Challenges in the labour market

An analysis and measures for the future of inland navigation

6 December 2023

Florian Röthlingshöfer, Director
Swiss delegation of the CCNR
Table of contents

1. Actual situation in the labour market
   • From the perspective of the nautical crews
   • Dimensional analysis
   • Other factors
   • Findings

2. Measures
   • Demographics
   • Modal shift Green Deal

3. A look at Switzerland
   • Professional training
   • Examination authority
   • Accompanying measures
Current situation: facts on the labour market
Employees in the inland navigation sector

- FIGURE 2: NUMBER OF PERSONS EMPLOYED IN IWW FREIGHT TRANSPORT IN EUROPE*

Approx. 24,000 employees
Slight downward trend

Initial situation
Demographic change
Development of employment in the German inland navigation sector from 2011 to 2020
(Source: FIS-Mobility and Transport)

Age structure of 25 - 55-year-olds is declining
Number of over 55-year-olds is increasing, currently approx. 31 per cent
Dimensional analysis patents

8,000 vessels with crew
70% A operation
30% B operation

10,000 Patents necessary for today's traffic on the Rhine

Age pyramid

>65: 4%
55-64: 26%
45-54: 23%
35-44: 20%
25-34: 20%
<25: 7%

300 retirements p.a.
30% of 10,000 between 55-65+

50% of first patents "jump ship"

330 first patents p.a.
Average 2015 - 2021

Skilled labour situation
... and there are many more influences

- Modal split
- Demography
- Mannheim Declaration
- Digitalisation
- Automation
- Remote control
- Energy transition
- Changes in qualifications
- Education = Future

Influences on the development of skilled labour
Findings

• Total number of active patents decreases
• Speed of decreasing is increasing
• With a view to the life path from first patent to retirement
  1. Double efforts for first patents, more?
  2. Further simplify lateral entry
  3. Increase attractiveness through automation, digitalisation, remote control!
• Establish reliable monitoring with smart ECDB

=> We must be able to recognise the number of active/inactive patents and development cohorts!
What have we done as the CCNR?

• CCNR since the adoption of the Mannheim Declaration in 2018:
  1. CESNI standards for the training of personal introduced jointly with EU Member States
     => through a competence-based approach, imparting comparable knowledge and abilities throughout Europe
  2. CESNI standards for the development of reliable simulators
     => training and examination can take place
     => own standards lead to own market of providers
  3. Development of new medical criteria
     => harmonisation of the assessment of fitness
     => consideration of older personnel
     => consideration of crew members below the rank of boatmaster
The advertising is running!
Three measures taken by Switzerland to combat the shortage of skilled labour in inland navigation

- Development of cooperation network for nautical professional training
  
  *Promotion of nautical professional training through cooperation*

- Training and examination system
  
  *Expansion and strengthening of an efficient examination system in Basel*

- Accompanying measures
  
  *Expansion of the Ahoi-Captain campaign*
  *Exhibitions & trade fairs*
  *Development of a dual study programme*
Perspective and opportunity

- **Measures are needed now** to enable skilled workers to become responsible boatmasters within six years.
- Sufficient crew is a **key element for inland navigation & ports**
- The leverage for nautical personnel in terms of transport performance is much higher than for road & rail
- Catalogue of measures known - the shortage of skilled workers must be effectively countered
- Let us continue to set an example **for the Rhine** as an efficient, European mode of transport!
THANK YOU!