



CONTEXT



It is the first time that such a broad ranging survey dedicated to the training of lawyers has been undertaken by the European Commission

Europe-wide training activities for lawyers: a European project

From February 2013, the [CCBE](#) (Councils of Bars and Law Societies of Europe) and [EIPA Luxembourg](#) (European Centre for Judges and Lawyers) implemented a European Union pilot project with two main objectives:

- establishing the **state of play of training on European Union law for lawyers from all EU countries and Croatia**; and
- developing **exchanges of good practices** in that respect.

It is the first time that such a broad ranging survey dedicated to the training of lawyers has been undertaken by the European Commission, following on from resolutions and decisions of the European Parliament, and building on the [2011 Communication](#) on European Judicial Training.

Objectives

This survey provides the basis for the first Europe-wide state of play on training of lawyers, more specifically regarding EU law; it describes existing activities as well as identifying gaps. Final recommendations provide the groundwork for improvement and development of specific answers to lawyers' needs regarding training.

Disseminating information about training activities for lawyers throughout

Europe will support the efforts of training providers in offering professional and practical training on EU law in the ever-changing European legal landscape, whilst also helping them to be more visible.

Methodology

Bars, lawyers and training providers were asked to provide direct input. The objectives of the project team were to provide realistic figures and results, and obtain concrete advances in the field of training of lawyers.

Questionnaires and documentation were disseminated in French and English among the national bars, sent to training providers, and made available to all interested persons through a dedicated website.

Result of the project: developing training for lawyers on EU law

The project includes the creation of detailed factsheets on each national training system, a survey of training providers, a description of existing training activities which include aspects of EU law, recommendations for improvements, and the development of a toolkit for dissemination of good practices.

The project includes :

- Detailed factsheets on each national training system
- Description of existing training activities
- Recommendations for improvements
- Toolkit for dissemination of good practices



The final report will be available on the EIPA and CCBE websites. The Directorate-General for Justice of the European Union is responsible for the follow up of this pilot project.

PEOPLE

EIPA's European Centre for Judges and Lawyers in Luxembourg has since its inception in 1992 been responsible for delivery of training (including the training of trainers) on European law to judges, private practicing lawyers, public prosecutors and other legal professions. Since 2005, the Centre's activities expanded to also cover training and the identification of good practices related to the practical transposition, application and enforcement of EU law by national judiciaries, lawyers and national administrations, and since 2008, the Centre has regularly provided studies, comparative analyses and briefing notes to the European Parliament on EU law and institutional questions as well as on EU law training of the legal professions more generally. In 2010, the Centre's Director, Mr. Peter Goldschmidt, became a member of the ad hoc advisory committee on judicial training established by the European Commission's DG Justice.

It was therefore natural for the CCBE and EIPA's European Centre for Judges and Lawyers to link up to submit a joint proposal for Lot 2 (Study on the State of Play of Lawyers Training in EU Law) of the Pilot Project on European judicial training tendered by DG Justice. The successful implementation of the project has been the result of combining the strengths of both institutions: the network and understanding of the legal systems, organisation of the lawyers and their needs possessed by CCBE and EIPA's in-house staff, which combines academic research skills, law practitioners and a long standing experience with EU law training of the legal professions.

Peter Goldschmidt

Director

European Centre for Judges and Lawyers

EIPA Luxembourg

"The successful implementation of the project has been the result of combining the strengths of CCBE and EIPA's European Centre for Judges and Lawyers"



*“A high standard of professional competence of lawyers is a cornerstone for the furtherance of the rule of law and democratic society...”*¹. The training of lawyers has been an inherent priority of the work of the Council of Bars and Law Societies of Europe (CCBE) since its founding in 1960, as the ramifications of the European Economic Community on the legal profession became apparent, and intensified following the adoption of the Lawyers’ Directives (Services, 1977² - Recognition of Professional Qualifications, 1989³ – Establishment, 1998⁴). With a representation of 32 member countries⁵ and 11 further associate and observer countries⁶, and through them, more than 1 million European lawyers, the member Bars and Law Societies of the CCBE acknowledge that *“the exercise of the profession of lawyer requires a very high standard of professional competence of their members, and those aspiring to become members of the legal profession”*.

“A high standard of professional competence of lawyers is a cornerstone for the furtherance of the rule of law and democratic society...”

In its recognised role as the voice of the European legal profession, the CCBE - through its Training Committee⁷ - has developed guidance policies that concern the initial and continuing training of lawyers to ensure the provision of high quality legal services. Such services are needed as the European Single Market becomes more open and integrated, as the number of cross-border legal transactions increases and, with that, the intersection of national laws of the Member States of the EU. As a result, it is essential for lawyers from different Member States to better familiarise themselves with the legal systems of their neighbours, and with EU law, to ensure that the latter is applied consistently at all levels.

Moreover, for anyone seeking legal advice, it is important for them to know that their lawyer is familiar with the latest developments in the fields in which they practise. As the liaison between the EU and its institutions and Europe’s national Bars and Law Societies, the CCBE has been in the forefront of advancing the views of European lawyers and defending the legal principles upon which democracy and the rule of law are based. In recent years, the CCBE training focus has included continuing training, European judicial training, and cross-border training. The CCBE recognises that the furtherance of a common European judicial area requires the provision of high quality services.

Council of Bars and Law Societies of Europe (CCBE)

¹ CCBE Recommendation on Training Outcomes for European Lawyers of 23 November 2007, available at http://www.ccbe.org/fileadmin/user_upload/NTCdocument/EN_Training_Outcomes1_1196675213.pdf.

² Council Directive 77/249/EEC of 22 March 1977 to facilitate the effective exercise by lawyers of freedom to provide services

³ Council Directive 89/48/EEC of 21 December 1988 on a general system for the recognition of higher-education diplomas awarded on completion of professional education and training of at least three years’ duration

⁴ [Directive 98/5/EC of the European Parliament and of the Council of 16 February 1998 to facilitate practice of the profession of lawyer on a permanent basis in a Member State other than that in which the qualification was obtained](#)

⁵ Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Norway, Poland, Portugal, Romania, Slovak Republic, Slovenia, Spain, Sweden, Switzerland, The Netherlands, and the United Kingdom.

⁶ Montenegro, Turkey, Albania, Andorra, Armenia, Bosnia and Herzegovina, Former Yugoslav Republic Of Macedonia (FYROM), Georgia, Moldova, Serbia, Ukraine.

⁷ The CCBE Training committee is composed of expert lawyers and Bar / Law Society representatives who deal with training issues at national level. Currently, the CCBE Training committee has 22 members coming from 14 different European countries: Austria, Belgium, Czech Republic, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Poland, Slovak Republic, Spain, and the United Kingdom. More details about the Training committee are available at http://www.ccbe.eu/index.php?id=94&id_comite=13&L=0.

European judicial training – why is training in EU law important for the European Area of Justice?

European judicial training is a crucial tool to build the European area of justice. European citizens, residents and businesses must live and work in a secure and beneficial legal environment, which requires that European law must be implemented and applied in a uniform manner all over the European Union. Cross-border judicial proceedings must take place smoothly and swiftly.

Legal practitioners - judges, prosecutors, lawyers, court staff, notaries, bailiffs, mediators – must have a good knowledge of the EU *acquis** and its cooperation instruments as well as a good understanding of and trust in the different national legal systems.

On 13 September 2011, the European [Commission](#) adopted a Communication on European judicial training: “Building trust in EU-wide justice, a new dimension to European judicial training”, to support these aims. More information can be found on [DG Justice Website](#) and on the [European e-Justice Portal](#).

*“Legal practitioners must have a good knowledge of the EU *acquis** and its cooperation instruments...”*

A pilot project to support European judicial training

The European Parliament has always been a strong political supporter of judicial training. As a step further, the European Parliament proposed in 2012 a pilot project on European judicial training to “help fulfil the goal of building a European judicial culture” by identifying best practices in training of professionals of justice in Union law as well as in national legal systems and traditions, promoting the exchange of best practices and disseminating them.

To implement the pilot project, the European Commission divided it into different [lots](#) to get targeted, specific and relevant results adapted to the different professions in the European Union, in respect of the independence of the judiciary and of the self-organisation of legal professions.

Training lawyers in EU law

Lawyers in private practice need to be up-to-date with European Union law to give the best possible advice to their clients and to be able to raise points of EU law in court when relevant.

So one part of the pilot project is dedicated to support the development and promotion of European judicial training for lawyers in private practice.

For the first time, we are mapping the state of play in the EU Member States of training of lawyers in European Union law. This will increase understanding amongst lawyers from different Member States and provide necessary information for further action at European level.

The recommendations included in this document propose different paths for actions to improve the situation. Many different stakeholders have to work together or in concert to make these recommendations a reality, including the lawyers themselves.

Directorate General Justice, European Commission

GOOD PRACTICES

I- Defining « good practices » in the field of professional training of lawyers

“Good practices” is a very generic concept which can pertain to different aspects and stages of the preparation, organisation and implementation of professional training of lawyers:

1. Collection and analysis of training needs
2. Definition and description of the objectives and structure of training activities
3. Dissemination of information on training activities. This stage reviews the extent to which training providers successfully reach their intended target group – for the purpose of this survey - lawyers
4. Use of relevant training methods to achieve the training objectives, including to promote implication of the participants in the training activity and ensure relevance to their practical needs
5. Use of IT tools to develop e-learning, exchanges in the community of learners, and blended learning
6. Evaluation of the training itself and of the results of the training activity in terms of acquisition and application of knowledge, as well as of know-how

As the survey is specifically focused on training on EU law, additional aspects should be added:

7. Integration of EU law elements in training activities – where relevant – with a view to showing their relevance to lawyers’ practice
8. Use of training as a means to promote and facilitate cross border co-operation and mutual trust

Using criteria to define good practices

Different criteria should be used to determine whether a specific aspect of the organisation and implementation of an activity related to professional training of lawyers is a good practice.

When searching for objective criteria, we should be looking beyond the basic actions and practices needed simply to organise a training activity. Rather we should look to processes, actions, behaviours, etc., which will lift, at least slightly, a training activity to more than a “run-of-the-mill” training activity in the specific context of training of lawyers.

This is why the criteria proposed may appear to include processes, actions or behaviours, which are unusual or which have never been encountered by the reader.

For instance, it is taken as a given that organising a training activity implies establishing a list of participants or asking for feedback on the activity at the end of it. Such actions are not enough in themselves to present a training activity or a training related process as a good practice. However, it may be considered a good practice if a system is in place that also assesses the results of a given training activity.

Training providers, bars and individual lawyers can use **some of the below-listed criteria** to describe how and why one or several aspects of a specific training activity or training-related activities should be considered as good practice. It is not necessary to use all the criteria. It is not necessary that a training activity includes all the criteria listed as relevant to a specific aspect of training preparation, organisation or implementation to be presented as a good practice.

Training providers, bars and individual lawyers can also decide to use their own criteria, but should describe them in detail and explain why they are necessary.

How to search for objective criteria?

We should be looking to processes, actions, etc., which will lift a training activity to be more than just “run-of-the-mill”

1. Collection and analysis of training needs

This stage implies that the training provider has put in place processes for

- Structured and regular collection of the needs of the intended audience
- Evaluation of gaps in the existing offer
- Integration of legislative and jurisprudential evolutions
- Where possible assessment of societal changes to transform the offer (exceptional)
- Ex-ante collection of participants' questions to adapt the objectives of a specific training activity

2. Definition and description of the objectives and structure of training activities

- The training provider has given to the participants a detailed description of the structure and objective of the training activity, including how it takes into consideration needs of the audience and/or recent legal and societal trends

3. Dissemination of information on training activities towards a specific target group

- Establishment of a pro-active dissemination campaign for a specific training activity targeting lawyers
- Development of new dissemination tools
- Development of a new dissemination strategy, using traditional and modern means, such as those offered by the web 2.0 (interactive use of web tools)

4. Use of relevant training methods to achieve the training objectives, including to promote implication of the participants in the training activity and ensure relevance to their practical needs

- Match between learning needs and training methods
- Use of learning methods, which combine the transfer of knowledge with transfer of practical know-how and experience to apply
- Peer training, combining practitioners' experience and relevant training methods

5. Use of IT tools to develop e-learning, exchanges in the community of learners, and blended learning

- Development of structured e-learning tools
- Development of interactions between learners through the use of moderated cooperative platform
- Integration of e-learning and traditional learning tools

6. Evaluation of results of the training activity in terms of acquisition and application of knowledge, as well as of know-how

- a) Post training assessment of the knowledge or know-how of learners allowing not only a direct reaction of the learners (step one in the KirkPatrick model¹), but also evaluation of
- the understanding (what facts, techniques, methods of work were mastered as an outcome of the training)
 - the behaviour (how did the participants' behaviour and actions in the work environment change as an outcome of the training)
- b) Implementation of an evaluation action in relation to the real results of the training session, i.e. which of the obtained results of the training are important for the future work of the participants.

¹ For more information on the Kirkpatrick model: <http://www.mindtools.com/pages/article/kirkpatrick.htm>

7. Integration of EU law aspects in training activities – where relevant – with a view to showing their relevance to lawyers' practice

- Combination of theoretical knowledge on EU law with practical experience of implementation
- Development on know-how on European judicial procedures, such as procedures in front of the Tribunal or the Court of the European Union
- Development of national law training including a well-defined session on its links with EU legislation and jurisprudence

8. Integration of EU law aspects in training activities with a view to promoting cross-border cooperation and development of mutual trust

- Moot court cases integrating aspect of EU Law
- Judicial cooperation case studies
- Other case studies such as analysing situations or contracts, etc., and preparing advice to clients involving a combination of national and EU law

II- Collecting good practices

As indicated in the report, answers to questionnaire 3 did not allow the project team to draft full descriptions of existing good practices in the field of training of lawyers. Even fewer elements were collected on the specific matter of training lawyers in EU Law. On the basis of the collected answers and notes taken during the two workshops on good practices during the General Conference on 15 November 2013, it is possible to establish a short list of actions which could constitute good practices and of respondents which could be contacted in the future during follow-up steps.

This information is organised according to the categories of good practices used during the project.

1. Collection and analysis of training needs
2. Definition and description of the objectives and structure of training activities
3. Dissemination of information on training activities. This stage reviews the extent to which training providers successfully reach their intended target group – for the purpose of this survey - lawyers
4. Use of relevant training methods to achieve the training objectives, including to promote implication of the participants in the training activity and ensure relevance to their practical needs
5. Use of IT tools to develop e-learning, exchanges in the community of learners, and blended learning
6. Evaluation of the training itself and of the results of the training activity in terms of acquisition and application of knowledge, as well as of know-how

Collecting training needs to build new training activities is felt by all training providers to be a challenge, even when a system is in place. For many training providers, the only way to collect needs is when they are in contact with the lawyers, that is to

say at the end of a training activity, by asking questions about further training needs in the evaluation questionnaire.

1. Collection and analysis of training needs

To answer that challenge, ideas were brought forward:

Changing the way the questions are drafted

Instead of asking lawyers about their needs – they might not be aware of their needs regarding training in EU Law – training providers and bars could collect information about their practical difficulties as well as about which EU Law cases they have already encountered. If the training providers are given concrete examples of which difficulties are encountered, they will know which topics or which EU Law instruments will be necessary to answer those difficulties and will be designing training contents to answer concrete needs.

Using online surveys

In Ireland and Lithuania, there is an experience of conducting online surveys.

In Lithuania, the survey was put on the website of the Bar and some questions on EU Law were included. The lawyers could indicate the topics of most interest to them.

In Ireland, lawyers were given an incentive to participate in the survey as participation gave them a rebate on the cost of participation in one training activity. A survey monkey was used to speed up analysis of results. Choice of future topics was directly linked to the number of interested respondents.

Asking other interest groups about training needs of lawyers

Not only law firms but also consumer groups, civil society organisations, the judiciary, European institutions, etc. have a vested interest in having well-trained lawyers.

Evaluating legislative evolutions and training gaps

Training providers answering questionnaire 3 and participants in the General Conference have mentioned as usual practice that they evaluate training needs also by taking into consideration changes in legislation and also by looking at the gaps in their own training offer.

A challenge

Collecting the needs to build new training activities is felt by providers to be a challenge

While all participants and respondents considered designing training activities with clearly stated objectives and coherent structure important, this sometimes came into conflict with the need to have lawyers and other legal professionals as trainers

How to select the training methods?

It should depend on the objectives of the training activity

to ensure that the activity is practice-

oriented. Some participants in the Conference considered that being practice-oriented was very much about exchanges between participants, which might lead to extraneous discussions and might not be compatible with a rigid structure.

Indeed, this issue ties in with the question regarding training methods, as choices of training methods should depend on the objectives of the training activity.

2. Definition and description of the objectives and structure of training activities

Some individual respondents to questionnaire three mentioned that they were not always aware of existing training activities.

Online information for wider dissemination

In the UK, members of the England & Wales Law Society can register online their topics of interest and thus receive a daily newsletter on those topics. It includes information about training organised by the Law Society.

This solution is however not possible for other training providers.

In Lithuania, lawyers can register and be informed about training activities organised by the Bar.

These examples show that there is currently no easy way for an individual lawyer or a law firm to gather exhaustive information cross-border regarding training in their topics of interest.

3. Dissemination of information on training activities

This issue was previously raised within the CCBE training committee and led CCBE to develop an EU co-funded online platform to have a single point of information about training activities available to lawyers called the European Training Platform.

Make training compulsory

In Latvia, the Bar decided to make participation in training activities compulsory – but free of charge for registered lawyers.

This had direct consequences on the organisation of the training activities as well as on the choice of speakers.

The situation is different in Member States where there is an open market for training. There, the question of communication with clients and media is an issue which includes not only establishment of clear communication processes and client database, but also the need to explain why the case has EU law aspects, and how it can be integrated into the everyday practice – in order to reassure potential clients.

Making training attractive

In Ireland, the regional bars are involved in the design of the training activities. This evolution was welcomed as the previous process (design by the training provider then implementation in diverse localities) was taken as arrogance.

Training is also about building a relationship:

With the regional bars, with the lawyers organisations, between participants, with the trainers.

Networking opportunities

Training is considered as an opportunity to network, and to share professional experience. Training activities with built-in networking opportunities appear more attractive

ERA and Germany underlined that choosing a well known person as speaker ensured high level of attendance.

Training is considered in all Member States as an opportunity to network, to build new business relations, and to share professional experience. Training activities with built-in networking opportunities appear as more attractive. The challenge is that time-constraints often work against extending the length of the training activity to include networking opportunities.

Training is attractive if it can be demonstrated to potential participants that it has a relevance to their day-to-day practice. For instance, the Cracow Bar organise an interactive training to prepare its members to litigate in front of the CJEU. The whole process was managed by practitioners with personal experience of litigation in front of the CJEU.

Interactive methods are the most useful for training activities which aims to be practice-oriented. However they take more time (as participants are asked to deal with some “real-life” cases, through simulation or role play), the trainers have to have been trained in how to design and implement such interactive activities, the number of participants in a single activity is lower than when organising a conference with passive listening.

Implementing interactive training methods is a challenge in a context where most trainers are professional lawyers or other legal practitioners and not professional trainers. There is a specific challenge on how to accompany trainers of a mature age who themselves were trained only through passive listening and tend to reproduce that model. Psychological barriers exist and need to be overcome gently.

Accompanying trainers in designing and implementing a training activity

In the UK, the University of Law has redefined in the past year its training processes and means. They wish to continue to have trainers who are qualified lawyers but not professional trainers. They have defined design manuals which are imposed on the trainers to compensate for a lack of creativity. A trainer who refuses to conform to the design manual will not be re-invited.

The design manual includes an overview of the objectives of course, specify outcomes, indicates how the course will be measured, includes templates for each part of the course, state in which language the instructions should be given, address the issue of open/closed questions, etc.

There are specific design manuals for certain courses which are repeated each year and have a large number of participants (for instance induction period of trainee solicitors).

To produce those manuals, the University of Law has been advised by specialist educators on how to build interesting training activities.

Furthermore trainers were asked to participate into workshops to be trained into become workshop facilitators instead of lecturers. Learning to be interactive means practicing in order to integrate learning and know-how.

In Lithuania, there is a service contract with each trainer – which includes the obligation to include at least one interactive exercise in each training activity.

4. Use of relevant training methods to achieve stated training objectives

In Ireland and France, train the trainers activities are organised but are not compulsory for external experts.

Using online tools to develop active learning

The discussions showed that it is possible to use online training tools to make participants more active - by developing training modules around real life cases and asking participants to devise the suitable legal solutions and processes.

Using other supports to training

In Germany, actors were asked to participate in presenting the real cases situation or acting out in the context of simulation in relation to mediation.

In general, mediation was considered to be a topic which requested particular attention – in particular regarding the form of the training sessions: lectures or even case studies are not the answer, as problems in mediations arise more about interpersonal relations more about the legal context; participants have to be able to explain legal issues in simple terms, etc. Training on mediation would thus be more about mediation techniques and interpersonal skills than legal issues. Online training on mediation techniques has been developed in the UK and the Netherlands but is not of a widespread use.

In Ireland, actors were asked to play the part of foreign clients with little understanding of English.

Videotaping simulations, mock court cases, etc. is also considered as a useful tool to show lawyers the results of their reactions, actions and explanations.

ERA presented the possibility to do cross-border simulations by using videoconference to build interaction between two groups of participants situated in two different Member States.

The rewards of such innovative training activities are high if they are well prepared and precisely structured. The workload of the training organisers is in general higher when innovative methods are used.

Going towards shared experience rather than common training

In Germany, common working groups have been organised between the Bars in Aachen, Liège and Eupen. The discussions are about the differences in national aspects but also the cross-border elements. It goes beyond training and the participants are asked to prepare the contents and to exchange practical experience.

E-learning tools can help to have more evaluation and feedback from the participants.

They are also considered necessary to reach out more lawyers, especially outside of the capital.

E-learning can also help to develop linguistic training, in particular regarding legal terminology from other Member States which is currently not well developed but necessary if lawyers wish to be active at European level.

It can also be answer to the time constraints of lawyers – which are a real obstacle to participating in continuous training activities – both by reducing travel time and allowing lawyers to use online training modules on their own time – even in evenings or week-ends.

However the challenge of convincing lawyers to use online training tools exists in all Member States.

In Latvia, the first impressions and uptake of the e-learning modules was positive.

In Ireland, when the online training platform was deemed ready, a Christmas e-card was sent to all lawyers which included free access to one training module before the end of the month. 1300 lawyers participated.

E-learning modules are more appreciated when they include interactive features.

Money and dedicated human resources is necessary to develop high quality training modules.

5. Use of IT tools to develop e-learning, exchanges in the community of learners, and blended learning

No information regarding evaluation of training was forthcoming, except regarding the existence of post-training evaluation forms to be filled in by the participants. While some consider them as “feel good” forms, it was the only evaluation activity organised by training providers.

In general the best evaluation tool was felt to be the number of repeat participations in training activities organised by the same

6. Evaluation of the training itself and of the results of the training activity in terms of acquisition and application of knowledge, as well as of know-how

training provider. However while this might be relevant in open market Member States, this does not apply in Member States where training of lawyers is organised by a limited number of structures.

Feedback from trainers was also mentioned as useful input to evaluate a training activity.

In Germany, some training activities include tests and exams.

7. Integration of EU law elements in training activities – where relevant – with a view to showing their relevance to lawyers’ practice

These two aspects are treated together as they were intertwined in the examples gathered.

8. Use of training as a means to promote and facilitate cross border co-operation and mutual trust

The importance of the training title

Training activities on EU Law would be more attractive if the title reflected the point of view and needs of the potential participants

Making EU Law attractive

All answers and discussions touching on these issues indicated the difficulty of attracting participants when mentioning EU Law in the title of a training activity.

To address this difficulty, in Germany a training activity was titled “Don’t be afraid of European cases” and this attracted a lot of participation.

Discussions on this example showed that training activities on EU Law would be more attractive if the title reflected the point of view and needs of the potential participants rather than bluntly stating that which piece of EU legislation would be covered.

On the other hand, it was considered that “hiding” EU law contents completely is counter-productive as lawyers need to be more and more aware of the EU Law contents of their activity.

Description of the training activity should detail the EU Law contents and describe how it is relevant to real-life cases.

Training lawyers on how EU Law interacts with national law

A theoretical approach to EU Law has been unanimously considered as not answering lawyers’ needs.

Lawyers need to build reflexes about:

- Using EU cross-border procedures
- Looking at the way EU Law is implemented in national law or interacts with national law

In European level training activities, it is possible to go in details about interactions between EU Law and national law only if lawyers from a limited number of Member States are gathered.

ERA indicated that with regards to criminal defence, the best approach is to create “clusters” of Member States – engaging with participants from neighbouring countries – which have the most cross-border cases in common.

Such workshops were organised by ERA with support from ECBA – the first half of the programme regarding the EU context was delivered in English, while during the second half, addressing national issues, it is possible to split the audience into national groups.

Raising awareness of importance of EU Law among trainers

Participants will be convinced of the relevance of the EU Law contents to their practice if the trainers are themselves aware and convinced.

In the UK, there is a new drive to recruit trainers able to cover EU Law. For this kind of profile, they have to practice and come from global firms.

In Poland, awareness raising is done by inviting speakers from other Member States and ensuring interpretation English/Polish.

In France, the annual Conference of lawyers now includes a “European law stream” of workshops.

RECOMMENDATIONS



Recommendations for the future organisation of training for lawyers in European law and practice

Preamble

Having regard to the

- [Interim Report](#) of the CCBE on the harmonisation of the training of lawyers in Europe – Frieders programme of 20 February 1998
- CCBE [Resolution](#) on training of lawyers in the European Union of 25 November 2000
- CCBE [Analysis and Guidance](#) on the *Morgenbesser* decision of January 2004
- CCBE [recommendations](#) on Training outcomes for European Lawyers of 23 November 2007
- CCBE [Charter of Core Principles of the European Legal Profession and Code of Conduct for European Lawyers](#), January 2008
- CCBE [recommendations](#) concerning 'The Stockholm Programme (2010-2014) on the further development of the Union's area of freedom, security and justice' of 16 October 2009
- CCBE [comments](#) on European Legal Training of 22 October 2010

- CCBE [response](#) to the European Commission consultation of stakeholders on European Judicial Training of 21 January 2011
- CCBE [Resolution](#) on continuing legal education of 29 November 2013
- European Parliament Resolution of 17 June 2010 on judicial training [P7_TA\(2010\)0242](#)
- Communication [COM\(2011\)551](#) Final “Building trust in EU-wide justice: a new dimension to European judicial training”
- Council conclusions on European Judicial Training of 19 October 2011- [15690/11](#)
- Interim results of the Study based on answers to Questionnaires 2 and 3 and the results of the General Conference of 15 November 2013

A. Organisation of training systems by the professions

The EU Lawyers Directives presuppose a significant shared core of EU legal knowledge and practice, which allows lawyers to move around the European Union. It is thus important to have a shared understanding amongst lawyers and Bars and Law Societies of underlying EU knowledge and related skills any EU lawyer should possess.

There should therefore be scope for some convergence in the content/outcomes of the training of lawyers in EU law and practice in order to promote confidence in the qualifications of lawyers from other Member States.

It is recommended that the CCBE promote a dialogue amongst Bars, Law Societies and other competent authorities with a view to obtaining an agreement on the EU-related outcomes of the training process in EU law that all European Union lawyers should possess on their entry into the profession.

This could, for example, include a shared understanding of the required:

- Knowledge of the legal order, procedures and institutions of the European Union

Recommendation 1: A Recommended Curriculum on EU law?

- Knowledge of main doctrines of EU law (principles of supremacy, direct applicability and direct effect) and the methods of interpretation used by the Court of Justice of the European Union
- Knowledge of the legal order and procedure of the Court of Justice of the European Union
- Knowledge of the EU's decision-making process
- Knowledge of how to find, research and use EU law
- Practical advocacy skills regarding the EU institutions
- Ability to recognise the relevance of EU law even in domestic practice
- Knowledge of substantive EU law relevant to the lawyer's own area of practice
- Knowledge of the relative responsibilities of EU institutions and national authorities in relation to various instruments (for example, regarding the European arrest warrant)
- Implementation of EU law into national law in comparative national terms
- Knowledge of basic procedural and alternative dispute resolution systems within the EU
- Knowledge of the legal order and procedure of the European Court of Human Rights

Although the Morgenbesser judgement and the Professional Qualifications Directive will make it easier for professionals to move between training systems, there is still scope to provide additional useful information which will assist competent

authorities in fulfilling their responsibilities of assessing individual applications, whilst also making it easier for European nationals to transfer between systems, without undermining the national qualification process.

The final report of the study into the training of EU lawyers includes a set of national factsheets containing information on the criteria for entering each profession at a national level, the organisation of any induction period and other initial and continuous training obligations.

Recommendation 2: Formalisation of points of exchange at entry stage

In order to assist in the mobility of aspiring entrants to the profession:

- 2.1 It is recommended that the CCBE reflects on how this information can be used and disseminated through its members and other European Networks such as the European Network of Public Administrations¹, the SGroup², UNICA³ or EUCEN⁴ in the higher education sphere, in order to make the options which might be open to individuals wishing to move between Member States more visible.
- 2.2 It is recommended that the European Commission informs the national offices of the Europe Direct network of the existence of these factsheets as soon as they are available on the European e-Justice Portal.

Qualified lawyers find it increasingly useful to demonstrate that they possess some advanced knowledge or skills and this has helped to drive the demand for specialised LLM degrees. However, as these qualifications generally focus on academic knowledge rather than practical skills, there is scope for new schemes that recognise skills in European legal practice.

Recommendation 3: Encourage creation of EU law knowledge and skill-based schemes

In order to increase the portability of skills and mutual trust in the practical application of EU law:

- 3.1 It is recommended that the CCBE works towards the elaboration of a framework of competences⁵ in important areas of EU law where there are practical tools to be used as well as a body of legal knowledge to be acquired. Such a framework could be agreed upon by interested CCBE members as a basis for mutual recognition.
- 3.2 Further to such work by the CCBE, it is recommended that interested Bars and Law Societies/competent authorities could participate in the development of training schemes based on these competences.

¹ EUPAN: http://ec.europa.eu/civil_service/audience/nat_admin/epan_en.htm

² SGroup: <http://sgroup.be/>

³ UNICA: <http://www.unica-network.eu/>

⁴ EUCEN: <http://www.eucen.eu/>

⁵ A framework of competences would indicate which competences (or skills) have to be obtained by lawyers throughout the European Union while respecting the balance between the national or regional systems of academic training, conditions for access to the profession and continuous training. A framework of competences would enable lawyers to have common targets for practical and measurable common competences in EU Law. This term and process was preferred to setting up a common curriculum, in particular in some EU countries, curricula can be understood to be more about the theory than the practice.

3.3 It is recommended that training providers organise training courses to fulfil the requirements of these training schemes, which could then be recognised in those Member States where this is possible.

B. Organisation of training activities by the professions and training providers

Modern theories of learning emphasise the importance of practical hands-on experience, but many pre-qualification processes for lawyers in Europe are dependent on classroom activities.

Although this cannot be made a requirement, given the different parties responsible for legal education and training in different Member States, the sharing of practical experience should be encouraged.

In order to raise the quality of legal education and support for Bars and Law Societies who are in the process of developing training systems, and for Bars and Law Societies in accession states, it is recommended that Bars and Law Societies develop guidelines regarding training methodologies and publicise them to ensure that the training providers have access to tried and tested training content and methods. This work should be facilitated and coordinated by the CCBE.

Recommendation 4: Increase in practical and skills-based training in the pre-qualification stage (induction period phase)

In the light of the fact that the CCBE Code of Conduct encourages the improvement of trust, mutual confidence and cooperation between European lawyers by extending their knowledge of each other's national procedures and laws and by encouraging participation in the training with lawyers from other EU Member States, action should be taken with a view to:

- i) Avoiding the imposition of additional burdens on migrant EU lawyers who are sometimes required to fulfil training obligations in more than one Member State;

Recommendation 5: Improve mutual recognition of continuous training activities

- ii) Facilitating the participation of lawyers in training in other Member States in fulfilment of their national training obligations;⁶
- iii) Encouraging the participation of lawyers from several Member States in the same training activity.

In addition to the recommendations contained in the CCBE Resolution on Continuing Legal Education of 29 November 2013- text thereafter, the following additional actions are recommended:

- 5.1 Bars and Law Societies or the relevant competent authorities should work towards recognising the continuous training undertaken by their lawyers in fulfilment of the requirements of host Member States and, where possible, set these off against their own requirements.
- 5.2 The CCBE should lay down a procedure through which this can take place on a voluntary basis between Bars and Law Societies/competent authorities, drawing on existing good practice.
- 5.3 Where accreditation systems exist, it is recommended that Bars and Law Societies facilitate the participation of lawyers in training activities in other Member States, for instance by giving credit against home national obligations.
- 5.4 It is recommended that the CCBE analyses how to accredit EU law related training activities in such a way that it is not necessary for training providers or for lawyers to apply for accreditation in each Member State which has an accreditation system and from where lawyers might attend.

Assessment of existing training activities, including EU Law elements, shows big differences in the quality of the activities as well as the relevance they have for the everyday practice of lawyers.

Even Bars and Law Societies which are not directly involved in the organisation of training activities have a vested interest in promoting high quality training of their members.

Recommendation 6: Improve quality and relevance of training activities on EU law

⁶ The CCBE project on a European Training Platform (ETP) (see recommendation 16 for more information on the project) will promote training of lawyers across borders.

It is recommended that each Bar and Law Society encourage national training providers in its jurisdiction to undertake measures to ensure that:

- Training activities with EU Law aspects are practice-oriented and truly answer the needs of their members
- Training activities are assessed after taking place and the results of this assessment are used to improve the quality of future activities
- Information about training activities is easily accessible to their members⁷
- Training activities include skill-oriented activities such as advocacy and drafting skills, but also fluency in the use of IT and web-based resources.

C. Co-operation between Bars and Law Societies, both at local or national level

Co-operation between Bars and Law Societies is an essential part of many of the other recommendations contained in this document and in some cases will depend on the role that they play within their own national systems. However, the following recommendations specifically address cooperation between Bars and Law Societies, regardless of their formal role in the training system.

Bars and Law Societies can play a role in developing and organising short term familiarisation programmes with each other's legal systems and courts. These familiarisation programmes would be particularly useful as part of the induction period training in the Member States where such periods exist.

This kind of activity is already often undertaken by many Bars and Law Societies at different levels in different Member States but could usefully be further formalised.

Recommendation 7: Encourage familiarisation programmes

⁷ The ETP will provide comprehensive information about legal training courses available in Europe (see recommendation 16 for more information on the project).

It is recommended that action plans regarding bilateral or multilateral familiarisation programmes are shared by CCBE members with a view to early collaboration.

The European Commission's Visitors' Centre⁸ regularly organises a half day, one day or longer visits for groups. It is possible for professional organisations to set up tailored information visits around specific topics by indicating the details of their interests to the Visits Department. Visits are also possible to the Council.⁹

Recommendation 8: European Institutional study visits

The Court of Justice of the European Union also organises many visit programmes for legal professionals each year.¹⁰

To increase understanding of the Institutions and improve cooperation between lawyers in EU Member States, it is recommended that interested Bars and Law Societies organise joint study visits in cooperation with one or several bars from other Member States to familiarise their lawyers with the EU institutions and bodies.

D. Co-operation between training providers

Training providers, whether they are part of Bars and Law Societies or not, can be encouraged to cooperate more deeply in order to increase the European competence of lawyers.

Many training providers have developed their own static case studies which draw on practical examples of EU problems in order to help lawyers to hone their abilities to give sound and effective legal advice to clients.

Recommendation 9: Creation of cross-border practical case studies in EU law using new technologies

In the age of the internet, it should be possible for training

⁸ Tailored study visits: http://ec.europa.eu/visits/index_en.htm

⁹ Study visits of the Council: <http://www.consilium.europa.eu/contacts/information-visits-to-the-council?lang=en>

¹⁰ CJUE programmes of visits: http://curia.europa.eu/jcms/jcms/Jo2_7019/#groupes

providers to develop such case studies in a more dynamic setting to more closely simulate real life experience of cross-border problems. Such case studies would be expensive and complex to create but could perhaps be developed and deployed at an annual event, not dissimilar to a moot competition - but one which took place remotely, for instance through the use of videoconference equipment.

To maximise the number of lawyers trained in EU law and to increase collaboration:

9.1 It is recommended that the European Commission specifically support through its financial programmes projects which take full advantage of the new possibilities for dissemination of training programmes opened by new technologies.¹¹

9.2 It is recommended that national or European funded developments of e-learning tools are improved through the publication of guidelines and technical specifications to ensure that the e-learning modules provide the users with a truly interactive and practice-oriented learning experience.

Professional training providers involved in the training of future lawyers should be encouraged to evaluate how their students can benefit from participating in each other's courses and to identify the barriers to doing so.

Recommendation 10: Exchange of students

10.1 It is recommended that Bars and Law Societies obtain and disseminate information about the existence of the Erasmus Mundus Programme¹² which supports mobility of post-graduate students, teachers and university staff.

10.2 It is recommended that Bars and Law Societies develop contacts with their national Leonardo da Vinci contact points¹³ to ensure that trainee lawyers and newly recruited lawyers can benefit to the full from the existing EU programmes.

¹¹ The ETP is a good example of the European Commission providing funding to projects on training which make use of new technological tools.

¹² Erasmus Mundus Programme: http://eacea.ec.europa.eu/erasmus_mundus/

¹³ Leonardo da Vinci – national agencies - http://ec.europa.eu/education/lifelong-learning-programme/national_en.htm

E. Support at European level

Whilst legal training and education should ultimately be a matter for Bars and Law Societies and lawyers to organise amongst themselves, some initial seed corn funding to encourage multiple Bars and Law Societies and/or training providers to develop modular training programmes that could be used and adapted for multiple Member States is useful.

Recommendation 11: Seed funding for joint projects on EU Law

As the amounts available through DG Justice financial programmes are limited and are subject to conditions which might not be suitable for all training projects, it is important to promote other funding possibilities.

There are several EU-level financial programmes which can be used to support such activities, but not all of them are well known to Bars and Law Societies. The study shows that some Bars and Law Societies have made use of the European Social Fund (ESF) to support national training activities in EU Law, while others have obtained support from life-long-learning calls for proposals and national agencies, but the opportunity for obtaining such support could be better promoted to all CCBE members. To promote greater access of lawyers to EU training:

- 11.1 It is recommended that CCBE engage with the European Commission to present to its members all funding possibilities (including cascading grants) and the conditions for accessing them as soon as the new 2014-2020 financial programmes are adopted.
- 11.2 It is recommended that national Bars and Law Societies encourage their governments to take advantage, if appropriate in a national context, of the potential inclusion of “justice” in national ESF priorities to ensure that capacity building activities - which include training - can be funded at national level under this programme in the coming years.

The EU institutions are well established in taking stagiaires, but the qualification processes for lawyers in most Member States do not lend themselves well to participation of lawyers in the standard training period.

It would therefore be more useful both for the individual lawyers concerned, but also for the EU Institutions, if discussions could be held between CCBE and the EU institutions on the possibility for a specific number of trainee lawyers as well as qualified lawyers be recruited as atypical trainees in the EU institutions each year.

To promote the number of lawyers with direct experience of the EU institutions, it is recommended that CCBE engage with the European Institutions to determine the possibilities and criteria for recruitment of trainee lawyers and qualified lawyers as atypical trainees within the EU institutions, especially in Institutions' legal services.

Recommendation 12: Placements in EU institutions and bodies

Many lawyers would be better able to litigate in front of the CJEU to the benefit of their clients, training providers would be better able to present well designed face-to-face and e-learning trainings if they could benefit from direct access to CJUE hearings through the use of web streaming, on the model of what is done at the European Court of Human Rights.

The new generation of lawyers would be more interested in EU law and more aware of their role in implementing its different aspects if they could, from university level, remotely watch CJEU court hearings.

To promote understanding of the CJEU and its proceedings:

13.1 It is recommended that the CCBE and the European Commission engage with the CJEU to demonstrate the importance of web streaming CJEU hearings for the improvement of general judicial culture.

13.2 It is recommended that the CJEU establish a project to enable web streaming of their court hearings on the Curia portal.

Recommendation 13: Support from the Court of Justice of the European Union (CJEU) through use of new technologies for wider access to CJEU hearings

In order to contribute to the EU's objective to train 700,000 legal professionals in EU Law by 2020, the CCBE considers that a structure for lawyers that mirrors the European Judicial Training Network (EJTN) could be very helpful.

A structure which favours the exchange of lawyers or which facilitates lawyers' training in EU Law at the European level does not exist at present. Such activities are undertaken for judges and prosecutors by EJTN. The CCBE considers that, with support from the EU (both politically and financially) similar to that which the EJTN receives, the CCBE might be able to develop these tasks on its own or by delegating them to a CCBE-dependant structure.

To promote an ongoing dialogue on training:

- 14.1 It is recommended that the CCBE determine precise objectives and processes for such activities and presents the project to the European institutions for political and financial support.
- 14.2 It is recommended that such a structure - recognising the principle of subsidiarity - should support the training of lawyers at all levels - European, national and local - with concrete actions supporting the needs of existing training providers, for instance by helping to develop a European pool of expert training and speakers in EU law, how EU law can be implemented into national law, legal terminology as well as comparative law.
- 14.3 An annual EU training conference should be organised, in cooperation with the European Parliament and the European Commission, along the lines of the General Conference of 15 November 2013, in order to maintain the cooperation and engagement of Bars and Law Societies and training providers in the training of lawyers in EU law.
- 14.4 This training conference should be used as an opportunity to update the statistical and factual picture on training of lawyers in EU law.

Recommendation 14: Creation of a dedicated European structure regarding training in EU law and exchange of lawyers

F. European law content

Discussions during the General Conference of 15 November 2013 underlined that access to quality content on EU Law is particularly difficult in small jurisdictions. Training content, seminar and conference documents and other material could be freely accessible online, to ensure that training providers in all Member States have access to quality documents to reinforce the EU Law aspects of their training activities.

Recommendation 15: Online access to EU Law training materials and information (linked to or part of the e-Justice portal)

In order to increase access to quality training content on EU law, it is recommended that the European Commission continues to put at the disposal of training providers training material on the practical implementation of EU Law by publishing them online.

In countries where the number of lawyers wishing to participate in training activities with EU Law aspects is relatively small, online access to information about training would be particularly useful and the promotion of European law content for training activities could be undertaken by providing information about EU training activities organised by other Bars and Law Societies and by other qualified training providers.

Recommendation 16: Online access to information about training in EU law

In this context, the European Training Platform (ETP), a CCBE project co-financed by the EU, will remedy the lack of comprehensive information about legal training courses available in different jurisdictions. It will consist of an IT platform which will provide information about courses for lawyers in a cross-border context. The system is intended to allow a custom search according to predefined search fields (such as title of the course, venue, date, language, continuing education accreditation and practice area), which will make it easier for lawyers to find a training course tailored to their needs.

In order to increase opportunities for lawyers to participate in training in EU law, it is recommended that the European Commission

takes into consideration the findings of the ongoing CCBE project – the European Training Platform – and ensures its sustainability after the end of the project by integrating it into the European e-Justice Portal project.

Most of the training material on EU law available in an open

manner has been published mostly in English and sometimes also in French and German. More could be done to assist the translation of EU law materials into e-learning formats. This could include: e-learning courses, seminars and conferences, recorded trials that could be used in webinars, online demonstrations on the use of existing and/or upcoming internet-based research tools (e.g. EUR-Lex).

Recommendation 17: Tackling linguistic issues to support e-Learning

- 17.1 It is recommended that Bars and Law Societies work with training providers to encourage these to re-use existing training materials, once quality has been assessed, and make them available to lawyers in other EU languages.
- 17.2 It is recommended that Bars and Law Societies work together within CCBE and organise opportunities to share and exchange quality training contents on EU Law.
- 17.3 It is recommended that when the European Commission tenders for the development of training content, this should be developed in such a way as to make them compatible with use in e-learning platforms, even possibly through MOOC¹⁴ platforms.
- 17.4 It is recommended that when the European Commission tenders for the development of training content, additional EU languages should be covered.

¹⁴ MOOC: Massive Open Online Course

Lawyers who possess even a good working knowledge of another EU Member State language may nonetheless find that the technical nature of some legal terminology is a barrier to their ability to effectively represent their clients.

Recommendation 18: Access to legal dictionaries

It is recommended that Bars and Law Societies bring to the attention of their members the existence of online legal dictionaries of the type used by jurist-linguists in the European Institutions, accessible through the European e-Justice portal¹⁵, during events and training activities.

Citizens will only have true access to justice at a European level if they are represented by lawyers who are competent and effective in their submissions to the Court of Justice of the European Union.

Recommendation 19: Optional EU level module on appearing before the Court of Justice of the European Union (CJEU)

- 19.1 It is recommended that Bars and Law Societies encourage those responsible for training of lawyers to disseminate to their members information about any training activities relating to EU litigation, which may or may not be accredited, which could be provided online or in person.
- 19.2 It is recommended that the CCBE engages with the CJEU to ask for involvement of representatives of the CJEU in the development of training contents regarding litigation in front of the CJEU.
- 19.3 It is recommended that the CCBE engages with the CJEU to increase its pool of expert trainers on this topic.

¹⁵ Glossaries and terminology – European e-Justice https://e-justice.europa.eu/content_glossaries_and_terminology-119-en.do

Results of the questionnaires and discussions during the General Conference of 15 November 2013 show that EU law in itself is not perceived as relevant to the vast majority of practitioners.

In order to promote understanding of the relationship between national law and EU law training:

- 20.1 It is recommended that training providers pay close attention to drafting the titles of training courses in EU law in order to present the practical implication of the topics to be covered.
- 20.2 It is recommended that training providers make visible in the description of the content to be covered during the training activity the EU law aspects and their relevance to lawyers' practice.
- 20.3 It is recommended that Bars and Law Societies include some practical advice on communicating the issues around EU Law aspects in training activities, through the use of guidelines or technical specifications, with a view to working with training providers to increase the quality and relevance of lawyers' training.

Recommendation 20: Presentation of EU law content in training activities

VIDEOS



NATIONAL FACTSHEETS

Lawyers training on EU law in Austria

Responding Organisation: Österreichische Rechtsanwaltskammertag (ÖRAK)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

AUSTRIA

1. Access to the Profession

Higher education / university education	YES	(Section 1 para. 2 lit.c “Rechtsanwaltsordnung” (RAO) [Lawyers’ Act])
A Law degree is compulsory	YES	Section 3 para. 1 lit.c “Rechtsanwaltsordnung” (RAO) [Lawyers’ Act]
Steps to becoming a fully-fledged lawyer:		<ul style="list-style-type: none"> • Registration with the Bar • Examination (Section 1 para. 2 lit.c “Rechtsanwaltsordnung” (RAO) [Lawyers’ Act], State and Bar: Section 3 “Rechtsanwaltsprüfungsgesetz, RAPG” [Law on the Examination of Lawyers]) • Completion of an induction period • Purchase of a professional indemnity insurance (Section 1 para. 2 lit.g and Section 21a “Rechtsanwaltsordnung” (RAO) [Lawyers’ Act]) • an unobjectionable criminal record • trustworthiness

Alternative routes to the profession:

- Judges and Notaries may choose the only alternative route to become a lawyer: According to Section 10 “[Ausbildungs- und Berufsprüfungs-Anrechnungsgesetz, ABAG](#)” [Law on Accreditation of Education and Professional Examinations], judges and notaries can take a complementary oral examination (Section 12 ABAG). Successful completion of this examination before the competent commission of an Austrian Court of Appeal is considered equal to the successful completion of the Bar exam which Trainee lawyers normally have to take.
- According to the European Directive 2005/36/EC on the recognition of professional qualifications

2. Training during induction period

Is there an induction period?	YES	Legal basis: Rechtsanwaltsordnung, RAO [Lawyers’ Act], Section 2
Compulsory	YES	Set length: 5 years in general
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Bar • Private practices and law firms • Private training providers • Private training providers accredited by the Bar (there is no explicit requirement of accreditations by the Bar) • Universities • Specific lawyers’ academies and training structures established by the Bar 	
Form of induction training	<ul style="list-style-type: none"> • Apprenticeship mixed with law training with a specific curriculum common to all trainee lawyers • Trainee lawyers have to attend training courses for a total number of 42 days over the induction period 	
Entrance exam/check before induction period	Yes	<ul style="list-style-type: none"> • Check/verification of diploma • Must fulfil requirements set out in the RAO (Lawyers Act). They must be trustworthy and possess an unobjectionable police record

Specificities regarding EU law and linguistic training:	No formal requirement but- possibility of internship	<p>Preparation courses for the lawyer's exam have to include education in specific legal fields:</p> <ul style="list-style-type: none"> • Austrian Civil law • Non-contentious proceedings • Austrian Enforcement Directive • Insolvency procedure • Procedural methods (drafting contracts, deeds, statements of defence, appeals) <p>In the course of the induction period, it is possible to spend 6 months abroad working as an intern, the internship being comparable to the requirements of Section 2 paragraph 1 of the Lawyers Act which count towards the requirements of the 19 months traineeship (see below)</p>
Induction period divided into different stages	YES	<ul style="list-style-type: none"> • 5-month Court internship – supervised by president of the competent Court • 3-year traineeship in a law firm – supervised by the law firm and the competent Bar • 19-month traineeship in another entity (notary office, administrative agency, law firm, public prosecutor office, public accountant office) – supervised by the competent bodies <p>The 19-month induction period can be spent either at a law firm, court, or public prosecutor's office, 6 months can also be spent at university in case this constitutes part of continued academic education and aims at obtaining of an additional legal academic qualification (Section 2 para. 3 subparagraph 1 "Rechtsanwaltsordnung, RAO" [Lawyers Act]) or can be spent abroad in course of a practical employment equaling the requirements of Section 2 para. 1 "Rechtsanwaltsordnung, RAO" [Lawyers' Act] and serves the trainee lawyer's future career as a lawyer).</p>
Post-induction period assessment/ exam	YES	<ul style="list-style-type: none"> • Through written exams • Through oral exams
3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		NO
Obligations regarding continuous training	YES	<p>Compulsory training obligations as stated in the State law</p> <p>Legal Basis: Section 10, paragraph 6, RAO [Lawyers' Act]</p>

Obligations regarding specialisation training	NO	Specialisation training is not mentioned either by the state law or internal regulations
Obligations regarding learning foreign languages	No obligations	
Obligations regarding EU law content in relation to continuous/specialisation training	YES	<p>According to Section 10 para. 6 “Rechtsanwaltsordnung, RAO” [Lawyers Act], a lawyer is obliged to participate in continue training.</p> <p>Continuous training has to encompass all legal fields that were already part of a lawyers legal education at University (Section 3 “Rechtsanwaltsordnung, RAO” [Lawyers’ Act]) and part of the lawyer’s exam (Section 20 “Rechtsanwaltsprüfungsgesetz, RAPG” [Law on the Examination of Lawyers]). This also includes EU Law.</p>
4. Accreditation systems and training providers		
Possibility for accreditation	NO	However, the Austrian academy only invites selected –though not formally accredited - speakers
Number of training providers offering accredited continuous training activities	N/A.	
Type of training providers developing accredited continuous training activities	N/A	

Activities and methods		
Type of training activities accepted under the obligations of continuous training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Completing blended-learning activities • Participating in training activities as trainer or teacher • Writing/publishing 	Participation in training activities taking place in another Member State: Yes , it counts towards fulfilling obligations
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	N/A	
Supervision process	N/A	
Organisations involved in supervising training activities towards specialisation	N/A	
Supervision process	N/A	

Lawyers training on EU law in Belgium

Responding Organisation: Ordre des Barreaux Francophones et Germanophones (OBFG – AVOCATS.BE)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

BELGIUM

1. Access to the Profession

Higher education / university education is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar
- Examination organised by the Bar (there are 4 vocational training centres (*Centres de Formation professionnelle*) for 14 Bars)
- Completion of an induction period

Alternative routes to the profession: **NO**

the only exception is Directive 98/5/CE of 17 February 1998 (for lawyers practising in Belgium, having acquired qualifications in another member state)

2. Training during induction period

Is there an induction period?

YES

Legal basis:

- Art. 434 [Belgian Judicial Code](#)
- Code of conduct for lawyers, Title 3 “stage et formation” ([Code de déontologie de l’avocat](#))

Compulsory	YES	<p>Set length: 3 years</p> <p>In order to be admitted to the Bar advocates list, one must have completed 3 years of internship (stage) (subject to the application of article 428 bis, Belgian Judicial Code)</p> <p>For lawyers admitted to the list of professionals practising as lawyers qualified in another member state of the EU, conditions described in article 477nonies of the Belgian Judicial Code must be met.</p> <p>Legal basis: Article 434 of the Belgian Judicial Code and article 3.2. of the Code of conduct for lawyers (Code de déontologie de l'avocat)</p>
Types of structures responsible for organising induction training	<p>The Bar is responsible for organising the two first years of the induction training period.</p> <p>In the third year of the induction period, the candidate is obliged to follow continuous training corresponding to at least 20 training points per year (articles 3.26. and 3.27 of the Code of conduct for lawyers (Code de déontologie de l'avocat)</p>	
Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice and • Law training with specific curriculum common to all trainee lawyers and • Training on non-legal professional skills (e.g. communication, management of an office, etc.) and • Training on legal professional skills (e.g. drafting claims, working with clients, etc.) and • Participation in at least one Moot court case ("<i>exercice de plaidoirie</i>") and in the legal aid duty ("<i>participation aux permanences d'aide juridique</i>") (article 3.13 of the Code of conduct for lawyers). 	
Entrance exam / check before induction period	YES	<ul style="list-style-type: none"> • Check/verification of diploma (this is the only check before induction period)

Set curriculum during induction period	YES	<p>Article 3.14 of the Code of Conduct for lawyers</p> <p>Main topics covered:</p> <ul style="list-style-type: none"> • Ethics (minimum of 14 hours) • Law firm organisation and lawyer fees (minimum 6 hours) • Judicial procedures and judicial organisation (minimum 10 hours) • Criminal law and criminal law procedure (minimum 10 hours) • Legal aid (minimum 6 hours) <p>In addition, 80 hours of mandatory training in at least 3 of the following topics. For example:</p> <ul style="list-style-type: none"> • Administrative law procedure • Family law • Labour law • Commercial and bankruptcy law • Financial sector law • Business accounting
Specificities regarding EU law and linguistic training:	NO	
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Written exams and • Oral exams <p>In fact, the exam does not take place at the end of the induction period, but during the two first years of apprenticeship.</p>

3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		YES
Obligations regarding continuous training	YES	Compulsory training obligations as stated in the internal regulations of the bar Legal Basis: Art 3.26 – 3.35 of the Code of Conduct for lawyers (Code de déontologie de l'avocat) on continuous training (formation continue).
Obligations regarding specialisation training	YES	Legal basis: Article 4.46 – 4.53 of the Code of Conduct for lawyers (Code de déontologie de l'avocat) Maximum two specialisation topics for every lawyer. The list of possible specialisation topics is mentioned in the Code of Conduct for lawyers (Code de déontologie de l'avocat). Specialisation is recognised by the Bar after assessing the evidence brought by the lawyer as a proof the specific knowledge and experience in the topic studied.
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous/specialisation training		No obligations

4. Accreditation systems and training providers

Possibility for accreditation	<p>It is possible to receive accreditation</p> <ul style="list-style-type: none"> • Of training courses • Of national training providers • Of training providers from all member states <p>Steps towards the accreditation process: A request has to be sent to the OBFG (Article. 3.28 of the Code of Conduct for lawyers - Code de déontologie de l'avocat) The requesting training provider has to pay a fee corresponding to the amount of the fee due by the participant to the training provider.</p>
Number of training providers offering continuous training activities	More than 50
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Organisation managed or established by Bar • Accredited private commercial training provider (incl. law firms) • Accredited private or public non-for-profit training provider • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider

Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face to face training sessions • Attending training conferences • Participating in training activities as trainer or teacher • Writing/publishing 	<p>Participation in training activities taking place in another Member State: Yes, it may count towards continuous training obligations The Belgian local bar evaluates on a case- by-case basis the amount of credit points to be granted to the participant on the basis of the program and the length of the training course. There are also bilateral recognition agreements valid or under discussion with some Bars in other Member States.</p>
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	N/A	
Supervision process	N/A	
Structure involved in supervising training activities aimed towards specialisation	N/A	
Supervision process	N/A	

Lawyers training on EU law in Belgium

Responding Organisation: Orde van Vlaamse Balies

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

BELGIUM

1. Access to the Profession

Higher education / university education is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar
- Examination organised by the Bar
- Completion of an induction period

Alternative routes to the profession: **No alternative routes to the profession**

2. Training during induction period

Is there an induction period?

YES

Legal basis:

- [Article 434 of the Belgian Judicial Code](#) (in French)
- [Reglement betreffende de stage](#) (in Flemish) (OVb Regulation on the Training (internship) of trainee-lawyers of 7 May 2008)
- [Reglement betreffende de beroepsopleiding](#) (only available in Flemish) (OVb Regulation on the professional training system for law interns of 25 March 2009)

Compulsory

YES

Set length:
at least **3 years**

Types of structures responsible for organising training

The Bar is responsible for organising training of lawyers

Form of induction training		<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Law training with specific curriculum common to all trainee lawyers • Training on non-legal professional skills (e.g. communication, management of an office, etc.) • Training on legal professional skills (e.g. drafting claims, working with clients, etc.)
Entrance exam / check before induction period	YES	<ul style="list-style-type: none"> • Check/verification of diploma • Evaluation by the Bar of a written application submitted by the applicant. The person who wishes to become a lawyer must send an application to the Bar and submit all the required documents which prove that all requirements (such as the obtainment of a Master diploma in Law, the date of the oath etc.) are met. • Aptitude test (written exam + evaluation of a case). This aptitude test is called the B.U.B.A. (“Bewaamheidsattest tot het uitoefenen van het beroep van advocaat”, freely translated as “certificate of competence to practice the profession of lawyer”). This test is taken during the <u>first year</u> of the trainee's internship. In some cases, <u>before</u> being able to start an internship, some new graduates must pass a test of knowledge in Belgian law. This is applicable for non-Belgian persons who have finished their studies in another Member State or for Belgian persons who have done all or a part of their studies in another Member State (it is, for example, common that law students in the border region of Limburg and the Netherlands finish their Bachelor degree in Belgium and then obtain their Master degree in the Netherlands).
Set curriculum during induction period	YES	<p>Main topics covered:</p> <ul style="list-style-type: none"> • Judicial procedures and judicial organisation • Criminal law and criminal law procedure • Administrative law procedure • Family law • Labour law • Commercial and bankruptcy law • Financial sector law • Ethics rules • Business accounting

Specificities regarding EU law and linguistic training:	NO	
Induction period divided into different stages	NO	
Post-induction period assessment/ exam	YES	<ul style="list-style-type: none"> • Through reports from tutors
3. Continuous training system		
Differentiation between Continuous training/ Specialisation training	NO	
Obligations regarding continuous training	YES	<p>Compulsory training obligations as stated in the internal regulations of the Bar</p> <p>Legal Basis: Reglement inzake permanente vorming (Regulation concerning continuous training of 16 June 2010 of the Orde van VlaamseBalies)</p>
Obligations regarding learning foreign languages	No obligations	
Obligations regarding EU law content in relation to continuous training	N/A	

4. Accreditation systems and training providers

Possibility for accreditation	<p>It is possible to receive accreditation</p> <ul style="list-style-type: none"> • Of training courses • Of national training providers • Of training providers from all member states <p>Steps towards the accreditation process:</p> <p>A request has to be sent to the accreditation committee of the Orde van VlaamseBalies (OVb) which is composed by 7 members. The accreditation request has to be sent 6 weeks before the date of the training course</p>
Number of training providers offering continuous training activities	More than 50
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Organisation managed or established by Bar • Accredited private commercial training provider (incl. law firms) • Accredited private or public non-for-profit training provider • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider

Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face to face training sessions • Attending training conferences • Participating in training activities as trainer or teacher • Writing/publishing 	<p>Participation in training activities taking place in another Member State: Yes, it may count towards training obligations but it depends on the activity being accredited in the Member State of the participant after participation. A request has to be sent to the accreditation committee of the Orde van Vlaamse Balies (OVB) which decides if the activities actually fulfil the training obligations.</p>
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	N/A Neither the Bar nor another structure are in charge of supervision of training activities in continuous training	
Supervision process	N/A	

Lawyers training on EU law in Bulgaria

Responding structure: Висш адвокатски съвет / Supreme Bar Council

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

BULGARIA

1. Access to the Profession

Higher education / university education is necessary **YES**

A Law degree is compulsory **YES**

Steps to becoming a fully-fledged lawyer:

- At least **2 years** of legal service record as a jurist (e.g. as judge, prosecutor)
- Written and oral examination organised by the Supreme Bar Council
- Registration with the Bar

Legal basis:
[Bulgarian Bar Act](#)

Alternative routes to the profession:

YES

Legal basis:
 Article 3 of the Attorneys' Act (Закон за адвокатурата)
 Candidates holding an educational and scientific degree of "**Doctor of laws**", as well as **individuals who have a legal service record of more than 5 years** may be register with the Bar without passing an examination.

Legal basis:
 Article 6 (3) of the Attorneys' Act. In such cases candidates must just to prove the relevant requirement in order to be entered into attorneys' register.

2. Training during induction period	
Is there an induction period?	NO
Compulsory	NO There is no induction training system in Bulgaria
Types of structures responsible for organising induction training	N/A
Form of induction training	N/A
Entrance exam/check before induction period	N/A
Set curriculum during induction period	N/A
Specificities regarding EU law and linguistic training	N/A
Post-induction period assessment/exam	N/A

3. Continuous training system	
Differentiation between Continuous training/ Specialisation training	NO Continuous training is mandatory for the lawyers in Bulgaria (art. 28 of the Attorneys' Act). There is no specialisation training system in Bulgaria. The onus is therefore on the individual solicitor to specialise in fields which are relevant to their own practice.
Obligations regarding continuous training	YES Compulsory training obligations as stipulated in State law and internal regulation of the Bar. <ul style="list-style-type: none"> • Bulgarian Bar Act, Article 27. Attorneys-at-law shall be obligated to maintain and develop their qualifications. • Bulgarian Bar Act, Article 28. (1) In order to maintain and develop the qualifications of attorneys-at-law the Supreme Bar Council shall set up an Attorney-at-law Training Centre. After the above articles from the Attorneys' Act the Supreme Bar Council founded Center for the Attorneys' Training, which provides the compulsory and continuous training.

Obligations regarding specialisation training	YES	Specialisation training obligations as stated in the internal regulations of the Bar
Obligations regarding learning foreign languages		No obligations stipulated in the Attorneys' Act. During university studies students are obliged to undertake a certain number of courses in foreign languages
Obligations regarding EU law content in relation to continuous/specialisation training		No obligations
4. Accreditation systems and training providers		
Possibility for accreditation		The training system in Bulgaria does not provide such possibility – The Attorneys' Training Center is financed by the Supreme Bar Council and issues only certificates of attendance of seminars.
Number of training providers offering continuous training activities		Between 11 and 20 training providers
Type of training providers developing accredited continuous training activities		There is no accreditation system for the continuous training of lawyers. Seminars are offered by the following training providers: <ul style="list-style-type: none"> • Bar • Organisation managed or established by the Bar • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider
Number of training providers involved in training towards specialisation		N/A
Type of training providers developing accredited training activities for specialisation training		N/A

Activities and methods		
Type of training activities accepted to fulfill continuous or specialisation training obligations	<ul style="list-style-type: none"> • Attending face to face training sessions • Attending training conferences • Participating in training activities as trainer or tutor • Writing/publishing 	Participation in training activities in another member state: Yes, training obligations can be fulfilled through participation in training activities in another member state
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	N/A	There is no supervision system in Bulgaria
Supervision process checks:	N/A	

Lawyers training on EU law in Croatia

Answering structure: Croatian Bar Association (Hrvatska odvjetnička komora)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

CROATIA

1. Access to the Profession

Higher education / university education is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer

- Registration with the Bar
- Completion of an induction period

Alternative routes to the profession

Transfer routes from other professions (academia, judiciary, etc)

Judges and prosecutors can become fully-fledged lawyers if they fulfill the necessary conditions (holding a degree from the Faculty of Law, successfully passing the Bar exam and having a minimum of **3 years** of practice as a judge or state prosecutor).

2. Training during induction period		
Is there an induction period?	Yes	<p>Legal basis:</p> <p>In English: Law on the legal Profession</p> <p>In Croatian: Zakon o odvjetništvu</p> <p>In-house trainee lawyers can become fully-fledged lawyers if they have a minimum of 4 years of practice in legal matters, and they have passed the bar exam.</p> <p>In accordance with the provisions of the Law of the Legal Profession a minimum “induction period” is three years for law trainees working in law firms or three years of working experience in legal affairs in the judiciary, or at least four years of work on legal affairs in companies (Article 48 of the Law on the Legal Profession)</p> <p>The provisions of Law of the Legal Profession state all the rights and obligations for law trainees considering training and preparing for the bar exam. The Croatian Bar Association organises free seminars for all law trainees at least four times a year, for a minimum duration of 150 hours, which are very helpful with preparing for the bar exam.</p>
Compulsory	Yes	<p>Set length:</p> <p>3 years</p>
Types of structures responsible for organising training		Bar Association
Form of induction training		<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Apprenticeship supervised by the Bar
Entrance exam/check before the induction period		No entrance check
Set curriculum during the induction period		No set curriculum
Specificities regarding EU law and linguistic training		No obligations regarding training on EU law and linguistic training
Post-induction period assessment/exam		No end-of-induction period assessment or exam

3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		NO
Obligations regarding continuous training	Yes	<p>Compulsory training obligations as stated in the internal regulations of the Bar and the Attorneys' Code of Ethics</p> <p>As for further lifelong education of lawyers, there is no legal obligation for lawyers to undergo further training, although it is quite clear that without training lawyers cannot develop their working experience so they are practically forced to keep obtaining new knowledge and experience. The Code of Ethics also provides that a lawyer should update and expand his/her legal and general education. Failure to comply with the provisions of the Code of Ethics shall entail disciplinary action which could also lead to sanctions, such as removal from the Directory of lawyers in Croatia.</p>
Specificities of Obligations regarding learning foreign languages	NO	
Obligations regarding EU law content in relation to continuous/specialisation training?	NO	
4. Accreditation systems and training providers		
Possibility for accreditation		NO
Number of training providers offering continuous training activities		Between 1 - 5
Type of training providers developing accredited continuous training activities		<p>Bar Association</p> <p>Training is organised by both chambers, Croatian Bar Association and Croatian Lawyers Assembly</p>

Activities and methods		
Type of training activities accepted under the obligations of continuous training	<ul style="list-style-type: none"> • Attending training conferences • Writing / publishing 	<p>Participation in training activities in other member states:</p> <p>Yes, it does count towards fulfilling training obligations</p>
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	Bar Association	
Supervision process	The Croatian Bar Association supervises the work of lawyers, including their education. According to the Code of Ethics lawyers must improve both in legal education and in general education and not complying with the provisions of the Code could cause a disciplinary procedure against the lawyer. Therefore, the Croatian bar association as a regulatory body supervises both the practice of lawyers and the process of their further improvement and education.	

Lawyers training on EU law in Cyprus

Responding Organisation: Cyprus Bar Association (CBA)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

CYPRUS

1. Access to the Profession

Higher education / university education is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar
- Examination
Organised and regulated by the [Legal Board](#) of the Cyprus Bar Association
- Completion of an induction period

Alternative routes to the profession:

N/A

2. Training during induction period

Is there an induction period?

YES

Legal basis:

[The Advocates Law](#) (last amended in 29.3.2013)

Compulsory

YES

Set length:

training period of **not less than 12 months** at the office of an advocate practicing for at least 5 years

(Article 4 (e) Advocates Law)

Types of structures responsible for organising induction training	Legal Board of the Cyprus Bar Association: The Legal Board of the Cyprus Bar Association consists of the Attorney-General of the Republic as Chairman, the Chairman, Vice-Chairman and Secretary of the Bar Council and three advocates (article 3(1) of The Advocates Law)	
Form of induction training	<ul style="list-style-type: none"> Apprenticeship supervised by a private practice: there is no special form for the induction period. It can be an apprenticeship supervised by a private practice or by the Law Office of the Republic of Cyprus 	
Entrance exam/check before induction period	YES	Check/verification of diploma
Set curriculum during induction period	No set curriculum during the induction period	
Specificities regarding EU law and linguistic training	No obligations regarding EU law and linguistic training	
Induction period divided into different stages	N/A	
Post-induction period assessment/exam	Yes - The Post-induction period assessment done through written exams	

3. Continuous training system

Differentiation between Continuous training/ Specialisation training	NO	
Obligations regarding continuous training	NO	<ul style="list-style-type: none"> Continuous training is not stated either in the state law or in the internal regulations of the Bar The Cyprus Bar Association is in the process of establishing the obligation of continuous training among its members and is also in the process of creating the regulations for approval by the board of the CBA
Obligations regarding specialisation training	NO	Specialisation training is not stated either in state law or in the internal regulations of the Bar
Obligations regarding learning foreign languages	No obligations	
Obligations regarding EU law content in continuous/specialisation training	No obligations	

4. Accreditation systems and training providers		
Possibility for accreditation	There is no accreditation system regarding training of lawyers in Cyprus	
Number of training providers offering continuous training activities	N/A	
Type of training providers developing accredited continuous training activities	N/A	
Activities and methods		
Type of training activities accepted under the obligations of continuous training	N/A	Participation in training activities in another EU Member State: N/A
5. Supervision of training activities		
Structure involved in supervising continuous training activities	N/A	

6. National reform of training system		
The Cyprus Bar Association is in the process of establishing the obligation of continuous training among its members and is also in the process of creating the regulations for approval by the Board of the CBA.		

Lawyers training on EU law in the Czech Republic

Responding Organisation: Czech Bar Association (Česká advokátní komora (ČAK))

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

THE CZECH REPUBLIC

1. Access to the Profession

Higher education / university education is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar (Candidate profiles are assessed by the Bar Advisory Committee for Review of Legal Education in case the degree has been acquired abroad – “The Committee”. Members of the committee are lawyers who hold high academic positions, Deans of Faculties and Vice-Rectors of Universities)
- Traineeship of a legal trainee – This term describes the induction period (**3 years**) during which all legal trainees have to do their professional training by a lawyer or Company or Foreign Company. The purpose of the traineeship is to work under the supervision of an experienced practising lawyer in order to obtain the necessary knowledge and experience for practising law.
- Examination (**organised by the Czech Bar Association**)
- Trustworthiness

Alternative routes to the profession:

The following examinations are considered as equivalent to the Bar examination:

- Professional judicial examination;
- judiciary examination;
- unified judiciary examination;
- unified judiciary and Bar examination;
- Qualifying exam for Prosecutors;
- final examination for prosecuting attorneys (**státní zastupitelství**);
- arbitration examination;
- notarial examinations;
- [licensed executors'](#) examination (court bailliff)

2. Training during induction period

Is there an induction period?	YES	Legal basis: According to the Section 5 (1) (c) of the ACT No. 85/1996 Sb. of 13th March 1996 on the Legal Profession , as amended, “the Bar shall admit to the Bar by entering his name in the Register of Lawyers upon a written application, any person who, inter alia, has participated in professional training as a legal trainee for a minimum of three years ”.
Compulsory	YES	Set length: Minimum 3 years
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Bar Association: the Bar Association organises the compulsory training courses for legal trainees • Professional training in a law office or a company or a foreign company in order to obtain knowledge and experience on the legal profession (under the supervision of a lawyer) 	
Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice; and • Training on non-legal professional skills; and • Training on legal professional skills 	

Entrance exam/check before induction period	Yes	<ul style="list-style-type: none"> • Check / Verification of diploma • Evaluation of a written application • Interview (for applicants to law firms) <p>Upon evaluation, candidates enter the Register of Legal Trainees of the Bar.</p>
Set curriculum during induction period	No set curriculum	<p>There are courses organised by the Bar. The content and quality of training mainly depends on the training supervisor (a lawyer) as well as on his legal expertise.</p> <p>Access training (mandatory seminars during the induction period) Topics and mandatory seminars organised by the Bar:</p> <ul style="list-style-type: none"> • 8 half-day seminars in Private law • 6 half-day seminars in Public law • 6 half-day seminars in Criminal law • 2 half-day seminars in legal consultancy, contracts and in lawyer's skills which are necessary for practising law.) • 12 half-day seminars – optional seminars with facultative topics
Specificities regarding EU law and linguistic training:	NO	<p>EU law training depends on the expertise of the training supervisor. The mandatory seminars organised by the Bar normally include EU law aspects and Czech law is heavily influenced by EU law. There are also many optional EU law seminars offered.</p>
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Through written exams • Through oral exams

3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		NO There is no continuous/specialisation training system.
Obligations regarding continuous training	NO	Continuous training is not mentioned either by state law or internal regulations. The onus is on the individual lawyer to undertake training in order to specialise in a specific field and to choose the most suitable training for his field of practice. A lawyer may be admitted in the Bar registry as a “general practitioner” but there is also a list of 61 specialisations published by the Bar.
Obligations regarding specialisation training	NO	Specialisation training is not mentioned either by the state law or internal regulations
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous/specialisation training		No obligations
4. Accreditation systems and training providers		
Possibility/Requirement for accreditation		N/A
Number of training providers offering continuous training activities		N/A There are no available official figures from the Czech Bar Association

<p>Type of training providers developing accredited continuous training activities</p>	<p>There is no accreditation system for training providers. However, training is offered by the Czech Bar Association, Universities, judges and legal professionals invited to deliver training, and other private training providers (e.g. the Agency BOVA: this Agency operates in the area of education of adults since 1991. The BOVA agency entirely cooperate with top experts from the fields of business, procedural, criminal, construction, labour and Administration law and with specialists of other qualifications. The Agency BOVA is accredited by the International Education Society, London and participants may obtain the international certificate IES)</p> <p>Czech lawyers may voluntarily choose continuous training activities organised by various training providers.</p>	
<p>Activities and methods</p>		
<p>Type of training activities accepted under the obligations of continuous or specialisation training</p>	<p>N/A</p>	<p>Participation in training activities in other Member States:</p> <p>As there are not continuous training obligations, there is no specific system for assessing the participation in training activities taking place in other Member States. Lawyers can freely choose to take part in such activities.</p>
<p>5. Supervision of training activities</p>		
<p>Organisations involved in supervising continuous training activities</p>	<p>There is no supervision system in the Czech Republic However, the Czech Bar Association, as a main training provider of voluntary continuous training, evaluates its own training activities, for example, the participating lawyers, analysis of the intended lawyers' needs, gaps in the existing offer etc.</p>	
<p>Supervision process</p>	<p>N/A</p>	

Lawyers training on EU law in Denmark

Responding structure: Danish Bar and Law Society (Advokat Samfundet)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

DENMARK

1. Access to the Profession

Higher education / university education

YES

A Law degree is compulsory

YES: B.A. in Law + Master Degree in Law (B.A. duration: 3 years and Master Degree in law duration: 2 years)

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar
- Examination (Organised by the Bar)
- Completion of an induction period

Alternative routes to the profession:

YES – alternative transfer routes from academia, judiciary, prosecution services, etc.

2. Training during induction period

Is there an induction period?

YES

[Act on administration of justice](#) – Chapter 12

Compulsory

YES

Set length:

- **3 years** induction period with a qualified lawyer
- it can be **limited to 1 year with a qualified lawyer**, if candidate has other relevant legal experience from academia, the judiciary, prosecution service, etc.

Types of structures responsible for organising training

- Private practices and law firms
- Danish Bar and Law Society

Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Law training with specific curriculum common to all trainee lawyers • Training on legal professional skills 	
Entrance exam / check before induction period	NO - anybody with a Master in Law can enter the induction period	
Set curriculum during induction period	YES	<ul style="list-style-type: none"> • Procedural law • Legal skills • Non legal professional skills
Specificities regarding EU law and linguistic training	No set obligations	
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	<p>All exams below are mandatory</p> <ul style="list-style-type: none"> • written exams • oral exams • evaluation of a case developed by the trainee lawyer

3. Continuous training system		
Differentiation between continuous training and specialisation training		No
Obligations regarding continuous training	YES	<ul style="list-style-type: none"> • Compulsory training obligations as decided by state law • Compulsory training obligations as stated in the internal regulations of the Bar and Law Society
Obligations regarding specialisation training	NO	Specialisation is not mentioned either by the state law or internal regulations
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous/specialisation training?	NO	
4. Accreditation systems and training providers		
Possibility/Requirements for accreditation	YES	<ul style="list-style-type: none"> • There is no formal <i>ex-ante</i> accreditation system • When evaluated each course/training session is accredited on their merits in relation to the individual lawyer after the course
Number of training providers offering continuous training activities		Between 21 and 50
Type of training providers developing accredited continuous training activities		<ul style="list-style-type: none"> • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider

Activities and methods		
Type of training activities accepted under the obligations of continuous training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing e-learning modules • Attending training conferences • Participating in training activities as trainer or teacher • Writing/publishing 	<p>Participation in training activities in another Member State:</p> <p>Yes, Continuous training obligations can be fulfilled through participation to training activities in another Member State</p>

5. Supervision of training activities		
Organisations involved in supervising continuous training activities	Bar	Bar supervises that 10% of all lawyers per year meet the mandatory 54 lessons for a 3-year period and that these lessons meet the qualitative and formal requirements
Supervision process	<ul style="list-style-type: none"> • Assessment of quality of contents • Quality of training methods • How written requirements of the Bar are fulfilled 	

Lawyers training on EU law in England and Wales

Answering structure: Bar Standards Board

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR BARRISTERS

ENGLAND AND WALES

1. Access to the Profession

Higher education / university education is necessary

YES (candidates must hold a Qualifying Degree)

A Law degree is compulsory

NO – Candidates having initially graduated in a subject other than law may undertake a one-year law conversion course and obtain a Graduate Diploma in Law (**GDL**), formerly known as the **CPE** (Common Professional Examination)

Therefore, **there are two paths:**

- Obtaining a **Qualifying Law Degree** (a degree of the required standard awarded by a university in the UK, or, a degree awarded by a university or establishment or equivalent level outside the UK, accepted by the Board as equivalent to a UK degree; or
- Obtaining a **Qualifying Degree** and successfully completing a **Conversion Course**

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar (not until fully qualified)
- Examination
- Professional training course, administered by law schools and validated by the Bar Standards Board: Completion of the Bar Professional Training Course (**BPTC**) and certification by the course provider as having successfully completed the course (**Vocational Stage**) – at this stage a barrister may take the title but not in connection with the supply of legal services. They may describe themselves as **Barristers** in connection with the supply of legal services once they have completed the **professional stage** (Pupillage + Admission at an Inn + character and suitability approval) and hold a practising certificate as a barrister.
- Satisfactory completion of a 12-month pupillage (**Professional Stage**) and being issued with a **Full Qualification Certificate**
- Admission Declaration and Certificates of Good character: character and suitability assessment of candidate by the Inns of Court.
- Admission to **Inns of Court** (all barristers must be members of one of the four Inns of Court- Inner Temple, Middle Temple, Grays Inn and Lincoln's Inn- which were historically responsible for the admission of barristers – they will however now only do so if a candidate has met the requirements of the Bar Standards Board)
- Registration on the Barristers Register (only for Barristers having a valid/current practising certificate)

<p>Alternative routes to the profession:</p>	<p>YES</p> <ul style="list-style-type: none"> • 1-year law conversion course (see above) • Transfer routes from other professions (law graduates or lawyers admitted to the Bar association of another EU member state). The Bar Standards Board will carry out an Equivalence Assessment comparing relevant foreign and national qualifications and professional experiences. The Board then decides whether the applicant will need to sit the Bar Transfer Test (test designed to assess whether a person has the professional knowledge required in order to practise as a barrister in England and Wales). • Solicitors, overseas qualified lawyers and legal academics (e.g. Temporary Call to the Bar of Qualified Foreign Lawyers (Article 78 of the Bar Training Regulations): A Qualified Foreign Lawyer who has for a period of at least 3 years regularly exercised full rights of audience in courts which administer law substantially similar to the common law of England and Wales can obtain a Temporary Qualification Certificate from the Board 	
<p>2. Training during induction period</p>		
<p>Is there an induction period?</p>	<p>Yes</p>	<p>Legal basis: The Bar Training Regulations (effective from 1/10/2012)</p>

Compulsory	Yes	<p>Set length: 12 months (Professional Stage)</p> <ul style="list-style-type: none"> • Professional Stage: satisfactorily completing 12 months of pupillage and being issued with a Full Qualification Certificate. Pupillage is divided into: 1) a non-practising period of 6 months; and 2) a practising period of 6 months. A person may not commence the Professional Stage more than 5 years after completing the Vocational Stage except with the permission of the Board. completion of the vocational stage (or exemption) is a prerequisite for commencing the Professional Stage
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Approved Training Organisation (Pupillage) • A Barrister who is registered pupil supervisor (Pupillage) • External training (article 42 of the Bar Training Regulations): a) with a solicitor, judge or other suitably qualified lawyer who is not a registered pupil supervisor; and/or b) An organisation which is not an Approved Training Organisation but which, in the opinion of the Board, provides suitable training and experience (Pupillage) 	
Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a Barrister who is registered pupil supervisor (Professional stage) • Training on non legal professional skills • Training on legal professional skills • Requirement imposed by the Inns for admitted Barristers: 12 training sessions (Regulations 56-62 of the Bar Training Regulations. Barristers must attend these qualifying Sessions during a period of no more than 5 years ending on the date on which they are called to the Bar. (this is really still pre-qualification training since it is only after completing these sessions that a barrister can obtain a practising certificate) 	

Entrance exam/check before induction period	YES	<ul style="list-style-type: none"> • Completion of Academic Stage • Bar Course Aptitude Test (BCAT) (for entry to the vocational stage (BPTC) – see above “induction period set length)
Set curriculum during induction period	YES	
Specificities regarding EU law and linguistic training:	YES	The vocational stage (BPTC) includes EU law although not as a separate topic. Prior to commencing the vocational Stage, students will have gained knowledge of EU law through the qualifying law degree.
Induction period divided into different stages	Yes	
Post-induction period assessment/ exam	YES	

3. Continuous training system

<p>Differentiation between Continuous training / Specialisation training</p>	<p>YES</p> <p>Specialisation training is not compulsory unless a Barrister is engaging in very specific types of work, such as Criminal Advocacy.</p> <p>The only specialisation available for Barristers is QASA – the quality assessment scheme for specialist advocates. However, the QASA scheme is currently subject to judicial review challenge</p>
<p>Obligations regarding continuous training</p>	<p>YES</p> <p>The Bar Standards Board sets continuous training requirements to ensure that barristers’ skills are maintained throughout their careers.</p> <p>Continuous training obligations:</p> <ul style="list-style-type: none"> • CPD (Continuing Professional Development): “work undertaken over and above the normal commitments of barristers with a view to such work developing their skills, knowledge and professional standards in areas relevant to their present or proposed area of practise and in order to keep themselves up to date and maintain the highest standards of professional practise” (Compliance with CPD Regulations – a general guide to CPD) <p>Legal basis</p> <ul style="list-style-type: none"> • The Bar Standards Board regulatory requirements: https://www.barstandardsboard.org.uk/regulatory-requirements/ • Code of Conduct of the Bar of England and Wales

Obligations regarding specialisation training	YES	Quality Assessment Scheme for Advocates (QASA) , this requires criminal advocates (including barristers) to hold this specialist qualification in order to appear in courts.
Obligations regarding learning foreign languages	NO	
Obligations regarding EU law content in relation to continuous training	NO	
4. Accreditation systems and training providers		
Possibility for accreditation	<p>YES, possibility of accreditation:</p> <ul style="list-style-type: none"> • of training courses • of national training providers • of training providers from all member states (almost any organisation that can demonstrate the relevance of its courses can be accredited for CPD by both the BSB and SRA) <p>Accreditation process:</p> <ul style="list-style-type: none"> • Barristers must sign the registration document supplied by the provider at the end of the course to claim CPD hours • Applications for accreditation must be sent to the Bar Standards Board at least 2 weeks in advance of the course being held (see “Compliance with CPD Regulations – a general guide to CPD”). 	
Number of training providers offering continuous training activities	More than 50	

<p>Type of training providers developing accredited continuous training activities</p>	<ul style="list-style-type: none"> • Organisation accredited by the CPD Office at the Bar Standards Board (The CPD Office at the Bar Standards Board is competent for awarding CPD accredited hours to approved courses, seminars, conferences, lectures (see “Compliance with CPD Regulations – a general guide to CPD”). • Accredited private commercial training provider • Accredited private or public non-for-profit training provider 	
<p>Number of training providers organising training activities in preparation for specialisation</p>	<p>Between 21 and 50</p> <p>The QASA specialisation scheme has just been introduced – it is based on submission of practical evidence of experience and not on training</p>	
<p>Type of training providers developing accredited training activities in preparation for specialisation</p>	<ul style="list-style-type: none"> • Bar/Law Society • Accredited private commercial training provider (incl. law firms) • Accredited private or public non-for-profit training provider (e.g. universities, foundations) • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider 	
<p>Activities and methods</p>		
<p>Type of training activities accepted under the obligations of continuous training</p>	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Completing blended-learning activities • Attending training conferences • Participating in training activities as trainer or teacher • Writing/publishing 	<p>Participation in training activities in another Member State:</p> <p>Yes, Participation in training activities in another Member State can count towards continuous training obligations</p>

5. Supervision of training activities

Organisations involved in supervising continuous training activities	YES	The Bar Standards Board
Supervision process	<ul style="list-style-type: none"> • Quality of contents • Quality of training methods 	
Organisations involved in supervising training activities aimed towards specialisation	YES	There aren't specific training activities related to the specialisation qualification.
Supervision process	<ul style="list-style-type: none"> • Quality of contents • Quality of training methods 	

6. National reform of training system

The current system is under review, with a planned new **“outcomes-focused”** approach to take effect from **January 2016**. The Legal Education and Training Review (LETR) was a joint study commissioned by the Bar Standards Board, the Solicitors Regulation Authority and ILEX Professional Standards (the regulatory body of legal executives). The results of this study are now being considered by each individual regulator who will be responsible for deciding whether or not to make any changes to their training regimes as a result.

Lawyers training on EU law in England and Wales
 Answering structure: Solicitors Regulation Authority (SRA)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

ENGLAND AND WALES

1. Access to the Profession

Higher education / university education	YES
A Law degree is compulsory	NO
Steps to becoming a fully-fledged lawyer:	<ul style="list-style-type: none"> • Professional skills course (PSC) completed prior to admission • Assessment of candidate by the Law Society • Evaluation of the candidate and acceptance by a law firm • Completion of an induction period • Examination • Registration with the Law Society of England and Wales <p>Entry routes:</p> <p>Qualifying law degree + LPC (Legal Practice Course) + 2 year training contract</p> <p>Or</p> <p>Non law degree + GDL (full year conversion course)+ LPC + 2 year training contract</p> <p>All candidates have to follow a LPC (Legal Practise Course) + 2 year training contract (which can be offered by a law firm, a public sector body or company legal department)</p>

Alternative routes to the profession:	<p>YES</p> <ul style="list-style-type: none"> • Apprenticeship in lieu of a degree • Transfer routes from other professions (legal professions from other countries) <p>It is possible to enter at the LPC stage by the legal executive route (ILEX) which involves part-time study +experience in lieu of an undergraduate degree. The requirements of this route to admission are then the same from this point on as for those candidates entering by the traditional routes.</p> <p>QLTS route (Qualified lawyers transfer route) – for lawyers qualified elsewhere – involves taking examinations and meeting the required suitability requirements</p>
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2. Training during induction period		
Is there an induction period?	Yes	<p>Legal basis:</p> <p>SRA Training Regulations 2011 http://www.sra.org.uk/students/lpc.page http://www.sra.org.uk/students/training-contract.page</p>
Compulsory	Yes	<p>Set length: 3 years (2 years training contract + approx. 1 year for the LPC) (up to 6 months can be deducted for prior equivalent experience)</p>
Types of structures responsible for organising training		<ul style="list-style-type: none"> • private practice firms and in house legal departments in commercial organisations - provide the second stage of the induction period, the training contract (workplace practical experience) • non-private practice organisations (e.g. national and local government bodies and in house legal departments in commercial organisations) - provide the second stage of the induction period, the training contract (workplace practical experience) • Commercial providers – commercial providers are like private universities specialising sometimes in professional qualifications. they will have received both academic accreditation from the Qualifications Assessment Authority of the UK and accreditation from the SRA (they provide the first stage of the induction period, the Legal Practice Course) • Universities (The first stage of the induction period, the Legal Practice Course, is provided by universities)

Form of induction training		<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Law training with specific curriculum common to all trainee lawyers • Law training with personalised curriculum • Training on non legal professional skills • Training on legal professional skills
Entrance exam / check before induction period	YES	<ul style="list-style-type: none"> • check/verification of diploma • Suitability Test http://www.sra.org.uk/solicitors/handbook/suitabilitytest/content.page
Set curriculum during induction period	YES	<p>For the LPC and during the training contract, 3 distinct areas of law must be covered including at least one area of contentious and non-contentious law</p> <p>LPC outcomes: http://www.sra.org.uk/documents/students/lpc/LPC-Outcomes-Sept2011.pdf</p>
Specificities regarding EU law and linguistic training:	NO	<p>But prior to commencing LPC, students are expected to have knowledge of</p> <ul style="list-style-type: none"> - The principal EU institutions - sources and interpretation of EU law - the relationship between EU law and national law - relevant human rights conventions and legislation <p>EU Law is taught and assessed pervasively throughout the LPC when it touches on the area of law in question</p>
Induction period divided into different stages	NO	
Post Induction period assessment/ exam	YES	<ul style="list-style-type: none"> • Written exams • Oral exams • exams take place at the LPC stage, the contract period is signed off by the training partner responsible with no further examinations

3. Continuous training system

Differentiation between Continuous training / Specialisation training		<p>YES</p> <p>However, specialisation training may also count against CPD requirements and it is not compulsory unless a solicitor is engaging in very specific types of work, such as Criminal Advocacy. Criminal advocacy is the only specialisation available so far in the English lawyers training system.</p> <p>Legal basis: SRA quality assurance scheme for Advocates (Crime), regulating the practice of Criminal Advocacy in England and Wales</p>
Obligations regarding continuous training	YES	<p>Compulsory training obligations as stated in the internal regulations of the Law Society</p> <p>Legal basis: Regulations that govern the continuous training requirements for Solicitors of England and Wales: http://www.sra.org.uk/solicitors/cpd-accreditation.page http://www.sra.org.uk/solicitors/handbook/cpd/content.page</p>
Obligations regarding specialisation training	YES	<p>There never used to be but the picture is becoming more complex. There are mostly non statutory specialist qualifications which solicitors can obtain which are like quality marks – clients like government and banks use these specialist accreditations increasingly as a factor in selecting their panels. However, more recently (2013) a new compulsory specialist accreditation has been launched called the Quality Assessment Scheme for Advocates (QASA), this requires criminal advocates to hold this specialist qualification in order to appear in courts.</p>
Obligations regarding learning foreign languages		NO
Obligations regarding EU law content in relation to continuous training		NO

4. Accreditation systems and training providers

Possibility for accreditation	<p>YES, Possibility of accreditation:</p> <ul style="list-style-type: none"> • of national training providers • of training providers from all member states <p>Accreditation process</p> <p>Providers offering continuing professional development (CPD) activities may become in-house or external CPD providers, provided that they meet the criteria for authorisation and that they are subject to monitoring http://www.sra.org.uk/solicitors/cpd/training-companies.page</p>
Number of training providers offering continuous training activities	More than 50
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Law Society • Organisation managed or established by Bar/Law society (including law centres or local groupings of solicitors) • Accredited private commercial training provider • Accredited private or public non-for-profit training provider
Number of training providers organising training activities towards specialisation	More than 50
Type of training providers developing accredited training activities in preparation for specialisation	<ul style="list-style-type: none"> • Law Society • Organisation managed or established by the Law society (including law centres or local groupings of solicitors) • Accredited private commercial training provider • Accredited private or public non-for-profit training provider

Activities and methods		
Type of training activities accepted under the obligations of continuous training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Completing blended-learning* activities • Attending training conferences* • Participating in training activities as trainer or teacher • Writing/publishing <p>25% of the annual continuous training requirement must be training undertaken via accredited providers</p>	<p>Participation in training activities in another Member State: It can count towards continuous training obligations but it depends on:</p> <ul style="list-style-type: none"> • the training provider being accredited in the Member State of the participant before participation • the type of activities
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	YES	Law Society
Supervision process	Assessment of <ul style="list-style-type: none"> • the quality of contents • the quality of training methods 	
Organisations involved in supervising training activities aimed towards specialisation	YES	QASA is supervised by the SRA, the Bar Standards Board and Professional Institute of Legal Executives who each administer the common standard for criminal advocates on behalf of their members/those they regulate.
Supervision process	Assessment of <ul style="list-style-type: none"> • the quality of contents • the quality of training methods 	

6. National reform of training system

The Legal Education and Training Review <http://letr.org.uk/> is due to deliver its final report shortly.

It is anticipated that the LETR report will form part of the ongoing review of the competence requirements of solicitors both at admission and with regard to their continuous training requirements.

Over the course of the next few months policy development work will be undertaken at the **SRA**, looking at how solicitors undertake their continuous training in England and Wales and what changes are required to the current regime (both pre and post qualification).

Lawyers training on EU law in Estonia

Responding organisation: Estonian Bar Association (Eesti Advokatuur)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

ESTONIA

1. Access to the Profession

Higher education / university education

is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer:

- Examination /Assessment of candidate by the bar or by a committee established by the bar
- Evaluation of the candidate and acceptance by a law firm (Attorneys may provide legal services only through a law firm.
- Completion of an induction period
- Registration with the Bar (after passing the attorney-at-law examination or if one has passed the examination and has practiced as an assistant to an attorney-at-law for at least **3 years**)

In Estonia **attorneys-at-law are fully fledged lawyers.**

Since the 1st of March 2013 there are 2 types of members of the Bar Association: **attorneys-at-law** and **assistants to the attorney-at-law.**

Assistants are members of the Estonian Bar Association who can practice under the supervision of an Attorney-at-law.

Attorneys-at-law can be admitted to the Bar Association if:

- they have passed the attorney-at-law examination;
- they have passed the examination and are Doctors of Law (PhD holders);
- they have been attorneys-at-law and join the Bar Association within **5 years** after exclusion from Bar Association (according to the Bar Association Act § 36 par.1 p.1 or 4, an attorney may be excluded from the Bar Association following resolution of the Bar Association if he has submitted an application or if he has not practiced as an attorney for more than **3 consecutive years** due to health reasons or other reasons);
- they have worked for at least **3 years** as judges, notaries or prosecutors may join Bar Association within **5 years** after leaving their post (or as supreme judge, judge of the ECJ, of the General Court of the EU, [Chancellor of Justice](#) – Oiguskanstler (The Chancellor of Justice in Estonia combines the function of the general body of petition and the guardian of constitutionality. Such a combined competence is unique internationally)

Assistants to attorneys-at-law – admission to the Bar:

They must submit an application (copy of passport, photos, personal data form, copy of law degree, list of topics covered during academic studies, academic report and any other university diplomas)

General requirements for admission to the Bar Association:

- Active legal capacity;
- Resident of Estonia or citizen of Estonia or of another member of the EU;
- Requirements of judicial education (Courts Act § 47 section 1 paragraph 1 Courts Act: § 47. Requirements for judges:
 - (1) A citizen of the Republic of Estonia may be appointed as a judge if he or she:
 - 1) has acquired in the field of law at least an officially certified Master's degree, a corresponding qualification for the purposes of subsection 28 (22) of the Republic of Estonia Education Act or a corresponding foreign qualification;
- Qualifications obtained in another member state of the EU, recognised under [Bar Association Act](#) (§ 65);
- Oral and written proficiency in Estonian;
- Honesty and moral character;

Alternative routes to the profession	YES	Professionals having worked for at least 3 years as judges, notaries or prosecutors may join the Bar Association and become lawyers within five years after leaving their post (or as supreme judge, judge of the ECJ, of the General Court of the EU, Chancellor of Justice.
2. Training during induction period		
Is there an induction period?	YES	Legal basis: Bar Association Act
Compulsory	YES	Set length: 3 years Fully-fledged attorneys are attorneys-at-law. A member of the Bar Association may become an attorney-at-law on the basis of a written application if he/she has passed the attorney-at-law examination and he or she has practiced as an assistant of the attorney-at-law for at least three years. Assistants to the attorneys-at-law are also members of the Bar. After this 3-year period person does not have to pass the attorney-at-law exam, he or she may continue practicing as assistant of the attorney-at-law without time limitation under the supervision of an attorney-at-law.
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Bars - through Schools of Legal Practice. The Bar must sign an agreement with at least one University in order to ensure compliance with legal requirements regarding professional competence, suitability or qualifications and teacher qualification. The Bar is responsible for the day to day organisation of the induction period training. • Universities (public or private). Universities can provide training by signing an agreement with at least one Bar, in order to ensure the internship period during the induction period (apprenticeship). The University is responsible for the day-to-day organisation of the induction period training. • Universities (public or private) together with Bars through Schools of Legal Practice. The Bar, the School of legal practice and the University are responsible for the day to day organisation of the induction period training. 	

Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Apprenticeship supervised by a Bar • Training on non-legal professional skills (e.g. communication, management of an office, etc.) • Training on legal professional skills (e.g. drafting claims, working with clients, etc.) 	
Entrance exam/check before induction period	YES	<ul style="list-style-type: none"> • Check / verification of diploma • Written application / evaluation • Entrance examination
Set curriculum during induction period	NO	
Specificities regarding EU law and linguistic training:	NO	
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Through reports from tutors • Through written exams • Through oral exams • Interview

3. Continuous training system

Differentiation between Continuous training/ Specialisation training		NO There is no official specialisation training system in Estonia
Obligations regarding continuous training	YES	<ul style="list-style-type: none"> • Compulsory training obligations as decided by state law • Compulsory training obligations as stated in the internal regulations of the Bar Association <p>Legal basis: In English: Estonian Bar Association Act and Internal Rules</p> <p>Attorneys-at-law and assistants to attorneys-at-law are obliged to undergo periodical continuous training. Every 5 years the bar controls whether those obligations have been fulfilled.</p> <p>More specifically, according to the Estonian Bar Association Act § 34 an attorney-at-law and a assistant of the attorney-at-law -if five years have passed since he/she passed the last attorney's examination - are required to submit information concerning the in-service training completed by the person during the assessment period to the professional suitability assessment committee.</p>
Obligations regarding specialisation training	NO	Specialisation is not mentioned either by the state law or internal regulations
Obligations regarding learning foreign languages	NO	
Obligations regarding EU law content in relation to continuous training	NO	

4. Accreditation systems and training providers		
Possibility for accreditation	NO There is no possibility of accreditation in the Estonian training system	
Number of training providers offering continuous training activities	N/A	
Type of training providers developing accredited continuous training activities	N/A	
Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Carrying out blended-learning activities • Attending training conferences • Participating in training activities as trainer or teacher • Writing/publishing 	Participation in training activities in another Member State: Yes, it can count towards training obligations but it depends on the type of activities offered in the other member state – Requirements for training activities in Estonia also apply to activities in another member state
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	Bar	The assessment is carried out by a professional suitability assessment committee .
Supervision process	A credit system is used to assess the successful completion of the continuous training period. 1 training credit corresponds to 1 hour of continuous training 1 year of assessment period corresponds to 10 continuous training credits. 5 year-assessment period corresponds to 80 continuous training credits The accreditation process is based on “Bases and Procedure of Continuous Training of the Estonian Bar Association”	

Lawyers training on EU law in Finland

Responding structure: Finnish Bar Association (Suomen Asianajaliitto)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

FINLAND

1. Access to the Profession

Higher education / university education is necessary	YES
A Law degree is compulsory	YES - Master of Laws
Steps to becoming a fully-fledged lawyer:	<ul style="list-style-type: none"> • At least 25 years of age • Registration with the Bar • Completion of an induction period • Examination organised by the Bar
Alternative routes to the profession:	<p>NO</p> <p>Only a person who holds the professional qualifications to practice as an advocate in one of the states of the European Economic Area, can become lawyer following an alternative route. He may be accepted as an advocate without completing the induction period. In such cases, the applicant must pass the Bar examination.</p>

2. Training during induction period

Is there an induction period?	YES	<p>Legal basis:</p> <p>Advocates Act of 1958. §3</p> <p>By-Laws of the Finnish Bar Association § 5 - last amended in 2012 and confirmed by the Ministry of Justice</p> <p>Induction period consists of 4 years' practical experience:</p> <p>Candidates must have acquired the skills and practical experience necessary for the profession of advocate by practising, after completing legal training,</p> <ul style="list-style-type: none"> • for at least four (4) years in the field of judicial administration or in comparable duties requiring legal education, • but in any case for at least two (2) years as an assistant lawyer, public legal aid attorney or independent legal practitioner or in other tasks handling a comparable amount of matters of advocacy.
Compulsory	YES	<p>Set length:</p> <p>4 years</p>

Types of structures responsible for organising induction training	Private practices and law firms, public legal aid offices	
Form of induction training	Apprenticeship supervised by a private practice	
Entrance exam/check before induction period	NO	
Set curriculum during induction period	NO	
Specificities regarding EU law and linguistic training:	NO	
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	Before membership the candidate has to pass a Bar exam which is not part of the induction period. Bar examination can be done during the induction period or after it.
3. Continuous training system		
Differentiation between Continuous training/ Specialisation training	NO There is no official specialisation system for lawyers in Finland	
Obligations regarding continuous training	YES	Compulsory training obligations as stated in the internal regulations of the Bar: Guidelines concerning the continuing education of lawyers – The Delegation of the Finnish Bar Association, 10.06.2005
Obligations regarding learning foreign languages	NO	
Obligations regarding EU law content in relation to continuous training	NO	

4. Accreditation systems and training providers		
Possibility for accreditation	No , there is no accreditation system in Finland at the moment	
Number of training providers offering continuous training activities	Between 6 and 10	
Type of training providers developing accredited continuous training activities	N/A	
Number of training providers organising training activities in preparation for specialisation	None There is no specialisation system in Finland	
Type of training providers developing accredited training activities in preparation for specialisation	N/A	
Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Completing blended learning activities • Attending training conferences • Participating in training activities as trainer or teacher • Writing / Publishing 	Participation to training activities in another Member State: Yes , it counts towards training obligations
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	NO	
Supervision process	N/A	

Lawyers training on EU law in France

Responding Organisation: Conseil National des Barreaux

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

FRANCE

1. Access to the Profession

Higher education / university education is necessary

YES

A Law degree is compulsory

YES

A Master in law or equivalent is a prerequisite to becoming a lawyer

Legal basis:

In French: [Arrêté du 25 novembre 1998 fixant la liste des titres ou diplômes reconnus comme équivalents à la maîtrise en droit pour l'exercice de la profession d'avocat](#) and [Arrêté du 21 mars 2007](#)

Steps to becoming a fully-fledged lawyer:

- **Nationality requirement** (French nationality, national of one of the Member States of the EU, of a State under the Agreement on the European Economic Area, national of a State or territorial unit that does not belong to the EU or to the EEA and which allows French citizens to practice the profession under the same conditions applying to interested persons intending to practice in France, or having refugee status or status of stateless person recognised by the French Office for Protection of Refugees and Expatriates (OFPRA))
- **Academic degree requirement:** holding a Master 1 in Law or equivalent and holding a CAPA certificate of aptitude for the profession of lawyer (*certificat d'aptitude à la profession d'avocat*)
- **Moral character requirement:** candidates must not have been convicted of a criminal offence or have any disciplinary penalties imposed on them or be personally bankrupt or have other types of sanctions imposed on them
- **Register with the Bar:**
 - Successfully pass the final CAPA examination
 - After successfully passing the final CAPA examination, the trainee lawyer must take an oath and register with the list of practising lawyers of the Bar where he wishes to practice law (see article 101 [décret du 27 novembre 1991](#)).

Legal basis (in French):

[Loi n° 71-1130 du 31 décembre 1971 portant réforme de certaines professions judiciaires et juridiques](#)

[Décret n° 91-1197 du 27 novembre 1991. organisant la profession d'avocat](#)

Alternative routes to the profession:

Certain categories of professionals, according to the activities previously carried out as referred to in articles 97 and 98 of the No 91-1197 decree ([décret n° 91-1197 du 27 novembre 1991 organisant la profession d'avocat](#))

- are exempted from the requirement of holding a degree under article 11 par. 2 of the aforementioned law of 31 December 1971 ([article 11 \(2°\) de la loi du 31 décembre 1971](#)), of training requirements, of the certificate of aptitude for the profession of lawyer (*avocat*):

1° Members and former members of the French Council of State (*Conseil d'État*) as well as members and former members of the Administrative Courts and the Administrative Courts of Appeal;

2° Judges and former judges of the Court of Auditors, or Regional Audit Chambers of French Polynesia and New Caledonia;

3° Judges and former judges of the judiciary governed by Decree No 58-1270 ([Ordonnance n° 58-1270 du 22 décembre 1958 portant loi organique relative au statut de la magistrature](#));

4° University professors teaching law;

5° Attorneys at the Council of State and Court of Cassation;

6° Former lawyers with rights of audience at the Court of Appeal;

7° Former lawyers registered with the French Bar and former Legal Advisors:

- the following categories are exempted from the requirement of theoretical and practical training and of holding a certificate of aptitude for the profession of lawyer (*avocat*):

1° Notaries, bailiffs, registrars at the Commercial Courts, judicial administrators and official receivers for recovery and liquidation of companies, former liquidators and judicial administrators, intellectual property counsellors and former counsellors in patents for invention who have exercised their duties for a period of at least five years;

2° University lecturers, teaching assistants and persons holding teaching posts, in case they hold a PhD degree in law, economic sciences or management, with a demonstrated five years of legal lecturing under the abovementioned titles in teaching and research Units;

3° Company lawyers demonstrating at least eight years of professional practice with a legal service department of one or more companies;

4° Civil servants and category A former civil servants, or persons treated as civil servants of this category who have practised law for at least eight years in a public administrative or service, or an international organisation;

5° Legal attachés with a trade union organisation exercising legal activities for a period of at least eight years;

6° Salaried solicitors working for a lawyer (*avocat*), an association or a law firm, for a practising lawyer office or a lawyer with an attorney at the Council of State and Court of Cassation, with demonstrated experience of practising law for at least eight years, after having obtained the title or degree cited in the abovementioned article 11 par. 2 of the law of 31 December 1971.

7° Persons mentioned in article 22 of the law No. 2011-94 of 25 January 2011 ([article 22 de la loi n° 2011-94 du 25 janvier 2011 portant réforme de la représentation devant les cours d'appel](#));

8° Collaborators of deputies or Assistants to Senators having practised as a main profession, legal activities with an executive status for at least eight years;

2. Training during induction period		
Is there an induction period?	YES	Legal basis (in French): Decree no. 91-1197 of 27 November 1991 organising the profession of lawyers Décret n° 91-1197 du 27 novembre 1991 organisant la profession d'avocat
Compulsory	YES	Set length: Training at the CRFPA (Regional Bar Schools) is spread over 18 months
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> Regional Bar Schools (<i>École d'avocats</i> – EDA) (former name : Regional Centre for the Professional Training of Lawyers CRFPA -<i>Centre Régional de Formation Professionnelle des Avocats</i>) Conseil National des Barreaux (National Council of the French Bars) 	<p>Legal basis (in French): Article 13 et article 21-1 de la loi du 31 décembre 1971 portant réforme de certaines professions judiciaires et juridiques</p>
Form of induction training	<ul style="list-style-type: none"> Courses at CRFPA (See above, <i>École d'avocats</i> – EDA) Internship (jurisdictions, companies) Master 2 Course Internship with a law firm (for more details, see below, Section “induction period divided into different stages”) 	
Entrance exam/check before induction period	YES	CRFPA Entrance examination Legal basis (in French): article 57 du décret n°91-1197 du 27 novembre 1991 et arrêté du 11 septembre 2003 fixant le programme et les modalités de l'examen d'accès au CRFPA
Set curriculum during induction period	YES	Decree no. 91-1197 of 27 November 1991 organising the profession of lawyers, sub-section 3, article 57 (sous section 3 du décret n° 91-1197 du 27 novembre 1991 , notamment article 57): Six-month initial training – main topics: Professional ethics, drafting legal acts, oral pleading and debate, proceedings, law office management, a modern foreign language.

<p>Specificities regarding EU law and linguistic training:</p>	<p>YES</p> <p>Linguistic training: The CRFPA entrance examination includes an oral test in one of the modern foreign languages listed in the annex of the Order of 11 September 2003 regarding the programme and modalities on the CRFPA Entrance examination (Arrêté du 11 septembre 2003 fixant le programme et les modalités de l'examen d'accès au centre régional de formation professionnelle d'avocats)</p> <p>EU law training: Article 57 of the Decree no. 91-1197 of 27 November 1991 (décret n° 91-1197 du 27 novembre 1991), EU law is not mentioned as being part of the basic common training. However, the Order of 7 December 2005 (Arrêté du 7 décembre 2005 fixant le programme et les modalités de l'examen d'aptitude à la profession d'avocat) stipulates that:</p> <ul style="list-style-type: none"> - the programme stated in the annex of the Decree expressively states "Community law and European law" (Institutional law/ Substantive law of the EU). - The entrance exam must include an oral exercise of 15 minutes, following a three-hour preparation on a case of civil, commercial, social, criminal, administrative or community law of the candidate's choice ("<i>coefficient 2</i>"). (article 3 of the Order of 7 December 2005). <p>The curricula of the Regional Bar Schools (EDA) are diversified and EU law training is becoming increasingly common because of the growing influence of EU law on French law in all fields; EU law is often taught, not only in specialised courses, but also through teaching of other topics (criminal law, civil law, social law). The Delegation of French Bar Associations (Délégation des Barreaux de France (DBF)) has developed an EU law module which is being used by some Regional Bar Schools.</p>
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<p>Induction period divided into different stages</p>	<p>YES</p>	<p>Legal basis (in French): Article 58 du décret n° 91-1197 du 27 novembre 1991</p> <p>The 18-month training period is divided into 3 calendar periods:</p> <ul style="list-style-type: none"> • 6 months of courses at CRFPA are devoted to acquiring the fundamentals • 6-8 months are devoted to carrying out an Individual Pedagogical Project (PPI) – there are 2 available options for this training: an internship (judiciary, companies) or a university Master II course • 6-month internship in a law office (this internship must be subject to signing a tripartite agreement between the Regional Centre, the trainee and the internship supervisor)
<p>Post-induction period assessment/exam</p>	<p>YES</p>	<p>At the end of the induction training with CRFPA, the candidate must pass the Certificate of Aptitude for the Legal Profession (CAPA) examination in accordance with the procedures laid down in the Order of 7 December 2005 (Arrêté du 7 décembre 2005 fixant le programme et les modalités de l'examen d'aptitude à la profession d'avocat)</p>
<p>3. Continuous training system</p>		
<p>Differentiation between Continuous training/ Specialisation training</p>	<p>YES</p>	<p>Legal basis (in French): Article 85 du décret n° 91-1197 du 27 novembre 1991</p> <p>Every year, the National Council of the French Bars publishes a national list of lawyers having acquired one or two specialisations, including lawyers holding the specialisation of rights of Audience in front of Courts of Appeal, as stipulated in article 1, fourth paragraph of the law of 31 December 1971 (see above section “Steps to becoming a fully-fledged lawyer”).</p>

Obligations regarding continuous training	YES	<p>Ethical obligations to follow continuous training are established in the law drafted after consultation with the National Council of the French Bars which lays down the procedures.</p> <p>Legal basis (in French):</p> <ul style="list-style-type: none"> • Article 14 -2 de la loi du 31 décembre 1971 portant réforme de certaines professions judiciaires et juridiques (Continuous training is mandatory for lawyers registered with the Bars) • Articles 85 et 85-1 du décret du 27 novembre 1991 organisant la profession d'avocat • Décision à caractère normatif n 2011-004 du 25 novembre 2011 portant délibération sur les modalités d'application de la formation continue des avocats
Obligations regarding specialisation training	YES	<p>Legal basis: article 85 du décret du 27 novembre 1991 organisant la profession d'avocat Specialised lawyers dedicate half of their continuous training time to their specialisation field(s)</p>
Obligations regarding learning foreign languages	No obligations	
Obligations regarding EU law content in relation to continuous/specialisation training	No obligations	

4. Accreditation systems and training providers	
Possibility for accreditation	<p>YES</p> <p>There is no mandatory accreditation procedure in order to provide training for lawyers.</p> <p>In the Decision No 2011-004 (Décision du 25 novembre 2011 portant délibération sur les modalités d'application de la formation continue des avocats) it is stated that the training provider shall communicate to the National Council of the French Bars, on an annual basis, or every two months or every semester, a detailed programme of training activities for the relevant period. It is only compulsory to submit the programme; the National Council of the French Bars does not control the content of the training programme nor the training activities offered.</p>
Number of training providers offering accredited continuous training activities	<p>There are no available data (Since there is no mandatory control over the training offered, there are no available data regarding the number of training providers)</p>
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • CRFPA - Regional Centres for the Professional Training of Lawyers (<i>Écoles d'avocats</i> – EDA) • Bars • Organisations established or managed by the French Bars • Accredited private training providers
Number of training providers organising training activities in preparation for specialisation	<p>There are no available data (Since there is no mandatory control over the training offered, there are no available data regarding the number of training providers)</p>
Type of training providers developing accredited training activities in preparation for specialisation	<ul style="list-style-type: none"> • Bars • Organisation managed or established by Bar • Accredited private commercial training provider (Law Firms) • Accredited private or public not-for-profit training provider (universities) • Non-accredited private commercial training provider • Non-accredited private or public not-for profit training provider

Activities and methods

Type of training activities accepted under the obligations of continuous or specialisation training

Continuous training:

- Publication of legal papers
- Training offered by lawyers, schools or other professional training organisations
- Legal colloquia or conferences, or events directly related to the professional activity of lawyers
- Teaching provided by lawyers
- Distance continuous training
- Mutual recognition of continuous training hours with other States

Participation in training activities in other member states:

Training hours or training credits obtained abroad can be counted towards the fulfilment of the continuous training obligations according to the rules laid down in the Decision No 2011-004 of 25 November 2011 cited below

Legal basis:

[Décision à caractère normatif n. 2011-004 du 25 novembre 2011 portant délibération sur les modalités d'application de la formation continue des avocats](#), article 6

5. Supervision of training activities

<p>Organisations involved in supervising continuous training activities</p>	<ul style="list-style-type: none"> • The Professional Training Committee of the National Council of Bar Associations: <ul style="list-style-type: none"> - Control of the continuous training offered by the Regional Centres for the Professional Training of Lawyers (CRFPA) - Control of continuous training programmes in the framework of the allocation of Inter- professional Funds for continuous training of liberal professionals (FIF-PL - <i>Fond Interprofessionnel de Formation des Professionnels Libéraux</i>) where training offered by CRFPA is assessed on the basis of 2 criteria: style (target audience and modalities) and content (diversity of trainings covering all fields of law, bearing in mind topical legal subjects) • FIF-PL draws up financing agreements with each of the “<i>écoles d’avocats</i>” (Regional Bar Schools) • The professional training committee of the National Council of Bar Associations allocates part of the FIF-PL loans to professional lawyer trade union entities having a registered number of professional training provider, according to the article L. 6351-1 and adhering to the French Employment Code (<i>Code du travail</i>), who have submitted their continuous training programme to the National Council of Bar Associations. However, the content of the programme is not checked. There is only an obligation to submit it.
<p>Supervision process</p>	<ul style="list-style-type: none"> • In the Decision No 2011-004 (Décision à caractère normatif n 2011-004 du 25 novembre 2011 portant délibération sur les modalités d application de la formation continue des avocats) it is stated that the training provider must communicate on an annual basis to the National Council of the French Bars, a detailed programme of training activities for the relevant period. • The Bar Councils (<i>Conseils de l’Ordre des Barreaux</i>) control <i>a posteriori</i> that the continuous training obligations have been fulfilled (article 17 of loi n° 71-1130 du 31 décembre 1971; article 85-1 of décret du 27 novembre 1991 and article 8 of décision à caractère normatif n. 2011-004

Organisations involved in supervising training activities aimed towards specialisation	<p>There is no mandatory and comprehensive control of the content of continuous training courses offered to lawyers, mainly by private or public non-professional entities.</p> <p>The National Council of Bar Associations only checks the training offered by the Regional Centres for the Professional Training of Lawyers (CRFPA) and carries out, in the framework of the validation procedure, an optional control of training courses offered by private sector entities, following an application submitted by these entities (see detailed procedure, article of the Decision No 2011-004 (décision à caractère normative 2011-004)).</p>
Supervision process	<p>Only an <i>a posteriori</i> control of the fulfilment of continuous training obligations of every lawyer is mandatory, including the continuous training of specialised lawyers. The control is carried out by the Bar Councils (<i>Conseils de l'Ordre des Barreaux</i>) (see art. 14-2 loi n° 71-1130 du 31 décembre 1971 and article 85 of décret du 27 novembre 1991).</p>
<p>6. National reform of training system</p>	
<p>At the end of 2011, the National Council of Bar Associations decided on the abolition of the smoothing rule of 20 hours in one calendar year or of 40 hours in two consecutive years, as well as of calculating the continuous training obligations on an annual basis of 20 hours of training. This reform has not yet been implemented, in view of the reservations expressed by the Chancellery (Central Administration of the Ministry of Justice). The Decision No 2011-004 was reformed in 2011; therefore there is no immediate prospect of reform.</p>	

Lawyers training on EU law in Germany

Responding structure: The German Federal Bar (Bundesrechtsanwaltskammer) and the German Bar Association (Deutscher Anwaltverein)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

GERMANY

1. Access to the Profession

Higher education / university education	YES	
A University Law degree is compulsory	NO	No university degree is necessary to enter the profession of lawyer, but law students must sit an exam in law organised by the State (see below) only after completing their university studies (4 years). The part of the exam dealing with a specialised area of law (chosen by the participants) is organised and carried out by the university; it counts 30%, but in practice more attention is paid to the marks obtained in the State exam in the obligatory areas of law.

Steps to becoming a fully-fledged lawyer:

- **1st State Exam (Erstes Staatsexamen)** (after completion of university studies) organised by the Justizprüfungsamt, body of the state administration of justice, containing a university part (see above)
- Completion of a 2-year induction period common for all legal professions, organised by the state (appeal courts). In times of high interest in access to the legal professions, due to limited training capacities candidates may have to wait up to 1 year after their 1st State exam before being admitted to the induction period.
- **2nd State Exam (Zweites Staatsexamen)**,organised by the Justizprüfungsamt
- Registration with the Bar
- “Morgenbesser” applicants, but they must hold the equivalent qualifications

In Germany there is no law degree like in other countries, but university studies must be carried out and at the end of the study period the student must graduate in a special field. But this exam counts only 30 %.To become a fully fledged lawyer the candidates must take the **1st State Exam** and later on the **2nd State Exam**. The standard period of university studies, including the 1st State Examination, **9 semesters (4 1/2 years)**. The written part of the 1st State Examination is the more difficult one with failure rates of up to 30%. It consists almost exclusively in solving legally difficult cases (mainly with substantial law) presented as a brief story.

After passing successfully the 1st State Examination, the candidate has to undertake a **two-year legal traineeship (“Referendariat”)**, which is basically the same for all future legal professions. The traineeship is organised and mainly financed by the Federal States.

After completion of the legal traineeship, the candidate must take the 2nd State Examination. The failure rate is far less than in the 1st State Examination. The written part consists of drafting judgments, accusations, letters of lawyers in legal procedures or contract drafts for legally challenging cases presented in the form of short acts. After passing successfully the 2nd State Exam, the trainee may become a fully-fledged lawyer.

Alternative routes to the profession:

There are no alternative routes to the profession

2. Training during induction period		
Is there an induction period?	YES	16 Federal States, each one has its own legal basis with differences mainly as to the length of the parts spent at different professions.
Compulsory	YES	Set length: 2 years (“Referendariat”)
Types of structures responsible for organising training		<ul style="list-style-type: none"> • Bar (cooperates with appeal court in organising the part dealing with the profession of lawyers) • Public Authority (appeal courts organise the two-year induction period after the 1st State Exam)
Form of induction training		<ul style="list-style-type: none"> • Law training with specific curriculum common to all trainee lawyers • Training on non-legal professional skills • Training on legal professional skills • Numerous theoretical courses to be undertaken
Entrance exam/check before induction period	YES	Candidates must take the 1st State Exam before commencing the induction period.
Set curriculum during induction period	YES	Every Federal State has its own curriculum for trainee lawyers.

<p>Specificities regarding EU law and linguistic training:</p>	<p>YES</p>	<p>Legal basis:</p> <p>The German Judiciary Act</p> <p>Deutsches Richtergesetz: In section 5a (2), 3rd sentence it is stipulated that during the course of studies “Compulsory subjects shall comprise the core areas of civil law, criminal law, public law and the law of procedure, including the links with European law [..]”</p> <p>As far as the induction period is concerned, it depends on the State where the candidate is doing his/her induction period.</p> <p>1st State Exam: The Federal States are responsible for the content of the Examination but in all of them basics of EU law are part of the Examination.</p> <p>2nd State Exam: In all Federal States the Examination includes basic knowledge of EU law (EU law aspects in civil, Criminal and Administrative law)</p> <p>Generally, at least the last 3 months of the induction period (area of specialisation) can be selected to cover EU law.</p>
<p>Induction period divided into different stages</p>	<p>YES</p>	<p>The 2-year period consists of 5 parts of training on the job of at least 3 months each:</p> <ul style="list-style-type: none"> training with a civil law judge, training with a prosecutor (or criminal law judge), training in an administration office, at least 9 months of training with a lawyer, training upon candidate’s personal choice. <p>The training on the job is complemented by theoretical courses, concentrating mostly on procedural or professional law, of at least half -day per week.</p>

Post-induction period assessment/exam	YES	At the end of the induction period (18-21 months after the beginning) the candidate must sit a written exam and at the end of the induction period an oral exam. Both parts of the exam are organised and carried out by the Justizprüfungsamt. The Justizprüfungsamt is the state authority which is competent for all exams a law student or a Referendar (junior lawyer/trainee) has to pass.
3. Continuous / Specialisation training system		
Differentiation between Continuous training/Specialisation training	YES	
Obligations regarding continuous training/specialisation training	YES	Compulsory training obligations as decided by Federal law (The Federal Lawyers' Act (§ 43a (4) – In German: Bundesrechtsanwaltsordnung (BRAO)) and in § 15 of the Fachanwaltsordnung (FAO))
Obligations regarding learning foreign languages		There are no obligations, but foreign language courses are included in the university curricula.
Obligations regarding EU law content in relation to continuous training/specialisation training	YES	<p>Knowledge of EU law is necessary in order to specialise as “Fachanwalt” (specialised lawyer) (see § 2 (3) Fachanwaltsordnung (FAO)).</p> <p>EU law is included in training obligations of “Fachanwälte” (at least 10 hours per year).</p> <p>There are also a lot of courses including EU law context, e.g. family law, inheritance law, tax law, distribution law, foreclosure, drafting of contracts etc.</p> <p>Legal basis:</p> <ul style="list-style-type: none"> • Bundesrechtsanwaltsordnung (BRAO) • Fachanwaltsordnung (FAO) • Continuous training: § 43a (6) BRAO • EU law training: §§ 14 ff. FAO (e.g. § 14m FAO) <p>The Bundesrechtsanwaltsordnung (BRAO) rules all questions concerning lawyers in general; whilst the Fachanwaltsordnung (FAO) sets out rules on the specialisation of lawyers and on how a lawyer must be qualified, when he wants to become a lawyer who is entitled to be called a specialist (“Fachanwalt”).</p>

4. Accreditation systems and training providers

Possibility/Requirement for accreditation	There is no formal accreditation system in Germany. Therefore, there are a lot of providers, which offer training courses. Courses of providers are accepted when the courses correspond to the criteria according to the Fachanwaltsordnung (the content and the time frame must be fulfilled).
Number of training providers offering continuous training activities	The Bar does not have the exact figures at its disposal concerning training providers in Germany. It is possible that there are more than 50 training providers.
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Organisation managed or established by the Bar • private commercial training provider • private or public non-for-profit training provider (see above, “Possibility of accreditation” section: the providers do not need accreditation)
Number of training providers organising training activities in preparation for specialisation	The number of training providers cannot be indicated because it is not known how much training providers exist in Germany.
Type of training providers developing accredited training activities in preparation for specialisation	<p>We have no formal accreditation, but training providers are:</p> <ul style="list-style-type: none"> • Bars and Bar Associations • Deutsches Anwaltsinstitut (DAI), connected to the German Federal Bar (Bundesrechtsanwaltskammer - BRAK) • Deutsche AnwaltAkademie (DAA), connected to the German Bar Association (Deutscher Anwaltverein – DAV) • Private training providers • Fachhochschulen and law schools

Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Completing blended learning activities • Attending training conferences • Participating in training activities as trainer or teacher • Writing / Publishing 	Participation in training activities in another Member State: Yes , it counts towards training obligations
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	The regional Bars, the DAI (Deutsches Anwaltsinstitut) and the DAA (Deutsche AnwaltAkademie) are the main training providers. Regional Bars are responsible for the continuous training of specialised lawyers ("Fachanwälte")	
Supervision process	Specialised lawyers ("Fachanwälte") must submit proof (certificate of participation) that they have participated in at least 10 hours of training per year. The regional bars check whether the training meets the specified requirements. Only if this is the case, the lawyer is allowed to continue bearing the title of "Fachanwalt" (Specialised lawyer).	

Lawyers training on EU law in Greece

Responding Authority: Athens & Piraeus Bar Associations

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

GREECE

1. Access to the Profession

Higher education / university education	YES
A Law degree is compulsory	YES
Steps to becoming a fully-fledged lawyer:	<ul style="list-style-type: none"> • Registration with the Bar • Examination organised by the Ministry of Justice • Completion of an induction period
Alternative routes to the profession	Former lawyers can be reappointed within 5 years of their resignation; if more than 5 years have passed, the former lawyer should prove that he/she was carrying out duties relevant to the legal profession.

2. Training during induction period

Is there an induction period?	YES	Legal basis: Code of Lawyers: Law no. 4194/2013 (Κώδικας Δικηγόρων)
Compulsory	YES	Set length: 18 months
Types of structures responsible for organising training	Bar Association / Ministry of Justice	

Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by private practice • Law training with specific curriculum common to all trainee lawyers. The curriculum is set by each Bar Association and it is common for all trainees in the same Bar; however there is no set curriculum for the whole country. • Apprenticeship at the Legal Council of State, at the Bar Associations or the Ministry of Justice, 6 months apprenticeship to Courts (elective) 	
Entrance exam / check before induction period	YES	<ul style="list-style-type: none"> • Check/verification of Diploma • Copy of Criminal Record
Set curriculum during induction period	NO The curriculum is set by each Bar Association (see above)	
Specificities regarding EU law and linguistic training:	NO	
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Written exams (the examination previously included an oral part but the system has changed with the new code of lawyers)

3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		NO
Obligations regarding continuous training	NO	Continuous training is not stated either in State law or in internal Bar regulations
Obligations regarding specialisation training	NO	Specialisation is not stated either in State law or in the internal Bar regulations. However, the only specialisation currently available for lawyers is mediation . Legal basis: Law 3898/2010 on “Mediation in civil and commercial disputes” which transposes the Directive 2008/52/EC
Obligations regarding learning foreign languages	No obligations	
Obligations regarding EU law content in continuous/specialisation training	N/A	
4. Accreditation systems and training providers		
Possibility of accreditation	N/A	
Number of training providers offering accredited continuous training activities	N/A	
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider 	
Number of training providers organising training activities in preparation for specialisation	N/A	

Type of training providers developing accredited training activities in preparation for specialisation	<p>There is no specialisation training in Greece apart from mediation</p> <p>Specialisation in Mediation:</p> <ul style="list-style-type: none"> • Bar Associations (in cooperation with mediation centres and institutes) • Mediation centres and institutes (under the form of non-profit civil partnerships) <p>this specialisation is currently offered by the Piraeus Mediation Centre (ΚΕ.ΔΙ.Π.), the Mediation training Institute of Thessaloniki as well as by the Greek Mediation Institute -GMI "Synesis"</p>	
Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	N/A	<p>Participation in training activities in another Member State:</p> <p>N/A</p>
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	N/A	
Supervision process	N/A	
Organisations involved in supervising training activities towards specialisation	N/A	
Supervision process	N/A	

6. National reform of training system

The new Code of Lawyers came into force on 27 September 2013.

changes:

- A central examination system has been established in order to assess the trainees, replacing the Bar exams (articles 18- 22 of the [Code of Lawyers - law No 4194/2013](#))
- A “Morgenbesser” Committee will be assessing applications from lawyers qualified in other Member States who wish to practise law in Greece (articles 15-17 of the [Code of lawyers - law No 4194/2013](#))
- Bar Associations have the power to organise and promote mediation and to act as training providers for mediation services (article 130 of the [Code of Lawyers - law No 4194/2013](#))

Reinforcement of EU law aspects: No changes planned for the time being

Lawyers training on EU law in Hungary

Responding Organisation: Hungarian Bar Association (Magyar Ügyvédi Kamara)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

HUNGARY

1. Access to the Profession

Higher education / university education is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer:

- Completion of the induction period, followed by
- Examination (Bar Exam organised by the State)
For admission to the Bar it is required to have practised for at least **1 year** as a junior lawyer, employed lawyer or self-employed lawyer.
The requirement of 1 year experience as a junior, employed or fully competent lawyer applies to both normal and alternative access to the profession.
- Employed lawyers have limited liability, whereas self-employed lawyers have full liability. A person having at least 1 year experience as a junior lawyer, employed lawyer or (fully competent) lawyer may be entered into the registry of lawyers.
- Registration with the Bar.
- Conditions of admissibility, as stipulated in the law (Act XI of 1998 on Lawyers / 1998. évi XI. törvény az ügyvédekről), such as EU/EEA citizenship, appropriate office for professional activity (e.g. - Bar (e.g. 12 m2 room, waiting space for the clients, toilet, internet and phone access, etc.), insurance, lack of inadmissibility conditions.

Alternative routes to the profession:

Transfer routes from other professions.

- The candidate must have successfully passed the Bar exam (same State exam for all legal professions – judges, prosecutors, lawyers, notaries, etc.) **and**
- for admission to the Bar: at least 1 year of practice as a junior lawyer, employed lawyer or self- employed lawyer

2. Training during induction period

Is there an induction period?	YES	Legal basis: Ministry of Justice Decree on State Exam (IM rendelet - a jogi szakvizsgáról) Induction period: Act XI of 1998 on lawyers, 13 (1998. évi XI. törvény - az ügyvédekről, 13 § (3) d)
Compulsory	YES	Set length: 3 years
Types of structures responsible for organising induction training	The Hungarian Bar Association is responsible for organising training during the induction period Legal basis: 97 § (3) of Act XI. of 1998 on lawyers 1998. évi XI. törvény - az ügyvédekről, 97 § (3) However, the Bar Association may outsource training to other training providers. The content of training is regulated by the competent Bars at regional level.	
Form of induction period	Apprenticeship mixed with law training organised by the competent bar association. Trainee lawyers must attend training courses for a total number of 42 days over the induction period.	
Entrance exam/check before induction period	YES	• Check / Verification of diploma

Set curriculum during induction period	YES	<p>There is no set curriculum for all trainee (junior) lawyers. The curriculum is decided within the competent bar associations.</p> <p>The curriculum is not common to all trainee lawyers, but set by the competent local bar associations (there are 20 local bar associations organised at county level).</p>
Specificities regarding EU law and linguistic training:	In principle no, but it depends on the regional Bars. For example, the Budapest Bar Association training programme includes lectures on EU law application in court cases.	
Induction period divided into different stages	NO	<p>The induction period consist of 3 years, but it is not organised or divided into different stages.</p> <p>What is organised by the bars is the training program during the induction period. The curriculum of that is not uniform and varies in each bar association).</p> <p>Certain Bar Associations, such as the Budapest Bar offer a 3-step training programme. The first year is focused on general norms regulating lawyers' professional activity; the second year is focused on the practical application of law at certain fields; and the third year is focused on preparation for the State exam.</p>
P Post-induction period assessment/exam	YES	State exam (see above, Ministry of Justice decree on State Exam)

3. Continuous training system

Differentiation between Continuous training/ Specialisation training	NO
Obligations regarding continuous training	<p>NO</p> <p>There is no organised continuous training system in Hungary.</p> <p>The Bar association is responsible of organising the professional training of lawyers admitted to the Bar. This training consists of ad-hoc events which are optional (12 § (2) a) of Act XI of 1998 on lawyers)</p>
Obligations regarding specialisation training	<p>It is possible to obtain a Specialisation training degree (szakjogászi végzettség). The specialisation degree can be obtained during postgraduate studies in a specific field of law (it is accessible to other legal professionals too). The specialisation training is organised by the University. Specialisation training is open to all law graduates including registered lawyers.</p> <p>lawyers</p> <p>Obtaining this degree is optional and lawyers with or without specialisation have the same rights and obligations.</p> <p>Legal basis:</p> <ul style="list-style-type: none"> • 116 § (1) d) of Act XI of 1998 on lawyers on lawyers admitted and registered with the Bar Association • Ministry of Public Education decree on the general conditions of organising specialised further education (10/2006. (IX. 25.) OKM rendelet a szakirányú továbbképzés szervezésének általános feltételeiről), adopted according to Act CCIV of 2011 on National Higher Education.
Obligations regarding learning foreign languages	No obligations
Obligations regarding EU law content in relation to continuous/ specialisation training?	<p>NO,</p> <p>However, EU law knowledge is assessed in the Bar exam (mandatory module on EU law).</p>

4. Accreditation systems and training providers	
Requirement for accreditation	There are no accreditation requirements in the Hungarian system but ad-hoc events are organised.
Number of training providers offering continuous training activities	N/A.
Type of training providers developing accredited continuous training activities	N/A
Number of training providers organising training activities in preparation for specialisation	Between 6 and 10
Type of training providers developing accredited training activities in preparation for specialisation	Accredited private or public non-for-profit training providers Legal basis: Ministry of Public Education decree on the general conditions of organising specialised further education (10/2006. (IX. 25.) OKM rendelet a szakirányú továbbképzés szervezésének általános feltételeiről)
Activities and methods	
Type of training activities accepted under the obligations of continuous or specialisation training	No continuous training or specialisation obligations Participation in training activities in another MS: YES- Hungarian Lawyers can participate in training activities taking place in another Member State on a voluntary basis
5. Supervision of training activities	
Organisations involved in supervising continuous training activities	N/A -There is no continuous training system in Hungary
Supervision process	N/A

Lawyers training on EU law in Ireland

Responding structure: Law Society of Ireland

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

IRELAND

1. Access to the Profession

Higher education / university education

is necessary

NO

While a University degree is not a pre-requisite for qualification as a solicitor, the bulk of applicants are university educated. Approximately 95% of all those seeking to be admitted as solicitors hold a university degree. To embark on induction training, applicants must be university graduates or alternatively pass a preliminary examination at university degree level

A Law degree is compulsory

NO

Steps to becoming a fully-fledged lawyer:

- Pass the entrance examination in law in eight legal subjects
- 2-year training contract (2-year period of training in a solicitor's office)
- 2 vocational training courses (the 2 vocational training courses are the **PPC I** and **PPC II**)
- Examination (organised by the Law Society of Ireland)
- Registration with the Bar

Legal basis:

Section 24 of the [Solicitors Act 1954](#)

Alternative routes to the profession:	<p>YES</p> <ul style="list-style-type: none"> • Law degree or • Degree level examination set by the law Society (the law Degree is not a pre-requisite to access the profession. • Legal executives with five or more years of experience and a Diploma in Law (law degree) are exempted from this exam <p>Legal basis: Sections 24 and 25 of the Solicitors Act 1954 as amended by Sections 40 and 41 of the Solicitors (Amendment) Act 1994</p>
2. Training during induction period	
Is there an induction period?	<p>YES</p> <p>Legal basis:</p> <p>1) The Irish Statute Book</p> <p>2) Solicitors Acts 1954 http://www.irishstatutebook.ie/1954/en/act/pub/0036/index.html - 2002</p> <p>3) Continuing Professional Development:2012 Statutory instrument n° 501</p>
Compulsory	<p>YES</p> <p>Set length: 2 years</p>
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Law Society • Private practices and law firms

Form of induction period	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Apprenticeship supervised by the Law Society • Training on non-legal professional skills • Training on legal professional skills • Training on non-legal professional skills • Training on legal professional skills
Entrance check before induction period	<p>YES</p> <ul style="list-style-type: none"> • Check/verification of diploma • Entrance exam: The initial examination consists of 8 legal subjects. These are Contract law, Constitutional Law, Tort Law, Equity, Real Property, EU Law, Company Law and Criminal Law.

Set curriculum during induction period	<p>YES</p> <ul style="list-style-type: none"> • Professional Practice Course I (PPC I) –Full-time release course • Professional Practice Course II (PPC II) –Full time release course • Block of experience Indentures (The period spent in a training solicitors office is separate from PPC I and PPC II) <p>A foundation course takes place in the first week of PPC I – Introduction to best practice concepts of Professional Conduct (also covered in greater detail at PPC II level)</p> <p>Both are practice driven and instruction is almost entirely given by practising solicitors and members of the law Society Staff</p> <p>PPC II (6-month full-time course) / PPC II (3-month full-time course)</p> <p>Topics covered in PPC I:</p> <p>Foundation, Litigation (civil and criminal), applied Land Law, Business Law, Probate and taxation, skills (advocacy, effective legal negotiations, legal research, interviewing and advising clients, legal drafting)</p> <p>Topics covered in PPC II:</p> <p>Employment law, English property law and practice, family and child law, professional practice conduct and management, elective courses (students are required to select 3 courses from a list of offered courses)</p>	
Specificities regarding EU law and linguistic training:	<p>YES</p>	<p>EU law content:</p> <ul style="list-style-type: none"> • EU law is one of the eight subjects of the entrance examination • On PPC I there is a specific induction course in EU law • EU law is further taught pervasively throughout both PPC I and PPC II <p>No requirements regarding linguistic training</p>

Induction period divided into different stages	YES	<ul style="list-style-type: none"> • Different periods for covering various aspects of law • Different periods for covering various aspects of the legal profession
Post-induction period assessment/exam	YES	PPC I and PPC II are assessed through end of course examinations (written exams and oral exams)
3. Continuous / Specialisation training system		
Differentiation between Continuous training/ Specialisation training		NO
Obligations regarding continuous training/specialisation training	YES	Compulsory training obligations as stated in the internal regulations of the Bar Legal basis: Solicitors (Continuing Professional Development) Regulations 2012 (SI No 501/2012)
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous training/ Specialisation training		NO
4. Accreditation systems and training providers		
Possibility for accreditation	NO	The Irish training system does not provide for possibility of accreditation
Number of training providers offering accredited continuous training activities	N/A	
Type of training providers developing accredited continuous training activities	N/A	

Activities and methods		
Type of training activities accepted under the obligations of continuous training	<ul style="list-style-type: none"> • Attending face to face training sessions • 2 Completing e-learning modules • Watching a webinar • Completing blended learning activities • Attending training conferences • Participating in training activities as trainer or teacher • Writing / Publishing 	<p>Participation in training activities in another Member State:</p> <p>As the Irish system of Compulsory Continuing Professional Development is done on the basis of self-certification, solicitors are free to count training in another member state towards their CPD requirement</p>
5. Supervision of training activities		
Organisations involved in supervising accredited continuous training activities	N/A No accreditation system in Ireland	
Supervision process	N/A	
6. National reform of training system		
<p>Report on professional legal education to be compiled on enactment of Legal Services Bill 2011</p> <p>The Legal Services Bill 2011 introduces a Legal Services Regulatory Authority. This will oversee the provision of vocational legal education of solicitors and barristers. It further provides for a report on professional legal education to be compiled. While this report is likely to advocate change, it is very difficult to know whether it will espouse specific reforms. It will require further intervention by the new authority and by the Minister for Justice to introduce change.</p>		

Lawyers training on EU law in Italy

Responding structure: Scuola Superiore dell'Avvocatura

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

ITALY

1. Access to the Profession

Higher education / university education is necessary **YES**

A Law degree is compulsory **YES**

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar
- State exam
- Completion of an induction period

Alternative routes to the profession: **YES**, there are transfer routes from other professions. Judges, State attorneys and Academics may be registered as lawyers (Art. 2 [Law n. 247/12](#))

2. Training during induction period

Is there an induction period?	YES	Law 31.12.2012 n. 247 (Art. 41, comma 5) (Nuova disciplina dell'ordinamento della professione forense – Legge 31 Dicembre 2012, N.247)
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Compulsory	YES	Set length: 18 months
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Types of structures responsible for organising training	<ul style="list-style-type: none"> • Bar • Private training providers • Private training providers accredited by the Bar • Universities • Lawyers' academies and training structures established by the Bar 	
Form of induction training	Apprenticeship supervised by the Bar	
Entrance exam/check before induction period	YES	Check/Verification of Diploma
Set curriculum during induction period	<p>No set curriculum</p> <p>No requirements regarding EU law and linguistic training</p> <p>No differentiated stages according to topics or methods</p>	
Post-induction period assessment/exam	NO	<p>When the professional law reform will enter into force on the 01.01.2015, the time limit for the end-of-induction period assessment will be 6 years. This is the time limit within which the applicant must pass the State Exam.</p> <p>After 6 months from registering as a trainee lawyer, the applicant is allowed to ask for rights of audience (in restricted cases) for his supervising lawyer (s.c. "<i>praticante abilitato</i>" – qualified trainee).</p> <p>After the expiration of a period of 6 years from the inscription as a "qualified trainee", the candidate will be automatically eliminated from the registry of lawyers if he has not passed the State Exam.</p> <p>Overall, the time limit to become a fully-fledged lawyer is 6 years.</p> <p>However, elimination from the trainees register does not prevent the applicant from a new inscription, upon evaluation by the competent Bar.</p>

3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		YES, from the 01/01/2015 (see below)
Obligations regarding continuous training	YES	<p><u>Legal basis after 01.01.2015:</u></p> <p>Reform law n. 247/12 (art.11) – Continuous training is going to become mandatory</p> <ul style="list-style-type: none"> • Compulsory training obligations as stipulated in the state law • Compulsory training obligations as stated in the internal regulations of the bar/ law society
Obligations regarding specialisation training	YES	<p><u>Legal basis:</u></p> <p>Specialisation training will be regulated by State law n.247/12, art.9</p> <ul style="list-style-type: none"> • Specialisation training obligations as stipulated in the state law • Specialisation training obligations as stipulated in the internal regulations of the bar/law society
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous/specialisation training	NO	However, the upcoming legislation will establish EU law training obligations

4. Accreditation systems and training providers		
Requirement for accreditation	YES	Legal basis (from 01.01.2015): Art. 9,11, Law n.247/12
Number of training providers offering continuous training activities	More than 50 training providers	
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Organisation managed or established by Bar (including law centres or local groupings of lawyers) • Accredited private commercial training provider (including law firms) • Accredited private or public non-for-profit training provider (including universities, foundations) • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider 	
Number of training providers organising training activities in preparation for specialisation	More than 50 training providers	
Type of training providers developing accredited training activities in preparation for specialisation	<ul style="list-style-type: none"> • Bar • Organisation managed or established by Bar (including law centres or local groupings of lawyers) • Accredited private commercial training provider (incl. law firms) • Accredited private or public non-for-profit training provider (incl. universities, foundations) • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider 	

Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Completing blended-learning activities • Attending training conferences • Participating in training activities as trainer or teacher • Writing/publishing • Self-training activities through the lawyer's initiative under Bar supervision 	participation in training activities in other Member States: Yes , training obligations can be fulfilled through participation in training activities in another MS. <ul style="list-style-type: none"> • It depends on the activity being accredited in the Member State of the participant before participation • It depends on the activity being accredited in the Member State of the participant after participation
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	YES	Continuous training activities are supervised by the Bar
Supervision process:	The supervision process includes the assessment of: <ul style="list-style-type: none"> • Quality of contents • Quality of training methods • How written requirements of the Bar are met 	
Organisations involved in supervising training activities aimed towards specialisation	YES	<ul style="list-style-type: none"> • The Bar. However, the law on specialisation training has not yet entered into force
6. National training system reform		
Training system reform foreseen		
The professional law reform (Law 31.12.2012, n. 247 – Nuova disciplina dell’ordinamento della professione forense) will enter into force even for the training activities (s.c. pratica forense , lawyer apprenticeship) on the 1st of January 2015 (regulations to be adopted within the 2nd February 2014). The length of the training period is currently 24 months and it will be reduced to 18 months when the new system enters into force.		
EU law training		
No further information at this stage; hopefully there will be provisions regarding EU law training.		

Lawyers training on EU law in Latvia

Responding Organisation: Latvijas Zvērinātu advokātu padome (Council of Sworn Advocates)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

LATVIA

1. Access to the Profession

Higher education / university education

is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer

- Examination (Organised by Bar - Council of Sworn advocates) according to [Advocacy law](#) and the Cabinet Regulations No 227 “Procedure of examination of sworn advocates”
PhD holders are exempted from the examination.
- at least 25 years of age;
- Proven faultless reputation;
- Submit an application to enter the list of Practising Advocates (after having successfully passed the Advocates qualification examination)

Alternative routes to the profession: YES		
<p>A person seeking alternative routes to practicing as an advocate in Latvia must:</p> <ul style="list-style-type: none"> • have a record of at least 5 years of service in the legal profession; after this stage, he/she has to pass the Advocates Qualification Examination; or • undergo induction period training of at least 2 years as an apprentice (as an advocate’s assistant). After this stage, he/she can take the Advocates Qualification Examination; or • have a record of at least 7 years of working as a judge or holds a degree of doctor or doctor habilis in social sciences (law), or has worked as member of academic personnel in a Law Department at an institution of higher education or in any other position with juridical specialisation, then he/she does not have to pass the qualification examination in order to practice as an advocate. 		
2. Training during induction period		
Is there an induction period?	YES (for candidates who chose to acquire the status of an advocate’s assistant and to work as apprentices in order to become advocates)	<p>Legal basis:</p> <p>Advocacy Law of the Republic of Latvia, Articles 14, 34 and Part five</p> <p>In Latvian available at: http://likumi.lv/doc.php?id=59283</p> <p>in English available here</p>
Compulsory	YES Only if a particular route is chosen (See Section “Alternative routes to the profession”)	<p>Set length:</p> <p>at least 5 years</p>
Types of structures responsible for organising training	<ul style="list-style-type: none"> • Private practices and law firms (One fully fledged lawyer (sworn advocate) will be in charge of the training (at least 7 years of experience in practising as fully fledged lawyer, faultless reputation etc) • A special institution established by the Council of sworn Advocates (Professional preparedness, Activity Supervision and Examination Commission of Assistants to Sworn Advocates) 	

<p>Form of induction training</p>	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice and • Bar supervision and • Law training with specific curriculum common to all trainee lawyers and • Training on legal professional skills <p>These conditions are cumulative</p> <p>Specific obligations for apprentices (stipulated in Advocacy law and regulations/decisions of the Council of Sworn Advocates):</p> <ul style="list-style-type: none"> - During all years – attend monthly training (1,5 hour), - During 1st year – publish an article/paper on legal issues, contribute to work of Latvian Council of Sworn Advocates - During 2nd year – practice certain amount of criminal, administrative and civil cases with authorisation of patron practice certain amount of criminal and civil cases - After 2nd year – practice certain amount of criminal, administrative and civil cases independently - Take an exam after 1st, 2nd and 5th year.
<p>Entrance exam/check before induction period</p>	<p>YES</p>

Set curriculum during induction period

YES

There is no precise curriculum of the lectures organised once in a month by the Bar. Normally they cover issues, which should be learnt in order to pass the examination for sworn advocates, although in practise lectures mostly concern ethics of sworn advocate and State legal aid.

During the induction period, candidates are required to learn (if not in lectures, then individually) all the topics which are covered in the examination in order to become a sworn advocate.

These topics are determined by the Cabinet Regulations No 227 “Procedure of examination of sworn advocate” and specified in more detail by the decision of the Council of sworn advocates

Topics include:

- Constitutional law
- Legal theory
- Criminal law and criminal procedure law
- Civil law and civil procedure law
- Administrative law and administrative procedure law
- Labour law
- Company law
- Financial and tax law
- International cooperation in civil and criminal matters
- Latvian Advocacy Law and related legal acts
- Ethics of a sworn advocate
- International legal acts regarding exercise of a lawyer’s profession
- Record-keeping of a sworn advocate
- Communication and argumentation skills

(list of topics in Latvian is available in the following link:

<http://www.advokatura.lv/?open=eksameni&lang=lat>

Specificities regarding EU law and linguistic training:	<p>Linguistic training: NO</p> <p>EU law: There might be reference to EU law when certain topics are presented</p>	
Induction period divided into different stages	<p>YES</p> <p>There are different requirements for each period:</p> <ul style="list-style-type: none"> • After 1 year an assistant to a sworn advocate shall take the first examination. Main topics: civil and civil procedure law, administrative and administrative procedure law, company law, labour law • After 2 years an assistant to a sworn advocate shall take the second examination. Main topics: criminal and criminal procedure law • An assistant to a sworn advocate can take the advocate examination after having worked under the guidance of an employer for 5 years. Main topics of the examination: topics of the curriculum described above 	
Post-induction period assessment/exam	<p>YES</p>	<p>Through written exams</p> <p>(Assistants to sworn advocates are released from oral part of examination to become a sworn advocate)</p>

3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		NO
Obligations regarding continuous training	YES	<ul style="list-style-type: none"> • Compulsory training obligations as stated in the internal regulations of the Bar (the current system is applicable since the 1st of January 2013). <p>All sworn advocates must undergo continuous training. More specifically, every sworn advocate must attend training of at least 16 (in total) academic hours (45 min.) per year.</p> <p>Legal Basis:</p> <ul style="list-style-type: none"> • Decision No 149, dated 26.06.2012, of the Latvian Council of Sworn Advocates, approving Regulations on Continuous Training and Raising of the Qualification of the Sworn Advocates (“Noteikumi par zvērinātu advokātu kvalifikācijas paaugstināšanu un tālāk apmācību”) • Decision No 237, dated 23.10.2013, of the Latvian Council of Sworn Advocates, approving Procedure on Qualification Raising Arrangements Organised by the Council of Sworn Advocates (“Noteikumi par reģistrācijas kārtību padomes organizētiem kvalifikācijas paaugstināšanas pasākumiem”)
Obligations regarding learning foreign languages	No obligations	
Obligations regarding EU law content in relation to continuous training	NO	

4. Accreditation systems and training providers		
Requirement for accreditation	N/A	
Number of training providers involved in continuous training	More than 50	
Type of training providers developing accredited continuous training activities	N/A No requirements for accreditation	
Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	N/A	Participation in training activities in another Member State: Yes , it counts toward continuous training obligations

5. Supervision of training activities	
Organisations involved in supervising continuous training activities	<ul style="list-style-type: none"> • Bar Association <p>The Law on the Bar establishes a duty for an advocate (Advocate's assistants as well) to continuously improve his professional qualifications. The improvement of professional qualifications of advocates is organised by the Latvian Bar Association (there is an internal regulation too). But also a person can improve his professional qualifications in many other ways.</p> <p>The Latvian Bar Association from time to time checks if advocates or advocate's assistants update their professional qualifications and how.</p>
Supervision process	N/A

Lawyers training on EU law in Lithuania

Responding structure: Lithuanian Bar Association (Lietuvos advokatūra)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

LITHUANIA

1. Access to the Profession

Higher education / university education

is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar Association (a person should be recognised as an advocate (Article 7 of [the Law on the Bar](#)) and after that enter the List of Practising Advocates of Lithuania. In order to be recognised as a lawyer (advocate), a person must fulfill requirements set out in the Law (nationality, education and etc.).
- Examination
- Completion of an induction period
- Record of **5 years** of service in the legal profession or apprenticeship as an advocate's assistant for an induction period of least two years (also, see Below, Section "Alternative routes to the profession")

Alternative routes to the profession:

YES

- A person having a record of at least **5 years** of service in the legal profession;
- A person that served an apprenticeship as an advocate's assistant for a period of at least two years (he has a status of advocate's assistant);
- A person having a record of at least seven years of working as a judge (judge);
- A person holding a degree of doctor or Doctor Habilis in social sciences (law).

Persons having a record of **5 years** of service in the legal profession or having worked as an advocate's assistants (when they complete their practice) have to fulfill one more requirement: to pass the advocate's qualification examination.

When a person is recognised as an advocate (by a decision of the Council of the Lithuanian Bar), he/she can submit an application to enter the List of Practising Advocates of Lithuania (stage 2). Then he/she will be considered a fully fledged lawyer (advocate).

2. Training during induction period		
Is there an induction period?	YES	Legal basis: Article 34-38 of the Law on the Bar (Advokatūros įstatymas)
Compulsory	Set length: 2 years This period is compulsory only for advocate's assistants	
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Bar Association • Private practices and law firms 	
Form of induction training	Apprenticeship supervised by the Bar Association	
Entrance exam/check before induction period	NO	There is no entrance check before the apprenticeship period for future advocate's assistants.
Set curriculum during induction period	NO	
Specificities regarding EU law and linguistic training:	No requirements in the Lithuanian training system	
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Assessment through reports from tutors (The apprenticeship period of an advocate's assistant has to be confirmed by the supervisor in the evaluation of the apprenticeship; The Council of the Lithuanian Bar also has to confirm the practise with by issuing a decision. • Through written exams • Through oral exams (The exam is organised by the Ministry of Justice, Lithuanian Bar Association manages the logistics of the exam)

3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		NO There is no specialisation training system in Lithuania
Obligations regarding continuous training	YES	<ul style="list-style-type: none"> • Continuous training obligations as decided by state law • Compulsory training obligations as stated in the internal regulations of the Bar Association <p>Legal basis: Law on the Bar (Article No 39) and a Decision of the Council of the Bar that regulates continuous professional qualification of advocates and trainee advocates:</p>
Obligations regarding specialisation training	NO	The onus is on the individual advocate to undertake specialisation training activity which is relevant to his own interests and practice
Obligations regarding learning foreign languages	No obligations	
Obligations regarding EU law content in relation to continuous/specialisation training?	NO	
4. Accreditation systems and training providers		
Possibility of accreditation	N/A	
Number of training providers offering continuous training activities	N/A	
Type of training providers developing accredited continuous training activities	N/A	

Number of training providers organising training activities in preparation for specialisation	N/A
Type of training providers developing accredited training activities in preparation for specialisation	N/A

Activities and methods		
Type of training activities under the obligations of continuous or specialisation training obligations	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Completing blended- learning activities • Attending training conferences • Writing/Publishing • Presentations during conferences • Participation in working groups 	<p>Participation in training activities in another MS:</p> <p>It is possible to participate in training activities organised in another EU Member State (These activities are recognised by the Bar Association as training).</p>

5. Supervision of training activities

Organisations involved in supervising continuous training activities	N/A	<p>The Bar Association is not engaged in the supervision or assessment of training activities but checks on a non-constant basis, whether advocates or advocate’s assistants improve their professional qualifications and how.</p> <p>The Law on the Bar establishes a duty for advocates (Advocate’s assistants as well) to continuously develop their professional qualifications. The framework for the improvement of professional qualifications of advocates is organised by the Lithuanian Bar Association (there is an internal regulation too). An advocate can also improve his professional qualification in many other ways.</p>
Supervision process	N/A	
Structure involved in supervising training activities towards specialisation	N/A	There is no specialisation training system in Lithuania
Supervision process	N/A	

Lawyers training on EU law in Luxembourg

Answering structure: Ordre des avocats du Barreau de Luxembourg

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

LUXEMBOURG

1. Access to the Profession

Higher education / university education is necessary **YES**

A Law degree is compulsory **YES**

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar
- Examination
- Completion of an induction period and
- Assessment of candidates by the Ministry of justice

Alternative routes to the profession: **YES** - on the basis of Directive **98/5/EC** (practice of the profession of lawyer on a permanent basis in a Member State other than that in which the qualification was obtained)

2. Training during induction period

Is there an induction period?

YES
Except for the route laid down in Directive 98/5/EC

Legal basis:
[Règlement grand-ducal du 10 juin 2009 portant organisation du stage judiciaire et règlementant l'accès au notariat](#)

Compulsory

YES

Set length:
at least 2 years

Types of structures responsible for organising induction training

- Bar
- Public Authority

Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a Bar and the Ministry of justice and • Law training with specific curriculum common to all trainee lawyers and • Law training with personalised curriculum and • Training on legal professional skills 	
Entrance exam/check before induction period	YES	<ul style="list-style-type: none"> • Verification of diploma • Evaluation of a written application • Entrance exam
Set curriculum during induction period	YES	<p>Main topics covered:</p> <ul style="list-style-type: none"> • Institutions and sources of Luxembourg Law • Judicial procedures and judicial organisation • Criminal law and criminal law procedure • Family law • Labour law • Commercial and Bankruptcy law • Financial sector law • Ethics rules • Business accounting • Legal deed drafting
Specificities regarding EU law and linguistic training:	NO	
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	Through written exams

3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		Only continuous training exists in Luxembourg
Obligations regarding continuous training	YES	Compulsory continuous training obligations as stated in the internal regulations of the Bar Legal basis: Title 14 of the Luxembourg Bar Association internal Regulation (09/01/2013) and the Internal regulation of 16/01/2013: http://www.legilux.public.lu/leg/a/archives/2013/0039/a039.pdf#page=2
Obligations regarding learning foreign languages	NO	
Obligations regarding EU law content in relation to continuous training?	N/A	
4. Accreditation systems and training providers		
Possibility for accreditation	YES	Articles relating to the accreditation process – (articles 14.1 – 14.5 of the Luxembourg Bar internal Regulation-see above, Section “Obligations regarding continuous training”) Accreditation: <ul style="list-style-type: none"> • of training courses • of national training providers • of training providers from all member states Accreditation process – takes place by submitting a request at the Luxembourg Bar
Number of training providers offering continuous training activities		Impossible to indicate

Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Organisation managed or established by Bar (incl. law centres or local groupings of solicitors) • Accredited private commercial training provider (incl. law firms) • Accredited private or public non-for-profit training provider (incl. universities, foundations) • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider
Activities and methods	
Type of training activities accepted under the obligations of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face-to-face training sessions • Attending training conferences • Participation in training activities as trainer or teacher • Writing/publishing <p>Participation in training activities in other member states: It is recognised by the Bar if they fulfill the requested form (see above: Possibility for accreditation)</p>
5. Supervision of training activities	
Organisations involved in supervising continuous training activities	NO
Supervision process	N/A

Lawyers training on EU law in Malta

Responding Authority: Chamber of Advocates

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

MALTA

1. Access to the Profession

Higher education / university education is necessary **YES**

A Law degree is compulsory:

YES

There are 2 categories of jurists in Malta: **Advocates** and **Legal Procurators**. The terms '**lawyer**' and '**advocate**' are used interchangeably. Holding an LL.D. degree ("Doctor of Laws") or equivalent is a prerequisite for becoming an advocate. The LL.D. is a doctorate-level academic degree in law requiring at least three years of post-graduate full-time study at the University of Malta. In terms of equivalence with other degrees, this is equivalent to an LL.M (Master of Laws).

Advocates have rights of audience in both upper and lower courts.

Legal Procurators have rights of audience in lower courts. They also assist lawyers in their role and to file written pleadings.

Holding an LL.B. is a prerequisite for becoming a Legal Procurator.

Steps to becoming a fully-fledged lawyer:

- State exam (the exam is organised by the [Chief Justice of Malta \(Prim Imħallef ta' Malta\)](#). The Bar provides the questions related to Ethics. Both the written as well as the oral exam are held by two members of the Judiciary)
- Completion of induction period

Alternative routes to the profession:

N/A

2. Training during induction period		
Is there an induction period?	YES	Legal basis: Article 81 of the Maltese Code of Organisation and Civil Procedure
Compulsory	YES	Set length: 1 year (see below “Changes foreseen”)
Types of structures responsible for organising training	Private practices and law firms. The Bar has no specific role at this stage. There are proposals for the Bar to take upon itself a more active role.	
Form of induction training	Apprenticeship supervised by a private practice: The law only requires that a person must carry out training in Court with another lawyer for a period of at least 1 year	
Entrance exam / check before induction period	NO	
Set curriculum during induction period	NO	The law graduate must attend the office of a practicing advocate as well as sittings of the Superior Court
Specificities regarding EU law and linguistic training:	NO	
Induction period divided into different stages	NO	
Post-induction period assessment/exam	NO	

3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		NO
Obligations regarding continuous training	NO	Continuous training is not stated in the state law or in the internal regulations of the Bar. However, the Chamber of Advocates is proposing to make continuous training obligatory
Obligations regarding specialisation training	NO	Specialisation is not mentioned either by the state law or internal regulations
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous/specialisation training?		No obligations
4. Accreditation systems and training providers		
Possibility of accreditation		N/A There is no accreditation process for training activities in Malta
Number of training providers offering continuous training activities		Bar
Type of training providers developing accredited continuous training activities		N/A

Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	N/A No mention in law or internal regulations: There are no continuous or specialisation training obligations for lawyers in Malta.	Participation in training activities in another member state: Lawyers can participate in training activities taking place in another Member State at their convenience. However, this does not replace the requirement of having to train in Court for a period of 1 year before lawyers can get admitted to the Bar.

5. Supervision of training activities	
Organisations involved in supervising continuous training activities	N/A
6. National reform of training system	
<p>The Chamber of Advocates has drafted and proposed to Government a new law to radically overhaul the regulation of the profession (Lawyers' Act). It is anticipated that this law will come into force in 2014.</p> <p>Changes foreseen</p> <p>Qualifications: The Lawyers' Act will allow for people holding a Master's Degree instead of an LL.D. to register with the Bar and to appear before the upper and lower courts. From 2016 onwards, the required qualifications will be a B.A. (Hons) for 4 years and then an one-year Master's Degree</p> <p>Induction period length: there is a proposal by the Bar to extend the induction period length to 2 years (only for Advocates)</p> <p>Continuous training: It is envisaged that continuous training becomes obligatory for all lawyers in order for them to be able to retain their licence to practice. They would have to attend a number of hours on a yearly basis of accredited training.</p> <p>EU law aspects of training</p> <p>Training on EU law aspects will be reinforced as part of the continuous training. Enforcement of EU law aspects during the induction period might be problematic in practice but it is being considered by the Chamber.</p>	

Lawyers training on EU law in the Netherlands

Responding structure: The Dutch Bar Association (Nederlandse Orde van Advocaten)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

NETHERLANDS

1. Access to the Profession

Higher education / university education	YES
A Law degree is compulsory	YES
Steps to becoming a fully-fledged lawyer:	<ul style="list-style-type: none"> • Examination (organised by the Dutch Bar Association – Nederlandse Orde van Advocaten) There are different kind of exams, such as theoretical exams with closed questions, case tests and practice assignments. • Completion of an induction period
Alternative routes to the profession:	No, the induction period is mandatory for all candidates

2. Training during induction period

Is there an induction period?	YES
	Legal Basis: wet-en regelgeving/ Opleiding en stagiaire aangelegenheden
Compulsory	YES Set length: 3 years

Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Private practices and law firms • Private training providers accredited by the Bar • Lawyers' academies and training structures established by the Bar <p>All structures providing induction training activities have to be accredited by the Bar</p>	
Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice and • Law training with specific curriculum common to all trainee lawyers and • Law training with personalised curriculum and • Training on non-legal professional skills and • Training on legal professional skills 	
Entrance exam/check before induction period	<p>YES</p> <ul style="list-style-type: none"> • Check/verification of diploma • Interview • Check to verify that candidates have a 39-month contract with a law firm 	
Set curriculum during induction period	<p>Law training with specific curriculum common to all trainee lawyers</p> <p>Main topics: Civil law, administrative law, criminal law, ADR (Alternative Dispute Resolution), professional ethics, various optional courses.</p>	
Specificities regarding EU law and linguistic training:	NO	There are no sessions on EU law during the induction period.

Induction period divided into different stages	<p>YES</p> <p>Different periods for covering various aspects of the profession of lawyers:</p> <ul style="list-style-type: none"> • management • law • lawyers' skills <p>Topics:</p> <p>-First year: Civil law, administrative law, criminal law, ADR (Alternative Dispute Resolution), professional ethics</p> <p>-Second year: professional attitude, information and collecting evidence, major optional courses in civil, administrative, criminal law, reading of annual accounts</p> <p>-Third year: professional attitude, professional ethics, skills, major and minor optional courses in civil, administrative and criminal law</p>	
Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Through reports from tutors • Through written exams • Through oral exams
3. Continuous / Specialisation training system		
Differentiation between Continuous training/ Specialisation training	NO - Specialisation is not stipulated in state law or internal regulations	
Obligations regarding continuous training	YES	<p>Compulsory training obligations as stated in the internal regulations of the Bar</p> <p>Legal basis: wet-en regelgeving/Verordening op de vakbekwaamheid (article 3) and wet-en regelgeving/Regeling op de vakbekwaamheid (article 2 and 4). https://www.advocatenorde.nl/advocaten/juridische-databank/wetenregelgeving/list/hoofdstuk.</p>
Obligations regarding learning foreign languages	No obligations	

Obligations regarding EU law content in relation to continuous training	No obligations
4. Accreditation systems and training providers	
Possibility of accreditation	<p>YES However, accreditation can only be acquired after the induction period</p> <p>Legal basis: Regeling op de vakbekwaamheid (article 6).</p>
Number of training providers offering accredited continuous training activities	More than 50
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Organisation managed or established by Bar • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider

Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Completing blended learning activities • Attending training conferences • Participating in training activities as trainer or teacher • Writing / Publishing 	<p>Participation in training activities in another Member States: Yes, participation in training activities in another member state may count towards continuous training obligations. Lawyers may obtain credits for following courses in other EU Member States. Legal basis: Regeling op de vakbekwaamheid (article 4, (5)).</p>
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	Bar	
Supervision process	Assessment of: <ul style="list-style-type: none"> • Quality of contents • Quality of training methods • How written requirements of the Bar are fulfilled 	
6. National reform of training system		
<p>Training during induction period is in the process of reform.</p> <p>The system reform will begin in September 2013. Replies to this questionnaire are given according to the new system. The main changes are: the length, there is an obligation to do homework, there is a lot more private study, there is a digitally learning environment, the law training is outsourced (supervised by the Dutch Bar Association).</p>		

Lawyers training on EU law in Northern Ireland

Answering structure: The Bar Council of Northern Ireland

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

NORTHERN IRELAND

1. Access to the Profession

Higher education / university education	YES
A Law degree is compulsory	YES
Steps to becoming a fully-fledged lawyer:	<ul style="list-style-type: none"> • Registration with the Bar • Completion of an induction period (one year postgraduate course and one year pupillage) <p>The most common entry route is: Qualifying law degree + Barrister at Law degree from the Queens University Belfast Institute of Professional Legal Studies + Pupillage</p>
Alternative routes to the profession:	<p>YES</p> <p>Transfer routes from other professions</p> <p>It is possible for English and Irish barristers to requalify in Northern Ireland but they must submit evidence that they have completed the equivalent of all three stages of the Northern Irish qualification process. In theory a European lawyer should be able to requalify under articles 2 or 10 of the Establishment Directive but this has never been tested.</p> <p>http://www.barlibrary.com/filestore/documents/SCAN0982_000.pdf</p>

2. Training during induction period		
Is there an induction period?	Yes	Legal basis: Code of Conduct for the Bar of Northern Ireland
Compulsory	Yes	Set length: 1 year
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Bar • private practices and law firms • private training providers • Universities • Lawyers' academies and training structures established by the bar 	
Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Apprenticeship supervised by the Bar • Training on legal professional skills 	
Entrance exam / check before induction period	NO	
Set curriculum during induction period	NO	
Specificities regarding EU law and linguistic training:	No EU law sessions No linguistic training	
Induction period divided into different stages	YES <ul style="list-style-type: none"> • Different periods during the year at the Institute of legal studies covering various aspects of law (full time) • 6 months non-practising (i.e. Not appearing directly), 6 months practising under supervision (i.e. appearing in parts of cases and tribunals but under supervision). All courses are done during the Institute stage 	

Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Through reports from tutors • Training evaluation (by pupil master) <p>Within 12 months of call to the Bar, all barristers must complete</p> <p>(i) A Northern Ireland Bar Advocacy Training Course; and</p> <p>(ii) A Northern Ireland Bar Ethics Course.</p>
3. Continuous training system		
Differentiation between Continuous training / Specialisation training	NO	
Obligations regarding continuous training	YES	<p>Compulsory training obligations as stated in the internal regulations of the Bar Library</p> <p>Legal basis: Regulation 6.01 of the Code of Conduct http://www.barlibrary.com/code-of-conduct/ http://www.barlibrary.com/about-barristers/barristers-profession/cpd/</p>
Obligations regarding specialisation training	No	There is no specialisation mentioned in the code of conduct. There are specialist bar groups which bring together those who spend more time e.g. on criminal or family law work
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous training?		No obligations

4. Accreditation systems and training providers		
Possibility for accreditation	Possibility of accreditation (only for CPD training) <ul style="list-style-type: none"> • of training courses • of national training providers • of training providers from all member states 	
Number of training providers offering continuous training activities	More than 50	
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Organisation managed or established by the Bar • Accredited private commercial training provider (incl. law firms) • Accredited private or public non-for profit training provider (incl. universities, foundations) • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider 	
Number of training providers organising training activities in preparation for specialisation	Between 21 and 50	
Type of training providers developing accredited training activities in preparation for specialisation	Not applicable	
Activities and methods		
Type of training activities under the obligations of continuous training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Attending training conferences 	<p>Participation in training activities in another Member States: Yes, it can count towards continuous training obligations. This will depend on the views of the education committee who decide on the CPD rules.</p>

5. Supervision of training activities		
Organisations involved in supervising continuous training activities	YES	The Bar CPD Committee c/o the Bar Library (the Bar Library is the address in which the Bar Council is based. All barristers are members of the Bar Library which acts as their office and provides them administrative support)
Supervision process	Regarding CPD training, barristers must declare each year that they have completed the 12 hours required	
Organisations involved in supervising training activities aimed towards specialisation	No	There are no formal specialisations in Northern Ireland
Supervision process	Not applicable	
6. National reform of training system		
A review is underway with changes expected in 2014 – this is unlikely to impact on EU training.		

Lawyers training on EU law in Northern Ireland

Answering structure: The Law Society of Northern Ireland

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

NORTHERN IRELAND

1. Access to the Profession

Higher education / university education	YES
A Law degree is compulsory	YES
Steps to becoming a fully-fledged lawyer:	<p>A candidate must register with the Law Society as a student lawyer. Conditions for registration are:</p> <ul style="list-style-type: none"> (a) that he/she possesses an acceptable law degree and (b) that he/she has been offered a place in the Institute of Professional Legal Studies or the Graduate School of Professional Legal Education by passing the entrance examination to one of these bodies (c) have obtained a Master (a solicitor with whom the applicant proposes to serve his/her apprenticeship) <p>Legal Basis: Solicitors Admission and Training Regulations 1988</p>

Alternative routes to the profession:	<p>YES</p> <p>Entrance to the solicitor's profession in Northern Ireland may also be done by</p> <ol style="list-style-type: none"> 1. <u>Non-law degree route</u>: In place of condition (a) above, if a candidate has a non-law undergraduate degree he/she must demonstrate that he/she has knowledge of the core legal subject. The Master of Legal Science from Queen's University Belfast is considered as acceptable evidence. Steps (b) and (c) as outlined above must also be satisfied. 2. <u>Other routes</u>: Until April 2015 a route into the profession is provided for candidates without a degree but who can demonstrate the appropriate level of educational attainment and experience. 3. <u>Foreign lawyers</u>: May be admitted via requalification as a solicitor either in England and Wales or Ireland. 	
2. Training during induction period		
Is there an induction period?	Yes	<p>Legal basis:</p> <p>Solicitors Admission and Training Regulations 1988, Solicitors Admission and Training (Qualification of Masters) Regulations 1988 and (Solicitors Admission and Training (Qualification of Masters) (Amendment) Regulations 1992</p>
Compulsory	Yes	<p>Set length:</p> <p>2 years</p>
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Law Society • private practices and law firms • Universities (Institute of Professional Legal Studies or the Graduate School of Professional Legal Education) 	
Form of induction training	<ul style="list-style-type: none"> • Apprenticeship registered with the Law Society • Apprenticeship supervised by private practice • Training on legal professional skills delivered by the Institute of Professional Legal Studies or the Graduate School of Professional Legal Education Graduate Professional 	

Entrance exam / check before induction period	YES Applicants must satisfy the Society's Education Committee as to their suitability to be accepted as students of the Society and produce such evidence as to character and fitness as the Committee may require. No applicant will be registered if he/she is an undischarged bankrupt or if he/she has been convicted of a criminal offence of such a nature as to make his/her registration undesirable or if for any other reason he/she fails to satisfy the Committee as to his/her fitness to be a solicitor.
Set curriculum during induction period	NO
Specificities regarding EU law and linguistic training:	No EU law sessions (this is covered explicitly at undergraduate level) No linguistic training
Induction period divided into different stages	YES The 2 year apprenticeship runs as follows: (a) September to December - spent in-office, (b) January to December - spent at the Institute of Professional Legal Studies or the Graduate School of Professional Legal Education, (c) January to August - spent in-office. Different periods at the institute cover different topics.
Post-induction period assessment/exam	YES <ul style="list-style-type: none"> • By examinations conducted by the Institute or Graduate School • By evaluation of Master in charge of individual's apprenticeship

3. Continuous training system		
Differentiation between Continuous training / Specialisation training		NO All solicitors must complete a minimum of 3 hours Client Care and Practice Management
Obligations regarding continuous training	YES	Compulsory training obligations as stated in the internal regulations of the Law Society Legal basis: Solicitors Training (Continuing Professional Development) Regulations 2004
Obligations regarding specialisation training	NO	
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous training		No obligations
4. Accreditation systems and training providers		
Requirements for accreditation	Accreditation may be done by submitting details of proposed courses on the Law Society's website	
Number of training providers involved in continuous training	The Society does not accredit or endorse external activity and as such does not have a list of training providers.	
Type of training providers developing accredited training activities for continuous training	The Society does not have an accreditation scheme.	
Number of training providers involved in training towards specialisation	Not applicable	
Type of training providers developing accredited training activities for specialisation training	Not applicable	

Activities and methods		
Type of training activities accepted under the obligations of continuous training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Attending training conferences 	Participation in training activities in another Member State: Yes, it can count towards continuous training obligations
5. Supervision of training activities		
Structure involved in supervising continuous training activities	YES	The Law Society CPD coordinator
Supervision process	<ul style="list-style-type: none"> • Quality of contents • Quality of training methods • How written requirements of the Law society are fulfilled • Whether the activity fills in gaps/answers needs which have been previously listed 	
Structure involved in supervising training activities towards specialisation	Not applicable	
Supervision process	Not applicable	
6. National reform of training system		
A review of the education and training system was undertaken in 2008, no further review is currently planned.		

Lawyers training on EU law in Poland

Responding structure: National Council of Legal Advisers (Krajowa Izba Radców Prawnych)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

POLAND

1. Access to the Profession

Higher education / university education

is necessary **YES**

A Law degree is compulsory **YES – Candidates must be holders of Master's Degree at least**

Steps to becoming a fully-fledged lawyer:

- Entrance Examination (organised by the State (Ministry of Justice). Local Bars only host the exam and do not provide questions but assess the answers according to the correct replies provided by the Ministry.
- Completion of an induction period
- State exam at the end of the induction period
- Registration with the Bar

There are two categories of lawyers in Poland: **Advocates and Legal Advisers**.

Until recently legal advisers could not defend clients in criminal cases but this limitation will no longer apply.

From 15.07.2015 there will be no difference as to the scope of competences. Both Advocates and Legal Advisers will have equal rights of audience before all courts and for all kinds of cases. This also includes the Supreme Court, the Supreme Administrative Court and the Constitutional Tribunal.

The only difference which currently exists and which will exist after 15.07.2015 is that legal adviser can exercise the profession:

- a) as individual practitioner, or
- b) as a partner in a civil partnership or commercial partnership in which the partners are: legal advisers, advocates, tax advisers, patent attorney or a foreign lawyer or
- c) on the basis on the employment contract,

whereas the advocate can exercise the profession:

- a) as individual practitioner, or
- b) as a partner in a civil partnership or commercial partnership in which the partners are: legal advisers, advocates, tax advisers, patent attorney or a foreign lawyer.

The advocate cannot practise under an employment contract.

In order to become a lawyer in Poland (**Advocate** or **Legal adviser** an individual must:

- 1) complete higher legal studies in the Republic of Poland and obtain a master's degree or complete higher legal education abroad, if such education is recognised in the Republic of Poland,
- 2) fully enjoy his/her public rights,
- 3) have full legal capacity to act,
- 4) be a person of an irreproachable character whose previous behaviour constitutes a warranty of correct exercise of the profession
- 5) complete initial training in the Republic of Poland and pass the legal adviser or advocate examination.

Alternative routes to the profession:		<p>YES</p> <p>Transfer routes from other professions apply to Phd holders, professors from law, paralegals (see below induction period section for details)</p>
2. Training during induction period		
Is there an induction period?	YES	<p>Legal basis:</p> <ul style="list-style-type: none"> • art. 32 of the Act on Legal Advisers (Ustawa o Radcach Prawnych) • Act on the Advocacy (Ustawa o adwokaturze)

Compulsory	YES, but not for all categories of candidates	<p>Set length: 3 years</p> <p>Law graduates that are exempted from initial training and from passing the final exam in order to access profession of advocate or legal adviser:</p> <ul style="list-style-type: none"> - Persons having a degree of habilitated PhD and professors of law, - Persons who have been exercising a profession of a judge, public prosecutor or notary, - Persons who (i) have passed the final exam which entitles them to exercise the profession of a judge or (ii) persons who have a PhD degree and have worked for at least 3 years over 5 preceding years on a lower position in the administration of justice or in a law firm as a paralegal. <p>Law graduates exempted from the initial training requirement but are still required to pass the final exam (the Bar exam):</p> <ul style="list-style-type: none"> - Persons who have been for at least 5 years : <ul style="list-style-type: none"> a) employed on the lower positions in the administration of justice during last 8 years preceding the Bar exam, b) during last 10 years preceding the Bar exam Employed in law firms on the basis of an employment contract or civil contract – on positions which require legal knowledge and which are directly connected with the performance of legal assistance to clients, c) during last 10 years preceding the Bar exam Employed in bodies of public administration – on positions which require legal knowledge and which are directly connected with the performance of legal assistance to these bodies, - Persons who successfully passed the final exam to the profession of a judge, public prosecutor or notary.
Types of structures responsible for organising induction training	Bar (Bars of Legal Advisers and Bars of Advocates both organise training)	

Form of induction training	Apprenticeship supervised by the both Bars	
Entrance exam/check before induction period	YES	<ul style="list-style-type: none"> • Check/verification of diploma • Entrance exam
Set curriculum during induction period	YES	<p>Main topics covered:</p> <p>Deontology rules, civil law, civil procedure, criminal law, criminal procedure, administrative law, administrative procedure, labor law, EU law, tax law, social security law, family law, company law, insolvency law, IP law</p>
Specificities regarding EU law and linguistic training:	YES	<p>EU law training is a part of the training or the induction period for advocates and legal advisers but there is no official curriculum. Usually lawyers are trained in procedural law and law of EU institutions, rarely substantive law</p> <p>There are no linguistic training obligations for advocates and legal advisors</p>
Induction period divided into different stages	YES	<p>Different periods for covering various fields of law:</p> <p>Different periods - from 3 weeks up to 6 months - are dedicated to each branch of law covered by the apprenticeship.</p> <p>The theoretical classes are focused on these topics in a specific period of apprenticeship (e.g. 1st year: civil law, civil procedure and labor law).</p>
Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Through written exams • Through reports from tutors covering the apprenticeship activities (the tutor gives his/her detailed opinion on the progress of the apprentice in different professional skills during the given year)

3. Continuous training system	
Differentiation between Continuous training/ Specialisation training	NO
Obligations regarding continuous training YES	<p>Compulsory training obligations as stated in the internal regulations of the National Chamber of Legal Advisers and of the Supreme Bar Council</p> <p>The professional Bar association is made up of 24 barristers' chambers. The national self-governing body of the Bar (for Advocates - Barristers) is the Supreme Bar Council.</p> <p>Each organisation manages the continuous training for its members. Therefore both Bars are responsible for the continuous training of Advocates and Legal Advisers.</p> <p>The National Chamber is competent for Legal Advisers whilst the Supreme Bar Council is competent for Advocates.</p> <p>Legal basis:</p> <ul style="list-style-type: none"> - Art. 41 of the Act on Legal Advisers - Art. 23 of the Code of Professional Conduct of Legal Advisers - Resolution No 30/B/VII/2008 dated 6th June 2008 of the National Council of Legal Advisers - Art. 3 section 4 of the Act on Advocacy - § 8 of the Code of Professional Conduct of Advocates - Resolution 57/2011 dated 18 November 2011 of the National Council of Advocates - Declaration of 25 march 2006 on continuous training
Obligations regarding specialisation training NO	Specialisation is not mentioned either by the state law or internal regulations
Obligations regarding learning foreign languages	No obligations

Obligations regarding EU law content in relation to continuous/ specialisation training	No obligations	
4. Accreditation systems and training providers		
Possibility of accreditation	N/A	
Number of training providers offering continuous training activities	More than 50	
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Non-accredited private commercial training providers • Non-accredited private or public not-for-profit training providers (including universities) 	
Activities and methods		
Type of training activities accepted under the obligations of continuous training obligations	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing e-learning modules • Attending training conferences • Participating in training activities as trainer or teacher • Writing/publishing 	Participation in training activities in another Member State: Yes , Continuous training obligations can be fulfilled through Participation in training activities in another Member State

5. Supervision of training activities

Organisations involved in supervising continuous training activities	YES	Bar Local Bars competent for the legal advisers and local Bars competent for the advocates (Barristers)
Supervision process	Supervision concerns: <ul style="list-style-type: none"> - the curriculum of the training - the entity organising the training - whether the activity is addressed fully or mainly to lawyers and develop professional skills of a lawyer 	

6. National reform of training system

There has been a recent national system reform in 2011-2012 in order to adapt the training requirements to current needs

Currently the apprentices undergo more practical and less theoretical training.

Training has also become more interactive (discussions, case studies, moot trials). More interest is placed on EU law, tax law, new technologies and marketing of legal services.

Lawyers training on EU law in Portugal

Responding structure: Comissão Nacional de Estágio e Formação da Ordem dos Advogados

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

PORTUGAL

1. Access to the Profession

Higher education / university education is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar
- Examination organised by the Bar
- Completion of an induction period

Alternative routes to the profession:

YES - Transfer routes from other professions

Legal basis:

[Estatuto da Ordem dos Advogados](#) -(Lei nº 15/2005 de 26 de janeiro)

(article 192 § 2 of the Statute of the Bar)

Law professors with PhD in Law with effective teaching experience and former judges with classification of “good (4/5)” may become lawyers without undergoing the induction period and without passing an exam

2. Training during induction period		
Is there an induction period?	YES	Article 188 of the Statute of the Bar - Estatuto da Ordem dos Advogados (Lei nº 15/2005 de 26 de janeiro) http://www.oa.pt/Conteudos/Artigos/detalhe_artigo.aspx?idc=30819&idsc=128
Compulsory	YES	Set length: 24 months
Types of structures responsible for organising induction training	Bar	
Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Training on legal professional skills 	
Entrance exam/check before induction period	YES	Entrance exam organised by the Bar

Set curriculum during induction period	<p>There is a set curriculum during the induction period</p> <p>Main topics included in the curriculum:</p> <ul style="list-style-type: none"> • Ethics and Deontology • Constitutional and human rights law • Information technology for lawyers • Civil procedure practice • Criminal procedure practice • Organisation of the Judiciary 	
Specificities regarding EU law and linguistic training	NO	

Induction period divided into different stages	YES	<p>Stages of the induction period:</p> <ul style="list-style-type: none"> • First phase: following sessions at the Bar • Second phase: apprenticeship with a lawyer (tutor) 	
Post-induction period assessment/exam	YES	<p>Assessment of the trainee lawyer is made</p> <ul style="list-style-type: none"> • Through reports from tutors • Through written exams • Through oral exams 	
3. Continuous training system			
Differentiation between Continuous training/ Specialisation training	YES	<p>Specialisation training occurs in stage 2 of the induction period, in the form of training sessions and seminars and it is separate from continuous training.</p> <p>According to the Regulamento Geral das Especialidades, article 3 (Artigo 3, “requisitos mínimos”) a lawyer can apply for a specialisation title after having acquired 10 years of working experience in the required field of specialisation.</p>	

Obligations regarding continuous training	YES	Compulsory training obligations as stated in the internal regulations of the Bar – article 86 § i of Statute of the Bar - Estatuto da Ordem dos Avogados (Lei nº 15/2005 de 26 de janeiro)	
Obligations regarding specialisation training	YES	Specialisation training obligations as stated in the internal regulations of the Bar	
Obligations regarding learning foreign languages		No obligations	
Obligations regarding EU law content in relation to continuous/specialisation training?		No obligations	
4. Accreditation systems and training providers			
Possibility for accreditation			NO The training system in Portugal does not provide such possibility
Number of training providers offering continuous training activities			Between 11 and 20 training providers
Type of training providers developing accredited continuous training activities			<ul style="list-style-type: none"> • Bar • Organisation managed or established by the Bar • Non-accredited private commercial training provider • Non-accredited private or public non-profit training provider

Number of training providers organising training activities in preparation for specialisation	Between 11 and 20 training providers
Type of training providers developing accredited training activities for specialisation training	<ul style="list-style-type: none"> • Bar • Organisation managed or established by Bar (including law centres or local groupings of lawyers) • Accredited private commercial training provider (including law firms) • Accredited private or public non-for-profit training provider (including universities, foundations) • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider
Activities and methods	
Type of training activities accepted to fulfil continuous or specialisation training obligations	<p>Training obligations can be fulfilled through participation in training activities in another member state</p> <p>Attending face to face training sessions</p> <ul style="list-style-type: none"> • Attending training conferences

5. Supervision of training activities	
Structure involved in supervising continuous training activities	N/A There is no supervision system for training activities in Portugal
Supervision process checks:	N/A
Structure involved in supervising training activities towards specialisation	N/A

6. National training system reform

Training system reform

A reform will take place in the next 3 years after the elections for the new Bar General Board, in 29th November 2013.

It is possible that the reform will reinforce the EU law aspects of training (both for induction period and continuous training) but it will depend on who is elected as President of the Bar.

Lawyers training on EU law in Romania

Responding Organisation: The National Association of the Romanian Bars (Uniunea Națională a Barourilor din România - U.N.B.R.)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

ROMANIA

1. Access to the Profession

Higher education / university education	YES
A Law degree is compulsory	YES

Steps to becoming a fully-fledged lawyer:

- Registration with the Bar
- State Examination (The exam is organised by the Romanian National Union of Bar Associations (UNBR) ([Uniunea Nationala a Barourilor din Romania](#)) and held by the National Institute for Training and Development of Lawyers ([Institutul National pentru Pregatirea si Perfectionarea Avocatilor](#)). The exam is based on the methodology designed and approved by the Romanian National Bar Association)
- Completion of an induction period

There are 2 categories of attorneys in Romania:

Lawyers are registered with the Romanian Bars

Legal advisors are employed by private or public entities or appointed by public bodies. They are not registered with the Romanian Bar association

Legal advisors have the obligation to defend the rights and interest of the represented authority or entity (Article 14, law No. 514 of 28 November 20013 (see below “legal basis”))

Alternative routes to the profession:

Transfer routes from other professions:

Subject to having passed the exams for the profession of lawyer and for persons who have obtained a position as judges, prosecutors, public notaries, legal counselors, legal specialists in the Parliament, the Presidential Administration, Government, Constitutional Court, Ombudsman, Court of Accounts or Legislative Council for 5 years, the person acquires the position of fully qualified lawyer without having to undergo an induction period or a state exam, provided that the candidate had successfully passed the examination after undergoing an induction period in his previous position.

Trainee lawyers having held the position of a member of Parliament, mayor, vice-mayor, president of a County Council or Vice President of a County Council may acquire status of fully qualified lawyer upon request.

2. Training during induction period		
Is there an induction period?	YES	<p>Legal basis:</p> <p>Lawyers:</p> <ul style="list-style-type: none"> • Legea Nr 51/1995 (in Romanian) (Law No 51/1995 for the arrangement and the practise of the lawyers' profession) • Statute of Lawyers (published in the Official Journal No 898 of 19 December 2011) <p>Legal advisors:</p> <ul style="list-style-type: none"> • In Romanian: Legea nr. 514 din 28 noiembrie 2003 (in English: Law no. 514 of 28 November 2003)
Compulsory	YES	<p>Set length:</p> <p>2 years (for lawyers and Legal advisors)</p>
Types of structures responsible for organising induction training	<p>Lawyers:</p> <p>Institutul National pentru Pregatirea si Perfectionarea Avocatilor (The National Institute for Training and Development of Lawyers)</p> <p>Legal Advisors:</p> <p>Uniunea Colegiilor Consilierilor Juridici din Romania (The Colleges Union of the Romanian Legal Advisors)</p>	
Form of induction training	<ul style="list-style-type: none"> • Lawyers: Apprenticeship supervised by a private practice • Legal advisors must undergo an induction period under the supervision of a senior legal advisor 	

Entrance exam/check before induction period	YES	Check/verification of diploma
Set curriculum during induction period	YES Main topics covered:	<ul style="list-style-type: none"> • Civil Law and Civil Procedural Law • Criminal Law and Criminal Procedural Law • EU Law, European Convention of Human Rights • The professional statute of Lawyers, Management of Professional Organisation • Competition Law
Specificities regarding EU law and linguistic training:	Requirements regarding EU law - Topics covered:	<ul style="list-style-type: none"> • EU institutions, • EU legislation • EU Court of justice • EU case-law <p>No requirements on linguistic training</p>
Induction period divided into different stages	YES	<ul style="list-style-type: none"> • Different periods for covering various aspects of law • Different periods for covering various levels of the court system • Different periods for covering various aspects of the profession
Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Written exams • Oral exams

3. Continuous training system	
Differentiation between Continuous training/ Specialisation training	NO
Obligations regarding continuous training	<p>YES</p> <p>Legal basis:</p> <p>Article 23 paragraph 4 of the Law No 51/1995 and Section 3 (articles 314-317) of the Statute of Lawyers</p> <ul style="list-style-type: none"> • Compulsory training obligations as decided by state law • Compulsory training obligations as stated in the internal regulations of the Bar
Obligations regarding specialisation training	<p>NO</p> <p>Specialisation training is not mentioned either by the state law or internal regulations</p>
Obligations regarding learning foreign languages	No obligations
Obligations regarding EU law content in relation to continuous/ specialisation training?	<p>YES - according to the legal basis:</p> <p>The continuous training implies updating knowledge in</p> <ul style="list-style-type: none"> • new areas of law; • procedures and legislation applicable in the European Union; • continuous training of lawyers should be of the same level as in the other member states of the European Union
4. Accreditation systems and training providers	
Possibility for accreditation	<ul style="list-style-type: none"> • of training courses • of national training providers
Number of training providers offering accredited continuous training activities	Between 21 and 50

Type of training providers developing accredited continuous training activities	Bars	
Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Completing blended-learning activities • Attending training conferences • Participating in training activities as trainer or teacher • Writing/publishing 	<p>participation in training activities in another Member State</p> <p>Yes, training obligations can be fulfilled through participation in training activities in another Member State of the EU</p>
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	Bars	
Supervision process	Assessment of how written requirements of the Bar are fulfilled	

Lawyers training on EU law in Scotland

Responding structure: Law Society of Scotland

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR SOLICITORS

SCOTLAND

1. Access to the Profession

Higher education / university education is necessary	YES
A Law degree is compulsory	YES
Steps to becoming a fully-fledged lawyer:	<ul style="list-style-type: none"> • Assessment of the candidate by the Law Society Following completion of the PEAT 1 Diploma, all applicants must satisfy the Law Society of Scotland that they are fit and proper to become solicitors before they will be granted an Entrance Certificate to enable them to commence a traineeship (PEAT 2). The post university diploma course is called PEAT 1 and the practical training in a solicitors office together with the compulsory courses (The TCPD - Trainee Continuing Professional Development) represents PEAT 2 • Completion of an induction period • Registration with the Law Society of Scotland
Alternative routes to the profession:	<p>YES</p> <p>Instead of studying a law degree it is possible to sit the Law Society of Scotland's own professional exams combined with a 3-year "pre-PEAT 1" traineeship with a practising Scottish solicitor.</p> <p>Following completion of this stage, all aspiring solicitors must complete the Diploma in Professional Legal Practice (PEAT – Professional Education and Training) – stage 1 (PEAT 1)</p>

2. Training during induction period		
Is there an induction period?	YES	<p>Legal basis: Solicitors (Scotland) Act 1980</p> <p>This Act gives powers to Law Society of Scotland to make training regulations including both practical training and training courses</p>
Compulsory	YES, partially	<p>Set length: 2 years full time or the equivalent of 2 years full time – but not for all categories of candidates</p>
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Private practice firms • Non-private practice organisations (such as national and local government bodies and in-house legal departments of private companies) • Other providers authorised by the law Society of Scotland, providing TCPD (Trainee Continuing Professional Development) TCPD: 40 hours must come from a provider authorised by the Law Society of Scotland + minimum of 4 hours of the 40 must be a mandatory Ethics course (This is about the induction period as these are online training courses that must be completed at any time during the traineeship (practical work experience with a solicitor). • Commercial providers and Universities (only authorised providers and recognised diploma courses count at trainee level) 	
Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Training on non-legal professional skills • Training on legal professional skills <p>All these three elements are part of the induction period</p>	
Entrance exam / check before induction period	YES	Check/verification of diploma
Set curriculum during induction period	NO	

Specificities regarding EU law and linguistic training:	There are no linguistic requirements	EU law is compulsory in the undergraduate degree, however it is not taught as a separate subject in the diploma stage of qualification because these courses are more practical and relate e.g. to appearing in court, land transactions etc, but there are EU elements covered in e.g. family law, business law etc.
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	The supervising solicitor must complete quarterly performance reviews with the trainee. These are submitted to the Law Society of Scotland for monitoring. At the end of the traineeship the supervising solicitor must certify that the trainee has met all the outcomes which the Law Society of Scotland specifies must be achieved during the traineeship
3. Continuous training system		
Differentiation between Continuous training/ Specialisation training		NO There is no specialisation training in the Scottish system
Obligations regarding continuous training	YES	Compulsory training obligations as stated in the internal regulations of the Law Society Legal basis: Solicitors (Scotland) (Continuing Professional Development) Regulations 1993 and CPD Requirements and Guidance for Scottish Solicitors
Obligations regarding specialisation training	NO	Specialisation is not mentioned either by the state law or internal regulations
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous/specialisation training		No obligations

4. Accreditation systems and training providers		
Possibility for accreditation	The training system in Scotland does not provide this possibility Only providers of compulsory training courses during the induction period practical stage (so called TCPD (Trainee Continuing Professional Development)) need to be authorised, providers of CPD to qualified solicitors do not need to be authorised	
Number of training providers offering continuous training activities	N/A No accreditation regime The onus is on the individual solicitor to undertake CPD activity which is relevant to his own practice	
Type of training providers developing accredited continuous training activities	N/A No accreditation regime The onus is on the individual solicitor to undertake CPD activity which is relevant to his own practice	
Activities and methods		
Type of training activities accepted under the obligations of continuous training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing e-learning modules • Attending training conferences • Participating in training activities as trainer or teacher • Writing/publishing • Since the onus is on the solicitor to undertake training relevant to his/her practice, it is possible that some other activity may be claimed 	Participation in training activities in another member state: Yes Continuous training obligations can be fulfilled through participation in training activities in another Member State

5. Supervision of training activities

Organisations involved in supervising continuous training activities	NO	The Law Society is not engaged in supervising training activities in continuous training
Supervision process	N/A	There is no supervision process for training activities

Lawyers training on EU law in Scotland

Answering structure: Faculty of Advocates

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR ADVOCATES

SCOTLAND

1. Access to the Profession

Higher education / university education	YES
A Law degree is compulsory	YES
Steps to becoming a fully-fledged lawyer:	<ul style="list-style-type: none"> • Registration with the Bar • Examination (Organised by the Bar) • Assessment of candidate by the Bar or by a committee established by the Bar • Completion of an induction period
Alternative routes to the profession:	NO One can only become an advocate having first been a solicitor.

2. Training during induction period

Is there an induction period?	YES	Legal basis: Regulation as to Intrans (published by the Faculty of Advocates)
Compulsory	YES	Set length: 9 months
Types of structures responsible for organising induction training	The Scottish Bar	

Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Apprenticeship supervised by the Scottish Bar • Training on legal professional skills • Practical instruction known as devilling, during which Intrants benefit from intensive structured training in the special skills of advocacy <p>See also Regulations as to Intrants</p>
Entrance exam / check before induction period	<p>YES</p> <ul style="list-style-type: none"> • Check/verification of diploma (submit a copy of LLB degree transcript) • Entrance exam • Others (check academic transcripts, references from 2 people, criminal convictions, covering letter for matriculation as an Inentrant)
Set curriculum during induction period	<p>YES</p> <p>Subjects covered: Evidence, practice and protocol, advocacy skills</p>
Specificities regarding EU law and linguistic training:	<p>No EU law sessions</p> <p>No linguistic training</p>
Induction period divided into different stages	<p>YES</p> <p>Intrants follow compulsory courses and assessments in advocacy skills, as well as civil and criminal practical training with members of the Bar.</p>
Post-induction period assessment/exam	<p>YES</p> <ul style="list-style-type: none"> • Through written exams • Through oral exams

3. Continuous training system		
Differentiation between Continuous training / Specialisation training		NO
Obligations regarding continuous training	YES	Compulsory training obligations as stated in the internal regulations of the Scottish Bar (All practising members are required to complete a minimum of 10 hours of accredited continuing professional development (CPD) in each calendar year, by attendance at courses, conferences, symposia and similar events organised by training providers accredited for the purpose by the Director of Training & Education.) Legal basis: Continuing Professional Development Scheme (CPD): http://www.advocates.org.uk/profession/devscheme.html
Obligations regarding specialisation training	No	There is no specialisation scheme for Scottish Advocates.
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous training		No obligations
4. Accreditation systems and training providers		
Possibility for accreditation	YES (only for CPD training) <ul style="list-style-type: none"> • of training courses • of national training providers • of training providers from all member states 	
Number of training providers offering continuous training activities	Between 21 and 50	
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Scottish Bar • Accredited private commercial training provider (incl. law firms) • Accredited private or public non-for profit training provider (incl. universities, foundations) • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider 	

Number of training providers involved in training activities in preparation for specialisation	Between 21 and 50	
Type of training providers developing accredited training activities in preparation for specialisation	Not applicable	
Activities and methods		
Type of training activities accepted under the obligations of continuous training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing distance training sessions • Completing e-learning modules • Watching a webinar • Attending training conferences • Participating in training activities as trainer or teacher • Writing/Publishing 	<p>Participation in training activities in another Member States: Yes, it may count towards continuous training obligations.</p>
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	YES	The Scottish Bar is engaged in the supervision or assessment of accredited courses in continuous training
Supervision process	<p>The supervision process includes assessment of</p> <ul style="list-style-type: none"> • The quality of contents • The quality of training methods <p>Regarding CPD training, practising advocates must declare that they have completed a minimum of 10 hours of accredited continuing professional development (CPD) in each calendar year (see above “Obligations regarding continuous training”)</p>	
Organisations involved in supervising training activities aimed towards specialisation	N/A	There are no formal specialisations for advocates in Scotland.
Supervision process	Not applicable	
6. National reform of training system		
No reform plans at this time.		

Lawyers training on EU law in Slovakia

Responding structure: Slovak Bar Association (Slovenská advokátska komora)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

SLOVAKIA

1. Access to the Profession

Higher education / university education **YES**

A Law degree is compulsory **YES**

Steps to becoming a fully-fledged lawyer

- Completion of an induction period
- Examination organised by the Bar Association
- Registration with the Bar Association
- Give an oath before the President of the Bar

Alternative routes to the profession	<p>YES Transfer routes from other professions</p> <p>Legal basis: Section 3 and Section 6 of the Act no. 586/2003 Coll. on the Legal Profession (Act on the legal profession)</p> <ul style="list-style-type: none"> • University professors and associate professors of Law can be admitted to the Bar Association within 2 months from the submission of an application and after taking the oath, as long as the conditions regarding university degree and others (laid down in § 1, items a), b), e), and i) are met. • Judicial, notarial or prosecutor’s examination passed in Slovakia is equivalent to the Bar examination. The Bar Association may also assess any other legal exam as equivalent to the Bar Association exam. <p>For registered European lawyers, conditions are laid out in Section 4 of the aforementioned Act. For newly qualified European lawyers the conditions are in Section 5 of the Act on the legal profession.</p>
2. Training during induction period	
Is there an induction period?	<p>YES</p> <p>Trainee lawyers registered in the Bar list must undergo training during the induction period</p> <p>Legal basis: Act on the Legal Profession, Sec. 3, Subs. (1) Par. c)</p>
Compulsory	<p>YES</p> <p>Set length: 5 years</p> <p>Note: A trainee who was enrolled to the list of trainee lawyers maintained by the Slovak Bar Association before the 1st January 2013 is subject to the former regulation laying down compulsory traineeship (induction) period in duration of 3 years</p>
Types of structures responsible for organising induction training	<ul style="list-style-type: none"> • Bar • Private practices and law firms (traineeship is supervised by a private practice – practical training on legal professional skills)

Form of induction training	<ul style="list-style-type: none"> • Apprenticeship supervised by a private practice and • Legal Training with specific curriculum common to all trainee lawyers and • Training on legal professional skills (within the compulsory Bar seminars or during traineeship supervised by a practising lawyer) <p>The Bar considers internship in the practice of a judge, judicial candidate, prosecutor, prosecutor trainee and notary as trainee lawyer apprenticeship. The Bar may include other legal practice (work) in the trainee’s apprenticeship.</p> <p>In Slovakia every trainee lawyer has to pass 5-year or a 3-year traineeship period (See above, Section “Set length”). During these 5 or 3 years the trainees are employed by a registered lawyer. By working in a law office under the supervision by the employer the trainee lawyer shall acquire knowledge in different fields of law; trainees shall acquire experience in drafting legal acts and appearing before courts and public authorities and acquire all the necessary legal skills. During the same 5 or 3-year period the trainee lawyer shall take part in a prescribed number of compulsory seminars organised by the Slovak Bar Association. Seminars are delivered in the form of lectures conducted by expert lawyers, external academics, judges and other legal practitioners. Curriculum of the seminars is laid down by the Bar and it is common for all trainee lawyers. It covers different law fields, substantial and procedural law, legal skills and legal ethics.</p>	
Entrance exam/check before induction period	NO	
Set curriculum during induction period	YES Topics covered: Criminal law, civil law, family law, labour law, company law, administrative law, tax law, constitutional law and acts on legal profession, legal ethics	
Specificities regarding EU law and linguistic training:	NO	The Slovak Bar does not organise any special training activities dealing exclusively with EU law. However, it is an integral part of all seminars dealing with Slovak law because national law is closely linked with EU law in every Member state and of course the EU instruments are mentioned during the lectures.
Induction period divided into different stages	NO But seminars delivered by the Bar Association deal with different fields of law successively	

Post-induction period assessment/exam	YES	<ul style="list-style-type: none"> • Through reports from tutors (prerequisite to take the Bar examination) • Through written exams (Note: Only as a part of Bar examination) • Through oral exams (Note: Only as a part of Bar examination) • Through evaluation of a case developed by the trainee lawyer/apprentice (Note: Only as a part of written Bar examination)
3. Continuous / Specialisation training system		
Differentiation between Continuous training/ Specialisation training	NO	There is no lawyers' specialisation system in Slovakia
Obligations regarding continuous training/ specialisation training	NO	<p>Continuous training: There is an optional training framework, as stated in the internal regulations of the Bar Association.</p> <p>Specialisation training is not mentioned either by the state law or internal regulations</p> <p>Legal basis: Decree of the General Assembly of the Slovak Bar Association on training for trainee lawyers and continuous training for lawyers – Section 6 (Uznesenie konferencie advokátov o výchove advokátskych koncipientov a ďalšom vzdelávaní advokátov)</p> <ol style="list-style-type: none"> (1) According to the needs and requests of lawyers, their employees and other legal practitioners, the Bar shall organise seminars and lectures on current problems linked to law practice or on issues important for legal practice. (2) Participation in the seminars and lectures is on voluntary basis.
Obligations regarding learning foreign languages		No obligations
Obligations for EU law content in relation to continuous training		N/A

4. Accreditation systems and training providers		
Possibility for accreditation	<p>No. There is no accreditation system for training providers in Slovakia (Item 1). Seminars, workshops, conferences and other training activities can be organised by various training providers (private or public, commercial or non-for-profit organizations). Lawyers and trainee layers are free to attend them.</p> <p>According to the Decree of the General Assembly of the Slovak Bar Association on training for trainee lawyers and continuous training for lawyers, only seminars organised by the Slovak Bar Association are recognised as part of the compulsory training of trainee lawyers.</p>	
Number of training providers offering continuous training activities	There is no available data on the number or type of training providers	
Type of training providers developing accredited continuous training activities	<p>N/A There is no accreditation system for training providers in Slovakia</p>	
Activities and methods		
Type of training activities accepted under the obligations of continuous training	<p>There are no continuous training obligations in Slovakia.</p> <p>Continuous training is organised on a voluntary basis and normally consists of</p> <ul style="list-style-type: none"> • Seminars • Lectures 	<p>Participation in training activities in other EU Member States:</p> <p>N/A</p>
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	<p>N/A Private training providers are not supervised by the Bar Association or by another structure</p>	
Supervision process	<p>N/A</p>	

Lawyers training on EU law in Slovenia

Responding structure: Slovenian Bar Association (Odrvetniška zbornica Slovenije)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

SLOVENIA

1. Access to the Profession

Higher education / University education **YES**

A Law degree is compulsory **YES**

Steps to becoming a fully-fledged lawyer:

- Completion of an induction period
- Examinations (there are 2 State exams
The first state exam, organised by the State, includes an oral and a written part
The second exam- organised by the Bar, testing knowledge of the law regulating the legal profession, lawyer's fees and the Code of Conduct for lawyers)
 Assessment of candidates by the Board of the Slovenian Bar
- Registration with the Bar (it is not mandatory for all categories. Apprentices employed by a lawyer or a law firm before passing the State exam and employees at a law office after passing the Bar exam must be registered with the Bar.)

Alternative routes to the profession:

Candidates having at least 3 years of practical experience as a University Bachelor of Law in companies or employed in the courts services can pass the state exam to become lawyers

Transfer routes from other professions apply to PhD holders, professors from law, paralegals (see below induction period section for details)

2. Training during induction period		
Is there an induction period?	YES	Legal basis: Bar Act as adopted in 1993 and last amended in 2009 – article 25
Compulsory	YES	Set length: 4 years A candidate must have four years’ practical experience as a University Bachelor of Law graduate, of which at least one year after having passed the state examination of legal profession with a lawyer or a Law Firm, in court, the state prosecutor’s office, the public attorney’s office or notary’s office, as a regular employee under a full-time employment contract.
Types of structures responsible for organising training	N/A	
Form of induction training	Internship according to article 45 to 47 of the Bar Act (see above legal basis)	
Entrance exam/check before induction period	NO The State exam is a part of the induction period.	

Set curriculum during induction period	YES	<p>Topics tested in State exam:</p> <p>The induction training period is oriented to the preparation of candidates for this kind of exam.</p> <p>Written exam: drafting two judgments (one in civil law and one in criminal law)</p> <p>Oral exam: knowledge test in criminal law, civil law, commercial law, labour law, administrative law, administrative procedures and administrative disputes, constitutional system of the Republic of Slovenia, organisation of the judiciary and public administration of Slovenia, EU legal system</p> <p>The State exam takes place during the induction period.</p> <p>Candidates have to pass the state exam of legal profession during the induction period and a test of knowledge of the law regulating the legal profession, lawyer's fees and the Code of Conduct after the induction period.</p>
Specificities regarding EU law and linguistic training:	YES	The oral part of the State exam includes questions on the EU legal system.
Induction period divided into different stages	YES	<p>Stage before passing the state exam</p> <ul style="list-style-type: none"> - a candidate must acquire practical experience after obtaining the University Bachelor of Law <p>Stage after passing the state exam</p> <ul style="list-style-type: none"> - a candidate must obtain one year's practical experience as a University Bachelor of Law graduate with a lawyer or a Law Firm, in court, the state prosecutor's office, the public attorney's office or notary's office.
Post-induction period assessment/exam		After receiving an application for entry in the directory of lawyers, the Bar assesses whether the applicant fulfills all the requirements for entry in the directory of lawyers (Art. 25 of the Bar Act)

3. Continuous training system

Differentiation between Continuous training/ Specialisation training		YES
Obligations regarding continuous training	NO	<p>Continuous training is not stated in state law or in the internal regulations of the Bar</p> <p>However, the Slovenian Bar organises a “Lawyer’s school” once per year (one-day event addressed to all lawyers). Also, optional continuous training for lawyers was launched in September 2012. It is organised by the Regional lawyers Assembly (območni zbor) or in cooperation with other bodies.</p> <p>At least 5 courses per year – training will become compulsory in the future.</p>
Obligations regarding specialisation training	YES	<p>Specialisation training obligations as stipulated in the State law (article 33 of the Bar Act).</p> <p>status of specialist lawyer: May be acquired by lawyers who have been awarded the title of specialist in a certain subject or the academic title of Master of Law shall be recognised upon demand, provided that he has practised as a lawyer and/or has held a judicial post in the claimed domain for at least 5 years.</p> <p>The lawyer who has been elected assistant senior lecturer, associate professor or full professor of the Faculty of Law, shall obtain the status of lawyer specialised in the legal domain where he practiced by doing pedagogical and scientific work, even if he does not fulfill the conditions of the 5-year practice required in the preceding paragraph.</p> <p>The requirement referred to in the first paragraph of article 33 of the Bar Act shall be subject to the decision of the Board of the Bar Association. There is no appeal process for these decisions.</p>
Obligations regarding learning foreign languages		No obligations
Obligations regarding EU law content in relation to continuous/specialisation training		No obligations

4. Accreditation systems and training providers		
Possibility for accreditation	N/A	
Number of training providers offering continuous training activities	N/A	
Type of training providers developing accredited continuous training activities	N/A	
Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	As continuous training is not compulsory in Slovenia, there are no specificities regarding training activities	Participation in training activities in another Member State: YES- Lawyers can participate in training activities in another Member State of their own choice
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	N/A	
Supervision process	N/A	
Organisations involved in supervising training activities aimed towards specialisation	N/A	
Supervision process	N/A	

Lawyers training on EU law in Spain

Responding structure: Consejo General de la Abogacía Española

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

SPAIN

1. Access to the Profession

Higher education / university education is necessary

YES

A Law degree is compulsory

YES

Steps to becoming a fully-fledged lawyer:

Compulsory steps:

- Registration with the Bar
- Examination (State Exam)
- Completion of an induction period

Alternative routes to the profession:

NO

2. Training during induction period

Is there an induction period?

YES

Induction period is compulsory since November 2011

**Set length:
approx. 18 months**

Legal basis:

<http://www.boe.es/buscar/doc.php?id=BOE-A-2011-10459>

<https://www.boe.es/buscar/doc.php?id=BOE-A-2006-18870>

Compulsory	YES	90 ECTS divided in 60 ETCS of Master training course (11 months) and 30 ECTS of internship (6 to 7 months)
Types of structures responsible for organising training	<ul style="list-style-type: none"> • Bars - through Schools of Legal Practice. The Bar signs an agreement with at least one University in order to ensure compliance with legal requirements regarding professional competence, suitability or qualifications and teacher qualification. The Bar is responsible for the day to day organisation of the induction period training. • Universities (public or private). Universities can provide training under an agreement signed with at least one Bar, in order to ensure the internship period during the induction period (apprenticeship). The University is responsible for the day to day organisation of the induction period training. • Universities (public or private) together with Bars, via Schools of Legal Practice. The Bar, the School of legal practice and the University are responsible for the day to day organisation of the induction period training. 	
Form of induction training	<p>Training course followed by internship (apprenticeship) and final evaluation test (multiple-choice test and case study)</p> <p>Apprenticeship period supervised by a private practice or by a university under agreement</p> <ul style="list-style-type: none"> • Apprenticeship supervised by a private practice • Law training with specific curriculum common to all trainee lawyers • Training on non-legal professional skills (e.g. communication, management of an office, etc.) • Training on legal professional skills (e.g. drafting claims, working with clients, etc.) 	
Entrance exam / check before induction period	YES	Check / verification of diploma
Set curriculum during induction period	NO	
Specificities regarding EU law and linguistic training:	NO	
Induction period divided into different stages	YES	Two separate stages: <ul style="list-style-type: none"> • Course training • internship
Post-induction period assessment/exam	YES	Through written exams (multiple choice questionnaire and case study)

3. Continuous training system

Differentiation between Continuous training/ Specialisation training		<p>NO</p> <p>There is no compulsory legal or regulatory framework. There is no differentiation between continuous/specialisation training.</p> <p>Exception: Legal Aid Framework: there is specialisation and continuous training in Spain for lawyers working in Legal Aid.</p>
Obligations regarding continuous training	NO	<p>There is no legal or regulatory framework</p> <p>However, lawyers who wish to provide services on Legal Aid have to undergo continuous and specialisation training, provided by the School of Legal Practice and by Bars</p>
Obligations regarding specialisation training	NO	<p>There is no legal or regulatory framework</p> <p>Exception: There are specialisation training obligations for lawyers specialised in Legal aid</p>
Obligations regarding learning foreign languages	NO	
Obligations regarding EU law content in relation to continuous training	NO	

4. Accreditation systems and training providers		
Possibility for accreditation	NO <ul style="list-style-type: none"> There is no legal or regulatory framework. Accreditation only applies to Legal Aid specialisation courses 	
Number of training providers offering accredited continuous training activities	More than 50 This number calculated on the basis of the number of Spanish Bars (83 Bars in total) and the number of Schools of Legal Practice active in Spain	
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> Bars Schools of Legal Practice Universities Training is provided on a voluntary basis, since there is no legal or regulatory framework	
Activities and methods		
Type of training activities accepted under the obligations of continuous or specialisation training	N/A	Participation in training activities in another Member state: N/A

5. Supervision of training activities		
Organisations involved in supervising continuous training activities	Bar	Voluntary continuous training provided by Bar or School of Legal Practise is supervised and assessed by each local Bar
Supervision process	N/A	
Organisations involved in supervising training activities aimed towards specialisation	Bars and Schools of Legal Practice For specialisation training activities mandatory for Legal Aid practitioners	
6. National reform of training system		
The Spanish Bar is not expecting substantial reforms of the National Training System. However, some changes on the field of continuous training may be brought. Up to October 2013, a draft proposal has been introduced by the Government to legislative powers and it is now under consideration. The final outcome is expected during 2014.		

Lawyers training on EU law in Sweden

Responding Organisation: Sveriges Advokatsamfund (The Swedish Bar Association)

DESCRIPTION OF THE NATIONAL TRAINING SYSTEM FOR LAWYERS

SWEDEN

1. Access to the Profession

Higher education / university education

YES

A Law degree is compulsory

YES

Steps to becoming a fully fledged lawyer:

- Registration with the Bar
- Examination (Oral examination in professional responsibility, administered by the Bar)
- Evaluation of candidate and acceptance by a law firm (must be employed by a law firm, or offering legal services through his/her own firm, at the time of his/her admission to the Bar)
- Completion of an induction period

Alternative routes to the profession:

N/A

2. Training during induction period

Is there an induction period?

YES

Legal basis:

Charter of the Swedish Bar, section 3, and the Code of Judicial procedure, chapter 8, section 2

<http://www.advokatsamfundet.se/Advokatsamfundet-engelska/Rules-and-regulations/Charter/>

Compulsory	YES	Set length: The candidate must work 3 years in a law firm after having completed legal studies
Types of structures responsible for organising induction training	Bar	
Form of induction training	Training on legal professional skills (under supervision of an advokat (lawyer))	
Entrance exam / check before induction period	NO	
Set curriculum during induction period	NO	
Specificities regarding EU law and linguistic training:	NO	
Induction period divided into different stages	NO	
Post-induction period assessment/exam	YES	Assessment through reports from tutors An applicant to the Swedish Bar must attach references from his/her employer (the law firm). The law firm should confirm that the applicant is suitable to become a lawyer
3. Continuous training system		
Differentiation between Continuous training/ Specialisation training	NO	
Obligations regarding continuous training	NO	Compulsory training obligations as stated in the internal regulations of the Bar Legal Basis: The training regime for continuing professional training of Advocates

Obligations regarding specialisation training	NO	Specialisation training is not mentioned either by the state law or internal regulations However, the Code of Conduct for members of the Swedish Bar Association states (rule 2.5 on professional competence) that an advocate is obliged to maintain and develop his professional competence by monitoring the development of the law in the fields in which the advocate is active and to submit the necessary continued training.
Obligations regarding learning foreign languages	No obligations	
Obligations regarding EU law content in relation to continuous/ specialisation training?	Not explicitly, however, a course in EU Law might be counted within the requirement of continuous training that the lawyers should undergo every year	
4. Accreditation systems and training providers		
Requirement for accreditation	N/A	
Number of training providers offering continuous training activities	Between 6 and 10 main training institutions who provide training for Swedish lawyers Given that it is the training as such (content of courses) that is important for the fulfillment of existing requirement and not the training provider itself, one could argue that there are more than 50 training providers that fulfill the requirements.	
Type of training providers developing accredited continuous training activities	<ul style="list-style-type: none"> • Bar • Non-accredited private commercial training provider • Non-accredited private or public non-for-profit training provider 	
Number of training providers organising training in preparation for specialisation	N/A	
Type of training providers developing accredited training activities in preparation for specialisation	N/A	

Activities and methods		
Type of training activities accepted under the obligation of continuous or specialisation training	<ul style="list-style-type: none"> • Attending face to face training sessions • Completing blended-learning activities • Attending training conferences • Participating in training activities as trainer or teacher 	<p>Participation in training activities taking place in another Member State:</p> <p>YES, the Swedish system offers this possibility but it depends on the type of activities. Activities that can be accepted include:</p> <ul style="list-style-type: none"> • Face to face training sessions • Completing blended learning activities • Attending training conferences • Participating in training activities as trainer or teacher
5. Supervision of training activities		
Organisations involved in supervising continuous training activities	Bar	
Supervision process	The Bar regulation prescribes details on which courses may be included in the continuous training requirements for lawyers	

GLOSSARY

Further to the discussions during the General Conference, the Glossary has been updated by the addition of a definition for CPD and EU acquis.

- Apprenticeship** training period or part of a training period which consist of embedding a trainee in workplaces. A trainee lawyer may be training by taking part in the work of private practices, firms, administrations, courts and other structures relevant to his or her learning path, as determined by national rules. Apprenticeship can be combined or not with formal courses.
- Accreditation** According to national organisational rules, training providers (see term) may need to be accredited by the bar or another official structure for its training activities (see term) to be recognised officially as fulfilling legal requirements relative to training of lawyers.
- Blended learning** training activities which include both e-learning periods and face-to-face activities. To be considered as *bone fide* training, the overall activity has to be organised according to a set programme and contain explicit training objectives.
- Continuous training** any professional training taking place during the career of a lawyer - be it on legal matters, management, skills, etc. It can also be mentioned under the term of career development, continuing training. It is organised according to national rules. It may include specific training for *specialisation* (see term).
- CPD – Continuous Professional Development** This term is used to refer to the mandatory requirements for post qualification training and education set down by competent authorities (Bars or Law Societies). These requirements often prescribe a number of hours of training that must be undertaken by all registered lawyers over a defined period (usually one year).
- E-learning** a training activity which takes place in a structured manner, and includes a training programme fulfilling specific training objectives. It can use online activities such as access to online information, answering questionnaire, watching podcasts, participating in online discussions, participating in webstreaming sessions, etc. It can be combined with *face-to-face training*. The combination is then called *blended learning* (see term).

European Judicial Training

In the Communication [COM\(2011\)511](#) “Building trust in EU-wide justice: a new dimension to European judicial training”, European judicial training is considered to cover training of judges, prosecutors, but also lawyers, notaries, bailiffs and court staff.

This extensive understanding of the term has been criticised in some legal circles, but shows that while training of each legal profession has its specificities, training legal practitioners in the proper implementation of EU law includes some common challenges and obstacles, for instance the lack of well developed data on training activities.

EU *acquis*

is the accumulated body of all European Union (EU) law to this date. It includes EU’s treaties and legislation (be they directives, regulations or decisions and international agreements). It also includes the decisions of the Court of Justice of the European Union (CJEU).

According to the CJEU, EU *acquis* takes precedence over national law if there is a discrepancy or conflict between the two.

Most EU *acquis* is transposed into national law. It can also have direct effect in the Member States (for instance regulations).

Face-to-face training

Any training activity which necessitates the simultaneous presence in the training premises of trainers and learners. It can be combined with *e-learning* to provide *blended learning*.

Induction period

taking into consideration the variety of organisation of lawyers’ professions at national level, the induction period can exist or not. If it exists, it concerns a period during which an individual, after having obtained the required university diploma to be able to become a lawyer, undertakes professional training either as through an apprenticeship, courses or a combination of both. This period may be a prerequisite to be considered as a full-fledged lawyer.

Lawyer

for the purpose of this study, a lawyer is a jurist who is registered to a bar or law society in the European Union.

Specialisation

according to the national organisation of the profession, certain specific requirements regarding training may exist if an individual lawyer wishes to acquire an officially-recognised specialisation in one aspect of the law.

Stakeholder

a useful portmanteau word used in many European texts. It refers to a person, a group of persons, an organisation or an institution which has a vested interest or is involved in the issue under discussion in the text. This term was purposely chosen for its general aspect as in most cases it has to cover a large variety of structures and persons which may differ greatly from one Member State to another.

Training	For the purpose of this study, the term training will be used to cover acquisition of knowledge as well as acquisition of know-how in relation to law, EU law, linguistic skills and organisation of judicial and legal systems in the EU
Training activity	any structured activity organised for the purpose of training an individual or a group of persons, with a training programme set up to fulfil well-defined training objectives. It can take place through <i>face-to-face</i> training (workshops, seminars, conferences, etc.) or online tools (<i>e-learning</i>) or a combination of both (<i>blended learning</i>).
Training of lawyers	for the purpose of this study, training of lawyers is understood to cover professional training only and does not include academic training. Training of lawyers can take place either in during the induction period (see term) or all through the career as continuous training.
Training provider	any structure, profit or non-profit, recognised or not by a bar, which organises several training activities relevant to the professional development of a lawyer. This study will consider only the training providers offering training activities related to the law, especially European Union law or legal and judicial organisation in other member states, or training activities related to the acquisition of competences in legal terminology of other European languages.

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This Pilot Project is funded by
the European Union

