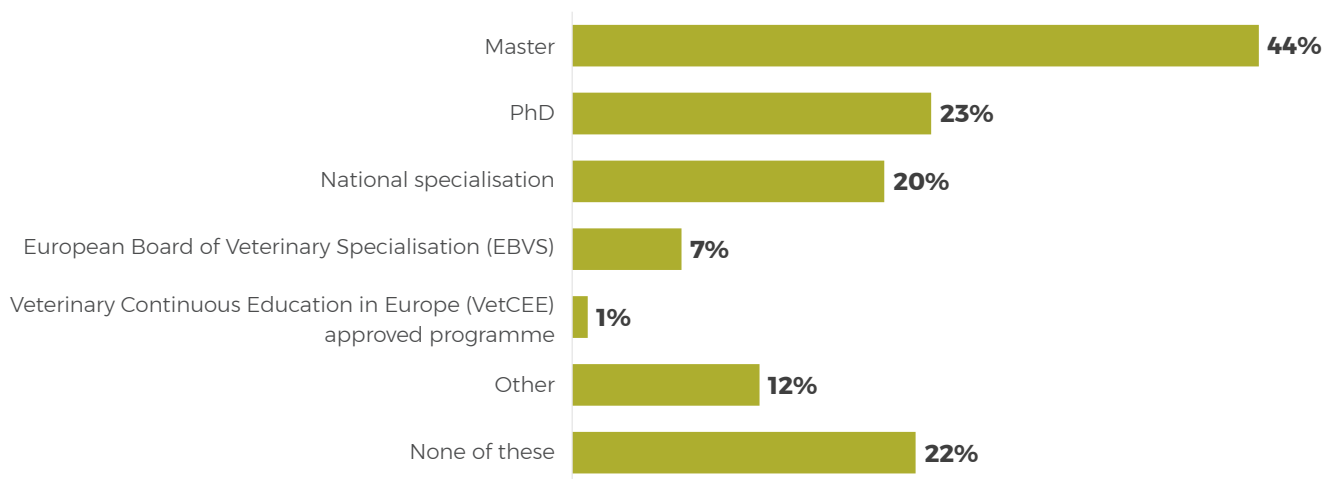


## Postgraduate qualifications

With regard to post-graduate education, 44 per cent of European veterinarians have a Master's degree and 20 per cent have a national specialisation. Some 23 per cent have a PhD and 7 per cent have an EBVS (European Board of Veterinary Specialisation) qualification.

Figure 88.

### Post-graduate qualifications of veterinarians



Countries that stand out as having the highest proportion of veterinarians with post-graduate qualifications are France, where 62 per cent of veterinarians have a PhD, along with Germany and Austria (50% and 42%, respectively).

Also some 92 per cent of veterinarians in the Czech Republic have a master's degree.

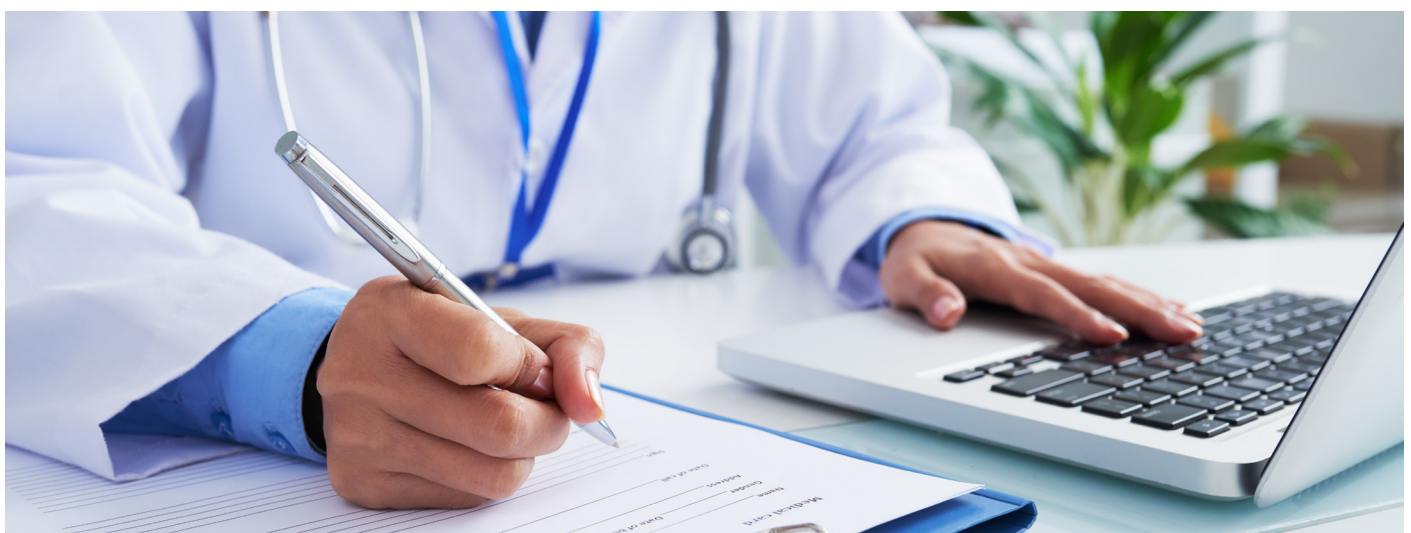


Figure 89.

Post-graduate qualifications of veterinarians by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
<b>Master</b>	57%	65%	32%	92%	58%	76%	69%	17%	70%	31%	85%	35%	19%	84%
<b>PhD</b>	42%	33%	18%	5%	11%	7%	19%	62%	50%	17%	4%	11%	10%	3%
<b>National</b>	13%	4%	23%	4%	12%	4%	21%	15%	26%	7%	22%	12%	34%	3%
<b>EBVS</b>	6%	13%	0%	1%	6%	2%	4%	7%	7%	5%	2%	7%	4%	0%
<b>Vetcee approved programme</b>	0%	0%	4%	0%	1%	0%	0%	0%	0%	0%	1%	2%	1%	0%
<b>Other</b>	16%	9%	5%	4%	17%	9%	13%	14%	11%	7%	16%	26%	9%	4%
<b>None of these</b>	10%	4%	32%	4%	23%	4%	12%	16%	6%	43%	2%	28%	39%	7%

															Europe 37
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
<b>Master</b>	57%	66%	45%	41%	46%	66%	47%	26%	21%	33%	37%	62%	63%	30%	44%
<b>PhD</b>	33%	25%	19%	13%	13%	7%	14%	14%	8%	15%	10%	13%	37%	11%	23%
<b>National</b>	6%	9%	8%	8%	45%	4%	16%	24%	5%	9%	15%	22%	27%	15%	20%
<b>EBVS</b>	2%	19%	1%	6%	0%	1%	1%	3%	1%	4%	4%	8%	21%	21%	7%
<b>Vetcee approved programme</b>	4%	0%	0%	3%	1%	1%	1%	0%	0%	1%	1%	0%	1%	1%	1%
<b>Other</b>	11%	10%	6%	15%	6%	19%	4%	11%	7%	4%	11%	9%	23%	20%	12%
<b>None of these</b>	13%	3%	27%	29%	9%	9%	28%	35%	62%	43%	34%	16%	5%	35%	22%

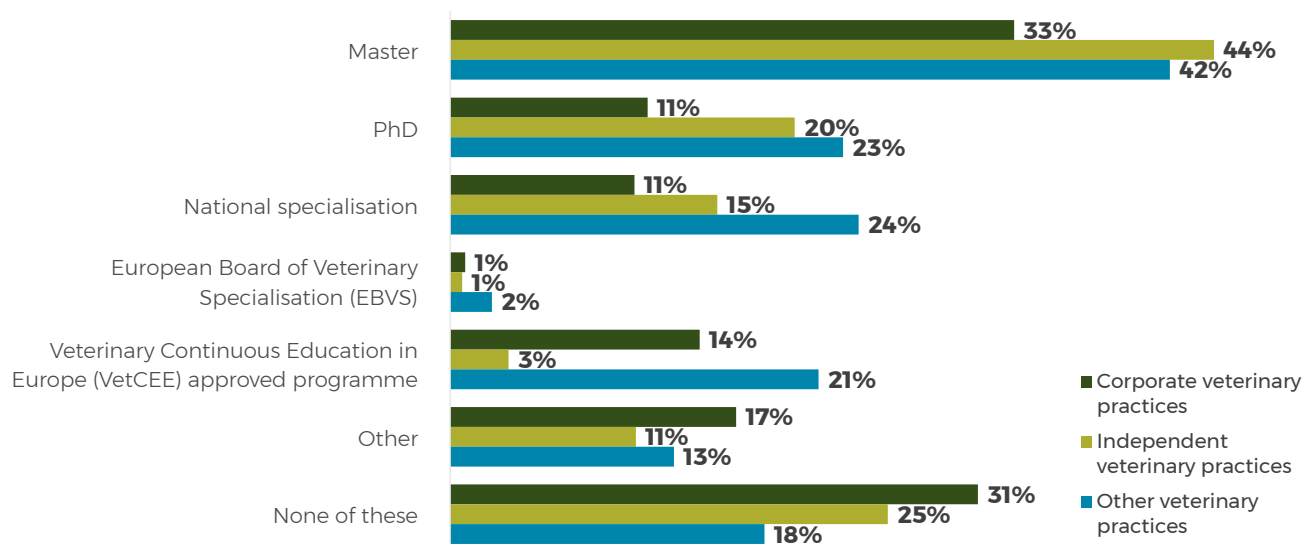




Independent practices have the largest proportion of veterinarians with the highest level of post-graduate qualifications.

Figure 90.

### Post-graduate qualifications of veterinarians by practice type



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



## Satisfaction with education and time to find a job

Veterinary schools are not excelling in how they prepare new graduates for the world of work, the survey finds.

European veterinarians practising across the board – in companion animal, cattle, equine, laboratory and poultry practice – rate their preparation an average 4.9 out of 10 score (in a scale from 0 to 10, where 0 means ‘complete dissatisfaction’ and 10 means ‘complete satisfaction’).

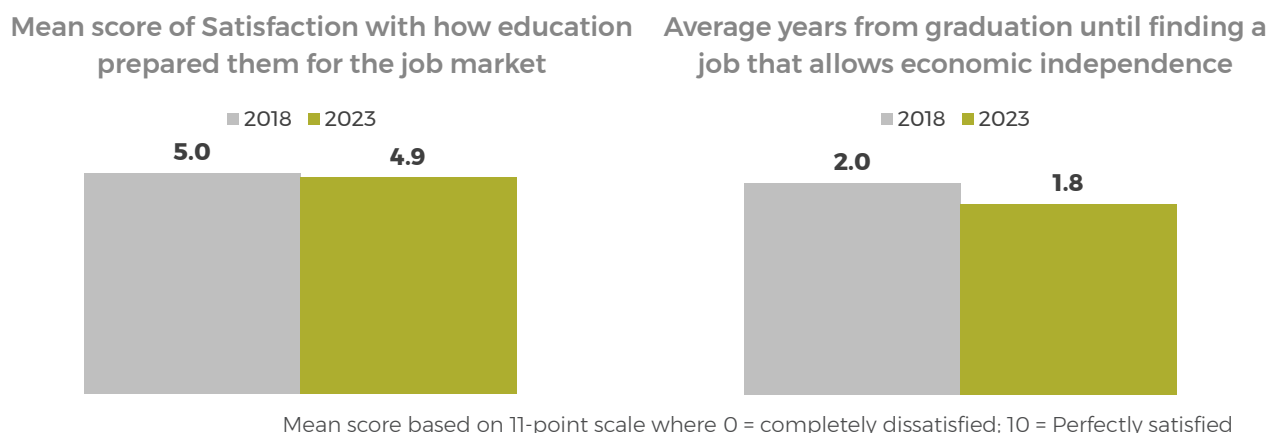
That rating is a very slight dip on the previous survey in 2018, when veterinarians rated their preparation for the job market at 5/10.



Figure 91.

### Satisfaction with how education prepared them for the job market and years from graduation until finding a job that allows economic independence

% based on those who have been a veterinarian for 5 years or less, answered by 13% of total sample



Mean score based on 11-point scale where 0 = completely dissatisfied; 10 = Perfectly satisfied

Countries where veterinarians are most dissatisfied with their preparation are Poland, Czech Republic and Greece, where average scores were all below 3.7/10. French veterinarians are the most satisfied with their veterinary training, giving it an average score of 5.9/10.

Finland and Denmark provided scores of 7.2 and 6.2 respectively and Serbia provided a score of 0.7 but all had sample sizes under 30 so have been excluded from this analysis.

Figure 92.

### Mean score of satisfaction with how education prepared them for the job market by country

% based on those who have been a veterinarian for 5 years or less, answered by 13% of total sample

Country	Mean satisfaction	Country	Mean Satisfaction
Austria	4.9	*Luxembourg	5.3
Belgium	5.3	*Netherlands	5.9
*Croatia	4.4	*North Macedonia	3.8
Czech Republic	3.5	Norway	5.1
*Denmark	6.2	Poland	3.4
*Estonia	5.6	Portugal	5.3
*Finland	7.2	Romania	3.8
France	5.9	*Serbia	0.7
Germany	5.2	Slovakia	3.8
*Greece	3.6	Slovenia	3.7
*Hungary	5.0	Spain	4.9
*Ireland	5.2	Sweden	5.7
Italy	4.6	Switzerland	5.7
*Lithuania	4.2	United Kingdom	5.5
		<b>Europe-37</b>	<b>4.9</b>

\* NB: sample size lower than 30

Mean score based on 11-point scale where 0 = completely dissatisfied; 10 = Perfectly satisfied



It takes almost two years for veterinarians to achieve economic independence after they join the job market following graduation. This pattern is well established as it was the same in 2018.

It takes the longest in Italy (4.6 years) and takes considerably less time in Austria (0.4 years).

Estonia, Norway, Finland, Denmark, Hungary, Lithuania, Ireland, Serbia, Luxembourg, Netherlands, North Macedonia all averaged <2.3 years. Croatia averaged 7.3 years but they all had sample sizes under 30 so have been excluded from this analysis.

Figure 93.

**Average years from graduation until finding a job that allows economic independence by country**

% based on those who have been a veterinarian for 5 years or less, answered by 13% of total sample

Country	Average Years	Country	Average Years
Austria	0.4	*Luxembourg	1.3
Belgium	1.5	*Netherlands	1.6
*Croatia	7.3	*North Macedonia	2.3
Czech Republic	4.0	*Norway	0.3
*Denmark	0.4	Poland	1.2
*Estonia	0.3	Portugal	1.8
*Finland	0.2	Romania	2.3
France	0.9	*Serbia	1.2
Germany	0.8	Slovakia	0.6
*Greece	1.5	Slovenia	3.4
*Hungary	0.5	Spain	1.2
*Ireland	0.6	Sweden	5.6
Italy	4.6	Switzerland	3.7
*Lithuania	0.5	United Kingdom	0.9
		<b>Europe-37</b>	<b>1.8</b>

\* NB: sample size lower than 30



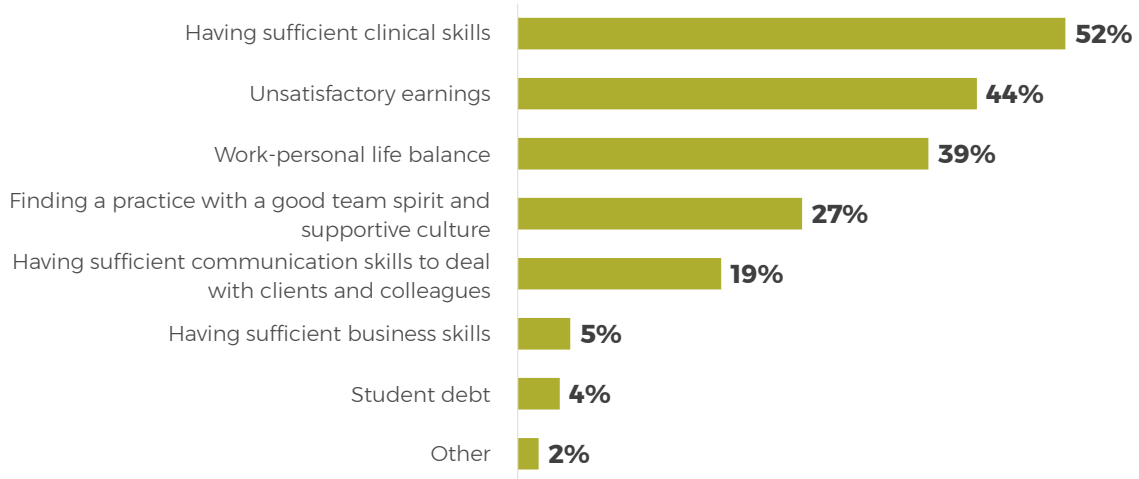
## Additional challenges faced by new graduates

Veterinarians who have joined the world of work within the past five years feel insufficiently skilled — 52% say they lack sufficient clinical skills (52%) and 19% judge themselves to lack sufficient communication skills to deal with clients and colleagues.

Figure 94.

### Challenges being faced by young graduates (selected top 2)

% based on those who have worked as a veterinarian less than 5 years, answered by 12% of total sample

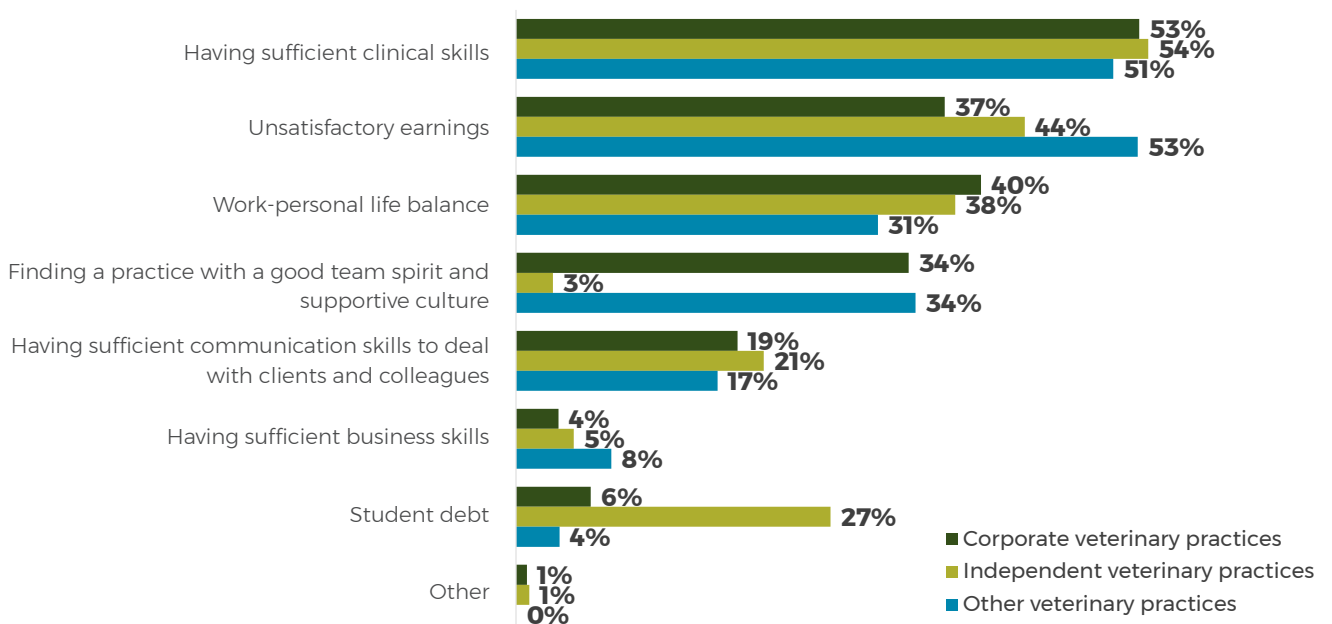


While these factors are broadly similar across sectors, there are other challenges that stand out as particular issues. Finding a practice with a good team spirit and supportive culture is a notable issue for 34% of recent veterinarian graduates working in corporate and other types of practice. In contrast just 3% report this as an issue for independent practice.

Figure 95.

### Challenges being faced by young graduates (selected top 2) by practice type

% based on those who have worked as a veterinarian less than 5 years, answered by 12% of total sample



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



On the other hand, recent graduates working in independent practice view their levels of student debt as problematic – 27% report this as a challenge compared to 6% of colleagues working in corporate practices.

Other factors viewed as challenging by recent graduates include unsatisfactory earnings (44%) and work-life balance (39%).

Figure 96.

### Challenges facing as a young graduates by country

% based on those who have been a veterinarian for 5 years or less, answered by 12% of total sample

Country	Having sufficient clinical skills	Unsatisfactory earnings	Work-personal life balance
Austria	53%	56%	42%
Belgium	56%	47%	33%
*Croatia	53%	60%	33%
Czech Republic	74%	26%	44%
*Denmark	58%	33%	42%
*Estonia	33%	56%	44%
*Finland	54%	19%	85%
France	50%	24%	32%
Germany	54%	49%	32%
*Greece	54%	38%	31%
*Hungary	50%	50%	100%
*Ireland	70%	13%	52%
Italy	46%	61%	40%
*Lithuania	58%	25%	25%
*Luxembourg	33%	33%	33%
*Netherlands	53%	13%	40%
*North Macedonia	50%	25%	63%
*Norway	59%	28%	59%
Poland	59%	52%	37%
Portugal	31%	59%	52%
Romania	56%	44%	37%
*Serbia	33%	67%	33%
Slovakia	69%	26%	33%
Slovenia	55%	42%	50%
Spain	42%	59%	41%
Sweden	46%	23%	57%
Switzerland	51%	26%	46%
United Kingdom	56%	31%	41%
<b>Europe-37</b>	<b>52%</b>	<b>44%</b>	<b>39%</b>

\* NB: sample size lower than 30



## Retirement and pension



**65**

typical  
veterinarian  
retirement  
age

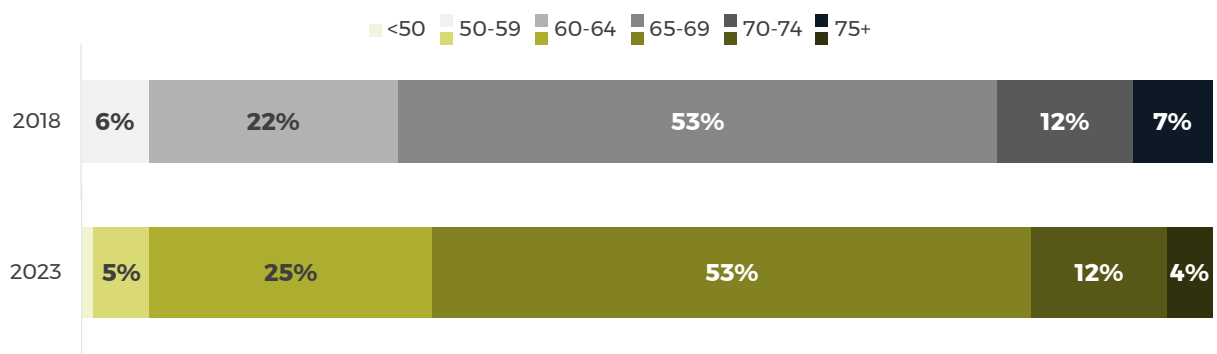
Your typical veterinarian wants to retire at age 65. More than half plan to retire when they are between 65 and 69 years old. 12% plan to retire between 70 and 74 years old and a small number (4%), after 75 years old.

However 30% plan to retire between age 50 and 59 (a 2% increase on 2018 figures). In 2018, 3% veterinarians were planning to retire at age 85 or above but, in the most recent survey, no veterinarians plan to delay retirement until then.

Figure 97.

### Desired age of retirement

Average desired age of retirement: 2018 = 67; 2023 = 65



On average, most European veterinarians want to retire in their 60s, although, within that window, there is some variation across countries. The average desired age of retirement in the UK and is 63, whereas it's 69 in Denmark.

Figure 98.

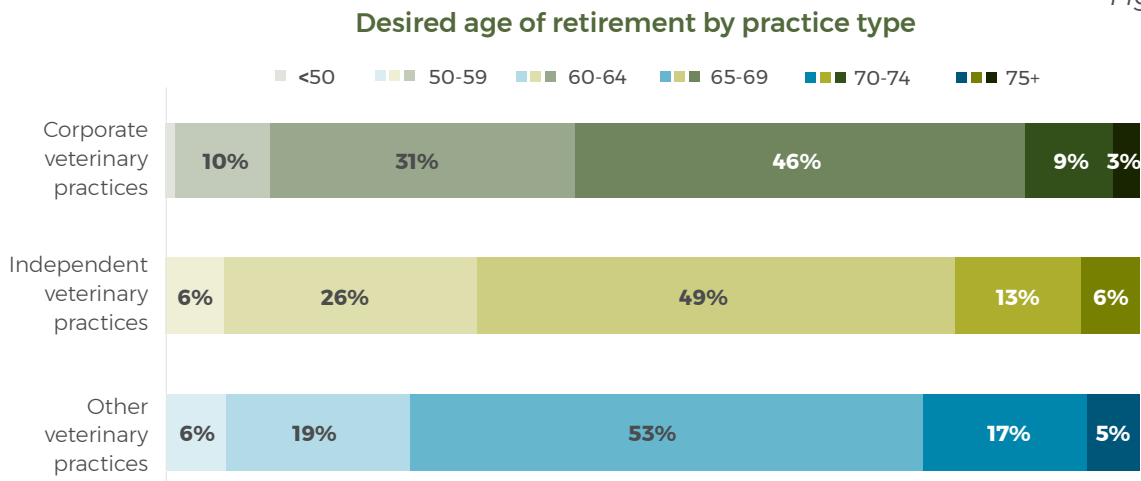
### Desired age of retirement by country

Country	Mean Retirement Age	Country	Mean Retirement Age
Austria	65	Luxembourg	63
Belgium	66	Netherlands	65
Croatia	64	North Macedonia	63
Czech Republic	65	Norway	67
Denmark	69	Poland	64
Estonia	65	Portugal	64
Finland	65	Romania	63
France	64	Serbia	65
Germany	65	Slovakia	64
Greece	65	Slovenia	63
Hungary	66	Spain	65
Ireland	66	Sweden	66
Italy	68	Switzerland	64
Lithuania	66	United Kingdom	63
		<b>Europe-37</b>	<b>65</b>



Veterinarians who work in corporate practice want to retire at the earliest age – 41% want to retire before they reach 59 years old, compared to 32% of veterinarians working in independent practice and 25% of veterinarians working elsewhere.

Figure 99.



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

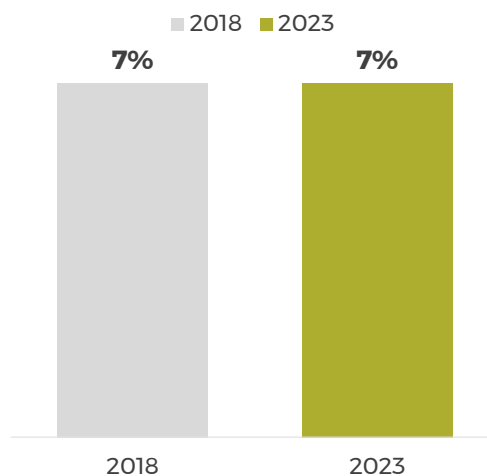
## Working in another country



Across Europe, only 7% of veterinarians have worked in another European country – a consistent finding since 2018.

Figure 100.

### Veterinarians who have worked in another European country



However, this tendency varies greatly between countries. In Hungary, just 3% of veterinarians have worked outside of the country but this percentage rises to 21% in Luxembourg and 16% in Switzerland.

Figure 101.

**Veterinarians who have worked in another European country by country**

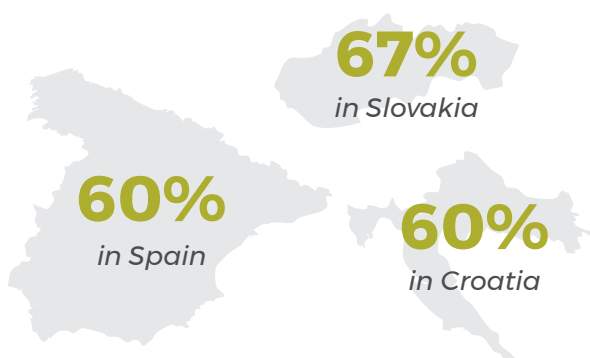
Country	2018	2023	Country	2018	2023
Austria	9%	11%	Luxembourg	13%	21%
Belgium	15%	14%	Netherlands	11%	12%
Croatia	-	9%	North Macedonia	1%	8%
Czech Republic	5%	5%	Norway	6%	5%
Denmark	10%	11%	Poland	3%	4%
Estonia	12%	0%	Portugal	4%	4%
Finland	4%	4%	Romania	2%	4%
France	4%	5%	Serbia	3%	6%
Germany	5%	6%	Slovakia	10%	9%
Greece	-	4%	Slovenia	10%	7%
Hungary	4%	3%	Spain	5%	6%
Ireland	11%	8%	Sweden	4%	6%
Italy	4%	4%	Switzerland	32%	16%
Lithuania	-	4%	United Kingdom	22%	11%
			<b>Europe-37</b>	<b>7%</b>	<b>7%</b>

Of those who have worked in another European country, the main incentives were better work opportunities (48%) and higher pay (32%). Lack of jobs in their home country was a key driver in the past (20%) but this has recently dropped to 9%.

Seeking better work opportunities was a significant driver for veterinarians in Slovakia (67%),Croatia (60%) and Spain (60%).

Higher pay was a significant driver for veterinarians in Portugal (57%), Slovakia (52%) and Hungary (40%).

**Seeking better work opportunities**



**Higher pay**

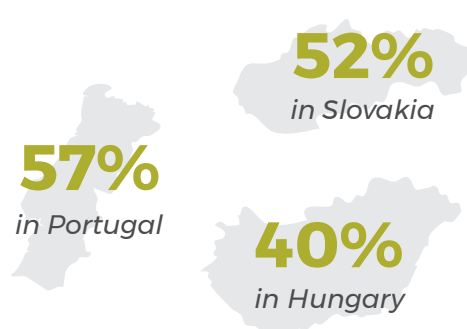
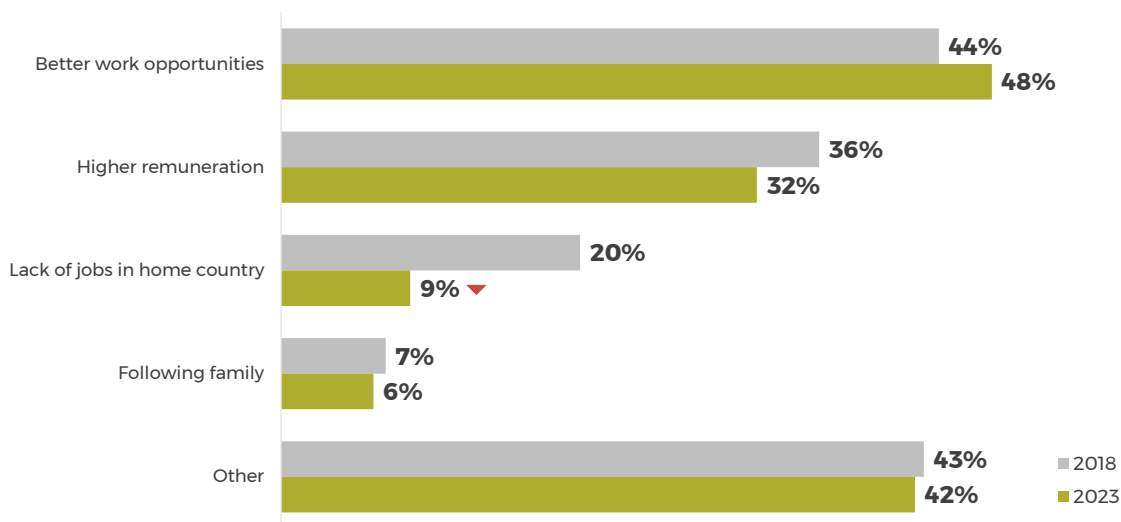


Figure 102.

### Main reasons for working in another country

% based on those who have worked in another European country in past 3 years, answered by 7% of total sample



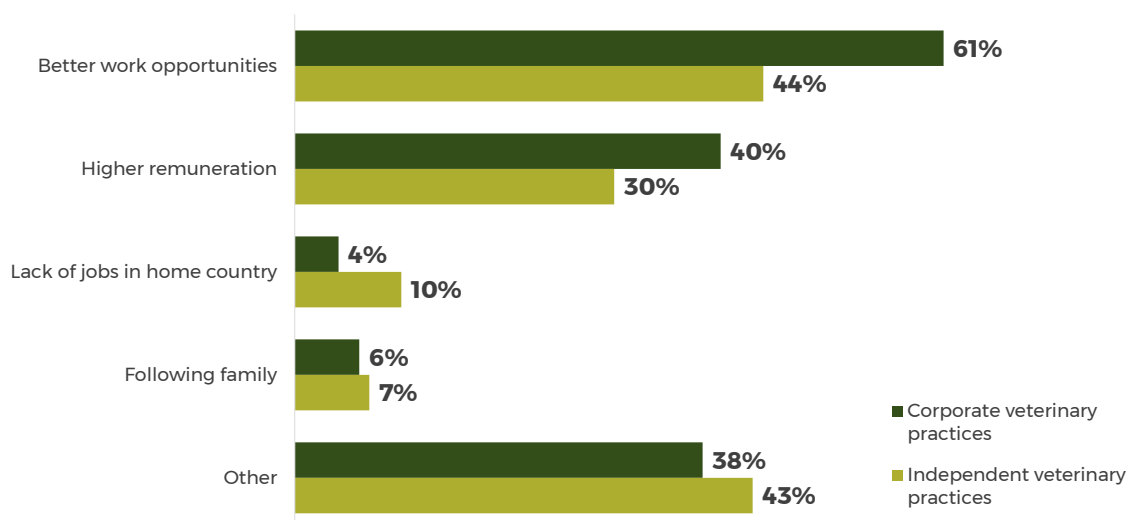
Significance testing: due to extremely large sample sizes all figures, unless the same, are significantly different, therefore only sizable differences have been highlighted ▲ ▼ denotes sizable difference

Veterinarians who work in corporate practice are more likely to see working in another country as a better way to improve their work opportunities and to get better pay.

Figure 103.

### Main reasons for working in another country by practice type

% based on those who have worked in another European country in past 3 years, answered by 7% of total sample



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



Figure 104.

### Main reasons for working in another country

% based on those who have worked in another European country in past 3 years, answered by 7% of total sample

	Private veterinary practice	Corporate veterinary practice/part of a chain of practices	Independent veterinary practice	Other practice type	Public service / government	Education research	Industry (pharmaceutical, food, agricultural etc)
Better work opportunities	49%	59%	45%	30%	48%	49%	34%
Higher remuneration	34%	39%	31%	37%	38%	20%	18%
Lack of jobs in home country	8%	6%	10%	0%	9%	8%	8%
Following family	7%	7%	7%	11%	6%	2%	2%
Other	41%	37%	41%	56%	45%	53%	59%



Figure 105.

### Main reasons for working in another country by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Lack of jobs in home country	19%	12%	0%	0%	17%	N/A	10%	11%	11%	0%	0%	5%	11%	0%
Better work opportunities	39%	26%	60%	13%	34%	N/A	30%	42%	48%	43%	40%	37%	43%	33%
Higher	29%	32%	30%	27%	3%	N/A	0%	26%	38%	29%	40%	37%	36%	33%
Following family	16%	2%	0%	7%	10%	N/A	20%	9%	7%	14%	0%	21%	4%	0%
Other	39%	51%	30%	53%	52%	N/A	60%	49%	41%	29%	20%	37%	36%	67%



	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
Lack of jobs in home country	0%	5%	17%	25%	0%	10%	8%	14%	9%	23%	15%	3%	10%	4%	9%
Better work opportunities	33%	33%	50%	17%	58%	55%	50%	43%	67%	46%	60%	39%	41%	57%	48%
Higher	25%	14%	33%	17%	17%	57%	38%	29%	52%	0%	39%	18%	31%	36%	32%
Following family	25%	5%	0%	8%	8%	0%	8%	0%	3%	8%	7%	15%	5%	3%	6%
Other	58%	67%	17%	42%	33%	32%	29%	43%	27%	38%	31%	58%	38%	46%	42%

More than a fifth of European veterinarians have considered working in another European country in the last 12 months. This is a slight drop on the last survey, when more than a quarter were considering the move.

Figure 106.

### Veterinarians who have considered working in another European country, in last 12 months

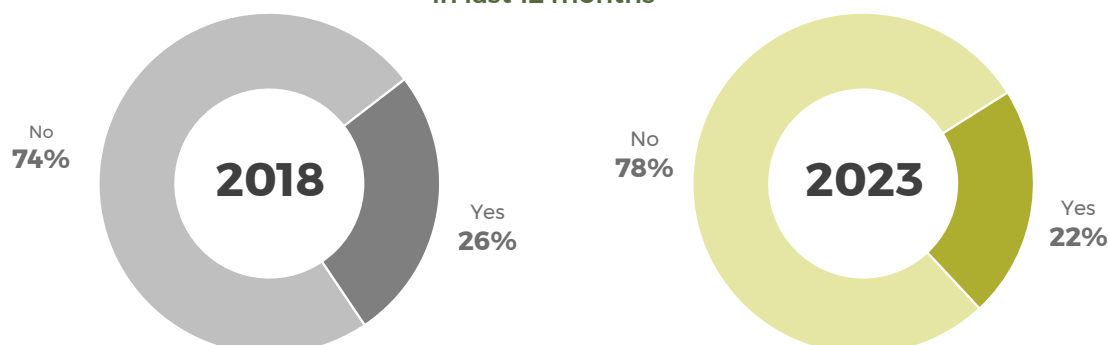




Figure 107.

**Veterinarians who have considered working in another European country, in last 12 months, by country**

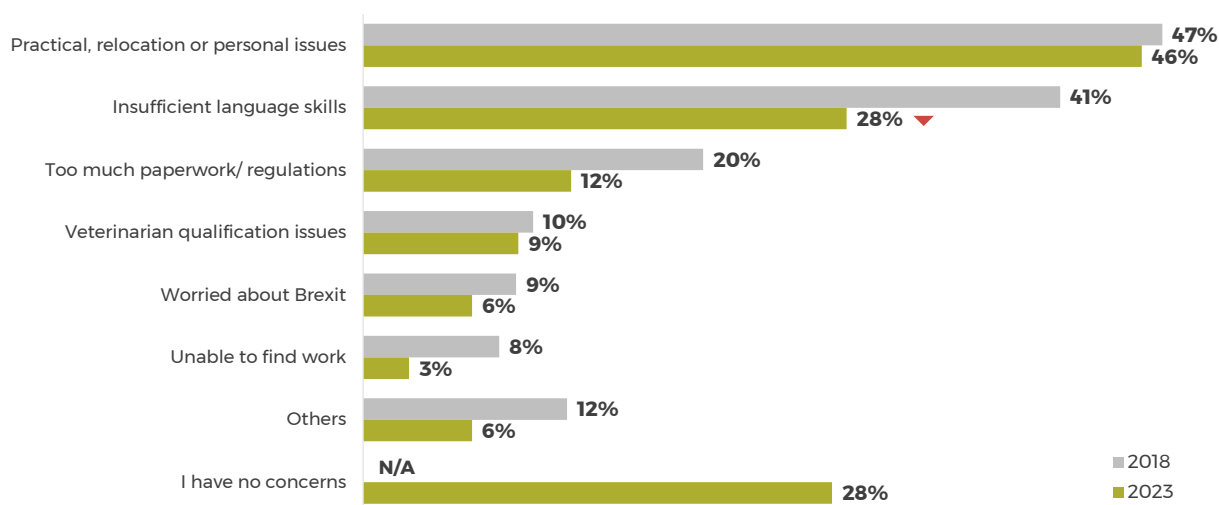
Country	Yes %	No %	Country	Yes %	No %
Austria	15%	85%	Luxembourg	25%	75%
Belgium	13%	87%	Netherlands	10%	90%
Croatia	37%	63%	North Macedonia	53%	47%
Czech Republic	18%	82%	Norway	12%	88%
Denmark	9%	91%	Poland	29%	71%
Estonia	27%	73%	Portugal	33%	67%
Finland	16%	84%	Romania	34%	66%
France	10%	90%	Serbia	42%	58%
Germany	15%	85%	Slovakia	22%	78%
Greece	39%	61%	Slovenia	29%	71%
Hungary	14%	86%	Spain	26%	74%
Ireland	13%	87%	Sweden	11%	89%
Italy	26%	74%	Switzerland	12%	88%
Lithuania	31%	69%	United Kingdom	21%	79%
			<b>Europe-37</b>	<b>22%</b>	<b>78%</b>

The main concerns about working in another European country are practical, relocation or personal issues (46%). Having insufficient language skills is another key concern. The fear about too much paperwork (12%) and issues relating to veterinary qualifications (9%) are other factors.

Less than a third (28%) of European veterinarians worry about having insufficient language skills – a significant drop from 41 per cent who said the same in the 2018 survey. Also worries about Brexit have also dropped to 6 per cent (down from 9%).

Figure 108.

**Main concerns about working in another European country**



Significance testing: due to extremely large sample sizes all figures, unless the same, are significantly different, therefore only sizable differences have been highlighted ▲ ▼ denotes sizable difference



These same concerns are reflected across veterinary sectors.

Figure 109.

### Main concerns about working in another European country















	Private veterinary practice	Corporate veterinary practice/part of a chain of practices	Independent veterinary practice	Other practice type	Public service/government	Education research	Industry (pharmaceutical, food, agricultural etc)
Practical, relocation or personal issues	47%	50%	46%	51%	45%	44%	45%
Insufficient language skills	30%	36%	28%	29%	31%	21%	20%
Too much paperwork, insufficient knowledge of veterinary regulations	14%	17%	12%	19%	9%	10%	9%
Veterinary qualification issues	10%	9%	10%	8%	7%	8%	6%
Worried about impact of Brexit/COVID-19/War	6%	11%	5%	12%	5%	9%	5%
Unable to find work	2%	2%	2%	2%	5%	4%	4%
Others	6%	8%	6%	5%	5%	6%	6%
I have no concerns	26%	20%	28%	24%	29%	33%	33%

Figure 110.

### Main concerns about working in another European country by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Practical, relocation or personal issues	47%	43%	46%	55%	44%	61%	55%	40%	46%	58%	13%	44%	53%	44%
Insufficient language skills	14%	9%	19%	48%	14%	30%	22%	25%	26%	16%	3%	25%	26%	40%
Too much paperwork, insufficient knowledge of veterinary regulations	11%	13%	12%	19%	19%	18%	16%	14%	17%	13%	2%	4%	4%	19%
Veterinary qualification issues	8%	3%	9%	18%	8%	11%	13%	5%	14%	13%	1%	5%	7%	15%
Worried about impact of Brexit/COVID-19/War	2%	2%	2%	5%	5%	2%	4%	5%	4%	8%	3%	7%	4%	4%
Unable to find work	2%	1%	2%	1%	2%	5%	2%	1%	2%	6%	1%	1%	2%	5%
Others	5%	4%	6%	5%	8%	4%	8%	8%	6%	5%	5%	2%	6%	5%
I have no concerns	36%	43%	25%	14%	33%	20%	23%	38%	29%	28%	77%	32%	25%	20%



															Europe 37
Practical, relocation or personal issues	44%	36%	20%	48%	48%	56%	34%	26%	42%	61%	45%	57%	43%	48%	46%
Insufficient language skills	2%	9%	19%	9%	42%	19%	31%	21%	40%	21%	37%	13%	7%	42%	28%
Too much paperwork, insufficient knowledge of veterinary regulations	7%	8%	32%	11%	12%	15%	16%	12%	19%	16%	12%	15%	11%	13%	12%
Veterinary	4%	3%	32%	4%	12%	10%	13%	27%	14%	10%	7%	5%	8%	8%	9%
Worried about impact of Brexit/ COVID-19/ War	4%	1%	1%	3%	7%	9%	9%	0%	4%	2%	8%	4%	3%	16%	6%
Unable to find work	0%	1%	5%	3%	4%	3%	2%	7%	2%	2%	3%	1%	1%	5%	3%
Others	4%	7%	10%	10%	5%	6%	5%	7%	3%	7%	6%	8%	11%	8%	6%
I have no concerns	47%	52%	18%	34%	16%	25%	23%	25%	21%	21%	24%	28%	36%	21%	28%



Having insufficient language skills to work elsewhere in the EU is more of a concern for veterinarians from the Czech Republic (48%) and those from the UK and Poland (42%) but less of a concern for those from Luxembourg and Switzerland (2% and 7%).

Worries about veterinary qualifications is more of a concern for veterinarians in North Macedonia, where 32 per cent expressed this concern, than for Hungarian veterinarians, where 1 per cent hold this concern.

In fact, Hungarian veterinarians are most likely to have no concerns about the prospect of working in another European country, with 77 per cent expressing this view. This is in sharp contrast to those from the Czech Republic, where only 14% said they had no concerns.

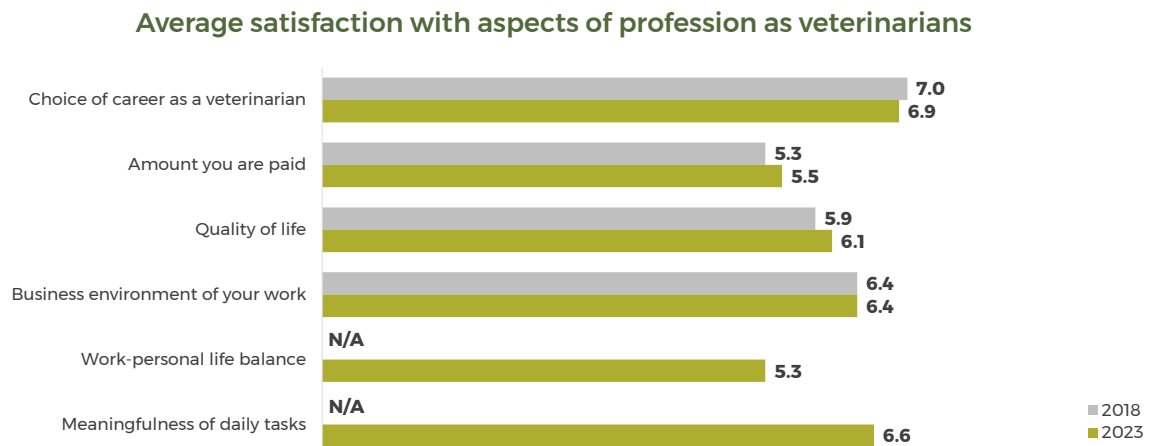


## Professional satisfaction

Veterinarians rate their choice of profession highly.

On an 11-point scale, with 0= completely dissatisfied and 10= perfectly satisfied, they rate the profession as 7 out of 10. They are less satisfied with their work-personal life balance, rating that at 5 out of 10. Their satisfaction with their income also comes up short – 5.5 out of 10.

Figure 111.



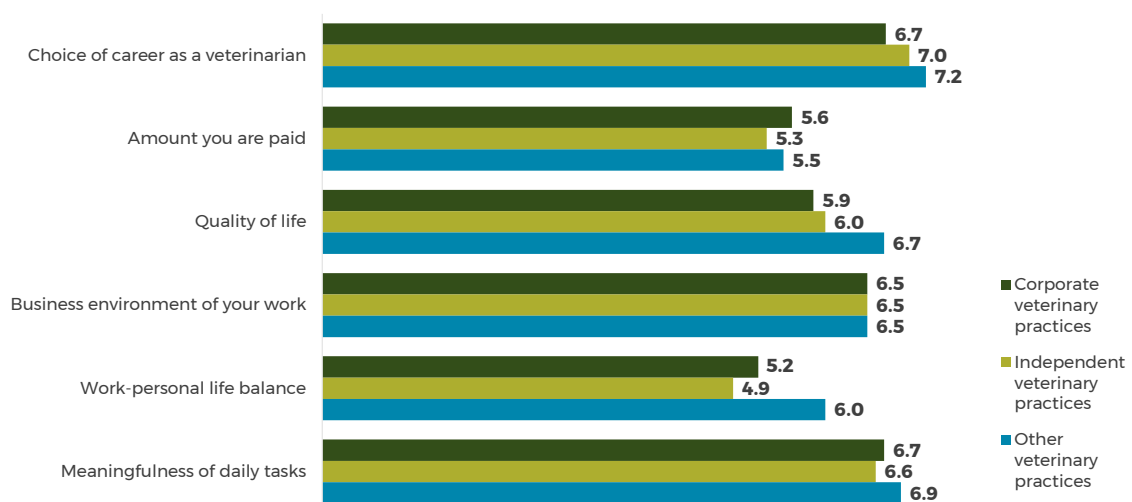
N/A - not asked in 2018

Mean score based on 11-point scale where 0 = completely dissatisfied; 10 = Perfectly satisfied

Veterinarians who work outside of clinical practice are more satisfied with their choice of career than those working within it. They are also more satisfied with their quality of life. Those who work in corporate practice are most satisfied with their remuneration.

Figure 112.

### Average satisfaction with aspects of profession as veterinarians by practice type



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



## The most satisfied veterinarians















are in Switzerland, Denmark and Finland (7.7 out of 10 or above)

Veterinarians in Switzerland, Denmark and Finland are the most satisfied with their choice of profession, all giving ratings of 7.7 out of 10 or above. While colleagues in Lithuania, Croatia and Portugal are the least satisfied, all giving their profession an average rating under 6 out of 10.

When asked about quality of life, veterinarians in Switzerland, Denmark and Finland gave the highest scores (all over 7.7) and those in Portugal and Croatia were least satisfied, rating it as below 6.3.

Figure 113.

Mean satisfaction with aspects of profession as veterinarians by country

															
		AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Choice of career as a veterinarian	2018	6.3	7.3	-	7.4	8.0	8.0	8.0	7.6	6.7	-	6.3	6.9	6.5	-
	2023	7.5	7.5	5.9	7.1	7.8	7.5	7.8	7.5	7.3	7.1	6.2	7.1	6.2	5.8
Amount you are paid	2018	5.0	5.6	-	5.8	6.2	5.6	6.6	6.1	5.4	-	5.9	6.1	4.6	-
	2023	5.8	5.8	4.4	5.4	6.1	5.2	6.7	6.2	6.1	5.3	5.7	6.6	4.8	5.2
Quality of life	2018	5.9	6.1	-	6.7	7.8	6.6	7.5	6.3	6.3	-	6.4	6.4	5.1	-
	2023	6.3	6.3	5.2	6.1	7.4	6.0	7.3	6.4	6.5	5.6	6.3	6.5	5.3	6.0
Business	2018	6.4	6.9	-	7.3	7.6	6.7	7.4	6.8	6.9	-	5.7	6.3	5.9	-
	2023	6.4	7.1	5.5	6.1	7.3	6.2	7.3	6.8	6.7	6.6	5.7	6.7	6.0	6.1
Work-personal life balance		5.4	5.3	4.9	4.9	6.1	5.1	6.3	5.6	5.6	5.0	4.7	5.7	4.9	5.0
Meaningfulness of daily tasks		7.2	6.9	5.8	6.7	7.8	7.1	7.6	6.9	7.2	6.1	6.2	6.8	5.8	6.4



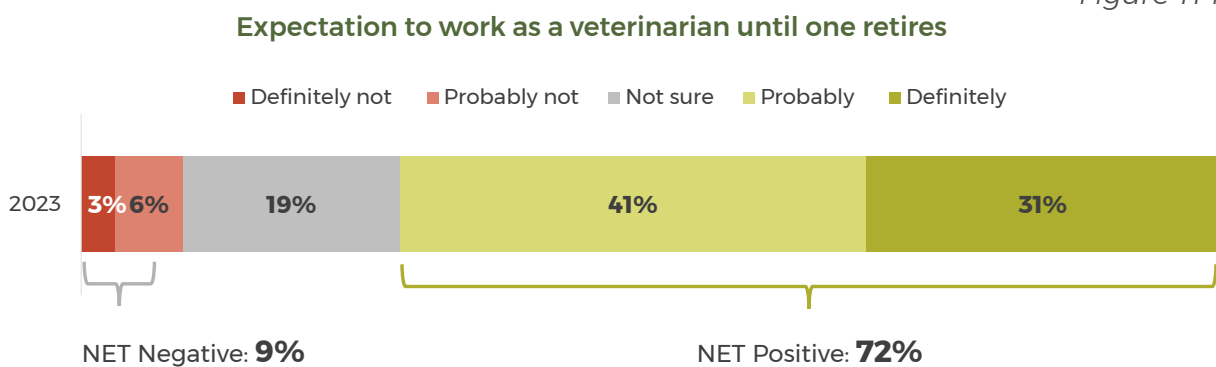


																Europe 37
		LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	
Choice of career as a veterinarian	2018	7.2	7.7	5.8	7.3	6.7	6.1	7.4	7.0	7.5	7.7	6.6	7.3	7.1	6.7	7.0
	2023	7.6	7.7	6.5	6.8	6.4	5.9	7.3	7.0	7.4	7.2	6.7	7.5	7.9	6.9	6.9
Amount you are paid	2018	6.1	6.4	3.9	5.7	4.3	4.0	5.0	5.0	6.4	5.4	4.4	5.9	6.3	6.0	5.3
	2023	6.6	6.8	4.5	5.7	5.0	4.1	5.6	4.4	5.4	4.7	4.1	6.1	6.4	5.9	5.5
Quality of life	2018	6.0	7.4	4.6	7.2	5.1	4.9	5.8	5.5	5.9	6.4	5.2	7.1	6.5	6.0	5.9
	2023	6.2	7.4	5.3	6.6	5.7	5.1	6.3	5.4	6.0	5.7	5.3	7.1	7.0	6.3	6.1
Business	2018	6.6	7.4	4.9	7.0	5.4	5.8	6.2	5.1	5.4	6.6	6.0	7.1	6.8	6.5	6.4
	2023	6.7	7.6	5.1	7.0	6.1	6.1	6.0	6.0	6.0	6.2	6.0	7.0	7.4	6.7	6.4
Work-personal life balance		5.5	6.5	4.8	5.5	4.4	4.6	5.5	4.9	5.1	4.7	4.5	6.0	5.7	5.7	5.3
Meaningfulness of daily tasks		6.9	7.5	5.7	7.3	5.9	6.2	6.6	5.7	6.7	5.8	6.0	7.6	7.8	6.8	6.6

Despite a high level of satisfaction with their career choice, it is not universally the case that veterinarians intend to work within the profession until they retire. Up to 9% think they will not spend their entire career within the profession and some 19% are unsure.

## Expectation of working until retirement

Figure 114.

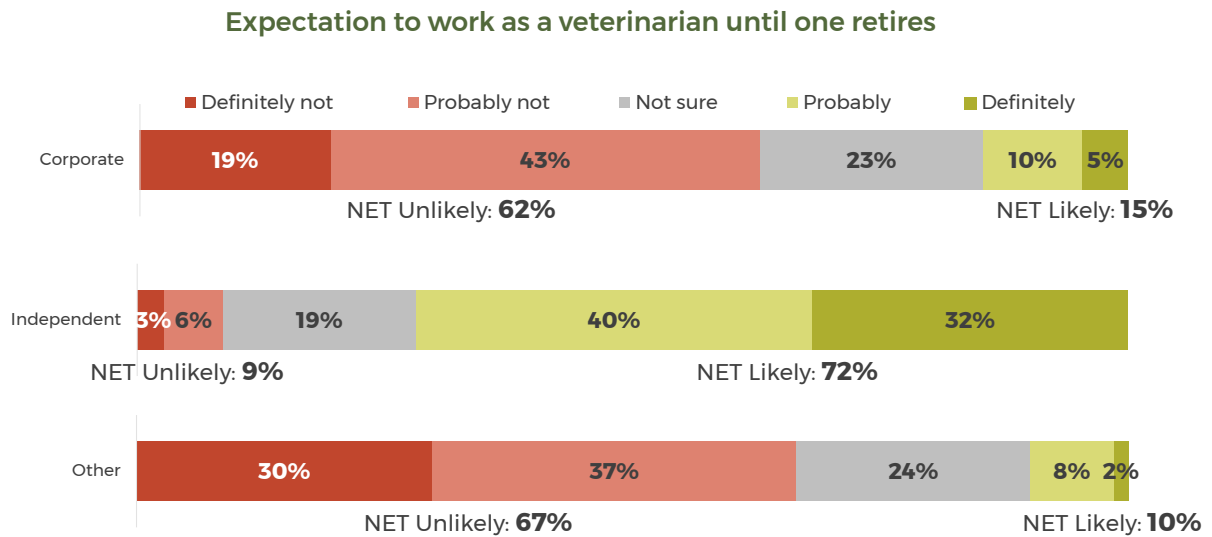


Negative feelings towards staying within the profession for the duration of their careers are stronger among veterinarians employed outside clinical practice, where 30% say they will not work as a veterinarian until retirement. In clinical practice, veterinarians working in the corporate sector are more negative, with 19 per cent adamant will not stay, as opposed to 3% in the independent sector.





Figure 115.



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Veterinarians in Ireland, Austria and Germany are the most positive about working until retirement. Those in Portugal and Lithuania are the most negative

Figure 116.

### Expectation to work as a veterinarian until one retires by country

Country	NET Negative	Not sure	NET	Country	NET Negative	Not sure	NET
Austria	5%	13%	82%	Luxembourg	2%	17%	80%
Belgium	11%	19%	70%	Netherlands	10%	16%	75%
Croatia	15%	26%	59%	North Macedonia	2%	20%	79%
Czech Republic	8%	18%	74%	Norway	8%	22%	69%
Denmark	11%	21%	68%	Poland	9%	21%	71%
Estonia	14%	33%	52%	Portugal	24%	25%	52%
Finland	8%	12%	80%	Romania	10%	17%	73%
France	10%	21%	69%	Serbia	9%	17%	74%
Germany	5%	14%	81%	Slovakia	6%	19%	74%
Greece	2%	12%	86%	Slovenia	11%	34%	55%
Hungary	2%	16%	81%	Spain	14%	25%	62%
Ireland	6%	9%	86%	Sweden	5%	16%	79%
Italy	8%	23%	69%	Switzerland	5%	16%	80%
Lithuania	21%	30%	49%	United Kingdom	9%	19%	72%
				<b>Europe-37</b>	<b>9%</b>	<b>19%</b>	<b>72%</b>

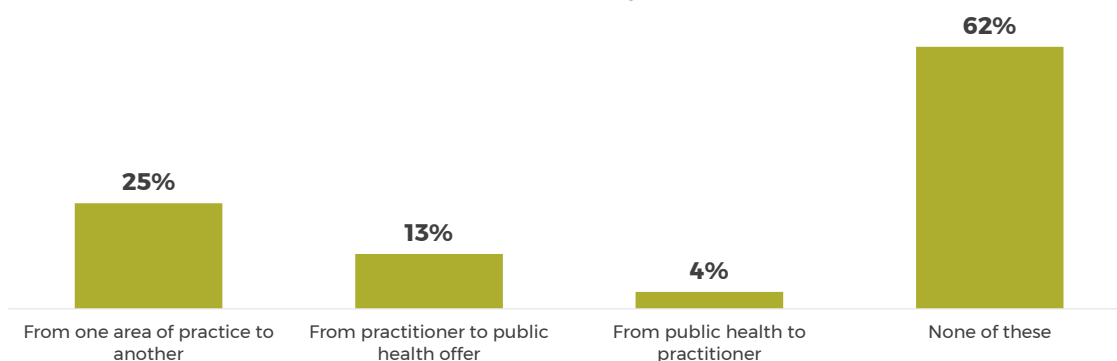
Net Negative = Probably not and Definitely not  
 Net Positive = Probably and Definitely



Almost half of the veterinary population in Europe (42%) have made a significant career change within their profession. A quarter of veterinarians have moved from one area of practice to another; 13% have moved from a practitioner role to a public health role; and 4 per cent have move in the reverse, from public health to practitioner.

Figure 117.

### Switch from one area of the veterinary sector to another



It is most common for veterinarians in Ireland to switch from one area of practice to another – some 33 per cent have done so – but least likely to happen in Slovakia and Estonia, where under 5 per cent have made such a move.

A move into public health from a practitioner role holds stronger appeal in The Netherlands, where 39 per cent have done so, than in Luxembourg (14%). In contrast, Hungary sees the most veterinarians return to practice from a public health role (25%), while that is very rare in Luxembourg and North Macedonia (<1%).

Figure 118.

### Switch from one area of the veterinary sector to another by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
From one area of practice to another	22%	10%	8%	7%	19%	4%	27%	12%	11%	6%	22%	33%	13%	7%
From practitioner to public health offer	23%	18%	25%	18%	20%	25%	28%	19%	20%	17%	34%	25%	23%	28%
From public health to practitioner	7%	3%	2%	5%	8%	0%	8%	2%	3%	5%	25%	2%	3%	2%
None of these	55%	72%	66%	73%	63%	71%	50%	69%	69%	74%	44%	47%	65%	66%

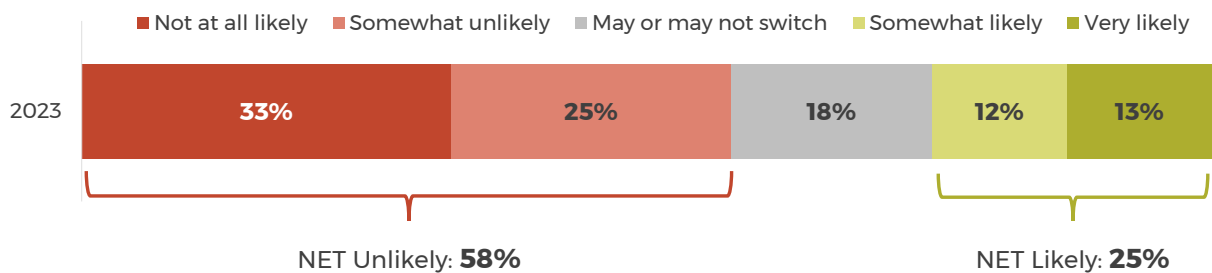


	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
From one area of practice to another	18%	8%	11%	23%	12%	8%	10%	11%	3%	5%	16%	19%	12%	12%	25%
From practitioner to public health offer	14%	39%	25%	27%	25%	25%	25%	25%	20%	18%	26%	33%	25%	34%	13%
From public health to practitioner	0%	3%	1%	7%	5%	4%	8%	15%	13%	7%	5%	8%	5%	2%	4%
None of these	69%	55%	64%	54%	62%	66%	62%	58%	68%	73%	58%	52%	63%	56%	62%

Overall, 25 per cent of European veterinarians see it as likely that they will make a change to their role within the veterinary sector, with 13 per cent of them calling this 'very likely'.

Figure 119.

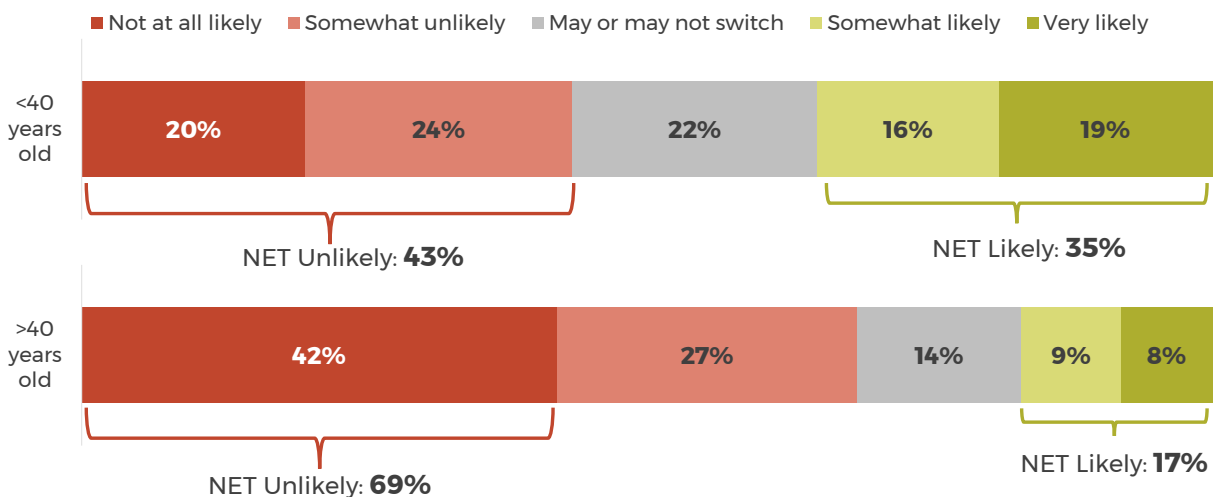
### Likelihood of switching within the veterinary sector



Younger veterinarians are most likely to switch sector – 35% of veterinarians aged under 40 view such a change as likely, compared to 17% of vets over 40 years old.

Figure 120.

### Likelihood of switching within the veterinary sector by age





**49%**  
of Lithuanian veterinarians are the most likely to switch their veterinary sector

Across Europe, the most likely to switch their veterinary sector are Lithuanian veterinarians, almost half of whom say they are likely (49%) or ambivalent (10%). Most unlikely to change their field of practice are veterinarians from Ireland, Austria and Luxembourg (69%).

Figure 121.

**Likelihood of switching within the veterinary sector by country**

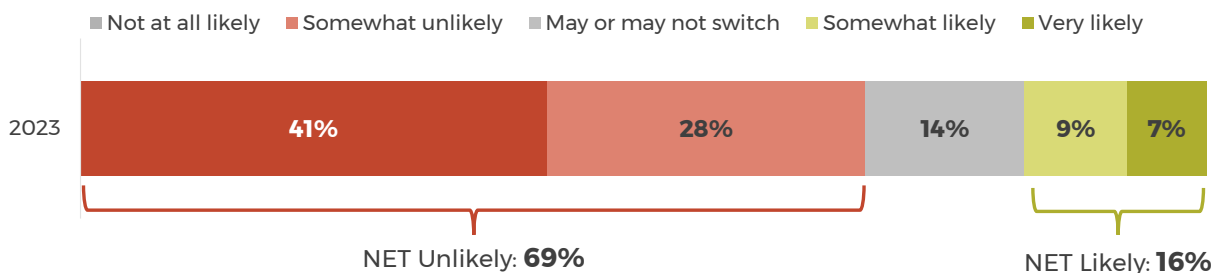
Country	NET Unlikely	May or May not	NET Likely	Country	NET Unlikely	May or May not	NET Likely
Austria	69%	17%	14%	Luxembourg	69%	16%	14%
Belgium	65%	14%	21%	Netherlands	66%	15%	19%
Croatia	49%	21%	30%	North Macedonia	49%	19%	32%
Czech Republic	59%	23%	18%	Norway	56%	21%	23%
Denmark	60%	14%	26%	Poland	48%	26%	26%
Estonia	55%	20%	25%	Portugal	48%	23%	30%
Finland	56%	25%	19%	Romania	47%	26%	27%
France	63%	15%	22%	Serbia	53%	20%	27%
Germany	65%	17%	18%	Slovakia	59%	17%	24%
Greece	62%	15%	23%	Slovenia	49%	15%	36%
Hungary	65%	18%	18%	Spain	48%	17%	35%
Ireland	69%	9%	22%	Sweden	66%	14%	20%
Italy	58%	17%	25%	Switzerland	66%	17%	17%
Lithuania	41%	10%	49%	United Kingdom	58%	15%	27%
				<b>Europe-37</b>	<b>58%</b>	<b>18%</b>	<b>25%</b>

Net Unlikely = Somewhat unlikely and Not at all likely  
 Net Likely = Somewhat likely and Very likely

The vast majority of veterinarians do not plan to leave the veterinary sector for another profession, although a move away from the profession is driven by younger veterinarians.

Figure 122.

**Likelihood of leaving veterinary sector for non-veterinary profession**



Younger veterinarians find this prospect more appealing – 20% of those aged under 40 years say they are likely to leave their veterinary career for a non-veterinary profession.

Figure 123.

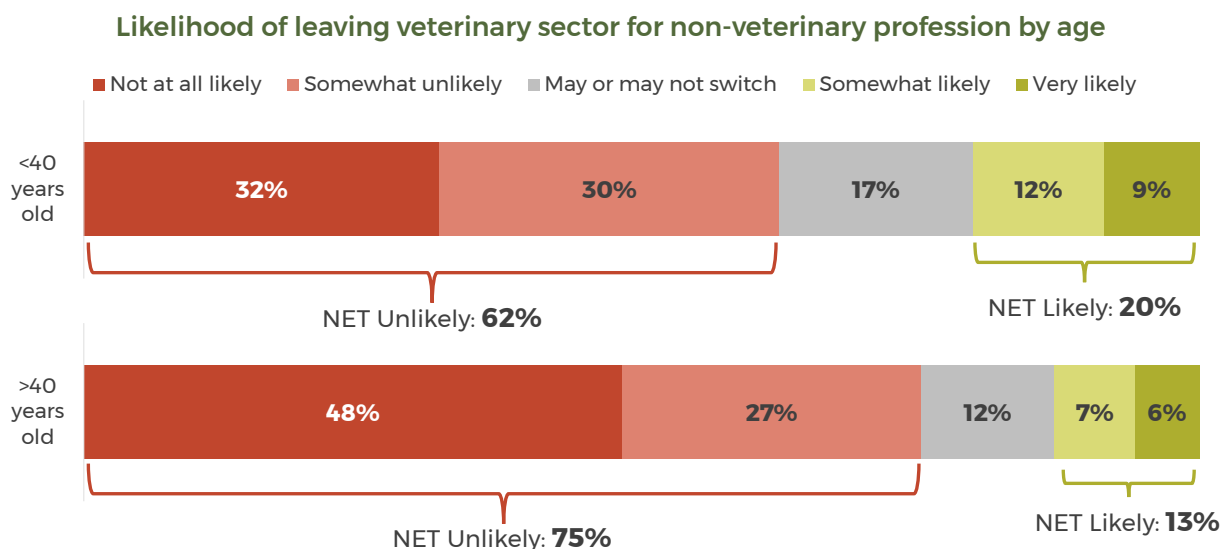


Figure 124.

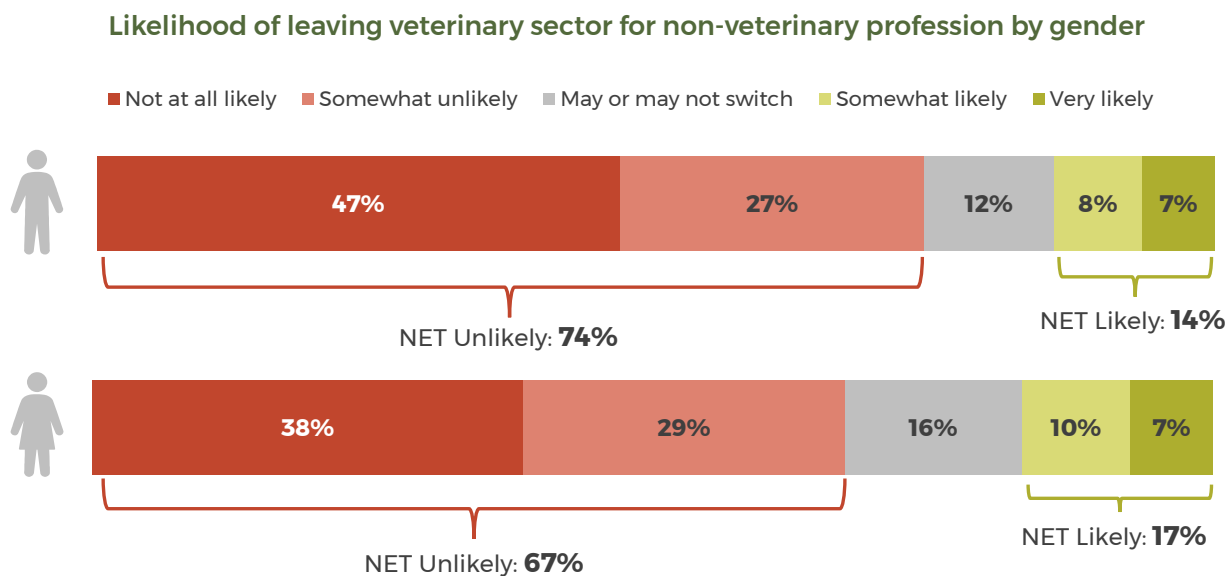




Figure 125.

Likelihood of leaving veterinary sector for non-veterinary profession by country

Country	NET Unlikely	May or May not	NET Likely	Country	NET Unlikely	May or May not	NET Likely
Austria	79%	12%	10%	Luxembourg	78%	18%	4%
Belgium	74%	16%	10%	Netherlands	75%	13%	12%
Croatia	68%	10%	22%	North Macedonia	59%	16%	25%
Czech Republic	65%	22%	12%	Norway	76%	10%	14%
Denmark	76%	13%	11%	Poland	63%	19%	19%
Estonia	63%	16%	22%	Portugal	51%	23%	26%
Finland	80%	12%	8%	Romania	62%	16%	22%
France	75%	13%	12%	Serbia	56%	25%	20%
Germany	80%	12%	8%	Slovakia	74%	11%	15%
Greece	79%	8%	13%	Slovenia	62%	15%	24%
Hungary	78%	9%	13%	Spain	61%	13%	25%
Ireland	76%	9%	14%	Sweden	81%	10%	9%
Italy	64%	18%	18%	Switzerland	80%	12%	7%
Lithuania	45%	10%	45%	United Kingdom	69%	12%	18%
				<b>Europe-37</b>	<b>69%</b>	<b>14%</b>	<b>16%</b>

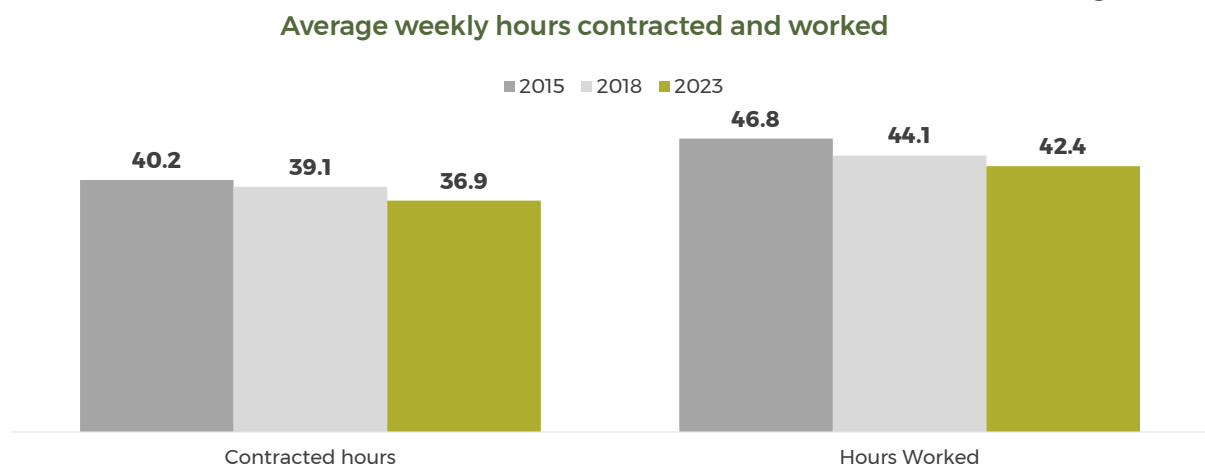
Net Unlikely = Somewhat unlikely and Not at all likely  
 Net Likely = Somewhat likely and Very likely

## Working hours

On average, European veterinarians have contracts of 36.9 hours per week, although typically work 42.4 hours.

The working week has shrunk since 2015, when the average contract expected 40.2 hour-weeks and veterinarians typically worked 46.8 hours

Figure 126.





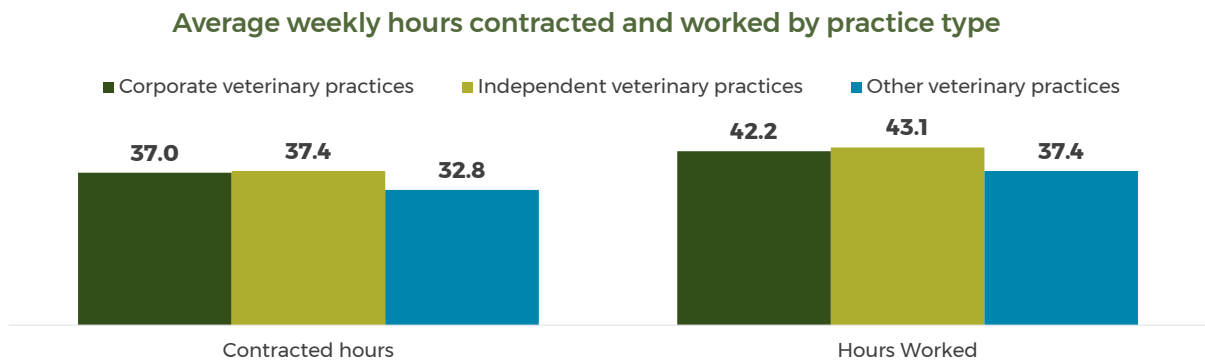
Veterinarians work longer hours than they are contracted to do – 7.4 hours for male veterinarians and 4.8 hours for female veterinarians.

Figure 127.



Veterinarians in independent practice work the longest hours.

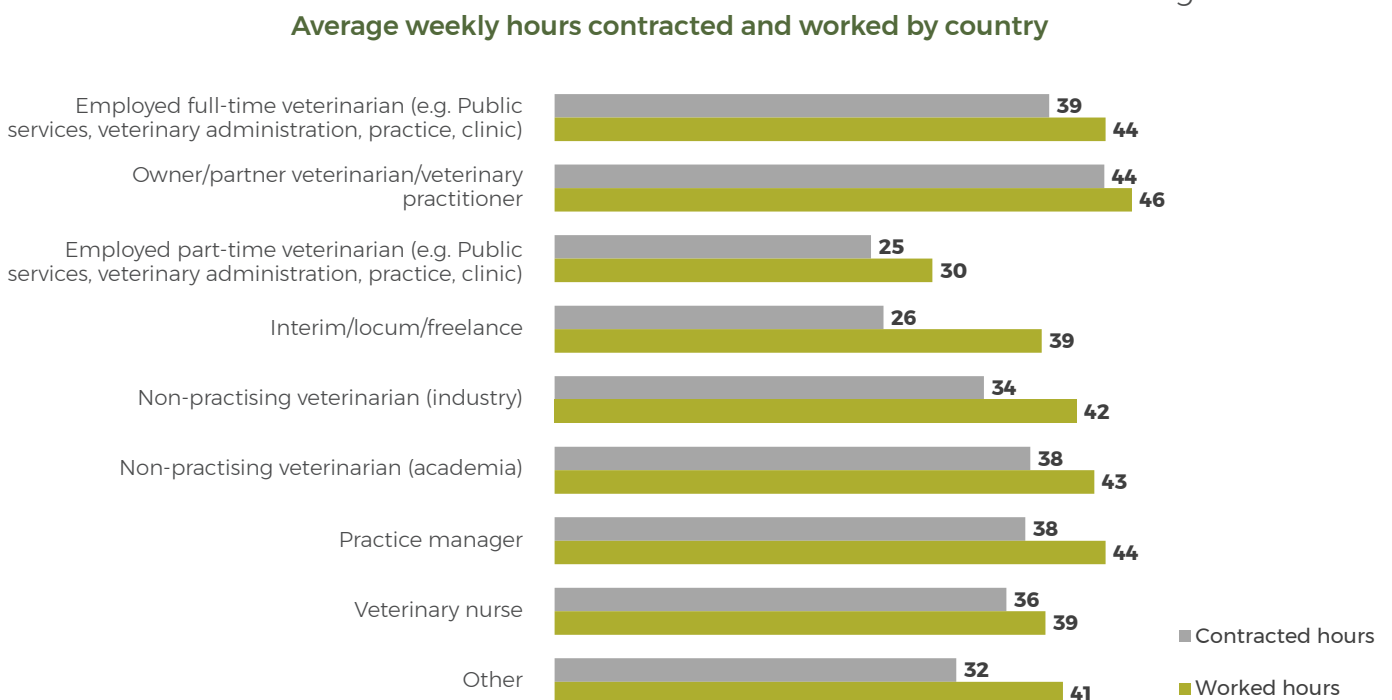
Figure 128.



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Across all sectors, veterinarians work more hours than they are paid to do.

Figure 129.





Across Europe, the responding veterinarians that work the longest hours are in Belgium, Greece and Lithuania. In all countries their working hours – contracted and worked – exceed 41 hours per week.

Figure 130.

**Average weekly hours contracted and worked by country**

Country	Contracted hours	Hours worked	Country	Contracted hours	Hours worked
Austria	39	46	Luxembourg	38	45
Belgium	43	49	Netherlands	36	41
Croatia	39	42	North Macedonia	39	41
Czech Republic	29	36	Norway	37	42
Denmark	35	39	Poland	38	44
Estonia	36	43	Portugal	38	43
Finland	29	38	Romania	36	40
France	38	44	Serbia	40	44
Germany	36	41	Slovakia	34	38
Greece	42	46	Slovenia	38	43
Hungary	39	42	Spain	38	42
Ireland	39	44	Sweden	35	40
Italy	36	42	Switzerland	38	43
Lithuania	41	48	United Kingdom	37	43
			<b>Europe-37</b>	<b>37</b>	<b>42</b>

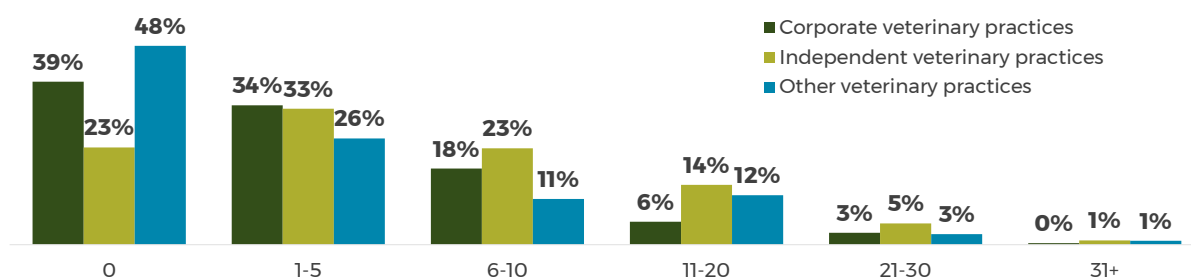
## Out of Hours

A third of veterinarians do not work out-of-hours and, if they do, they work an average of 5.7 times per month. Up to 5% provide it more than 21 times per month.

In clinical practice, those working in independent practice are most likely to be called to work outside normal working hours.

Figure 131.

**Times per month veterinarians provide out-of-hours care by practice type**



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



Romania, Belgium and Italy have the highest rates of out-of-hours working (averaging more than 8.3 times per month) and Hungary, Finland and the UK have the lowest (3 times per month or less).

Figure 132.

**Mean times per month veterinarians provide out-of-hours care by country**

Country	Mean	Country	Mean
Austria	6.6	Luxembourg	4.9
Belgium	8.5	Netherlands	4.8
Croatia	5.2	North Macedonia	8.0
Czech Republic	7.8	Norway	5.0
Denmark	4.2	Poland	7.0
Estonia	4.7	Portugal	6.0
Finland	2.3	Romania	8.7
France	4.5	Serbia	7.2
Germany	3.9	Slovakia	8.1
Greece	7.1	Slovenia	5.9
Hungary	1.7	Spain	7.9
Ireland	5.1	Sweden	3.5
Italy	8.3	Switzerland	4.8
Lithuania	5.5	United Kingdom	3.0
		<b>Europe-37</b>	<b>5.7</b>

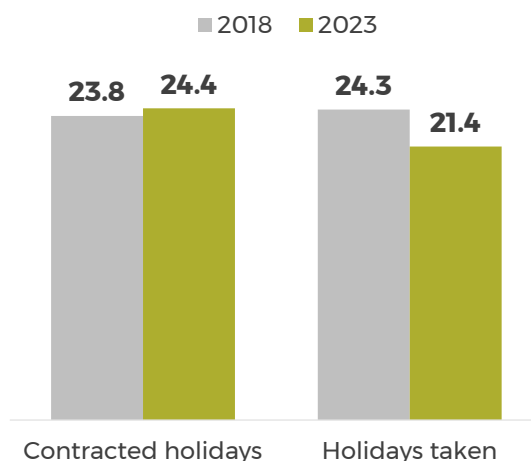
## Holidays

European veterinarians have work contracts that typically provide 24.4 days holiday per year, however, on average, they take just 21.4 – three days’ holiday less than they are entitled to.

Figure 133.



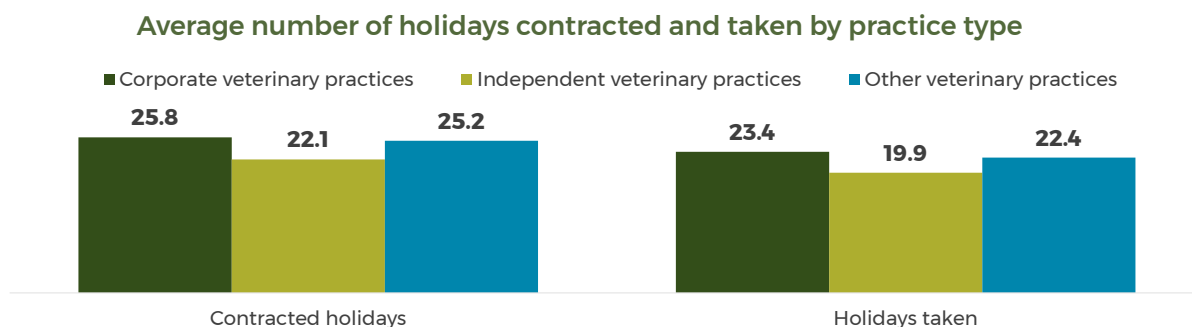
**Average number of holidays contracted and taken**



Veterinarians working in corporate practices tend to be allocated more holiday per year – on average an additional 3.7 days than those working in the independent sector. They do not use all their entitlement, however, and on average miss out on 2.4 more days.

While those working in independent practice are entitled to fewer holidays, they miss out on a similar amount of time off (2.2 days).

Figure 134.



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Figure 135.

**Average number of holidays contracted and taken**

Country	Average contracted holidays	Average holidays taken
Corporate veterinary practice/part of a chain of practices	25	23
Independent veterinary practice	22	20
Other practice type	26	23
Public service/government	29	24
Education-research	29	25
Industry (pharmaceutical, food, agricultural etc)	24	21
Other - as a veterinarian	24	20

Across Europe, the amount of contracted leave varies significantly between veterinarians. The countries with the greatest number of contracted holidays per year are France (34) and Estonia (30). Those with the smallest number of contracted holidays are: Portugal, Italy, Slovakia and Lithuania, with less than 20.

Regardless of contracted days, veterinarians in France, Finland and Sweden take the greatest number of holidays, all exceeding 25 per year.

Those that take the least are in Portugal, Lithuania and Slovakia (all under 15 days). Poland, Czech Republic,

In most countries veterinarians take leave within their entitlement window but In Finland, veterinarians take on average two days' holiday more than they are entitled to.

Figure 136.

Average number of holidays contracted and taken by country

Country	Contracted holidays	Holidays taken	Country	Contracted holidays	Holidays taken
Austria	22	20	Luxembourg	22	21
Belgium	24	22	Netherlands	24	21
Croatia	24	19	North Macedonia	21	17
Czech Republic	20	16	Norway	26	23
Denmark	27	24	Poland	22	16
Estonia	30	25	Portugal	12	10
Finland	27	29	Romania	25	17
France	34	31	Serbia	25	20
Germany	26	23	Slovakia	18	14
Greece	25	21	Slovenia	32	20
Hungary	23	20	Spain	24	21
Ireland	24	21	Sweden	29	26
Italy	18	17	Switzerland	23	21
Lithuania	19	12	United Kingdom	26	24
			<b>Europe-37</b>	<b>24</b>	<b>21</b>

\* NB: sample size lower than 30

## Wellbeing/forced time off work



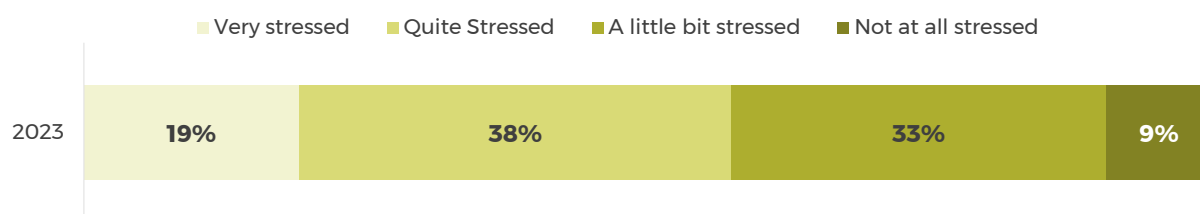
**91%**

describe themselves as stressed

Most veterinarians in Europe (91%) describe themselves as stressed but levels of stress vary, with almost a fifth (19%) describing their stress levels as 'very stressed'.

Figure 137.

### How stressed veterinarians are



Veterinarians in Lithuania, Greece and Italy are the most stressed (38%, 37% and 32% describe their mental state as being 'very stressed'.

This contrasts to The Netherlands, where more than a quarter of veterinarians (26%) say they are 'not at all stressed'.



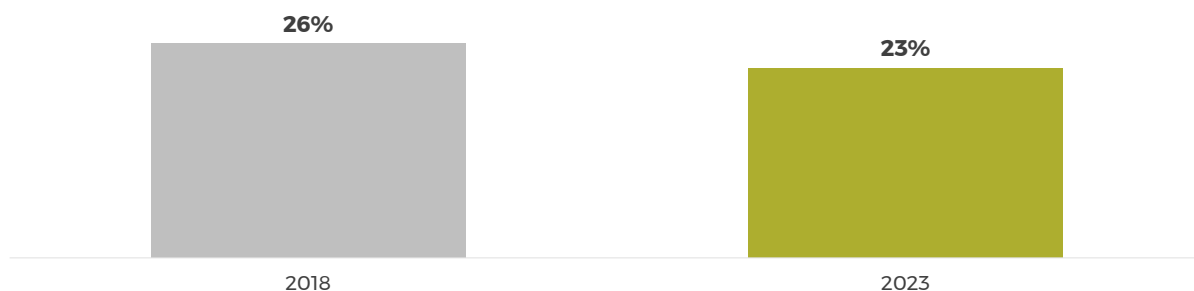
*had to take a two weeks off work due to depression, etc.*

Almost a quarter (23%) of veterinarians had to take more than two weeks off work due to depression, burn-out, exhaustion or compassion fatigue. The time taken – outside standard holiday allowance – represents a small reduction on the 2018 survey (26%).

Figure 138.

### Veterinarians who had to take a break in the last 3 years

% based on those that needed to take a break for more than 2 weeks in the last 3 years, answered by 79% of total sample

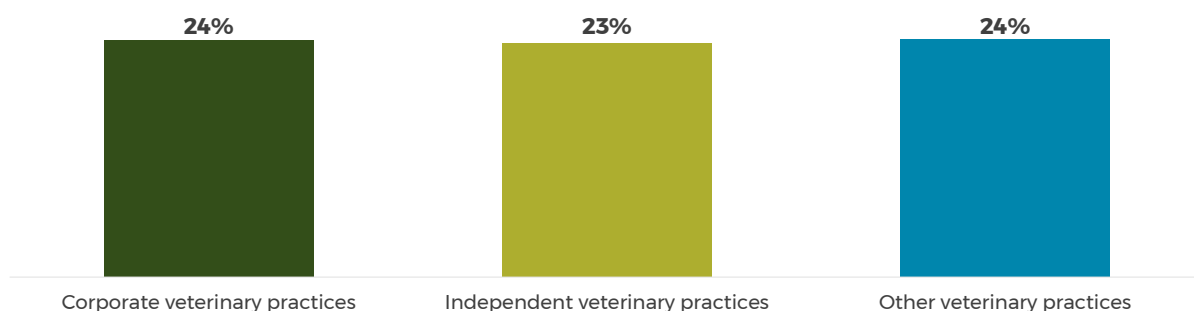


The proportion of veterinarians needing to take a break of more than two weeks was similar – around a quarter across all sectors – with slightly lower rate among those working in independent practice.

Figure 139.

### Veterinarians who had to take a break in the last 3 years by practice type

% based on those that needed to take a break for more than 2 weeks in the last 3 years, answered by 79% of total sample



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



Veterinarians in North Macedonia and Lithuania were the most likely to have had to take extra time off work – 40% or more have done so in the last three years – while veterinarians in Luxembourg and Hungary were least likely (<9%).

Figure 140.

### Veterinarians who had to take a break in the last 3 years by country

% based on those that needed to take a break for more than 2 weeks in the last 3 years, answered by 79% of total sample

Country	2018	2023	Country	2018	2023
Austria	15%	14%	Luxembourg	16%	9%
Belgium	13%	13%	Netherlands	15%	10%
Croatia	-	34%	North Macedonia	63%	42%
Czech Republic	30%	39%	Norway	20%	29%
Denmark	13%	16%	Poland	19%	27%
Estonia	26%	11%	Portugal	25%	20%
Finland	16%	27%	Romania	26%	40%
France	16%	19%	Serbia	45%	36%
Germany	12%	12%	Slovakia	31%	40%
Greece	-	35%	Slovenia	19%	20%
Hungary	13%	9%	Spain	32%	32%
Ireland	13%	12%	Sweden	22%	19%
Italy	20%	35%	Switzerland	12%	11%
Lithuania	-	41%	United Kingdom	18%	17%
			<b>Europe-37</b>	<b>26%</b>	<b>23%</b>



Asked to rate their feelings and cognitive function on various issues in the previous two weeks, European veterinarians show they are functioning well but there are worrying signs of stress, in some cases worse than when surveyed five years ago.

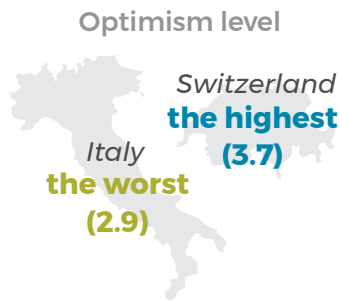
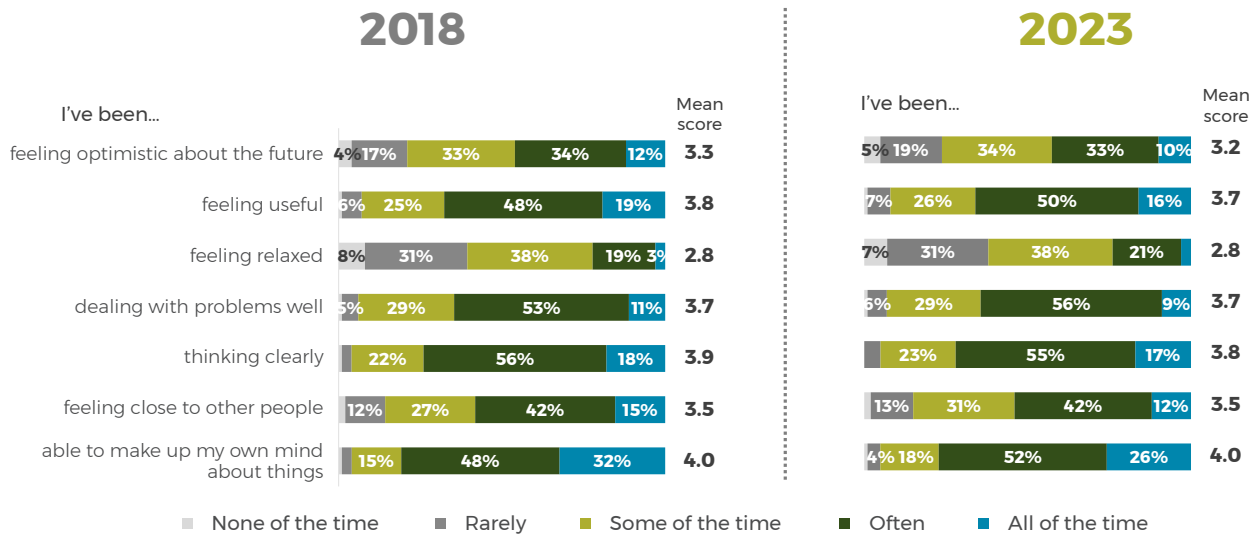
Rating on a scale of 0-5 (where 5 = 'all of the time' and 1= none of the time) their optimism level stands at just 3.2.

While 43 per cent report that they feel optimistic about the future 'often or all the time' some 24 per cent say they feel this 'rarely' or 'none of the time'. This is a slight downturn on the last time the survey was carried out (2018), when 46 per cent said they felt optimistic about the future often or all the time and 21 per cent felt this rarely or none of the time.



Figure 141.

Frequency of feelings and thoughts stated below over the last two weeks



Looking at differences across countries, Italian veterinarians have the worst optimism levels, with a mean score of 2.9, and Switzerland, the highest (3.7).



When asked how useful they felt, 66 per cent of veterinarians assess that they feel useful often or all the time, while 33 per cent said they felt this rarely or none of the time. Five years ago, the same results were 67 per cent and 31 per cent respectively.



Veterinarians in Denmark and The Netherlands feel the most useful (mean score = 4) and veterinarians in Lithuania feel the least useful (3.5).

In terms of how relaxed veterinarians feel, their overall score was 2.8 but results suggest a slight improvement on the 2018 survey. While 24 per cent today report feeling relaxed often or all the time, 38 per cent feel this rarely or none of the time. Five years ago, the same results were 22 per cent and 39 per cent respectively.

Veterinarians in the Netherlands feel the most relaxed (mean score of 3.4) and veterinarians in Italy feel the least (2.5).

Most veterinaries in Europe consider they deal well with problems all of the time or often (65%). Up to 72 per cent say they have been thinking clearly often or nearly all of the time and one in every eight say they have been feeling close to other people all of the time.

Veterinarians in Denmark, Sweden, Switzerland and The Netherlands feel most connected to others (mean score =3.7), veterinarians in Hungary feel the least connected (3).

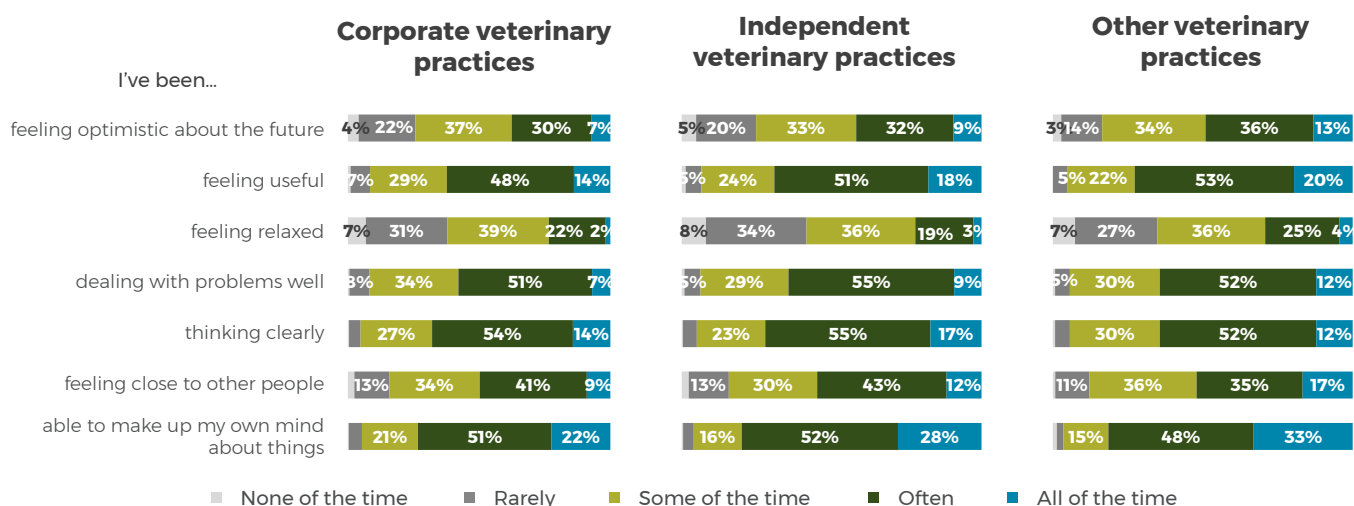


Finally, most of the veterinaries in Europe (78 per cent) consider that they have been able to make up their own mind about things over the last two weeks. This represents a small drop on the last survey, when 80 per cent said they felt they were able to make decisions well.

Serbia and Estonia scored most highly here (mean score = 4.2) and Lithuania the lowest (3.4).

Figure 142.

### Frequency of feelings and thoughts stated below over the last two weeks by practice type

















NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Figure 143.

### Mean of feelings & thoughts stated below over the last two weeks by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Feeling optimistic about the future	3.5	3.3	3.0	3.3	3.6	3.3	3.6	3.1	3.5	3.2	3.1	3.4	2.9	3.0
Feeling useful	3.9	3.8	3.8	3.7	4.0	3.9	3.8	3.7	3.8	3.9	3.7	3.8	3.6	3.5
Feeling relaxed	2.9	3.0	2.8	2.6	3.1	2.8	3.0	2.8	2.9	2.6	2.9	3.1	2.5	2.6
Dealing with problems well	3.7	3.7	3.8	3.7	3.8	3.8	3.5	3.7	3.7	3.7	3.4	3.8	3.6	3.5
Thinking clearly	3.8	3.9	4.1	3.8	3.9	4.0	3.8	3.8	3.7	3.9	3.8	3.9	3.8	3.7
Feeling close to other people	3.6	3.6	3.6	3.4	3.7	3.2	3.4	3.5	3.6	3.4	3.0	3.5	3.5	3.3
Able to make up my own mind about things	4.1	4.0	3.9	4.1	4.1	4.2	3.9	4.0	4.0	3.8	3.8	4.1	4.1	3.4



															Europe 37
Feeling optimistic about the future	3.3	3.7	3.4	3.3	3.1	3.0	3.3	3.1	3.3	3.2	3.0	3.4	3.7	3.3	3.2
Feeling useful	3.8	4.0	3.9	3.8	3.6	3.7	3.8	3.9	3.8	3.6	3.7	3.9	3.9	3.6	3.7
Feeling relaxed	3.0	3.4	3.0	3.0	2.6	2.8	2.8	2.9	3.1	3.0	2.7	3.2	3.1	2.9	2.8
Dealing with problems well	3.5	3.9	3.8	3.5	3.6	3.5	3.9	3.8	3.7	3.6	3.6	3.7	3.8	3.6	3.7
Thinking clearly	3.8	4.0	4.0	3.8	3.9	3.7	4.1	4.1	4.0	3.7	3.7	3.9	3.9	3.8	3.8
Feeling close to other people	3.4	3.7	3.4	3.5	3.4	3.4	3.5	3.2	3.3	3.4	3.6	3.7	3.7	3.4	3.5
Able to make up my own mind about things	4.0	4.1	3.9	3.9	4.1	3.9	4.0	4.2	4.1	3.9	3.9	4.0	4.1	3.9	4.0

Mean score = scale of 1 to 5 where 1 = none of the time and 5 = all of the time

## The impact of Covid-19



**56%**

*of veterinarians have seen a rise in workload since the pandemic took hold*

Across all measures, Covid-19 has impacted veterinary practices significantly, adding to workload and exacerbating problems such as retaining staff.

More than half of veterinarians (56%) have seen a rise in workload since the pandemic took hold and almost half (46%) have need to recruit more staff to cope. The UK is particularly challenged here with 76% of veterinarians reporting an increase in demand for staff.

The challenge of retaining staff remains a significant battle, with almost all veterinarians responding (96%) saying this challenge has either continued or become even greater. Again, this is a notable problem for the UK, where 66% of veterinarians report this difficulty.

There are signs that the impact of continuing to provide services during covid-19 restrictions has brought additional burdens for staff, with 33% reporting an increase in harassment or conflicts with clients. But there were also positive outcomes, with 11% of veterinarians thinking their profession has benefitted from a boost to its image. Clinically, too, there has been changes in delivery of services, with a 30% increase in the use of telemedicine. This was particularly the case in the UK, which has seen it use rise by 46%.





Figure 144.

### Impact of Covid-19 on aspects of veterinary practice

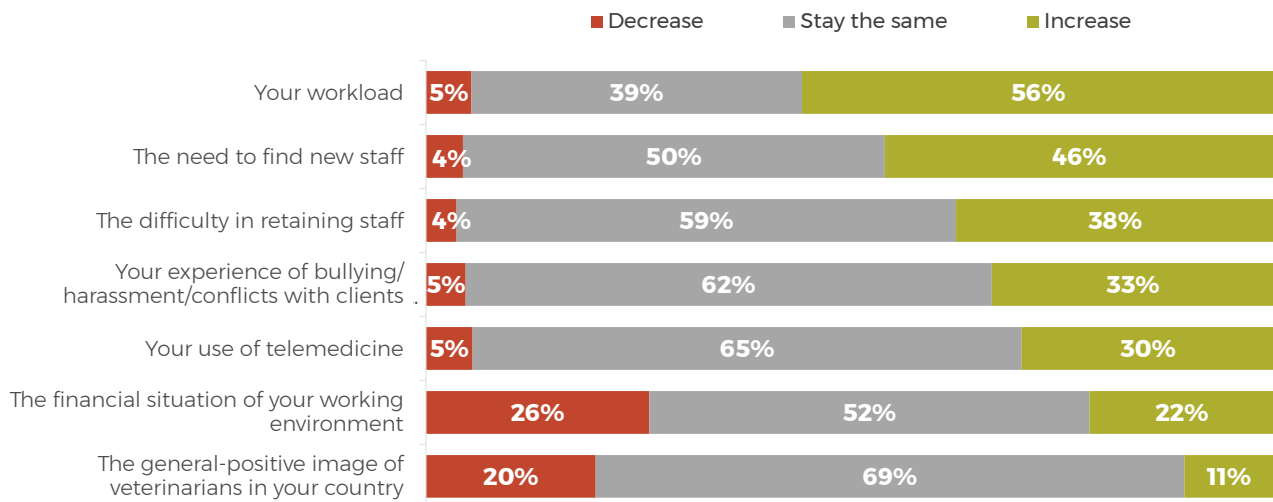


Figure 145.

### Compared to before Covid, how have the following increased by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
The general positive image of veterinarians in your country	9%	8%	14%	7%	8%	18%	9%	10%	9%	34%	13%	16%	13%	19%
The financial situation of your working environment	14%	23%	32%	25%	21%	29%	14%	19%	24%	38%	18%	20%	25%	14%
Your workload	47%	50%	51%	44%	46%	60%	39%	55%	59%	60%	42%	60%	61%	36%
Your use of telemedicine	25%	20%	20%	30%	20%	24%	30%	12%	36%	36%	37%	22%	29%	19%
Your experience of bullying/harassment/conflicts with clients	27%	25%	41%	22%	15%	31%	16%	34%	40%	38%	27%	25%	36%	19%
The need to find new staff	36%	32%	39%	29%	43%	49%	45%	46%	52%	37%	23%	58%	41%	23%
The difficulty in retaining staff	32%	26%	43%	16%	36%	27%	29%	34%	42%	23%	22%	52%	31%	26%



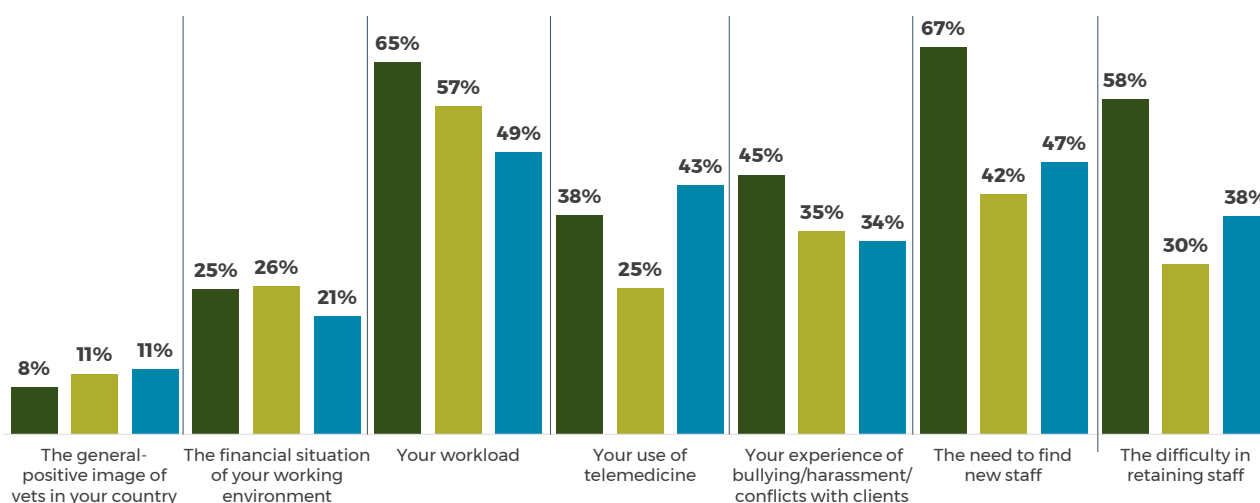
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
The general-positive image of veterinarians in your country	5%	7%	12%	12%	8%	8%	15%	14%	12%	7%	12%	8%	8%	8%	11%
The financial situation of your working environment	10%	24%	10%	17%	19%	21%	21%	23%	20%	19%	15%	19%	17%	25%	22%
Your workload	52%	48%	35%	44%	55%	55%	54%	38%	35%	64%	55%	39%	48%	67%	56%
Your use of telemedicine	29%	23%	8%	27%	30%	28%	24%	11%	25%	36%	28%	24%	28%	46%	30%
Your experience of bullying/harassment/conflicts with clients	32%	21%	15%	10%	38%	40%	27%	27%	21%	43%	29%	19%	29%	42%	33%
The need to find new staff	48%	57%	30%	41%	34%	44%	34%	42%	21%	56%	33%	44%	47%	72%	46%
The difficulty in retaining staff	35%	49%	25%	37%	27%	35%	28%	28%	14%	48%	27%	30%	38%	66%	37%

The pandemic seems to have impacted on veterinarians working in corporate veterinary practice more strongly. When examining impact on only those countries with corporations, roughly two-thirds of corporates (65%) saw an increase in their workload and 67% reported a corresponding need to increase staffing levels. This contrasts with a 57% increase in workload for independent practices and a 42% need to boost staffing numbers.

Figure 14.6.

### Compared to before Covid, how have the following changed by practice type

■ Corporate veterinary practices ■ Independent veterinary practices ■ Other veterinary practices



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



**THE FUTURE**



A close-up photograph of a doctor in a white lab coat, holding a clipboard. The doctor's stethoscope is visible around their neck. The clipboard has a white sheet of paper with text. The text is centered and reads: "As a profession we need to stand out globally and demonstrate our One Health commitment". The words "One Health" are in a larger, bold, yellow font, while the rest of the text is in a blue font. The clipboard is held by the doctor's hands, which have light green nail polish. A blue ID badge is partially visible on the right side of the doctor's coat.

***As a profession  
we need to stand  
out globally and  
demonstrate our  
One Health  
commitment***



## KEY FACTS: WHAT VETERINARIANS PREDICT FOR THE NEXT FIVE YEARS



### Growth

in demand for  
veterinary services for

**companion animals  
and exotics**



### Growth

areas of practice:

**specialist services  
and  
telemedicine**



### Decline

in demand for

**equine, goat and  
sheep veterinary  
care and treatment**



### Strong demand

for training in

**communication,  
business and  
digital skills**



## Setting the scene – current challenges for the profession

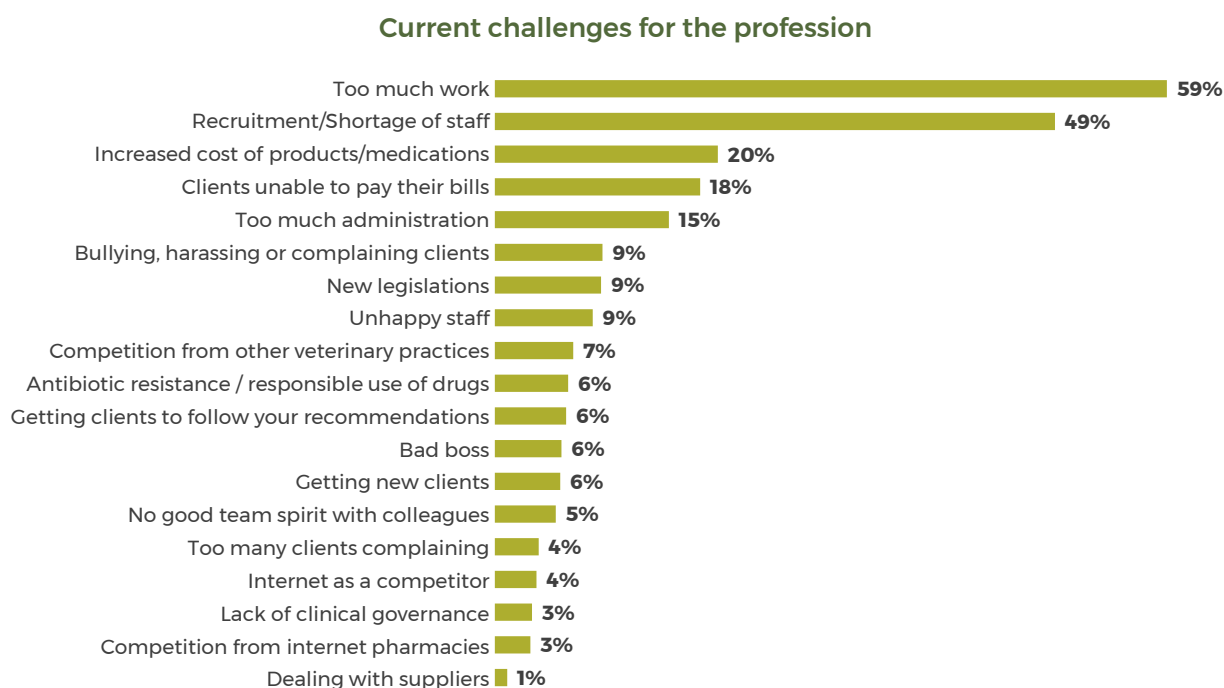
High workloads and staff shortages are the top challenges facing the veterinary profession.

Up to 59 per cent of European veterinarians surveyed in 2023 viewed ‘too much work’ as a key challenge and 49 per cent cited recruitment difficulties or staff shortages.

Asked to pick their top three challenges, 20 per cent selected the increasing costs of products and medications while 18 per cent chose clients who are unable to pay their bills.

Next on the list of challenges was administration – 15 per cent of veterinarians single out this as a top challenge, followed by bullying, harassing or complaining clients (9%). New legislation and unhappy staff are also factors (9%).

Figure 147.



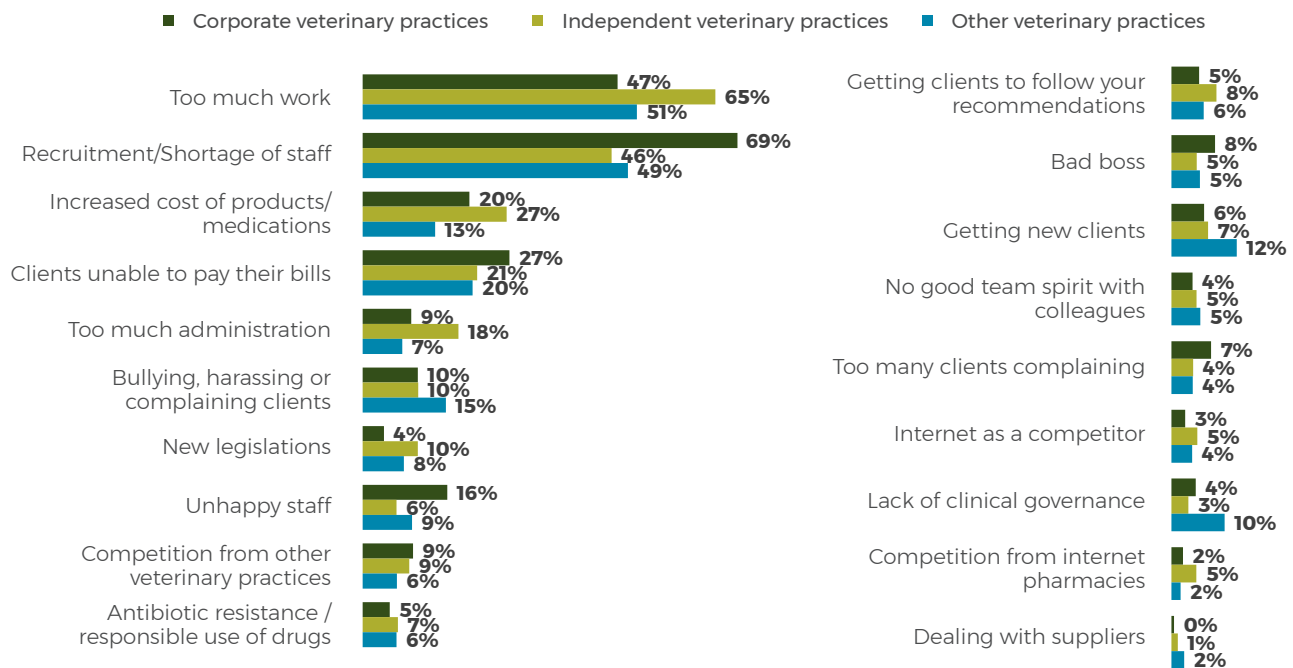
Concern about the volume of workload is particularly strong in Italy and Greece, where more than 70 per cent of veterinarians singled out this as a challenge. This contrasts to the UK where just 40 per cent of veterinarians identified this as among their top three professional challenges.

Veterinarians in the UK are far more concerned about recruitment difficulties, with 74 per cent identifying this as a challenge. This is also a key concern for veterinarians in Switzerland (72%). In contrast, difficulty in recruiting staff is far less of a cause for concern in Slovakia and Spain, where under 30 per cent of veterinarians identified this as a chief problem.



Figure 148.

### Current challenges for the profession



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Figure 149.

### Main challenges for veterinarian practices, by country

Country	Too much work	Recruitment/shortage of staff	Country	Too much work	Recruitment/shortage of staff
Austria	67%	57%	Luxembourg	58%	61%
Belgium	70%	40%	Netherlands	50%	70%
Croatia	57%	41%	North Macedonia	64%	33%
Czech Republic	67%	40%	Norway	58%	55%
Denmark	59%	44%	Poland	63%	34%
Estonia	70%	40%	Portugal	61%	34%
Finland	48%	57%	Romania	65%	30%
France	53%	60%	Serbia	58%	33%
Germany	63%	62%	Slovakia	65%	17%
Greece	72%	24%	Slovenia	66%	49%
Hungary	62%	45%	Spain	58%	29%
Ireland	46%	65%	Sweden	50%	67%
Italy	77%	32%	Switzerland	58%	72%
Lithuania	63%	27%	United Kingdom	40%	74%
			Europe-37	59%	49%

# Future challenges



European veterinarians are united in their goal to drive the One Health agenda and see it as a priority for the profession.

Asked to rate their level of agreement with 10 statements (between 0 and 10), veterinarians showed the strongest support for a need to demonstrate the profession's commitment to One Health, voting is an average 8 out of 10.

They also strongly support the need to engage politically in global challenges, such as sustainability and resource management (7.5/10).

Below these environmental concerns, is the belief that veterinary schools do not adequately equip graduates with sufficient skills (6.7/10).

Last time the survey was conducted in 2018, veterinarians agreed most strongly with the idea that societal pressure would make animal welfare an essential factor of sustainability and the development of the animal product sector. However, in the latest survey, this ambition ranked joint 4th on the list of statements.

Figure 150.

## Extent to which veterinarians agree with statements below







Veterinarians in Portugal, Serbia, Romania agreed most strongly with a commitment to One Health, all rating that as above 8 out of 10. In contrast veterinarians in Poland were less supportive, rating the concept as less than six out of 10.


Veterinarians were divided about the view that there are too many veterinarians graduating from veterinary schools. Spanish veterinarians showed strong support for this view (7.2/10) but Swedish veterinarians were less supportive (1.7/10).

Veterinarians were also somewhat divided about veterinary schools failing to provide graduates with the skills they need for practice. This concern about veterinarian school output is particularly high in Serbia and Slovakia – both countries averaging scores of 7.7/10. However Finnish veterinarians are not so concerned, averaging a score of 4.9/10.





Concern that sole veterinarian operated practices will be a minority by 2030 resonated strongly with veterinarians in Ireland and Switzerland (more than 8/10), but less so in Spain and Croatia (under 6/10).















Figure 151.

**Extent to which veterinarians agree with statements below by country**

														
	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
As a profession we need to stand out globally to demonstrate our one-health commitment	7.3	7.5	8.5	6.2	7.9	8.2	8.5	7.9	7.6	8.4	7.8	8.2	8.5	7.3
As a profession we need to engage politically in future global challenges such as sustainability and resource management	7.1	6.9	7.7	5.7	7.5	6.8	7.7	7.7	7.5	7.5	5.7	7.8	7.8	7.3
Veterinarians working in a single-veterinarian practice will be the minority by 2030	7.5	7.4	5.9	6.2	7.6	6.8	7.2	7	7.9	7.4	6.7	8.9	7.2	6.5
Structured telemedicine and digital health services will make the provision of veterinary medicine easier	4	4	5.1	3.5	5.1	4.3	6.1	4	5.2	5.1	4.7	4.5	4.8	5.3
Veterinary schools do not equip graduates with sufficient skills	6.3	6.5	7.6	7.6	5.4	5.6	4.9	5.7	6.5	7.4	5.4	6.5	7.3	6.9
Societal pressure will mean that animal welfare becomes an essential driver of sustainability and development in the food ani	6.5	7.2	6.8	6.3	7.2	7.3	7.7	7.2	6.1	6.9	7	7.2	6.8	6.7
Veterinarians comply with professional ethics in their everyday practice	6.4	6.3	6.4	5.5	7.7	7.5	7.5	6.9	6.5	6.3	5.9	7.4	5.9	6.6



														
	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
Newly qualified graduates find it easy to gain employment in the veterinary profession	6.8	6.8	4.9	5.5	7.5	7.3	8.4	8.4	7.5	5.9	6.5	7.7	5.1	4.8
Too many unqualified people are practising veterinary medicine	5.2	5.7	6.9	4.9	3.8	4.7	4.2	4.5	5	6.8	4.7	5.1	6.2	6.4
Too many newly qualified veterinarians are graduating from veterinary schools	2.3	3.9	5.2	4.4	2.8	0.7	2.2	2	2	6.6	3.2	3	3.9	7.2

															Europe 37
	LU	NL	MK	NO	PL	PT	RO	CS	SK	SI	ES	SE	CH	UK	Europe 37
As a profession we need to stand out globally to demonstrate our one-health commitment	7.5	7.6	8.1	8.4	7.2	8.8	8.6	8.7	7	7.9	8.5	7.8	7.6	8	8
As a profession we need to engage politically in future global challenges such as sustainability and resource management	7.6	7.3	6.2	7.8	6.2	8.4	7.2	7.3	6	7.5	8.2	7.5	7.4	7.9	7.5
Veterinarians working in a single-veterinarian practice will be the minority by 2030	7.7	7.8	6.2	7.1	7	6.9	6.7	6.2	6.2	6.9	5.7	6.4	8.3	7.8	7.1
Structured telemedicine and digital health services will make the provision of veterinary medicine easier	3.6	4.9	4.6	5.4	3.3	4.9	4.5	4.9	4.1	4.6	4.3	5.7	4.1	5.2	4.7
Veterinary schools do not equip graduates with sufficient skills	6.3	6.1	6.6	6.2	8	6.5	7.5	7.7	7.7	7.4	7.1	5.9	6	6.2	6.6
Societal pressure will mean that animal welfare becomes an essential driver of sustainability and development in the food ani	6.6	7.5	6.4	7.2	5.9	7.5	6.7	6.3	6.6	6.9	6.5	6.9	6.5	6.7	6.7
Veterinarians comply with professional ethics in their everyday practice	6.1	7.1	5.2	7.3	5.6	6.3	6.4	6	5.8	6.7	6.9	7.6	7.1	7.6	6.6
Newly qualified graduates find it easy to gain employment in the veterinary profession	7	8.2	4.2	7.4	5.5	5.6	4.4	3.8	5	6.7	5.2	8.1	6.7	7.3	6.5
Too many unqualified people are practising veterinary medicine	4.6	4.6	6.5	4	6.2	5.1	7.4	7.8	5.3	5.8	5.7	3.6	4.5	4.4	5.3
Too many newly qualified veterinarians are graduating from veterinary schools	2.7	2	5.4	2.2	6.1	6.6	5.9	5.9	6.1	3.4	7.2	1.7	2	3.4	3.9



# How veterinarians think the market will change - next five years



## 76%

believe in an increase in the need for their services for companion animals in the next five years

More than three quarters of European veterinarians (76%) believe there will be an increase in the need for their services for companion animals in the next five years.

They also see growth in the demand for veterinary care and treatment of exotic animals (63%).

They are more pessimistic in their assessment of the need for equine skills, as well as for their veterinary management of sheep and goats, with most believing demand will stay the same for these species (57% and 54% respectively). They predict the highest decline in these areas too, with 15 per cent anticipating a decrease in the need for equine veterinary care, and up to 29 per cent anticipating a decrease in the need for veterinary care of sheep and goats.

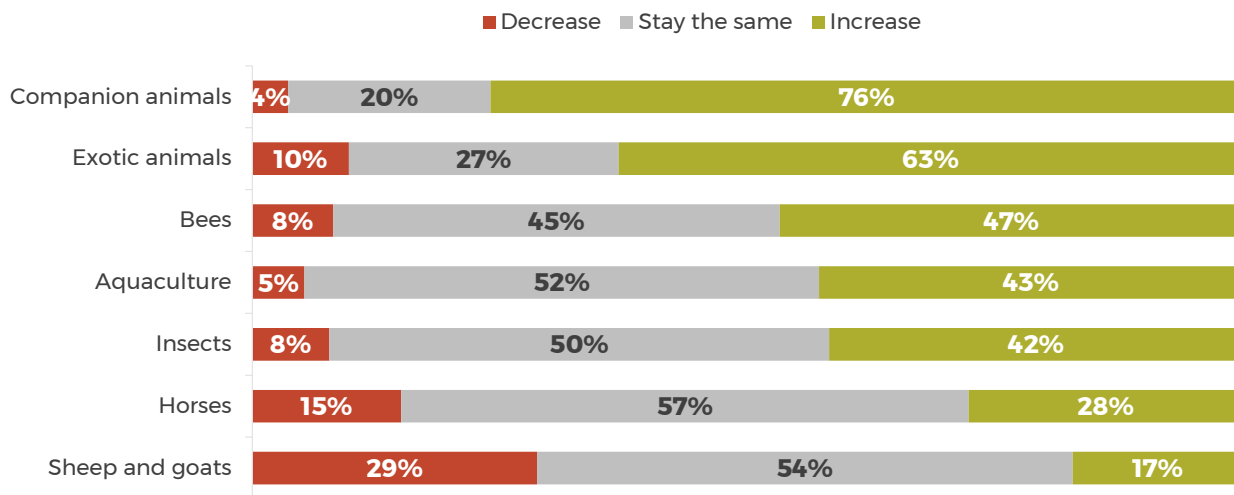


## 63%

see growth in the demand for veterinary care and treatment of exotic animals

Figure 152.

### Change in need for veterinary care & treatment of species in the next five years

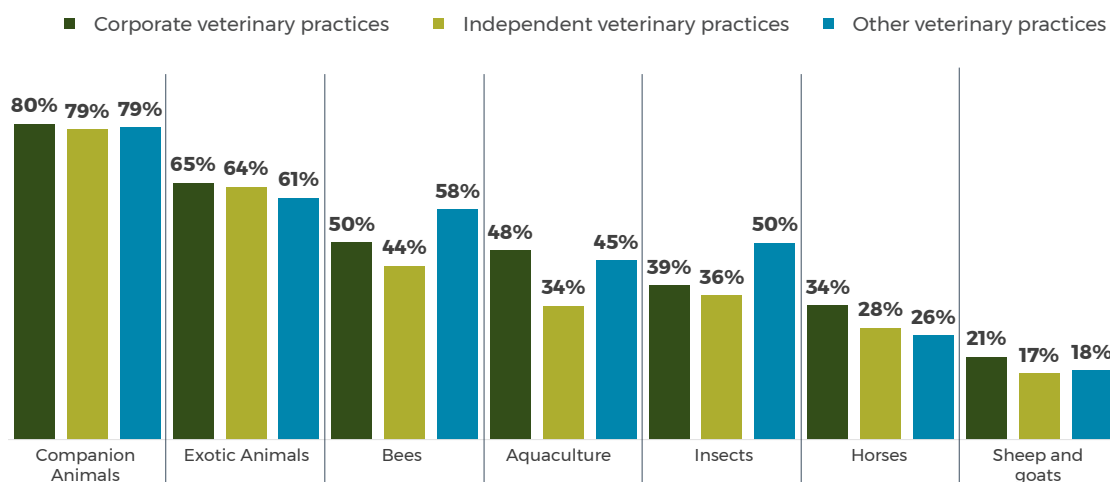




There is broad agreement on expected demands across all sectors.

Figure 152.

### Increase in need for veterinary care & treatment of species in the next five years by practice type



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)

Belief that the companion animal market will increase is particularly strong among veterinarians from Estonia and Croatia, where more than 90 per cent saw this as a strong growth area.

The highest proportion of veterinarians identifying the exotic market as a growth area were from Estonia and Croatia.

Figure 153.

### Increase need for veterinary care & treatment of companion animals in the next five years by country

Country	Increase - Companion Animals	Increase - Exotics	Country	Increase - Companion Animals	Increase - Exotics
Austria	67%	50%	Luxembourg	64%	57%
Belgium	67%	66%	Netherlands	73%	38%
Croatia	92%	86%	North Macedonia	78%	52%
Czech Republic	74%	64%	Norway	75%	61%
Denmark	75%	65%	Poland	87%	84%
Estonia	96%	89%	Portugal	73%	74%
Finland	90%	71%	Romania	79%	57%
France	81%	77%	Serbia	87%	68%
Germany	70%	47%	Slovakia	80%	61%
Greece	83%	59%	Slovenia	90%	84%
Hungary	80%	80%	Spain	78%	53%
Ireland	80%	64%	Sweden	89%	64%
Italy	76%	76%	Switzerland	75%	61%
Lithuania	65%	67%	United Kingdom	69%	57%
			<b>Europe-37</b>	<b>76%</b>	<b>63%</b>



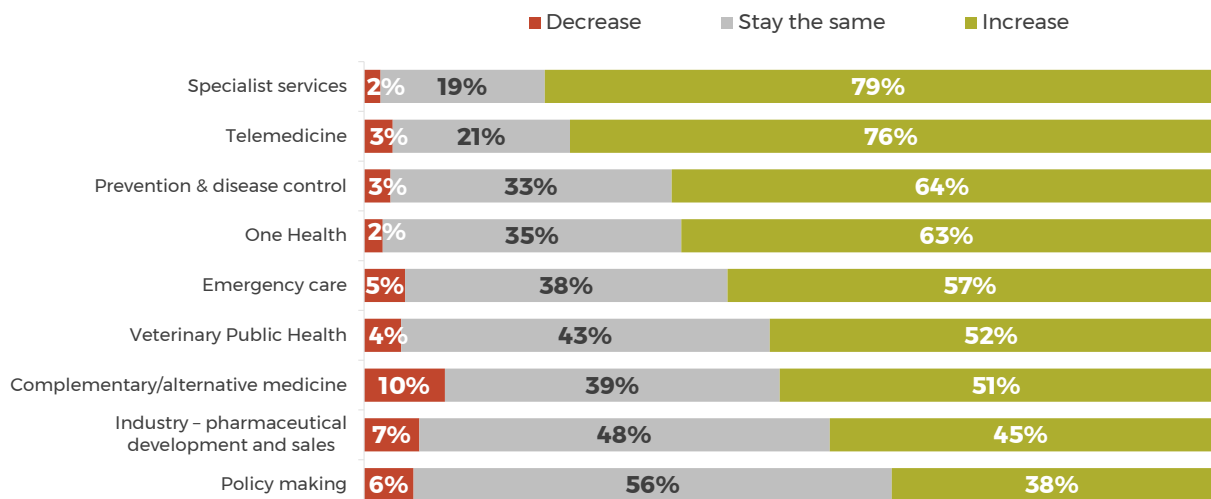
European veterinarians predict that demand for their specialist services and telemedicine will be the most dominant drivers for growth in the next five years.

More than three quarters predict an increase in demand for specialist services (79%) and telemedicine (76%).

Prevention of disease control (64%) and One Health (63%) are also seen as likely to increase, as is demand for emergency care (57%), veterinary public health (52%) and complementary/alternative veterinary medicine (51%).

Figure 154.

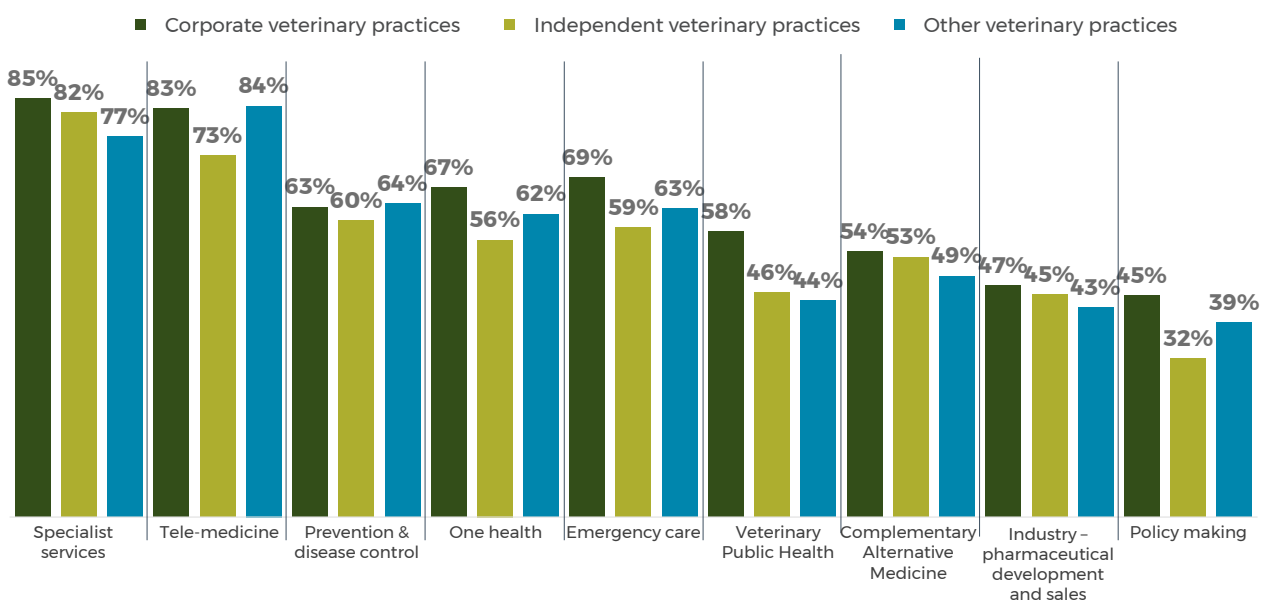
### Increase demand for the following veterinary services in the next five years



There is broad consensus on demand between sectors, but the corporate sector sees greater demand and opportunity in specialist and telemedicine services.

Figure 155.

### Increase in demand for the following veterinary services in the next five years by practice type



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



Veterinarians in Estonia, Greece, Hungary and Denmark are the most bullish about the potential demand for specialist services (>86%). Lithuania is more circumspect (6%).

Finnish, German and UK veterinarians stand out as most optimistic about the demand for telemedicine in the next five years, with more than 85% predicting this is a growth market. Lithuania, again, is less convinced (11%).

Countries with the largest number of veterinarians predicting that One Health will be a future driver of demand include Denmark, Norway and Ireland. Lithuania and Serbia are less convinced (11% and 10% respectively).

Figure 156.

**Increase demand for SPECIALIST SERVICES in the next five years by country**

Country	Decrease	Stay the same	Increase	Country	Decrease	Stay the same	Increase
Austria	3%	21%	77%	Luxembourg	0%	19%	81%
Belgium	1%	18%	81%	Netherlands	1%	23%	75%
Croatia	3%	24%	73%	North Macedonia	2%	23%	75%
Czech Republic	0%	20%	80%	Norway	2%	13%	85%
Denmark	1%	12%	87%	Poland	1%	12%	86%
Estonia	0%	11%	89%	Portugal	2%	19%	80%
Finland	1%	14%	86%	Romania	4%	18%	78%
France	1%	16%	83%	Serbia	2%	32%	66%
Germany	2%	20%	78%	Slovakia	3%	16%	81%
Greece	1%	10%	89%	Slovenia	0%	15%	85%
Hungary	0%	13%	88%	Spain	1%	22%	76%
Ireland	2%	20%	78%	Sweden	0%	13%	87%
Italy	2%	19%	80%	Switzerland	1%	17%	81%
Lithuania	6%	19%	75%	United Kingdom	4%	25%	72%
				<b>Europe-37</b>	<b>2%</b>	<b>19%</b>	<b>79%</b>



Figure 157.

Increase demand for TELEMEDICINE in the next five years by country

Country	Decrease	Stay the same	Increase	Country	Decrease	Stay the same	Increase
Austria	1%	31%	68%	Luxembourg	2%	22%	76%
Belgium	4%	27%	70%	Netherlands	5%	23%	72%
Croatia	4%	28%	68%	North Macedonia	5%	55%	40%
Czech Republic	1%	28%	70%	Norway	1%	17%	82%
Denmark	3%	18%	79%	Poland	7%	27%	66%
Estonia	0%	29%	71%	Portugal	4%	23%	73%
Finland	1%	6%	93%	Romania	9%	28%	63%
France	3%	21%	77%	Serbia	8%	43%	49%
Germany	2%	10%	88%	Slovakia	8%	42%	49%
Greece	1%	23%	76%	Slovenia	1%	27%	72%
Hungary	2%	39%	59%	Spain	5%	25%	69%
Ireland	1%	20%	79%	Sweden	2%	19%	79%
Italy	2%	24%	74%	Switzerland	1%	22%	77%
Lithuania	11%	34%	55%	United Kingdom	2%	12%	86%
				<b>Europe-37</b>	<b>3%</b>	<b>21%</b>	<b>76%</b>

Figure 158.

Increase demand for PREVENTION & DESEASE CONTROL in the next five years by country

Country	Decrease	Stay the same	Increase	Country	Decrease	Stay the same	Increase
Austria	2%	37%	61%	Luxembourg	0%	26%	74%
Belgium	2%	37%	61%	Netherlands	1%	28%	71%
Croatia	16%	30%	54%	North Macedonia	6%	35%	59%
Czech Republic	5%	49%	47%	Norway	1%	26%	73%
Denmark	3%	29%	68%	Poland	5%	41%	55%
Estonia	2%	20%	78%	Portugal	3%	31%	66%
Finland	1%	26%	74%	Romania	8%	32%	61%
France	3%	35%	62%	Serbia	10%	44%	46%
Germany	3%	36%	61%	Slovakia	5%	40%	56%
Greece	0%	27%	73%	Slovenia	5%	36%	59%
Hungary	5%	25%	70%	Spain	2%	27%	71%
Ireland	2%	20%	78%	Sweden	1%	28%	71%
Italy	2%	32%	65%	Switzerland	0%	34%	66%
Lithuania	4%	30%	66%	United Kingdom	3%	33%	63%
				<b>Europe-37</b>	<b>3%</b>	<b>33%</b>	<b>64%</b>



Figure 159.

Increase demand for ONE HEALTH in the next five years by country

Country	Decrease	Stay the same	Increase	Country	Decrease	Stay the same	Increase
Austria	3%	41%	56%	Luxembourg	0%	29%	71%
Belgium	2%	40%	58%	Netherlands	1%	30%	70%
Croatia	6%	39%	55%	North Macedonia	7%	43%	51%
Czech Republic	2%	67%	31%	Norway	1%	23%	76%
Denmark	0%	23%	76%	Poland	3%	47%	50%
Estonia	2%	45%	52%	Portugal	2%	27%	71%
Finland	0%	26%	74%	Romania	6%	44%	49%
France	2%	32%	66%	Serbia	10%	56%	34%
Germany	2%	35%	63%	Slovakia	3%	62%	34%
Greece	3%	30%	67%	Slovenia	1%	43%	55%
Hungary	4%	46%	50%	Spain	3%	24%	74%
Ireland	3%	22%	75%	Sweden	1%	40%	59%
Italy	1%	36%	62%	Switzerland	1%	37%	61%
Lithuania	11%	52%	37%	United Kingdom	1%	32%	67%
				<b>Europe-37</b>	<b>2%</b>	<b>35%</b>	<b>63%</b>

Figure 160.

Increase demand for EMERGENCY CARE in the next five years by country

Country	Decrease	Stay the same	Increase	Country	Decrease	Stay the same	Increase
Austria	7%	34%	59%	Luxembourg	0%	48%	52%
Belgium	5%	38%	57%	Netherlands	4%	40%	56%
Croatia	7%	34%	59%	North Macedonia	3%	51%	46%
Czech Republic	13%	30%	57%	Norway	2%	41%	57%
Denmark	4%	54%	41%	Poland	3%	26%	70%
Estonia	0%	18%	82%	Portugal	3%	44%	54%
Finland	2%	35%	63%	Romania	3%	35%	62%
France	3%	43%	54%	Serbia	6%	35%	59%
Germany	10%	32%	58%	Slovakia	3%	41%	56%
Greece	1%	35%	64%	Slovenia	3%	40%	57%
Hungary	2%	42%	56%	Spain	6%	44%	50%
Ireland	1%	50%	49%	Sweden	1%	30%	69%
Italy	3%	41%	57%	Switzerland	7%	33%	60%
Lithuania	4%	38%	57%	United Kingdom	5%	37%	58%
				<b>Europe-37</b>	<b>5%</b>	<b>38%</b>	<b>57%</b>





Figure 161.

Increase demand for VETERINARY PUBLIC HEALTH in the next five years by country

Country	Decrease	Stay the same	Increase	Country	Decrease	Stay the same	Increase
Austria	3%	43%	54%	Luxembourg	0%	24%	76%
Belgium	3%	50%	47%	Netherlands	1%	36%	64%
Croatia	11%	43%	46%	North Macedonia	5%	50%	45%
Czech Republic	2%	65%	33%	Norway	1%	30%	69%
Denmark	2%	32%	66%	Poland	9%	46%	44%
Estonia	2%	36%	61%	Portugal	3%	41%	55%
Finland	2%	40%	58%	Romania	5%	48%	47%
France	6%	48%	46%	Serbia	15%	51%	34%
Germany	2%	43%	56%	Slovakia	6%	59%	36%
Greece	5%	33%	62%	Slovenia	4%	59%	37%
Hungary	4%	43%	53%	Spain	5%	42%	53%
Ireland	3%	38%	59%	Sweden	0%	40%	59%
Italy	7%	47%	47%	Switzerland	1%	43%	56%
Lithuania	7%	48%	46%	United Kingdom	2%	40%	58%
				<b>Europe-37</b>	<b>4%</b>	<b>43%</b>	<b>52%</b>

Figure 162.

Increase demand for COMPLIMENTARY/ALTERNATIVE MEDICINE in the next five years by country

Country	Decrease	Stay the same	Increase	Country	Decrease	Stay the same	Increase
Austria	9%	43%	48%	Luxembourg	2%	17%	81%
Belgium	6%	39%	56%	Netherlands	9%	49%	43%
Croatia	7%	26%	67%	North Macedonia	10%	57%	33%
Czech Republic	3%	33%	64%	Norway	16%	53%	31%
Denmark	7%	47%	46%	Poland	14%	43%	42%
Estonia	7%	43%	50%	Portugal	4%	28%	67%
Finland	11%	56%	33%	Romania	7%	40%	53%
France	3%	24%	74%	Serbia	14%	35%	51%
Germany	13%	48%	39%	Slovakia	7%	42%	51%
Greece	10%	46%	44%	Slovenia	1%	26%	73%
Hungary	9%	34%	56%	Spain	10%	37%	53%
Ireland	8%	42%	50%	Sweden	16%	56%	27%
Italy	9%	36%	55%	Switzerland	4%	35%	61%
Lithuania	6%	38%	55%	United Kingdom	11%	43%	46%
				<b>Europe-37</b>	<b>10%</b>	<b>39%</b>	<b>51%</b>



Figure 163.

**Increase demand for INDUSTRY - PHARMACEUTICAL DEVELOPMENT AND SALES in the next five years by country**

Country	Decrease	Stay the same	Increase	Country	Decrease	Stay the same	Increase
Austria	9%	61%	29%	Luxembourg	10%	48%	43%
Belgium	9%	49%	42%	Netherlands	9%	52%	38%
Croatia	7%	19%	74%	North Macedonia	7%	43%	51%
Czech Republic	3%	48%	49%	Norway	3%	46%	51%
Denmark	4%	36%	60%	Poland	4%	40%	56%
Estonia	2%	24%	73%	Portugal	7%	40%	53%
Finland	2%	58%	41%	Romania	10%	27%	63%
France	10%	58%	32%	Serbia	5%	26%	68%
Germany	8%	59%	33%	Slovakia	4%	38%	58%
Greece	7%	39%	54%	Slovenia	4%	38%	58%
Hungary	5%	53%	42%	Spain	9%	39%	52%
Ireland	4%	48%	48%	Sweden	2%	62%	36%
Italy	5%	44%	52%	Switzerland	4%	59%	37%
Lithuania	7%	35%	59%	United Kingdom	5%	55%	40%
				<b>Europe-37</b>	<b>7%</b>	<b>48%</b>	<b>45%</b>

Figure 164.

**Increase demand for POLICY MAKING in the next five years by country**

Country	Decrease	Stay the same	Increase	Country	Decrease	Stay the same	Increase
Austria	14%	63%	23%	Luxembourg	5%	45%	50%
Belgium	2%	58%	40%	Netherlands	1%	54%	45%
Croatia	9%	56%	36%	North Macedonia	8%	52%	39%
Czech Republic	7%	68%	24%	Norway	1%	52%	47%
Denmark	5%	44%	51%	Poland	12%	61%	27%
Estonia	2%	45%	52%	Portugal	5%	55%	39%
Finland	0%	64%	36%	Romania	7%	52%	42%
France	2%	52%	45%	Serbia	11%	57%	32%
Germany	8%	61%	31%	Slovakia	11%	64%	25%
Greece	7%	53%	40%	Slovenia	2%	50%	48%
Hungary	5%	57%	38%	Spain	8%	52%	40%
Ireland	1%	45%	54%	Sweden	2%	58%	40%
Italy	6%	63%	31%	Switzerland	0%	59%	41%
Lithuania	20%	43%	37%	United Kingdom	2%	52%	46%
				<b>Europe-37</b>	<b>6%</b>	<b>56%</b>	<b>38%</b>



## What is needed to meet the challenges?

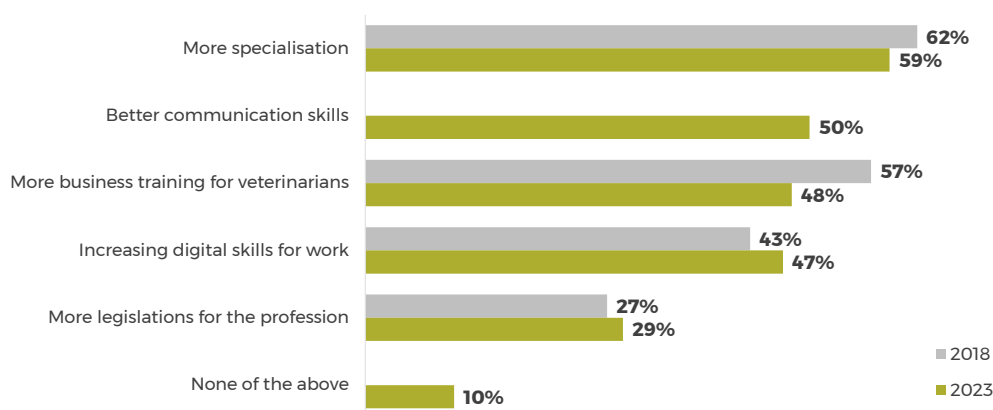
Moving towards practices that focus on specialisms is the approach the profession should look towards to equip itself to meet future demands in Europe, say veterinarians. Asked about meeting future challenges in the next five years, 59 per cent of veterinarians predicted that fellow veterinarians were most likely to train in a speciality.

Half of veterinarians also believe the profession will invest in more communication skills (50%).

More business training for veterinarians and increasing digital skills for work are also likely to be popular routes (voted by 48% and 47% respectively) although the proportion of veterinarians indicating the need for more business training for veterinarians has decreased across countries.

Figure 165.

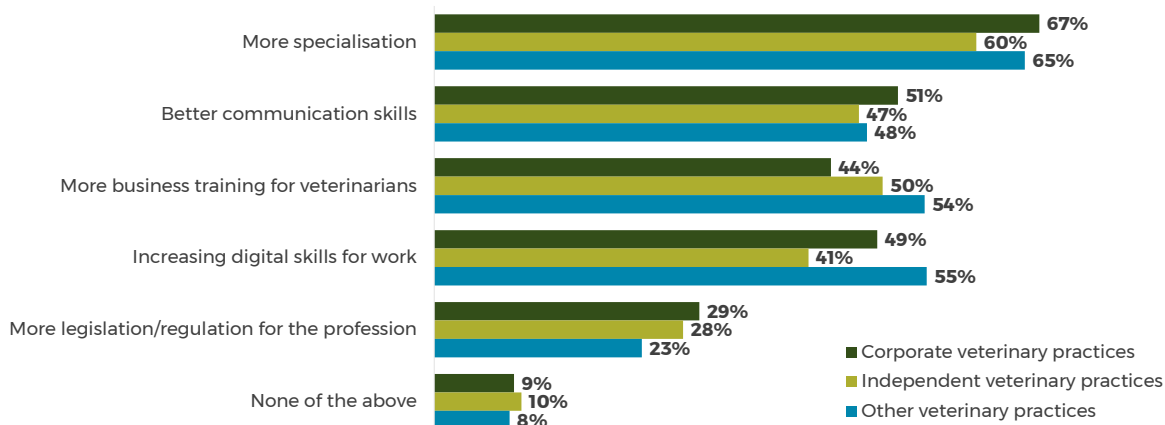
### Ways veterinarians will meet challenges in the next 5 years



The trajectory for future veterinary practice is greater specialisation, with the corporate sector likely to pursue this more aggressively.

Figure 166.

### Ways veterinarians will meet challenges in the next 5 years by practice type



NB: only countries where corporate practice is 15% or more have been included (Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Netherlands, Norway, Portugal, Spain, Sweden, UK)



Veterinarians in Denmark and Estonia (82%) as well as Greece and Norway (80%) strongly believe that specialist skills will help their profession meet the challenges of the next five years. Colleagues in Germany and Switzerland are less convinced (47%).

Veterinarians in Germany (63%) and Switzerland (57%), however, believe that veterinarians will invest in better communication skills. This is seen as less of a priority for veterinarians in Spain (38%) and Italy (39%).

There is a need for more veterinarians in public health, with predicted demand particularly strong in Norway, Denmark and the Netherlands.

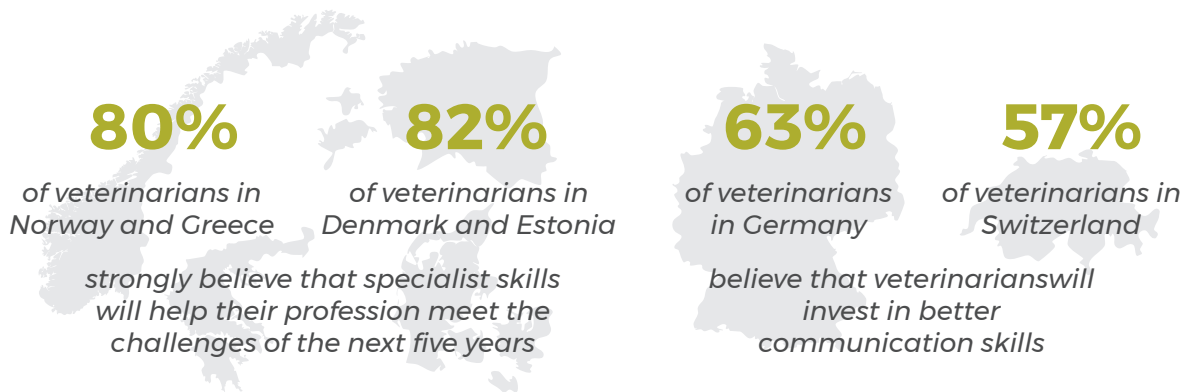
















Figure 167.

### Ways veterinarians will meet challenges in the next 5 years by country

	AT	BE	HR	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LT
More business training for veterinarians	56%	37%	57%	23%	51%	38%	37%	22%	67%	65%	48%	56%	51%	33%
More specialisation	54%	63%	61%	62%	82%	82%	74%	50%	47%	80%	76%	60%	58%	54%
More legislation/regulation for the profession	17%	25%	29%	34%	30%	42%	23%	17%	12%	33%	43%	33%	33%	25%
Increasing digital skills for work	35%	35%	47%	57%	45%	56%	64%	39%	53%	46%	61%	54%	36%	52%
Better	54%	48%	46%	43%	50%	53%	56%	56%	63%	44%	48%	55%	39%	40%
None of the above	14%	13%	13%	6%	4%	2%	7%	17%	9%	4%	0%	7%	9%	13%



															Europe 37
<b>More business training for veterinarians</b>	52%	38%	51%	47%	54%	48%	56%	52%	36%	54%	45%	27%	50%	48%	48%
<b>More specialisation</b>	64%	49%	70%	80%	55%	75%	72%	50%	77%	76%	73%	73%	47%	56%	59%
<b>More legislation/regulation for the profession</b>	21%	22%	24%	33%	28%	40%	38%	39%	43%	34%	48%	21%	18%	30%	29%
<b>Increasing digital skills for work</b>	38%	38%	41%	56%	41%	44%	47%	46%	63%	62%	42%	52%	44%	59%	47%
<b>Better</b>	52%	52%	46%	49%	49%	45%	53%	53%	50%	50%	38%	53%	57%	50%	50%
<b>None of the above</b>	10%	13%	6%	5%	10%	5%	5%	11%	3%	3%	6%	8%	10%	13%	10%





# COUNTRIES





# Austria

## Social & economic data (NUMBER/€/INDEX)

Total population	8,822,267
GDP (millions €)	11,564
GDP per inhabitant	4,000
Agriculture output (millions)	7,365.83
UN human development index (max 1.0)	0.908

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	278
Vet participations as % of all active veterinarians	0.09

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	3,100
No. of veterinarians per 1,000 population	0.35
Aged under 40	33
Aged 40 to 49	24
Aged 50 and over	43
Male	42
Female	58

Sources: 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

Employed- Full time veterinarian	33%
Owner/partner veterinarian	42%
Employed part-time veterinarian	9%
Interim/locum/freelance	2%
Non-practising veterinarian	7%
Unemployed	0%
Retired	3%
Other	3%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	3%
Independent veterinary practice	63%
Other type of practice	2%
Public service/government	17%
Education-research	7%
Industry (pharmaceutical, food, agricultural etc)	5%
NGO/Charity	1%
Other - as a veterinarian	2%
Has secondary occupation	37%

Sources: Survey respondents

## Practice size

1	32%
2	17%
3-5	22%
6-10	6%
11-30	14%
31-50	1%
51-100	1%

Sources: Survey respondents

## Service type

Surgery	60%
Official tasks	18%
Supply of medicines	59%
Emergency medicine	47%
Laboratory analysis	54%
Physiotherapy	23%
Complementary/alternative medicine	27%
Sales of feed or petfood	55%
Other	28%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	72%
Cattle	33%
Pigs	21%
Horses	32%
Exotics as family pets	15%
Other	43%
Veterinary Public Health - One health - Human/animal interaction	14%

Sources: Survey respondents



# Belgium

## Social & economic data (NUMBER/€/INDEX)

Total population	11,398,589
GDP (millions €)	369,899
GDP per inhabitant	42,100
Agriculture output (millions)	8,015.00
UN human development index (max 1.0)	0.916

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	411
Vet participations as % of all active veterinarians	0.07

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	6,179
No. of veterinarians per 1,000 population	0.54
Aged under 40	42
Aged 40 to 49	21
Aged 50 and over	36
Male	51
Female	49

Sources: 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

Employed- Full time veterinarian	15%
Owner/partner veterinarian	34%
Employed part-time veterinarian	3%
Interim/locum/freelance	11%
Non-practising veterinarian	10%
Unemployed	0%
Retired	5%
Other	22%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	12%
Independent veterinary practice	64%
Other type of practice	1%
Public service/government	6%
Education-research	7%
Industry (pharmaceutical, food, agricultural etc)	8%
NGO/Charity	1%
Other - as a veterinarian	2%
Has secondary occupation	39%

Sources: Survey respondents

## Practice size

1	33%
2	12%
3-5	18%
6-10	13%
11-30	10%
31-50	0%
51-100	2%

Sources: Survey respondents

## Service type

Surgery	61%
Official tasks	20%
Supply of medicines	65%
Emergency medicine	53%
Laboratory analysis	43%
Physiotherapy	14%
Complementary/alternative medicine	11%
Sales of feed or petfood	54%
Other	26%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	71%
Cattle	28%
Pigs	12%
Horses	30%
Exotics as family pets	11%
Other	41%
Veterinary Public Health - One health - Human/animal interaction	10%

Sources: Survey respondents





# Croatia

## Social & economic data (NUMBER/€/INDEX)

Total population	4,105,493
GDP (millions €)	51,663
GDP per inhabitant	7,300
Agriculture output (millions)	2,274.81
UN human development index (max 1.0)	0.831

Sources: UN/eurostat, GDP Worldbank

## Number of animals (UNIT: 1,000S)

Cattle	414
Sheep	636
Pigs	1,049
Goats	976
Poultry	5,486
Horses	24
Aquaculture	17,114
Companion animals	
Exotic	

Sources: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	107
Vet participations as % of all active veterinarians	0.09

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	1,150
No. of veterinarians per 1,000 population	0.28
Aged under 40	
Aged 40 to 49	
Aged 50 and over	
Male	
Female	

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

## Employment status

Employed- Full time veterinarian	52%
Owner/partner veterinarian	12%
Employed part-time veterinarian	0%
Interim/locum/freelance	0%
Non-practising veterinarian	21%
Unemployed	5%
Retired	0%
Other	9%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	7%
Independent veterinary practice	58%
Other type of practice	0%
Public service/government	8%
Education-research	14%
Industry (pharmaceutical, food, agricultural etc)	12%
NGO/Charity	0%
Other - as a veterinarian	2%
Has secondary occupation	29%

Sources: Survey respondents

## Practice size

1	3%
2	12%
3-5	24%
6-10	26%
11-30	21%
31-50	3%
51-100	3%

Sources: Survey respondents

## Service type

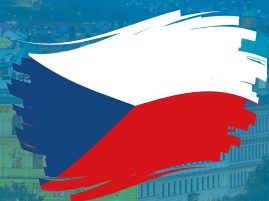
Surgery	74%
Official tasks	44%
Supply of medicines	53%
Emergency medicine	59%
Laboratory analysis	68%
Physiotherapy	9%
Complementary/alternative medicine	18%
Sales of feed or petfood	54%
Other	44%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	78%
Cattle	34%
Pigs	24%
Horses	27%
Exotics as family pets	27%
Other	36%
Veterinary Public Health - One health - Human/animal interaction	27%

Sources: Survey respondents



# Czech Republic

## Social & economic data (NUMBER/€/INDEX)

Total population	10,610,055
GDP (millions €)	19,649
GDP per inhabitant	22,900
Agriculture output (millions)	5,158.18
UN human development index (max 1.0)	0.888

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	309
Vet participations as % of all active veterinarians	0.07

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	4,500
No. of veterinarians per 1,000 population	0.42
Aged under 40	51
Aged 40 to 49	17
Aged 50 and over	32
Male	39
Female	61

Sources: 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

Employed- Full time veterinarian	27%
Owner/partner veterinarian	35%
Employed part-time veterinarian	9%
Interim/locum/freelance	13%
Non-practising veterinarian	3%
Unemployed	0%
Retired	3%
Other	10%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	3%
Independent veterinary practice	86%
Other type of practice	0%
Public service/government	3%
Education-research	4%
Industry (pharmaceutical, food, agricultural etc)	2%
NGO/Charity	0%
Other - as a veterinarian	1%
Has secondary occupation	40%

Sources: Survey respondents

## Practice size

1	29%
2	15%
3-5	34%
6-10	16%
11-30	3%
31-50	0%
51-100	0%

Sources: Survey respondents

## Service type

Surgery	76%
Official tasks	20%
Supply of medicines	40%
Emergency medicine	42%
Laboratory analysis	62%
Physiotherapy	16%
Complementary/alternative medicine	13%
Sales of feed or petfood	62%
Other	26%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	92%
Cattle	24%
Pigs	13%
Horses	24%
Exotics as family pets	33%
Other	42%
Veterinary Public Health - One health - Human/animal interaction	2%

Sources: Survey respondents



# Denmark

## Social & economic data (NUMBER/€/INDEX)

Total population	5,781,190
GDP (millions €)	191,722
GDP per inhabitant	18,100
Agriculture output (millions)	10,162.86
UN human development index (max 1.0)	0.929

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	266
Vet participations as % of all active veterinarians	0.11

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	2,500
No. of veterinarians per 1,000 population	0.43
Aged under 40	30
Aged 40 to 49	20
Aged 50 and over	50
Male	35
Female	65

Sources: 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

Employed- Full time veterinarian	26%
Owner/partner veterinarian	24%
Employed part-time veterinarian	19%
Interim/locum/freelance	0%
Non-practising veterinarian	12%
Unemployed	2%
Retired	4%
Other	13%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	19%
Independent veterinary practice	49%
Other type of practice	2%
Public service/government	9%
Education-research	6%
Industry (pharmaceutical, food, agricultural etc)	8%
NGO/Charity	0%
Other - as a veterinarian	6%
Has secondary occupation	28%

Sources: Survey respondents

## Practice size

1	13%
2	7%
3-5	24%
6-10	21%
11-30	16%
31-50	5%
51-100	3%

Sources: Survey respondents

## Service type

Surgery	66%
Official tasks	14%
Supply of medicines	48%
Emergency medicine	54%
Laboratory analysis	66%
Physiotherapy	23%
Complementary/alternative medicine	9%
Sales of feed or petfood	54%
Other	24%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	60%
Cattle	26%
Pigs	7%
Horses	29%
Exotics as family pets	17%
Other	34%
Veterinary Public Health - One health - Human/animal interaction	9%

Sources: Survey respondents



# Estonia

## Social & economic data (NUMBER/€/INDEX)

Total population	1,319,133
GDP (millions €)	292,806
GDP per inhabitant	50,800
Agriculture output (millions)	856.01
UN human development index (max 1.0)	0.871

Sources: UN/eurostat, GDP Worldbank

## Number of animals (UNIT: 1,000S)

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

Sources: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	56
Vet participations as % of all active veterinarians	0.07

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	800
No. of veterinarians per 1,000 population	0.61
Aged under 40	55
Aged 40 to 49	20
Aged 50 and over	25
Male	27
Female	73

Sources: 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

Employed- Full time veterinarian	43%
Owner/partner veterinarian	25%
Employed part-time veterinarian	16%
Interim/locum/freelance	0%
Non-practising veterinarian	7%
Unemployed	0%
Retired	0%
Other	9%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	16%
Independent veterinary practice	50%
Other type of practice	4%
Public service/government	9%
Education-research	11%
Industry (pharmaceutical, food, agricultural etc)	7%
NGO/Charity	0%
Other - as a veterinarian	4%
Has secondary occupation	44%

Sources: Survey respondents

## Practice size

1	25%
2	11%
3-5	30%
6-10	14%
11-30	9%
31-50	2%
51-100	0%

Sources: Survey respondents

## Service type

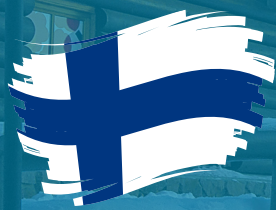
Surgery	70%
Official tasks	10%
Supply of medicines	28%
Emergency medicine	56%
Laboratory analysis	64%
Physiotherapy	18%
Complementary/alternative medicine	0%
Sales of feed or petfood	44%
Other	22%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	81%
Cattle	25%
Pigs	7%
Horses	22%
Exotics as family pets	21%
Other	31%
Veterinary Public Health - One health - Human/animal interaction	2%

Sources: Survey respondents



# Finland

## Social & economic data (NUMBER/€/INDEX)

Total population	5,513,130
GDP (millions €)	23,615
GDP per inhabitant	18,000
Agriculture output (millions)	4,343.23
UN human development index (max 1.0)	0.92

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	233
Vet participations as % of all active veterinarians	0.09

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	2,500
No. of veterinarians per 1,000 population	0.45
Aged under 40	39
Aged 40 to 49	29
Aged 50 and over	33
Male	11
Female	89

Sources: 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

Employed- Full time veterinarian	45%
Owner/partner veterinarian	12%
Employed part-time veterinarian	15%
Interim/locum/freelance	2%
Non-practising veterinarian	10%
Unemployed	0%
Retired	3%
Other	14%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	20%
Independent veterinary practice	26%
Other type of practice	2%
Public service/government	34%
Education-research	6%
Industry (pharmaceutical, food, agricultural etc)	8%
NGO/Charity	0%
Other - as a veterinarian	4%
Has secondary occupation	32%

Sources: Survey respondents

## Practice size

1	20%
2	7%
3-5	24%
6-10	17%
11-30	10%
31-50	5%
51-100	2%

Sources: Survey respondents

## Service type

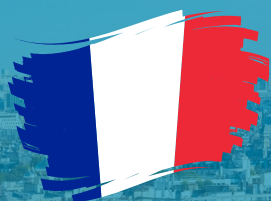
Surgery	59%
Official tasks	21%
Supply of medicines	51%
Emergency medicine	49%
Laboratory analysis	56%
Physiotherapy	14%
Complementary/alternative medicine	6%
Sales of feed or petfood	46%
Other	26%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	74%
Cattle	31%
Pigs	9%
Horses	38%
Exotics as family pets	25%
Other	42%
Veterinary Public Health - One health - Human/animal interaction	15%

Sources: Survey respondents



# France

## Social & economic data (NUMBER/€/INDEX)

Total population	66,926,166
GDP (millions €)	10,014
GDP per inhabitant	
Agriculture output (millions)	76,006.19
UN human development index (max 1.0)	0.901

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	1,232
Vet participations as % of all active veterinarians	0.06

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	19,500
No. of veterinarians per 1,000 population	0.29
Aged under 40	42
Aged 40 to 49	20
Aged 50 and over	39
Male	47
Female	53

Sources: 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

Employed- Full time veterinarian	31%
Owner/partner veterinarian	36%
Employed part-time veterinarian	9%
Interim/locum/freelance	7%
Non-practising veterinarian	4%
Unemployed	0%
Retired	1%
Other	12%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	16%
Independent veterinary practice	57%
Other type of practice	3%
Public service/government	15%
Education-research	3%
Industry (pharmaceutical, food, agricultural etc)	3%
NGO/Charity	0%
Other - as a veterinarian	4%
Has secondary occupation	22%

Sources: Survey respondents

## Practice size

1	14%
2	14%
3-5	33%
6-10	18%
11-30	9%
31-50	2%
51-100	2%

Sources: Survey respondents

## Service type

Surgery	54%
Official tasks	26%
Supply of medicines	60%
Emergency medicine	48%
Laboratory analysis	69%
Physiotherapy	14%
Complementary/alternative medicine	26%
Sales of feed or petfood	65%
Other	25%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	77%
Cattle	26%
Pigs	7%
Horses	26%
Exotics as family pets	17%
Other	30%
Veterinary Public Health - One health - Human/animal interaction	15%

Sources: Survey respondents



# Germany

## Social & economic data (NUMBER/€/INDEX)

Total population	82,792,351
GDP (millions €)	2,295,063
GDP per inhabitant	34,200
Agriculture output (millions)	53,199.34
UN human development index (max 1.0)	0.936

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	1,311
Vet participations as % of all active veterinarians	0.03

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	41,000
No. of veterinarians per 1,000 population	0.5
Aged under 40	41
Aged 40 to 49	24
Aged 50 and over	35
Male	28
Female	72

Sources: 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

Employed- Full time veterinarian	32%
Owner/partner veterinarian	27%
Employed part-time veterinarian	20%
Interim/locum/freelance	1%
Non-practising veterinarian	10%
Unemployed	1%
Retired	2%
Other	7%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	10%
Independent veterinary practice	56%
Other type of practice	1%
Public service/government	14%
Education-research	9%
Industry (pharmaceutical, food, agricultural etc)	7%
NGO/Charity	0%
Other - as a veterinarian	3%
Has secondary occupation	25%

Sources: Survey respondents

## Practice size

1	20%
2	14%
3-5	27%
6-10	16%
11-30	13%
31-50	4%
51-100	2%

Sources: Survey respondents

## Service type

Surgery	63%
Official tasks	11%
Supply of medicines	59%
Emergency medicine	51%
Laboratory analysis	63%
Physiotherapy	21%
Complementary/alternative medicine	19%
Sales of feed or petfood	52%
Other	26%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	66%
Cattle	16%
Pigs	10%
Horses	23%
Exotics as family pets	12%
Other	36%
Veterinary Public Health - One health - Human/animal interaction	10%

Sources: Survey respondents



# Greece

## Social & economic data (NUMBER/€/INDEX)

Total population	10,741,165
GDP (millions €)	3,244,990
GDP per inhabitant	39,300
Agriculture output (millions)	10,941.74
UN human development index (max 1.0)	0.87

Sources: UN/eurostat, GDP Worldbank

## Number of animals (UNIT: 1,000S)

Cattle	538
Sheep	8,430
Pigs	721
Goats	2,610
Poultry	11,152
Horses	70
Aquaculture	125,640
Companion animals	
Exotic	979,5

Sources: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	160
Vet participations as % of all active veterinarians	0.07

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	2,345
No. of veterinarians per 1,000 population	0.22
Aged under 40	
Aged 40 to 49	
Aged 50 and over	
Male	
Female	

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

## Employment status

Employed- Full time veterinarian	33%
Owner/partner veterinarian	50%
Employed part-time veterinarian	3%
Interim/locum/freelance	2%
Non-practising veterinarian	4%
Unemployed	2%
Retired	1%
Other	5%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	3%
Independent veterinary practice	71%
Other type of practice	1%
Public service/government	7%
Education-research	8%
Industry (pharmaceutical, food, agricultural etc)	7%
NGO/Charity	0%
Other - as a veterinarian	3%
Has secondary occupation	38%

Sources: Survey respondents

## Practice size

1	38%
2	23%
3-5	20%
6-10	10%
11-30	4%
31-50	2%
51-100	0%

Sources: Survey respondents

## Service type

Surgery	75%
Official tasks	21%
Supply of medicines	56%
Emergency medicine	55%
Laboratory analysis	64%
Physiotherapy	4%
Complementary/alternative medicine	3%
Sales of feed or petfood	47%
Other	48%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	81%
Cattle	14%
Pigs	7%
Horses	10%
Exotics as family pets	24%
Other	42%
Veterinary Public Health - One health - Human/animal interaction	15%

Sources: Survey respondents





# Hungary

## Social & economic data (NUMBER/€/INDEX)

Total population	9,778,371
GDP (millions €)	180,218
GDP per inhabitant	16,800
Agriculture output (millions)	8,798.21
UN human development index (max 1.0)	0.838

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	116
Vet participations as % of all active veterinarians	0.04

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	2,971
No. of veterinarians per 1,000 population	0.3
Aged under 40	40
Aged 40 to 49	21
Aged 50 and over	39
Male	64
Female	36

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

## Employment status

Employed- Full time veterinarian	22%
Owner/partner veterinarian	49%
Employed part-time veterinarian	4%
Interim/locum/freelance	2%
Non-practising veterinarian	3%
Unemployed	0%
Retired	13%
Other	6%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	3%
Independent veterinary practice	72%
Other type of practice	2%
Public service/government	14%
Education-research	2%
Industry (pharmaceutical, food, agricultural etc)	4%
NGO/Charity	0%
Other - as a veterinarian	3%
Has secondary occupation	56%

Sources: Survey respondents

## Practice size

1	59%
2	16%
3-5	15%
6-10	5%
11-30	2%
31-50	1%
51-100	0%

Sources: Survey respondents

## Service type

Surgery	46%
Official tasks	35%
Supply of medicines	39%
Emergency medicine	33%
Laboratory analysis	29%
Physiotherapy	8%
Complementary/alternative medicine	6%
Sales of feed or petfood	25%
Other	20%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	80%
Cattle	44%
Pigs	41%
Horses	33%
Exotics as family pets	17%
Other	42%
Veterinary Public Health - One health - Human/animal interaction	7%

Sources: Survey respondents



# Ireland

## Social & economic data (NUMBER/€/INDEX)

Total population	4,830,392
GDP (millions €)	21,709
GDP per inhabitant	63,200
Agriculture output (millions)	8,439.18
UN human development index (max 1.0)	0.938

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	253
Vet participations as % of all active veterinarians	0.12

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	2,098
No. of veterinarians per 1,000 population	0.43
Aged under 40	27
Aged 40 to 49	29
Aged 50 and over	45
Male	60
Female	40

Sources: 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

Employed- Full time veterinarian	56%
Owner/partner veterinarian	19%
Employed part-time veterinarian	9%
Interim/locum/freelance	2%
Non-practising veterinarian	6%
Unemployed	0%
Retired	4%
Other	5%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	15%
Independent veterinary practice	42%
Other type of practice	0%
Public service/government	31%
Education-research	5%
Industry (pharmaceutical, food, agricultural etc)	4%
NGO/Charity	0%
Other - as a veterinarian	3%
Has secondary occupation	40%

Sources: Survey respondents

## Practice size

1	11%
2	7%
3-5	25%
6-10	28%
11-30	11%
31-50	2%
51-100	0%

Sources: Survey respondents

## Service type

Surgery	53%
Official tasks	44%
Supply of medicines	50%
Emergency medicine	40%
Laboratory analysis	48%
Physiotherapy	7%
Complementary/alternative medicine	5%
Sales of feed or petfood	48%
Other	36%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	56%
Cattle	47%
Pigs	8%
Horses	30%
Exotics as family pets	8%
Other	42%
Veterinary Public Health - One health - Human/animal interaction	29%

Sources: Survey respondents



# Italy

## Social & economic data (NUMBER/€/INDEX)

Total population	60,483,973
GDP (millions €)	297,131
GDP per inhabitant	61,900
Agriculture output (millions)	56,729.78
UN human development index (max 1.0)	0.88

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	768
Vet participations as % of all active veterinarians	0.03

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	30,100
No. of veterinarians per 1,000 population	0.5
Aged under 40	42
Aged 40 to 49	21
Aged 50 and over	36
Male	47
Female	53

Sources: 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

Employed- Full time veterinarian	48%
Owner/partner veterinarian	18%
Employed part-time veterinarian	7%
Interim/locum/freelance	9%
Non-practising veterinarian	6%
Unemployed	1%
Retired	2%
Other	8%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	8%
Independent veterinary practice	62%
Other type of practice	1%
Public service/government	14%
Education-research	4%
Industry (pharmaceutical, food, agricultural etc)	6%
NGO/Charity	0%
Other - as a veterinarian	5%
Has secondary occupation	31%

Sources: Survey respondents

## Practice size

1	16%
2	15%
3-5	28%
6-10	15%
11-30	11%
31-50	3%
51-100	5%

Sources: Survey respondents

## Service type

Surgery	65%
Official tasks	5%
Supply of medicines	41%
Emergency medicine	36%
Laboratory analysis	61%
Physiotherapy	9%
Complementary/alternative medicine	14%
Sales of feed or petfood	19%
Other	17%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	78%
Cattle	18%
Pigs	13%
Horses	16%
Exotics as family pets	13%
Other	20%
Veterinary Public Health - One health - Human/animal interaction	16%

Sources: Survey respondents



# Lithuania

## Social & economic data (NUMBER/€/INDEX)

Total population	2,808,901
GDP (millions €)	27,033
GDP per inhabitant	13,900
Agriculture output (millions)	2,883.46
UN human development index (max 1.0)	0.858

Sources: UN/eurostat, GDP Worldbank

## Number of animals (UNIT: 1,000S)

Cattle	654
Sheep	164
Pigs	572
Goats	4
Poultry	4,301
Horses	27
Aquaculture	3,406
Companion animals	
Exotic	

Sources: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	75
Vet participations as % of all active veterinarians	0.03

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	2,250
No. of veterinarians per 1,000 population	0.8
Aged under 40	
Aged 40 to 49	
Aged 50 and over	
Male	
Female	

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

## Employment status

Employed- Full time veterinarian	51%
Owner/partner veterinarian	8%
Employed part-time veterinarian	5%
Interim/locum/freelance	5%
Non-practising veterinarian	11%
Unemployed	1%
Retired	0%
Other	19%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	26%
Independent veterinary practice	31%
Other type of practice	3%
Public service/government	11%
Education-research	3%
Industry (pharmaceutical, food, agricultural etc)	20%
NGO/Charity	0%
Other - as a veterinarian	5%
Has secondary occupation	58%

Sources: Survey respondents

## Practice size

1	32%
2	22%
3-5	22%
6-10	7%
11-30	12%
31-50	0%
51-100	0%

Sources: Survey respondents

## Service type

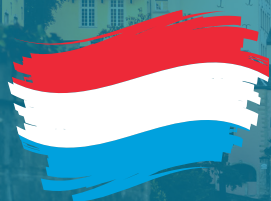
Surgery	53%
Official tasks	20%
Supply of medicines	24%
Emergency medicine	35%
Laboratory analysis	45%
Physiotherapy	12%
Complementary/alternative medicine	20%
Sales of feed or petfood	41%
Other	35%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	65%
Cattle	35%
Pigs	10%
Horses	8%
Exotics as family pets	13%
Other	34%
Veterinary Public Health - One health - Human/animal interaction	16%

Sources: Survey respondents



# Luxembourg

## Social & economic data (NUMBER/€/INDEX)

Total population	602,005
GDP (millions €)	42,191
GDP per inhabitant	14,900
Agriculture output (millions)	431.37
UN human development index (max 1.0)	0.904

Sources: UN/eurostat, GDP Worldbank

## Number of animals (UNIT: 1,000S)

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

Sources: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	58
Vet participations as % of all active veterinarians	0.22

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	265
No. of veterinarians per 1,000 population	0.44
Aged under 40	38
Aged 40 to 49	27
Aged 50 and over	35
Male	32
Female	68

Sources: 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

Employed- Full time veterinarian	14%
Owner/partner veterinarian	53%
Employed part-time veterinarian	5%
Interim/locum/freelance	10%
Non-practising veterinarian	2%
Unemployed	2%
Retired	5%
Other	9%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	0%
Independent veterinary practice	84%
Other type of practice	0%
Public service/government	10%
Education-research	0%
Industry (pharmaceutical, food, agricultural etc)	0%
NGO/Charity	2%
Other - as a veterinarian	4%
Has secondary occupation	33%

Sources: Survey respondents

## Practice size

1	34%
2	22%
3-5	24%
6-10	2%
11-30	12%
31-50	0%
51-100	0%

Sources: Survey respondents

## Service type

Surgery	45%
Official tasks	23%
Supply of medicines	60%
Emergency medicine	38%
Laboratory analysis	50%
Physiotherapy	15%
Complementary/alternative medicine	20%
Sales of feed or petfood	45%
Other	25%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	69%
Cattle	23%
Pigs	12%
Horses	33%
Exotics as family pets	15%
Other	31%
Veterinary Public Health - One health - Human/animal interaction	15%

Sources: Survey respondents



# Netherlands

## Social & economic data (NUMBER/€/INDEX)

Total population	17,181,084
GDP (millions €)	4,299
GDP per inhabitant	6,900
Agriculture output (millions)	
UN human development index (max 1.0)	0.931

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	170
Vet participations as % of all active veterinarians	0.03

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	5,000
No. of veterinarians per 1,000 population	0.29
Aged under 40	37
Aged 40 to 49	20
Aged 50 and over	44
Male	47
Female	53

Sources: 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

Employed- Full time veterinarian	18%
Owner/partner veterinarian	25%
Employed part-time veterinarian	19%
Interim/locum/freelance	2%
Non-practising veterinarian	16%
Unemployed	0%
Retired	6%
Other	13%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	19%
Independent veterinary practice	52%
Other type of practice	1%
Public service/government	4%
Education-research	12%
Industry (pharmaceutical, food, agricultural etc)	12%
NGO/Charity	0%
Other - as a veterinarian	1%
Has secondary occupation	21%

Sources: Survey respondents

## Practice size

1	14%
2	9%
3-5	15%
6-10	25%
11-30	15%
31-50	3%
51-100	4%

Sources: Survey respondents

## Service type

Surgery	62%
Official tasks	16%
Supply of medicines	61%
Emergency medicine	63%
Laboratory analysis	62%
Physiotherapy	9%
Complementary/alternative medicine	2%
Sales of feed or petfood	54%
Other	29%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	55%
Cattle	20%
Pigs	9%
Horses	33%
Exotics as family pets	7%
Other	28%
Veterinary Public Health - One health - Human/animal interaction	13%

Sources: Survey respondents



# North Macedonia

## Social & economic data (NUMBER/€/INDEX)

Total population	2,075,301
GDP (millions €)	223,918
GDP per inhabitant	40,700
Agriculture output (millions)	1,242.65
UN human development index (max 1.0)	0.757

Sources: UN/eurostat, GDP Worldbank

## Number of animals (UNIT: 1,000S)

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

Sources: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	79
Vet participations as % of all active veterinarians	0.29

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	270
No. of veterinarians per 1,000 population	0.13
Aged under 40	42
Aged 40 to 49	42
Aged 50 and over	16
Male	68
Female	32

Sources: 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

Employed- Full time veterinarian	54%
Owner/partner veterinarian	20%
Employed part-time veterinarian	1%
Interim/locum/freelance	0%
Non-practising veterinarian	14%
Unemployed	3%
Retired	0%
Other	8%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	3%
Independent veterinary practice	50%
Other type of practice	1%
Public service/government	1%
Education-research	22%
Industry (pharmaceutical, food, agricultural etc)	18%
NGO/Charity	0%
Other - as a veterinarian	5%
Has secondary occupation	44%

Sources: Survey respondents

## Practice size

1	27%
2	19%
3-5	31%
6-10	10%
11-30	3%
31-50	5%
51-100	2%

Sources: Survey respondents

## Service type

Surgery	54%
Official tasks	30%
Supply of medicines	27%
Emergency medicine	37%
Laboratory analysis	48%
Physiotherapy	9%
Complementary/alternative medicine	1%
Sales of feed or petfood	39%
Other	24%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	69%
Cattle	53%
Pigs	49%
Horses	38%
Exotics as family pets	24%
Other	69%
Veterinary Public Health - One health - Human/animal interaction	20%

Sources: Survey respondents



# Norway

## Social & economic data (NUMBER/€/INDEX)

Total population	5,295,619
GDP (millions €)	738,146
GDP per inhabitant	43,100
Agriculture output (millions)	4,577.36
UN human development index (max 1.0)	0.953

Sources: UN/eurostat, GDP Worldbank

## Number of animals (UNIT: 1,000S)

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

Sources: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	246
Vet participations as % of all active veterinarians	0.08

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	3,000
No. of veterinarians per 1,000 population	0.57
Aged under 40	40
Aged 40 to 49	30
Aged 50 and over	30
Male	28
Female	72

Sources: 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

Employed- Full time veterinarian	44%
Owner/partner veterinarian	20%
Employed part-time veterinarian	6%
Interim/locum/freelance	1%
Non-practising veterinarian	13%
Unemployed	1%
Retired	4%
Other	10%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	27%
Independent veterinary practice	39%
Other type of practice	0%
Public service/government	10%
Education-research	7%
Industry (pharmaceutical, food, agricultural etc)	13%
NGO/Charity	0%
Other - as a veterinarian	4%
Has secondary occupation	24%

Sources: Survey respondents

## Practice size

1	20%
2	8%
3-5	32%
6-10	18%
11-30	9%
31-50	2%
51-100	1%

Sources: Survey respondents

## Service type

Surgery	59%
Official tasks	11%
Supply of medicines	12%
Emergency medicine	55%
Laboratory analysis	55%
Physiotherapy	19%
Complementary/alternative medicine	3%
Sales of feed or petfood	55%
Other	24%

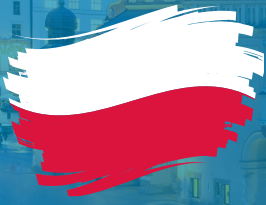
Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	68%
Cattle	32%
Pigs	17%
Horses	33%
Exotics as family pets	12%
Other	47%
Veterinary Public Health - One health - Human/animal interaction	14%

Sources: Survey respondents





# Poland

## Social & economic data (NUMBER/€/INDEX)

Total population	37,976,687
GDP (millions €)	354,287
GDP per inhabitant	67,100
Agriculture output (millions)	24,837.02
UN human development index (max 1.0)	0.865

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	317
Vet participations as % of all active veterinarians	0.03

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	9,617
No. of veterinarians per 1,000 population	0.25
Aged under 40	58
Aged 40 to 49	21
Aged 50 and over	21
Male	42
Female	58

Sources: 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

Employed- Full time veterinarian	47%
Owner/partner veterinarian	28%
Employed part-time veterinarian	6%
Interim/locum/freelance	2%
Non-practising veterinarian	6%
Unemployed	1%
Retired	1%
Other	9%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	3%
Independent veterinary practice	62%
Other type of practice	1%
Public service/government	18%
Education-research	4%
Industry (pharmaceutical, food, agricultural etc)	9%
NGO/Charity	0%
Other - as a veterinarian	3%
Has secondary occupation	45%

Sources: Survey respondents

## Practice size

1	22%
2	18%
3-5	32%
6-10	13%
11-30	9%
31-50	1%
51-100	2%

Sources: Survey respondents

## Service type

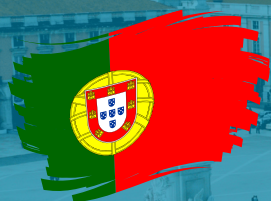
Surgery	44%
Official tasks	21%
Supply of medicines	12%
Emergency medicine	20%
Laboratory analysis	39%
Physiotherapy	5%
Complementary/alternative medicine	1%
Sales of feed or petfood	32%
Other	31%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	71%
Cattle	20%
Pigs	9%
Horses	11%
Exotics as family pets	17%
Other	34%
Veterinary Public Health - One health - Human/animal interaction	12%

Sources: Survey respondents



# Portugal

## Social & economic data (NUMBER/€/INDEX)

Total population	10,291,027
GDP (millions €)	467,304
GDP per inhabitant	12,200
Agriculture output (millions)	7,477.02
UN human development index (max 1.0)	0.847

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	1,493
Vet participations as % of all active veterinarians	0.25

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	6,058
No. of veterinarians per 1,000 population	0.59
Aged under 40	61
Aged 40 to 49	24
Aged 50 and over	15
Male	30
Female	70

Sources: 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

Employed- Full time veterinarian	50%
Owner/partner veterinarian	24%
Employed part-time veterinarian	5%
Interim/locum/freelance	2%
Non-practising veterinarian	8%
Unemployed	2%
Retired	1%
Other	8%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	21%
Independent veterinary practice	47%
Other type of practice	1%
Public service/government	13%
Education-research	6%
Industry (pharmaceutical, food, agricultural etc)	9%
NGO/Charity	1%
Other - as a veterinarian	2%
Has secondary occupation	39%

Sources: Survey respondents

## Practice size

1	18%
2	16%
3-5	29%
6-10	13%
11-30	12%
31-50	2%
51-100	1%

Sources: Survey respondents

## Service type

Surgery	72%
Official tasks	12%
Supply of medicines	49%
Emergency medicine	47%
Laboratory analysis	63%
Physiotherapy	14%
Complementary/alternative medicine	12%
Sales of feed or petfood	63%
Other	56%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	83%
Cattle	18%
Pigs	14%
Horses	11%
Exotics as family pets	20%
Other	32%
Veterinary Public Health - One health - Human/animal interaction	14%

Sources: Survey respondents



# Romania

## Social & economic data (NUMBER/€/INDEX)

Total population	19,530,631
GDP (millions €)	194,614
GDP per inhabitant	18,900
Agriculture output (millions)	1,9743.84
UN human development index (max 1.0)	0.811

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	580
Vet participations as % of all active veterinarians	0.08

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	7,400
No. of veterinarians per 1,000 population	0.38
Aged under 40	40
Aged 40 to 49	27
Aged 50 and over	32
Male	68
Female	32

Sources: 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

Employed- Full time veterinarian	46%
Owner/partner veterinarian	33%
Employed part-time veterinarian	1%
Interim/locum/freelance	0%
Non-practising veterinarian	4%
Unemployed	1%
Retired	2%
Other	13%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	4%
Independent veterinary practice	69%
Other type of practice	2%
Public service/government	9%
Education-research	5%
Industry (pharmaceutical, food, agricultural etc)	8%
NGO/Charity	1%
Other - as a veterinarian	3%
Has secondary occupation	47%

Sources: Survey respondents

## Practice size

1	30%
2	26%
3-5	24%
6-10	7%
11-30	4%
31-50	2%
51-100	3%

Sources: Survey respondents

## Service type

Surgery	59%
Official tasks	29%
Supply of medicines	38%
Emergency medicine	45%
Laboratory analysis	45%
Physiotherapy	7%
Complementary/alternative medicine	10%
Sales of feed or petfood	38%
Other	53%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	84%
Cattle	52%
Pigs	49%
Horses	47%
Exotics as family pets	17%
Other	58%
Veterinary Public Health - One health - Human/animal interaction	14%

Sources: Survey respondents



# Serbia

## Social & economic data (NUMBER/€/INDEX)

Total population	7,001,444
GDP (millions €)	187,517
GDP per inhabitant	9,600
Agriculture output (millions)	
UN human development index (max 1.0)	0.787

Sources: UN/eurostat, GDP Worldbank

## Number of animals (UNIT: 1,000S)

Cattle	878
Sheep	1,712
Pigs	2,782
Goats	69
Poultry	
Horses	
Aquaculture	5,070
Companion animals	
Exotic	

Sources: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	122
Vet participations as % of all active veterinarians	0.04

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	2,750
No. of veterinarians per 1,000 population	0.39
Aged under 40	24
Aged 40 to 49	34
Aged 50 and over	43
Male	68
Female	32

Sources: 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

Employed- Full time veterinarian	43%
Owner/partner veterinarian	31%
Employed part-time veterinarian	1%
Interim/locum/freelance	2%
Non-practising veterinarian	9%
Unemployed	3%
Retired	0%
Other	11%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	3%
Independent veterinary practice	64%
Other type of practice	2%
Public service/government	8%
Education-research	12%
Industry (pharmaceutical, food, agricultural etc)	9%
NGO/Charity	0%
Other - as a veterinarian	2%
Has secondary occupation	33%

Sources: Survey respondents

## Practice size

1	23%
2	16%
3-5	34%
6-10	12%
11-30	9%
31-50	0%
51-100	4%

Sources: Survey respondents

## Service type

Surgery	57%
Official tasks	20%
Supply of medicines	31%
Emergency medicine	36%
Laboratory analysis	54%
Physiotherapy	4%
Complementary/alternative medicine	1%
Sales of feed or petfood	29%
Other	25%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	80%
Cattle	23%
Pigs	25%
Horses	16%
Exotics as family pets	20%
Other	44%
Veterinary Public Health - One health - Human/animal interaction	9%

Sources: Survey respondents



# Slovakia



## Social & economic data (NUMBER/€/INDEX)

Total population	5,443,120
GDP (millions €)	39,183
GDP per inhabitant	5,600
Agriculture output (millions)	2,367.72
UN human development index (max 1.0)	0.855

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	384
Vet participations as % of all active veterinarians	0.18

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	2,150
No. of veterinarians per 1,000 population	0.39
Aged under 40	50
Aged 40 to 49	16
Aged 50 and over	34
Male	52
Female	48

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

## Employment status

Employed- Full time veterinarian	35%
Owner/partner veterinarian	44%
Employed part-time veterinarian	5%
Interim/locum/freelance	2%
Non-practising veterinarian	4%
Unemployed	0%
Retired	3%
Other	6%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	7%
Independent veterinary practice	89%
Other type of practice	1%
Public service/government	0%
Education-research	1%
Industry (pharmaceutical, food, agricultural etc)	2%
NGO/Charity	0%
Other - as a veterinarian	1%
Has secondary occupation	38%

Sources: Survey respondents

## Practice size

1	35%
2	17%
3-5	25%
6-10	15%
11-30	4%
31-50	0%
51-100	1%

Sources: Survey respondents

## Service type

Surgery	74%
Official tasks	21%
Supply of medicines	35%
Emergency medicine	51%
Laboratory analysis	53%
Physiotherapy	9%
Complementary/alternative medicine	12%
Sales of feed or petfood	58%
Other	31%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	94%
Cattle	33%
Pigs	28%
Horses	25%
Exotics as family pets	37%
Other	52%
Veterinary Public Health - One health - Human/animal interaction	3%

Sources: Survey respondents



# Slovenia

## Social & economic data (NUMBER/€/INDEX)

Total population	2,066,880
GDP (millions €)	84,851
GDP per inhabitant	15,600
Agriculture output (millions)	1,305.38
UN human development index (max 1.0)	0.896

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	183
Vet participations as % of all active veterinarians	0.20

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	900
No. of veterinarians per 1,000 population	0.44
Aged under 40	45
Aged 40 to 49	22
Aged 50 and over	32
Male	45
Female	55

Sources: 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

Employed- Full time veterinarian	58%
Owner/partner veterinarian	11%
Employed part-time veterinarian	3%
Interim/locum/freelance	5%
Non-practising veterinarian	7%
Unemployed	3%
Retired	1%
Other	11%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	6%
Independent veterinary practice	68%
Other type of practice	1%
Public service/government	5%
Education-research	12%
Industry (pharmaceutical, food, agricultural etc)	6%
NGO/Charity	0%
Other - as a veterinarian	3%
Has secondary occupation	28%

Sources: Survey respondents

## Practice size

1	6%
2	7%
3-5	32%
6-10	33%
11-30	13%
31-50	2%
51-100	0%

Sources: Survey respondents

## Service type

Surgery	80%
Official tasks	43%
Supply of medicines	66%
Emergency medicine	63%
Laboratory analysis	80%
Physiotherapy	11%
Complementary/alternative medicine	18%
Sales of feed or petfood	67%
Other	41%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	84%
Cattle	36%
Pigs	29%
Horses	30%
Exotics as family pets	29%
Other	39%
Veterinary Public Health - One health - Human/animal interaction	6%

Sources: Survey respondents



# Spain

## Social & economic data (NUMBER/€/INDEX)

Total population	46,658,447
GDP (millions €)	43,000
GDP per inhabitant	20,800
Agriculture output (millions)	5,3391.68
UN human development index (max 1.0)	0.891

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	1,324
Vet participations as % of all active veterinarians	0.05

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	27,000
No. of veterinarians per 1,000 population	0.58
Aged under 40	51
Aged 40 to 49	24
Aged 50 and over	26
Male	38
Female	62

Sources: 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

Employed- Full time veterinarian	52%
Owner/partner veterinarian	18%
Employed part-time veterinarian	8%
Interim/locum/freelance	4%
Non-practising veterinarian	5%
Unemployed	3%
Retired	1%
Other	7%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	18%
Independent veterinary practice	42%
Other type of practice	3%
Public service/government	18%
Education-research	2%
Industry (pharmaceutical, food, agricultural etc)	13%
NGO/Charity	0%
Other - as a veterinarian	3%
Has secondary occupation	26%

Sources: Survey respondents

## Practice size

1	18%
2	19%
3-5	29%
6-10	12%
11-30	11%
31-50	2%
51-100	2%

Sources: Survey respondents

## Service type

Surgery	59%
Official tasks	13%
Supply of medicines	36%
Emergency medicine	40%
Laboratory analysis	59%
Physiotherapy	11%
Complementary/alternative medicine	8%
Sales of feed or petfood	51%
Other	33%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	64%
Cattle	21%
Pigs	11%
Horses	11%
Exotics as family pets	16%
Other	25%
Veterinary Public Health - One health - Human/animal interaction	16%

Sources: Survey respondents



# Sweden

## Social & economic data (NUMBER/€/INDEX)

Total population	10,120,242
GDP (millions €)	1,166,319
GDP per inhabitant	25,100
Agriculture output (millions)	6,239.20
UN human development index (max 1.0)	0.933

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	540
Vet participations as % of all active veterinarians	0.16

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	3,326
No. of veterinarians per 1,000 population	0.33
Aged under 40	42
Aged 40 to 49	18
Aged 50 and over	40
Male	18
Female	82

Sources: 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

Employed- Full time veterinarian	40%
Owner/partner veterinarian	12%
Employed part-time veterinarian	18%
Interim/locum/freelance	2%
Non-practising veterinarian	8%
Unemployed	0%
Retired	9%
Other	10%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	34%
Independent veterinary practice	30%
Other type of practice	4%
Public service/government	19%
Education-research	7%
Industry (pharmaceutical, food, agricultural etc)	3%
NGO/Charity	0%
Other - as a veterinarian	3%
Has secondary occupation	28%

Sources: Survey respondents

## Practice size

1	10%
2	7%
3-5	16%
6-10	13%
11-30	16%
31-50	6%
51-100	7%

Sources: Survey respondents

## Service type

Surgery	69%
Official tasks	23%
Supply of medicines	10%
Emergency medicine	61%
Laboratory analysis	67%
Physiotherapy	35%
Complementary/alternative medicine	2%
Sales of feed or petfood	64%
Other	28%

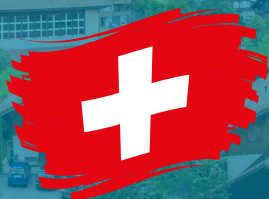
Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	73%
Cattle	20%
Pigs	7%
Horses	35%
Exotics as family pets	22%
Other	32%
Veterinary Public Health - One health - Human/animal interaction	9%

Sources: Survey respondents





# Switzerland

## Social & economic data (NUMBER/€/INDEX)

Total population	8,484,130
GDP (millions €)	475,224
GDP per inhabitant	47,200
Agriculture output (millions)	9,523.82
UN human development index (max 1.0)	0.944

Sources: UN/eurostat, GDP Worldbank

## Number of animals (UNIT: 1,000S)

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

Sources: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	246
Vet participations as % of all active veterinarians	0.12

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	2,100
No. of veterinarians per 1,000 population	0.25
Aged under 40	54
Aged 40 to 49	25
Aged 50 and over	22
Male	42
Female	58

Sources: 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

Employed- Full time veterinarian	28%
Owner/partner veterinarian	21%
Employed part-time veterinarian	26%
Interim/locum/freelance	1%
Non-practising veterinarian	11%
Unemployed	0%
Retired	4%
Other	9%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	10%
Independent veterinary practice	54%
Other type of practice	3%
Public service/government	8%
Education-research	16%
Industry (pharmaceutical, food, agricultural etc)	5%
NGO/Charity	0%
Other - as a veterinarian	4%
Has secondary occupation	29%

Sources: Survey respondents

## Practice size

1	13%
2	12%
3-5	29%
6-10	18%
11-30	12%
31-50	3%
51-100	5%

Sources: Survey respondents

## Service type

Surgery	60%
Official tasks	20%
Supply of medicines	60%
Emergency medicine	54%
Laboratory analysis	60%
Physiotherapy	20%
Complementary/alternative medicine	27%
Sales of feed or petfood	52%
Other	32%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	62%
Cattle	27%
Pigs	13%
Horses	32%
Exotics as family pets	17%
Other	46%
Veterinary Public Health - One health - Human/animal interaction	10%

Sources: Survey respondents



# United Kingdom

## Social & economic data (NUMBER/€/INDEX)

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

Sources: UN/eurostat, GDP Worldbank

## 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: For cattle, pig, sheep, aquaculture, goats, poultry, horses, exotic = Eurostat; For companion animals = FEDIAF

## Survey response

No. of veterinarians participating in survey	625
Vet participations as % of all active veterinarians	0.02

## Demography (NUMBER/PERCENT)

Total number of active veterinarians	27,000
No. of veterinarians per 1,000 population	0.41
Aged under 40	50
Aged 40 to 49	28
Aged 50 and over	23
Male	45
Female	55

Sources: 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

Employed- Full time veterinarian	63%
Owner/partner veterinarian	6%
Employed part-time veterinarian	11%
Interim/locum/freelance	5%
Non-practising veterinarian	5%
Unemployed	0%
Retired	2%
Other	7%

Sources: Survey respondents

## Employment field

Corporate veterinary practice/part of a chain of practices	44%
Independent veterinary practice	20%
Other type of practice	3%
Public service/government	13%
Education-research	10%
Industry (pharmaceutical, food, agricultural etc)	6%
NGO/Charity	2%
Other - as a veterinarian	4%
Has secondary occupation	25%

Sources: Survey respondents

## Practice size

1	9%
2	6%
3-5	17%
6-10	19%
11-30	19%
31-50	12%
51-100	5%

Sources: Survey respondents

## Service type

Surgery	65%
Official tasks	25%
Supply of medicines	53%
Emergency medicine	51%
Laboratory analysis	55%
Physiotherapy	19%
Complementary/alternative medicine	10%
Sales of feed or petfood	34%
Other	32%

Sources: Survey respondents - Vet Owners & Vet Non-Owners

## Main focus

Companion animals	61%
Cattle	16%
Pigs	11%
Horses	17%
Exotics as family pets	19%
Other	39%
Veterinary Public Health - One health - Human/animal interaction	14%

Sources: Survey respondents



## References:

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### **The EU Fish Market, EUMOFA, 2021**

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