



ACTION LINES FOR LIBERAL PROFESSIONS

FINAL REPORT OF
THE WORKING GROUP



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ACTION LINES FOR BOLSTERING THE BUSINESS OF LIBERAL PROFESSIONS

Legal Notice

The work group consisted of representatives of national and European associations of Liberal Professions from the EU Member States. Although its work has been carried out under the guidance of the Commission officials, the views expressed in this document do not necessarily represent the opinion of the European Commission.

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1. INTRODUCTION

Recognising the entrepreneurial potential of liberal professions, the European Commission established in 2013 the Working Group "Bolstering the Business of Liberal Professions" with a view to the group identifying potential recommendations in terms of policies and actions to be developed at European level for that purpose, in the context of the 2013 Entrepreneurship 2020 Action Plan.

Professional services are a driver of a competitive, knowledge-based economy and the knowledge-intensive nature of the products and services provided suggests their potential importance as future providers of new, sustainable jobs and contributors to economic growth. In the creation of value added through knowledge-based services, the competitiveness of the economy can reap significant benefits from strong liberal professions whose work is based on highly specialized knowledge and skills. Liberal professionals are also often entrepreneurs who invest their assets and time in pursuing entrepreneurial opportunities like all other types of entrepreneurs (sole traders, LLCs, cooperatives, mutuals etc.). In its 2013 resolution on "Reigniting the entrepreneurial spirit in Europe"¹, the European Parliament emphasised also the importance of the liberal professions in terms of entrepreneurship in Europe. Figures for 2010 show that a total of nearly 3.7 Mio **ENTERPRISES** were classified as belonging to the **EU-27**'s professional, scientific and technical services sector (Section M) and 11.0 Mio persons worked in this sector², generating € 560 532 Mio of **VALUE ADDED**³.

According to the opinion of the European Economic and Social Committee⁴, one out of six self-employed people works in sectors dominated by liberal professions. Furthermore, the number and percentage of self-employed women working in sectors dominated by liberal professions is significantly higher (at 45%) than the percentage in the economy as a whole (31.1%). Liberal professions also play a significant role in supporting and promoting women's entrepreneurship and employment resulting in economic and social empowerment of women. These conclusions are supported also by the results of the study on the state of liberal professions launched by the Committee⁵. The available statistics show that the sector of liberal professions is in growth all over Europe.

Liberal professions are exposed to the emergence of new economic and social developments that bring - as for any other entrepreneur - new business opportunities but also challenges. This includes changing career patterns and working conditions, increased competition,

¹<http://www.europarl.europa.eu/sides/getDoc.do?type=TA&reference=P7-TA-2013-0512&language=EN&ring=B7-2013-0466>

²http://epp.eurostat.ec.europa.eu/statistics_explained/index.php?title=File:Sectoral_analysis_of_key_indicators_professional_scientific_and_technical_activities_%28NACE_Section_M%29_EU-27_2010_A.png&filetimestamp=20130507094540

³http://epp.eurostat.ec.europa.eu/statistics_explained/index.php?title=File:Value_added_by_enterprise_size_class_professional_scientific_and_technical_activities_%28NACE_Section_M%29_2010_B.png&filetimestamp=20130507095520

⁴Opinion of the European Economic and Social Committee on the role and future of the liberal professions in European civil society 2020, INT/687 from 14 February 2014, <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52013IE1748&from=EN>

⁵http://www.eesc.europa.eu/resources/docs/cese_14_369-liberal-prof-publi-en10.pdf

changing regulation, the ageing of the population as well as the recent economic and social crisis.

The Working Group held five sessions during 2013 and 2014. Issues addressed included entrepreneurship education, access to markets, reduction of administrative burden, access to finance as well as a general strengthening of the participation of liberal professionals in European programmes and projects. This report presents the recommendations of the Working Group to the Commission to create a more favourable environment and support measures for the businesses of liberal professions.

2. DEFINITION OF LIBERAL PROFESSIONS

There is no legally binding definition for "liberal professions" at EU level.

Liberal professions are considered to be occupations requiring special training in the arts or sciences, such as lawyers, engineers, architects, dentists, doctors, tax advisers or accountants.

The Court of Justice referred to the concept of "liberal professions" as "*...activities which, inter alia, are of a marked intellectual character, require a high-level qualification and are usually subject to clear and strict professional regulation. In the exercise of such an activity, the personal element is of special importance and such exercise always involves a large measure of independence in the accomplishment of the professional activities.*"⁶

According to the European Court of Justice the defining characteristic of the liberal professions consists in the asymmetry of information between the service provider and their client since the recipient of these specific services does neither have enough information, specialist knowledge nor experience to judge the quality of the service. Service recipients must be able to trust providers not to exploit this information deficit for their own benefit but rather to provide the best service tailored to the needs of the client⁷. Therefore appropriate professional standards and compliance with codes of professional ethics are considered appropriate to protect the trust of the service recipients. In this respect the self-regulation and the trust of consumers could be identified as key characteristics of liberal professions in the European Union⁸.

In light of the public interest, many liberal professional which require formal, often academic, training, are regulated in the majority of Member States through, among others, mandatory quality assurance systems, continuing education requirements and special rules for cooperation of liberal professionals within partnerships and incorporated companies.

⁶ See Case C-267/99 Adam [2001] ECR I-7467

⁷EESC Opinion INT/687

⁸See the above mentioned study of the EESC, pages 87 - 88

3. EUROPEAN RULES CONCERNING LIBERAL PROFESSIONS

At European level⁹ professional services are either addressed as business to consumer services or business-to-business services. The European legislative framework affecting the liberal professions includes the **Professional Qualifications Directive**¹⁰, which lays down a system for recognition of professional qualifications, in order to make labour markets more flexible and further liberalise the provision of services in a context of mutual trust. Liberal professions fall within the scope of the Professional Qualifications Directive only when access or pursuit of the profession is subject to the possession of a specific professional qualification, imposed by law. The Professional Qualifications Directive has recently undergone a substantial revision by Directive 2013/55/EU of 20 November 2013. The modernisation of the legal framework includes the introduction of a European professional card which will offer interested professionals the possibility to benefit from easier and quicker recognition of their qualifications. It also introduces the possibility to set up "common training frameworks" and "common training tests", based on a common set of knowledge, skills and competences necessary to pursue a profession. In addition, the Member States, together with the Commission are currently carrying out a transparency and mutual evaluation exercise based on the new Article 59 of the revised Professional Qualifications Directive. The purpose of the mutual evaluation is to assess restrictions and remove unnecessary and disproportionate entry barriers with a view to modernise, simplify and improve access to professions across Member States.

The implementation of the new legislative regime also requires regular contacts with Member States' administrations and other stakeholders. While the Commission encourages close cooperation between the national competent authorities and professional organisations, it continues to advocate that remaining unnecessary barriers to entry to the liberal professions which cannot be justified should be removed.

Another key instrument is the **Services Directive**¹¹, which governs conditions for establishing in a Member State to provide professional services as well as conditions for cross-border activities in a Member State other than where a service provider is established. In this respect, it covers professional activities unless the Professional Qualifications Directive have more specific rules in this area. Like any other economic activities professional services are submitted to European competition law and Internal Market rules and Member States need to prove the compatibility of specific national public interest considerations with European rules.

4. SCOPE FOR SUPPORT ACTIONS FOR LIBERAL PROFESSIONS

The proposed support actions for boosting the business of liberal professionals were developed by the working group consisting of representatives of European and national umbrella associations of liberal professions and based on the objective of the Entrepreneurship 2020 Action Plan to re-ignite the entrepreneurial spirit in Europe. As such, they would be a complement to the rules mentioned in chapter 3 above. While the rules create a regulatory framework within which liberal professionals can exercise their profession in Europe, the purpose of the support actions proposed would be to build, hone and strengthen the entrepreneurial and commercial capabilities of liberal professionals, i.e., help them to exploit as much as possible the business opportunities within the given regulatory framework for the Single Market. By opening up this new dimension, liberal professionals should grasp

⁹Directorate General Internal Market, European Commission

¹⁰Directive 2005/36/EC on the recognition of professional qualifications

¹¹ Directive 2006/123/EC of 12 December 2006 on services in the internal market

the opportunities of the Single Market in the 21st century and weather competitive challenges. As the starting point, the work group has identified five areas in which concrete actions could be undertaken:

- Education and Training for Entrepreneurship
- Access to Markets
- Reduction of Regulatory Burden
- Access to Finance
- Strengthening Representation and Participation at European Level

4. 1. EDUCATION AND TRAINING FOR ENTREPRENEURSHIP

Entrepreneurial education and training can play an important role for liberal professionals from two points of view: on the one hand, liberal professionals can greatly benefit from participating in entrepreneurial education and training that enhances business knowledge and skills, and can help them to develop and expand their businesses. On the other hand, the participation of liberal professionals in entrepreneurship education at schools and universities offers the possibility to share their experiences with pupils and students, while presenting their professions to potential future trainees, employees or – at a later time - even acquirers of their businesses.

4.1.1. Entrepreneurship education and training for liberal professionals

In general, the education and training of liberal professionals concentrates on a thorough and systematic acquisition and build-up of deep professional knowledge and skills. The objective is to enable them to provide to their clients the best service possible. Given the close connection between the knowledge and skills of a liberal professional and the quality of the service or product that she / he provides this is a purposeful approach.

However, the increased competition, the abolition of certain restrictions, the emergence of substitute services / products have resulted in the appearance of an economic pressure on liberal professionals that did not exist as such in the past. As a consequence, liberal professionals must much more think and manage their businesses as entrepreneurs, for instance they have to:

- Understand the economics of their firm or enterprise as a business, their costs, profit margins and prices that enable them to run their business in a profitable way,
- Become familiar with and be able to use marketing and sales instruments like market analysis, market segmentation, different advertising approaches and sales techniques,
- Acquire and apply "soft skills" like human resources management and negotiation, self-management, creativity and problem solving etc.
- Acquire and apply of e-skills to use ICT to rationalise and / or modernise their businesses.

Entrepreneurial education and training that convey business knowledge and help to build entrepreneurial skills thus play a key role in making liberal professionals fit for the Single Market as well as the markets beyond, to remain competitive in the economy of the 21st century. Entrepreneurial education and training is a key objective for the Commission given that it can significantly contribute to the development and growth of a liberal professional's business.

Stakeholders with the support of the Commission and Member States, should develop partnerships between the liberal professions organisations and universities, schools and training centres, exchange of good practices or vocational training of young people into liberal professions practices and any other forms of cooperation aimed to improve the quality of entrepreneurial education and training for liberal professionals.

ACTION LINES

The European Commission, together with professional organisations and Member States, are invited to:

- *Examine how best to Support the integration of Entrepreneurship Education into the initial professional education and training of liberal professionals:* while it is a general objective of the European Commission to ensure entrepreneurship education for every secondary school student in Europe (please see below point 4.1.2), Liberal Professionals have a particular interest to introduce and/or reinforce entrepreneurship education in their own professional education and training to increase their competitiveness and develop their businesses further. Liberal Profession organisations should establish and/or intensify cooperation with the universities and other professional education institutions to make entrepreneurship education and training available in the initial education of liberal professionals as well as in their continuing education. Hereby, the approach of Entrepreneurship Education should be as much interdisciplinary and inter-professional as possible to cover a broad range of professions. The Commission is invited to support the efforts of liberal professions organisations to:
 - Connect with universities, and other institutions providing professional education, to participate in curriculum and teaching methodology development for inter-disciplinary applied entrepreneurship courses, particularly with initiatives that have been supported and/or co-financed by the Commission.
 - Explore the creation of online / e-learning courses and use of e-platforms for exchange and the dissemination of basic entrepreneurial knowledge.
 - Explore the (co)financing and organisation of entrepreneurship education initiatives or chairs for liberal profession students.
- *Support the integration of Entrepreneurship Education into the continuing professional development (CPD) of liberal professionals:* actions in this area should in principle follow the same approach as for the initial professional education and training.
- *Support the development of Common Professional Frameworks* – related to the new Directive on the Recognition of Professional Qualifications 2013/55/EU providing for Common Training Principles. The European Commission is invited to explore the possibility of setting up a specific ad hoc group on Common Training Frameworks (as the one already functioning on the European Professional Card) to develop those in cooperation with liberal professionals' organisations. Within broader approaches to qualifications and lifelong learning such Frameworks could also contain learning outcomes that include entrepreneurial skills which would contribute to the development of budding entrepreneurs in liberal professions.

- *Support the use of the programme Erasmus for Young Entrepreneurs (EYE) for the professional training and development of liberal professionals* by providing information and presentations – including testimonials of past participants of the programme – to European and national associations of liberal professionals, for instance at national conferences. It could also be assessed whether a fine-tuning of the programme might be necessary to increase its applicability among liberal professionals. Besides providing an on-the-job-training, EYE also allows the participants to scout a foreign market and test the development and offering of services on that market.

4.1.2. Contribution by liberal professionals to Entrepreneurship education and training

Teaching entrepreneurship effectively requires a way of teaching in which experiential learning and project work have a prominent place. Thus, for entrepreneurship education to be effective, the practical experience and participation of entrepreneurs is essential. Liberal professionals' associations can make a significant contribution to creating at schools and universities projects that are hands-on and reflect the challenges of business life, to accompanying students in their entrepreneurial work and to moderating and supporting their learning process. Given the demographic challenge, such participation in entrepreneurship education would not only give pupils and students a realistic, hands-on learning experience but also enable liberal professionals to present their businesses in a realistic, hands-on manner, promote their profession and – at universities or professional education institutes – recruit new interns or employees.

ACTION LINES

The European Commission is invited to support the efforts of liberal professions organisations to *Connect liberal professions with actors and projects in general entrepreneurship education*. Through its policy and actions the European Commission has worked with different organisations (NGOs, academic institutions, foundations etc.) that are engaged and have a track record in entrepreneurship education. An introduction of representatives of liberal professions to these organisations at European as well as at national level could open the door for cooperation between organisations of liberal professionals and long-standing actors in entrepreneurship education at European, national, regional or even local level. The cooperation could consist of the inclusion of liberal professionals in consortia and projects that are / have been initiated by the European Union as well as in projects that are done on a stand-alone basis. The key purpose of establishing such connections is to create a base for a permanent participation of liberal professionals in entrepreneurship education. For instance, liberal professions organisations could:

- Support providers of entrepreneurship education in the development of new teaching methods, curricula, case studies or projects, teacher training etc.
- Become sponsors for entrepreneurship education at certain schools, school districts or sponsor lecture cycles, seminars or even chairs for entrepreneurship education at universities.

4.2. ACCESS TO MARKETS

Intra-EU trade in services of all kinds represent only about 25% of overall trade within the EU. This share is far too low compared to the overall importance of the services sector in the EU economy which represents 70% of the European GDP.

The adoption of Directive 2006/123/EC on services in the internal market and its implementation by Member States eliminated a significant number of barriers to the provision of services in the internal market. In its Communication of 8 June 2012, on the implementation of the Services Directive "A partnership for new growth in services 2012-2015"¹², the Commission concluded, however, that growth and job creation in the services sector are still hampered by a wide range of obstacles at national level and invited Member States to go for more ambitious national reforms. Amongst others, it announced a peer review with all Member States on certain business services. In its Staff working document of 2 October 2013¹³, the Commission presented the outcome of the peer review on legal form, shareholding and tariff requirements under the Services Directive.

The mobility of professionals in general (including but not limited to liberal professions) is currently low in the European Union: 9% of EU citizens have ever worked abroad¹⁴ while between 2007 and 2013 Member States administrations took decisions on approximately 278,000 requests for recognition, enabling the establishment of 230,000 professionals in another Member State.¹⁵

Efficient recognition of qualifications will bring additional flexibility to the labour markets: enhanced mobility of skilled workforce can contribute to the alleviation of forthcoming shortages of workforce in Member States. In addition, the modernisation of the Professional Qualifications Directive took into account recent developments in education and training.

The amended Professional Qualifications Directive streamlines access to information on the recognition of professional qualifications via the Points of Single Contact established under the Services Directive. This will facilitate the identification of the competent authority and of the procedures to be followed, clarify document requirements, cost of the recognition process etc. The issue of costs is crucial for the full and successful implementation of the Points of Single Contact. The newly created Assistance Centres will support professionals regarding their concrete case. The introduction of the European Professional Card for a certain number of professions will also facilitate the recognition process, foster transparency, reduce the cost of recognition of professional qualifications and ensure the respect of procedural deadlines provided for in the Directive. On 24 June 2015, the Commission adopted an implementing act (Commission Implementing Regulation (EU) 2015/983) providing the implementing rules for the European Professional Card and the Alert Mechanism. This allows for the launch of the EPC for the first group of professions (nurses responsible for general care, pharmacists, physiotherapists, mountain guides and real estate agents) from early 2016. For other professions the EPC could be introduced in subsequent implementation phases.

¹² {SWD(2012) 146 final}{SWD(2012) 147 final}{SWD(2012) 148 final}

¹³ Accompanying the «Communication from the Commission to the European Parliament, the Council and the European Economic and Social Committee on Evaluating national regulations on access to professions» {COM(2013) 676 final}

¹⁴ Eurobarometer No 398, http://ec.europa.eu/public_opinion/archives/ebs/ebs_398_en.pdf

¹⁵ Regulated Professions Database, http://ec.europa.eu/internal_market/qualifications/regprof/index.cfm

Another important feature of the amended Directive is the above-mentioned transparency and mutual evaluation exercise which the Commission outlined in a Communication¹⁶ adopted on 2 October 2013. The aim of this process is to clearly identify the professions regulated in the Member States and to remove unjustified and disproportionate barriers.

Liberal professionals face difficulties in expanding beyond the European Single Market due to different levels of standards and regulation in countries outside the EU. Recognition can be more difficult since there is often a lack of transparency or clarity in procedures and/or criteria. Additional challenges are information about target markets, e.g. regulation other than qualification, the possibility to network with potential clients or partners including the presentation of liberal professionals' services, legal support needed, labour laws and the financing of expansions to third markets.

ACTION LINES

The Commission together with professional organisations and pension scheme providers are invited to explore:

- *How to respond to the needs for mobility on the labour market and for new skills for new jobs* for liberal professions who face the emergence of new social risks, changing career patterns and working conditions, especially through training and continuous professional development.
- *How to facilitate the access to markets in third countries*, especially through business support services that can help liberal professionals expand within third countries' markets. This could include an invitation to liberal professionals to future trade Missions, the support of partnerships for the international expansion of liberal professions and the exploration of available tools, for instance within the European Enterprise Network or Your Europe Portal.
- *How to encourage Member States to provide business support services for liberal professions*: Member States' administrations are encouraged to work closely with the liberal professions organisations to identify needs and where necessary develop a tailored approach to address them (for example the improvement of market information such as about public tenders, web presence, networking / matchmaking / fairs, education and training).
- *How to broaden the access to relevant information* by including a site about European liberal professions into the Your Europe Portal, that would provide relevant information for liberal professionals about setting up activities in other Member States. National associations could in such a setup act as national information points for incoming liberal professionals.
- *How to support the organisation of "site-visits" to third countries*, improving the knowledge of business situation/market in those countries and exploring the opportunities to run businesses there.

¹⁶ COM (2013) 676 final

4.3. REDUCTION OF ADMINISTRATIVE AND REGULATORY BURDEN: CLEARER AND SIMPLER RULES

The Entrepreneurship2020 Action Plan¹⁷ states that "**Red tape should be eliminated or reduced** wherever possible **for all businesses** and particularly for micro-enterprises **including the self-employed and the liberal professions**, who are exceptionally vulnerable to the burdens of bureaucracy due to their smaller size and limited human and financial resources. At the same time, remaining undue and unjustified barriers to entry in liberal professions should be removed." However, a clear differentiation should be done between the rules governing the access and exercise of liberal professions and other rules.

ACTION LINES

The Commission, together with professional organisations and Member States, are invited to explore how to:

- *Progress further on the reduction of administrative burden* e.g. by identifying burdensome regulations and procedures, as well as good practices, like the one-stop-shop, only once reporting, electronic submission, sampling procedures.
- *Contribute to the development of a common framework of professional standards:* identification of minimum standards, etc.

4.4. COMMON CODE OF CONDUCT AND COMMON ETHICAL VALUES

One identifying factor of a liberal profession could be the necessity to comply with ethical and professional standards. Where professional activities are provided cross border, the different or even conflicting rules of ethical conduct in the home and in the host member State may create confusion for the individual professionals.

Liberal professions' organisations could encourage Member States' efforts to draw up European-wide codes of conducts in the area of liberal professions¹⁸ and explore the creation of a European Charter for Liberal Professions¹⁹.

Such initiatives could result in considerable narrowing of differences between professional conduct rules applicable in individual Member States.

At the same time, recipients of services must have confidence that alleged violation of the provisions of Codes of Conduct will be treated seriously by the relevant professional bodies concerned and, if proved, will result in action proportionate to the seriousness of the offence.

Some organisations have already created such documents by combining their codes of conduct and ethical standards into one document²⁰. Such publications can serve as a starting point of a European Charter for Liberal Professions mentioned above.

¹⁷ COM(2012) 795

¹⁸ Art. 37 Directive 2006/123/EC on services in the Internal Market

¹⁹ Also supported by the European Parliament in its Rübig-Report "Action Plan Entrepreneurship 2020".

²⁰ <http://www.ceplis.org/ckfinder/userfiles/files/Common-Values-Liberal-Professions-European-Union-2007.pdf>

4.5. ACCESS TO FINANCE

Access to finance is a key issue for an enterprise to be able to invest, operate and grow. Due to their frequently small size, liberal professions' business models are based on few assets that can serve as collateral; this results in a personal liability of the owner (which often results in the owner having to his/her private assets as collateral), limited advance finance and heavy dependence on credit financing. As a consequence, financing represents for liberal professions a serious challenge, especially when it comes to financing modernisations or expansions, or even participating in EU programmes. Therefore, improved financing probably represents lever with high potential to boost the growth of liberal professions.

ACTION LINES

The Commission together with professional organisations and Member States are invited to explore how to:

- *Support the participation of liberal professionals to the financing instruments of the Competitiveness and SME programme (COSME) and other programmes, such as the programme for Employment and Social Innovation (EaSI), Horizon2020 and the European Regional Development Fund. The associations of liberal professions with the support of the European Commission and financial institutions participating in the Programme in the Member States should provide their members with thorough information on how to apply to those programmes, and more particularly with regard to the eligibility criteria. Strengthen the provision of training for financial and investment readiness for liberal professionals (e.g. financial literacy, negotiation with creditors or with equity investors, project finance and evaluation). In this context the Enterprise Europe Network has since 2014 reinforced their advisory capacity for financial skills for SMEs. Representatives and associations of liberal professionals should be adequately informed how they can profit from these services. Potential adaptations of the Enterprise Europe Network advisory services to the specific needs of liberal professionals might be envisaged.*
- *Ensure participation of representatives of the liberal professions in the events on SME financing organised by the European Commission together with representatives of banks and various categories of SMEs.*
- *Support the development of alternative forms of financing (e.g. crowd-funding, structured financing, etc.).*

5. STRENGTHENING REPRESENTATION AND PARTICIPATION AT EUROPEAN LEVEL

In addition to the targeted support of liberal professionals in the areas mentioned under the points 4.1 to 4.5 the European Commission should strengthen their participation in its regular meetings with representatives of SMEs to ensure that they have the opportunity to voice their concerns, formulate proposals and are informed about upcoming initiatives.

ACTION LINES

The Commission together with professional organisations and Member States are invited to explore how to:

- *Formalise the representation of the European Liberal Professionals in DG Internal Market, Industry, Entrepreneurship and SMEs's conferences, fora and other meetings.* The associations participating in the Work Group "Bolstering the Business of Liberal Professions" could select representatives that would participate in the name of the Liberal Professions associations in SME Policy meetings aiming at developing and implementing comprehensive, modern entrepreneurship and SME policies. The members could for instance represent groups of professions like
 - Medical / health / pharmacology
 - Legal / accounting / tax / business
 - Engineering / architects / natural sciences
 - Arts / culture / media / education
 - Other liberal professions
 - Social innovation and social progress
- *Create a Liberal Profession Forum:* the Forum could meet once a year and assemble the representatives of European associations of liberal professions, of the leading national associations as well as other representatives or stakeholders that play a key role for liberal professions. It could offer the Liberal Professionals the opportunity to provide policy feedback to the European Commission, convey their needs and make proposals. It could be supported by an online-based forum to accompany and facilitate the work of the Working Group, i.e. the exchange of information, documents and various studies.
- *Create work groups for specific themes:* the Liberal Profession Organisations could consider creating work groups to engage in and further develop proposals and projects in specific areas, such as the four mentioned in the chapters 4.1 to 4.4 but also to work on other themes if necessary.
- *Establish a European Day during the EU SME Week on the 'Promotion of entrepreneurship and liberal professions amongst the youth'*

Annex - Main stakeholders in Liberal Professions Europe

EUROPEAN: GENERAL ORGANISATIONS/SPECIFIC PROFESSIONS

1. European Council of the Liberal Professions (CEPLIS)
2. European Association of Social Security Institutions for Liberal Professions (EURELPRO)
3. Federation of European Accountants (FEE)
4. Architects' Council of Europe (ACE)
5. U.E.A.P.M.E (European Association of Craft, Small and Medium sized Enterprises)
6. European Health Management Association.
7. AEMH - European Association of Senior Hospital Physicians
8. CEPI - European Council of Real Estate Professions
9. Comité de Liaison des Géomètres Européens
10. Comité Permanent des Médecins Européens
11. European Council of Engineer Chambers (ECEC)
12. Conseil des Notariats de l'Union européenne (CNUE)
13. Council of European Dentists
14. European Council of Civil Engineers (ECCE)
15. European Federation of National Engineering Associations (FEANI)
16. European Federation of Biotechnology
17. European Federation of Nurses
18. European Federation of Psychologists' Associations (EFPA)
19. European Midwives Association

20. European Federation of Financial Advisers and Financial Intermediaries (FECIF)
21. European Region of WCPT (physical therapy)
22. European Tour Operators Association (ETOA)
23. European University Association
24. Federal Chamber of Tax Advisers
25. La Délégation Internationale pour l'Audit et la Comptabilité (la DIPAC)
26. ONCD (dental surgeons)
27. Pharmaceutical group of the European Union
28. The European federation of tax advisers
29. Union Européenne des Médecins Omnipraticiens (UEMO)
30. Union européenne des Médecins spécialistes (UEMS)
31. Federation of Veterinarians of Europe
32. Council of Bars and Law Societies of Europe (CCBE)

EDUCATIONAL BODIES

33. European university association
34. Association of Chartered Certified Accountants (ACCA)
35. European network of education councils

OTHER STAKEHOLDERS

- Public authorities at national, regional, local level
- Associations of patients, consumers, employers' unions (e.g. hospitals and health care providers)
- Educational bodies

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