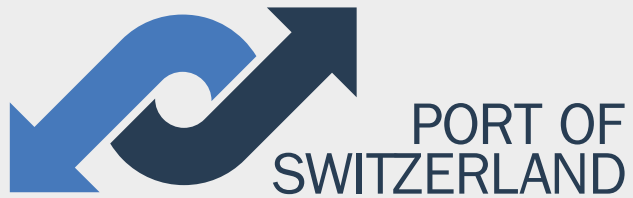




6 December 2023 | Florian Röthlingshöfer, Director  
Swiss delegation of the CCNR



## **Challenges in the labour market**

*An analysis and measures for the future of inland navigation*

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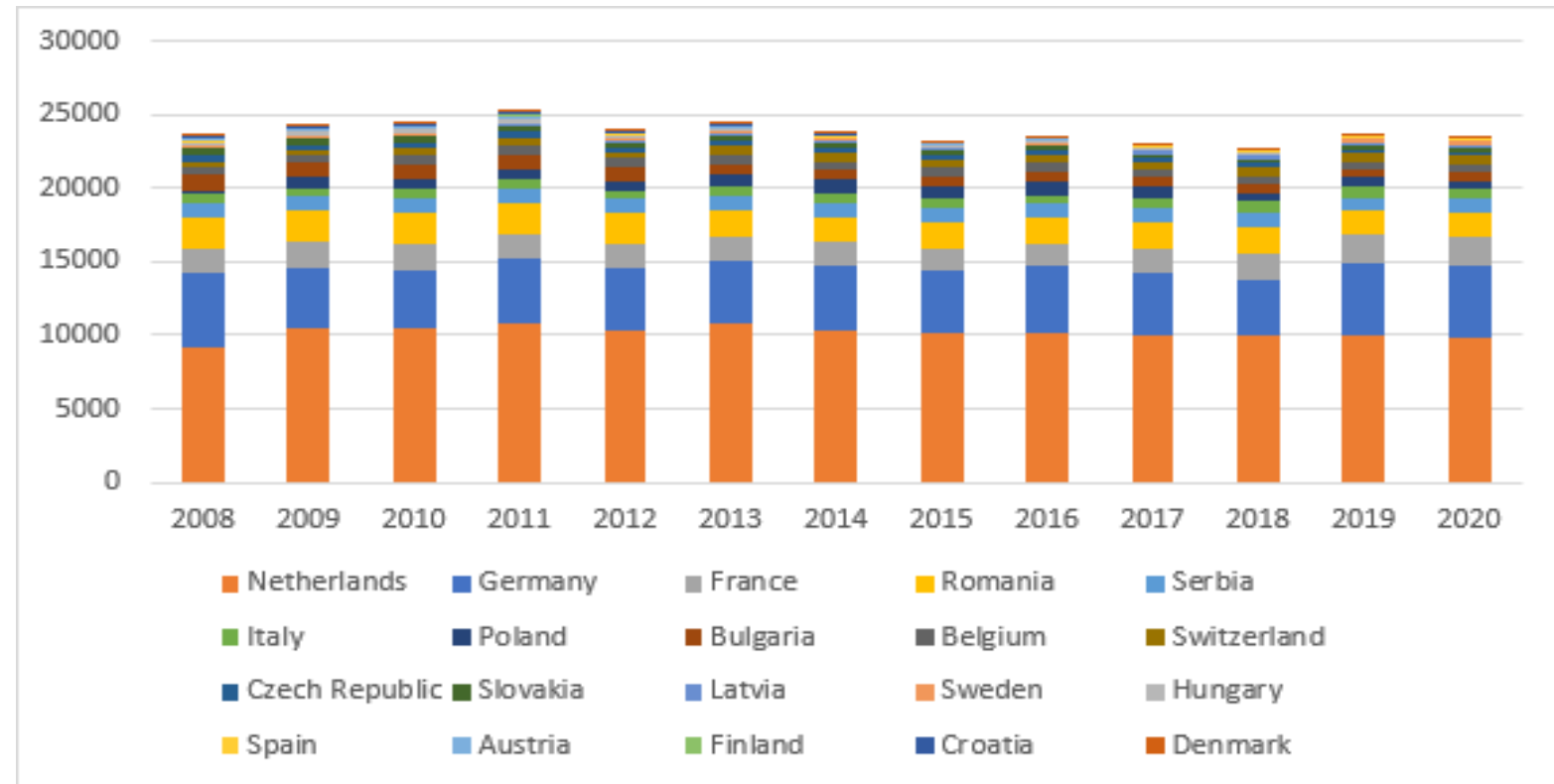
## 3. A look at Switzerland

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- 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\***



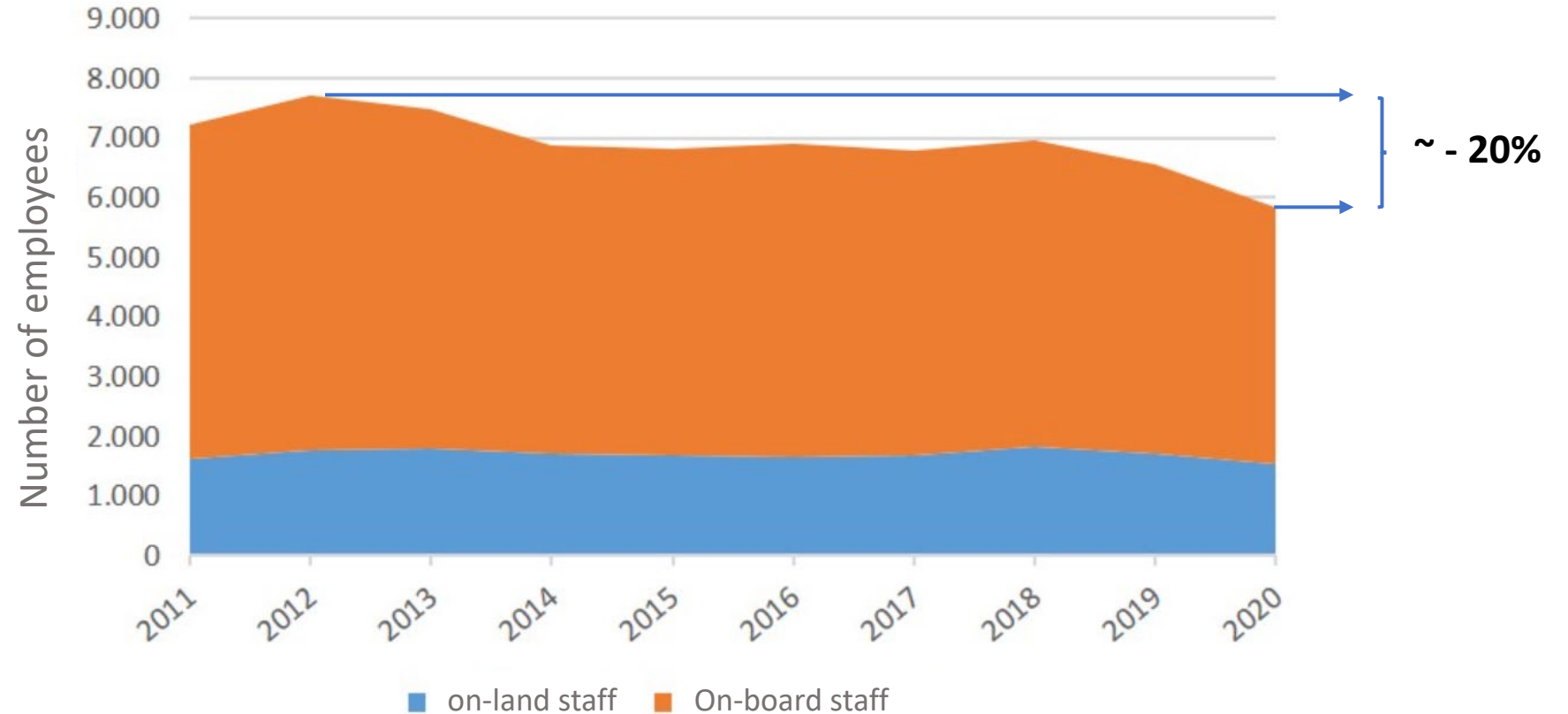
**Approx. 24,000 employees**  
**Slight downward trend**

**Internationalisation trend**

# 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

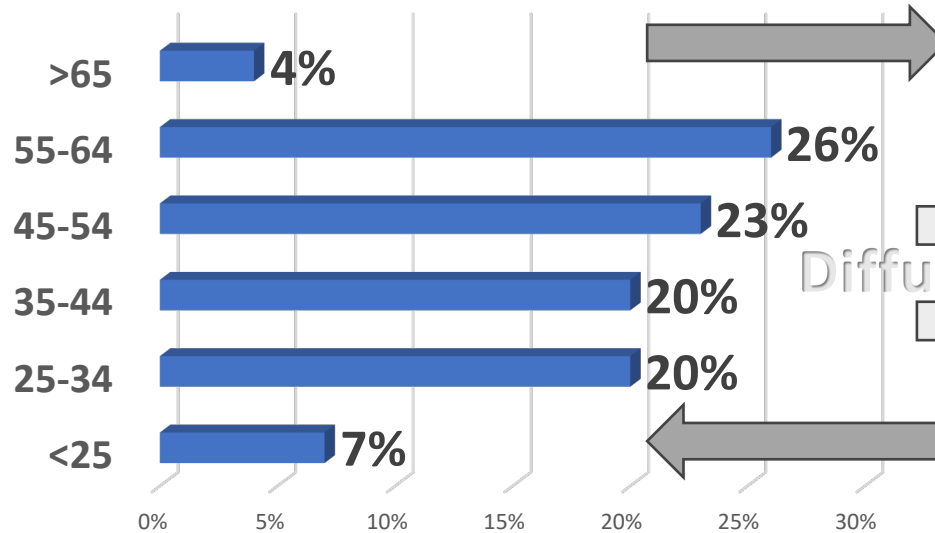
70% A operation  
30% B operation



**10,000 Patents**

necessary for today's traffic on the Rhine

Age pyramid



**300 retirements p.a.**

30% of 10,000 between 55-65+

Diffusion

**? 50% of first patents "jump ship"**

**330 first patents p.a.**

Average 2015 - 2021

# ... and there are many more influences



Modal split



Demography



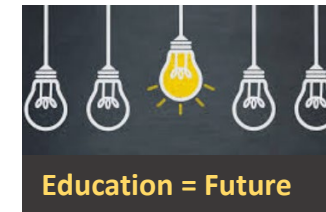
Mannheim  
Declaration



Digitalisation  
Automation  
Remote control



Energy transition



Changes in  
qualifications

# 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 !



PORT OF  
SWITZERLAND