

**SOUTH BALTIC PROFESSIONALS**



# GDYNIA-PARTNER IN THE SOUTH BALTIC PROFESSIONALS PROJECT. LEVERS AND BARRIERS TO MOBILITY IN THE LABOUR MARKET.

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One out of nine partners in the SB Professionals' project coming from three countries of the region: Germany, Poland and Lithuania.

She is one of three Polish partners together with the Maritime Institute in Gdańsk and West Pomeranian Business School



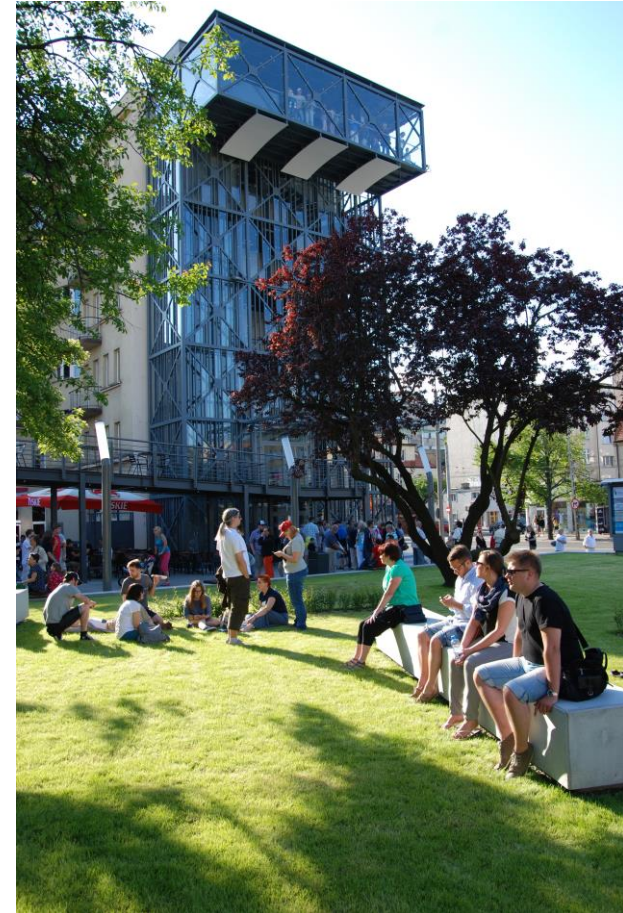


15 associated organizations are engaged, from Poland, Germany, Lithuania, Denmark, Sweden and Russia



**The project develops transnational strategies and action plans to further geographical mobility. Labor mobility can have important implications on the regions' economies. It increases the supply of labor, and an influx in laborers, if they bring specialized skills to the workplace, it may increase productivity.**

**Economies improve as productivity grows. Geographical mobility plays an important role in reducing the difference in economic development between regions. The key to success is complex information.**



1. Gdynia Conference “Future labor mobility in the sectors of: health care tourism and wellness, maritime tourism and maritime economy”
2. Gdynia Action Plan, among which are two important expertise’s:
  - Eurobarometer: a list of the most in-demand occupations in the South Baltic region, data analysis
  - Levers and barriers to mobility in the labour market, in particular, the Tricity metropolitan area
3. Organization of training units in order to familiarize disseminators with the functionalities and usefulness of the SB Professionals Portal. (later on you’ll see this is one of the recommendations)
4. Participation in fairs and other events. One of them was the internationally recognized International Economic Forum in Gdynia (its 14th edition ). One of the panels was dedicated to geographical mobility, and its influence on the regions’ economic development.





**The conference was addressed both to potential employees and to employers as well as targeted at three crucial economy branches - Health care tourism and wellness, Maritime Tourism, Maritime Industry.**

**The Conference showed that the three chosen branches of the economy have an influence on the South Baltic common labour market influencing the economic development of the states. The results of an expertise conducted within Gdynia's Action Plan fully confirmed this.**

1. Consolidation of the market – private hospitals, firms acting as an intermediate between the patients and those offering the services
2. Preparation of a differentiated offer linking tourism and medical care services.
3. An integrated promotion campaign addressed to existing and future prospective markets.
4. With the need for specialists, cooperation with education institutions is a must.
5. Combining an attractive work offer with the possibility to acquire new competences
6. Introducing modern e-health solutions allowing for integrated on-line services and sales.



1. **Cooperation between partners: Stena Line, port and harbor management and operators, local authorities, and tourism organizations.**
2. **Investments in existing marinas and development of new ones.**
3. **Promotion of the cruise market is an absolute need along with the upgrading of port services.**
4. **Educational programs in accordance with market and employers' expectations. Promotion of self-employment and mobility (overcoming, among other, mental barriers).**



- 1. Integration of the off-shore sector.**
- 2. Increase of the competitiveness of the ports in Gdynia and Gdańsk.**
- 3. Development of educational offers in the fields of highly specialized services within the new sectors of maritime industry (offshore sector).**
- 4. Cooperation with higher education institutions, universities in the field of adapting their programs to new market requirements.**
- 5. Promotion of mobility, elasticity of employment directed at achieving new, higher qualifications; convincing workers not to be afraid of changes, which can create new possibilities, and promotion of self-employment (to work as subcontractors conducting their own businesses).**

The project gathers comprehensive and in-depth information on the pros and cons of geographical mobility influencing labour market developments in harmony with local and regional development strategies. The analyzed sectors of economy are relevant for Gdynia.





**Health care and wellness services show huge dynamics of growth, both in terms of job creation and mobility; they contribute to the processes of reeducation – demand driven education.**



**The sector of maritime tourism engages workers on large cruise liners, and furthers the development of hotel, gastronomic and other services related also to passenger ferry traffic.**

**The development of yachting through investments in new marinas and harbors, an integrated offer of the whole Polish Baltic seacoast (Pomeranian and West Pomeranian) directed mostly at German and Scandinavian markets positively influences the unified labour market.**



**The maritime industry has great potential in advancing mobility. Due to the sector's specificity and requirements it undergoes changes, among other in the field of the labor market and job creation. New specialists with high qualifications are needed.**





**Organization of training units with the aim to familiarize disseminators with the functionalities and usefulness of the SB Professionals Portal.**

**The training units are especially concentrated on how to get employed in the SB Region – presenting the functioning of the SB Professionals Portal and on the presentation of barriers for mobility and the way to minimize them. Main target groups for the training units will be labour offices, industry associations/chambers and career services of universities as well as individuals.**

## The analyses covers :

- **Poland:** subregions of Szczecin, Koszalin, Słupsk, Gdańsk, Gdańsk-Gdynia-Sopot;
- **Sweden:** Counties of Kalmar, Blekinge, Skåne;
- **Germany:** subregions of Mecklenburg Western Pomerania: Greifswald, Rostock, Stralsund, Wismar, Bad Doberan, Nordvorpommern, Nordwestmecklenburg, Ostvorpommern, Rügen, Uecker-Randow;
- **Denmark:** Regional Municipality of Bornholm;
- **Lithuania:** Klaipeda County.



**desk research,  
data analysis and  
individual in-depth interview**





- ❖ **health professionals (doctors, nurses, dentists),**
- ❖ **electronics and mechanical engineering technicians and civil engineers,**
- ❖ **civil engineering technicians and civil engineers,**
- ❖ **catering workers (waiters, cooks, bartenders),**



- ❖ sales workers,
- ❖ motor vehicles and heavy truck mechanics,
- ❖ hull assemblers,
- ❖ toolmakers, welders.



- ❖ **care workers (personal, community, child)**
- ❖ **teachers,**
- ❖ **secretaries,**
- ❖ **forklift truck drivers,**
- ❖ **cleaners,**
- ❖ **kitchen assistants,**
- ❖ **toolmakers.**





**The same occupations are in surplus in one region and in shortage in another. This relates to, among others, employees of the catering industry, toolmakers and professionals (teachers, care workers). The reason being a need for highly qualified workforce in these groups.**

**Identified levers and barriers to mobility in the labour market, include: administrative and legal obstacles, cross-border obstacles, social security systems, the transfer of supplementary pension and disability benefits, recognition of professional qualifications.**

Analyses were based on desk research. The following types of sources were used:

- ❖ documents relating to the development challenges for Poland and Europe;
- ❖ reports on cross-border mobility of workers;
- ❖ reports on cross-border cooperation;
- ❖ statistical data and information from the European Job Mobility Portal;
- ❖ statistical data and publications of Eurostat and data from national and regional statistical offices;
- ❖ statistical data and publications of regional labour offices and employment agencies;

- ❖ statistical data and publications of the Provincial Labour Office in Gdańsk and data from district labour offices;
- ❖ statistical data and information from other reports and studies, including research conducted under the South Baltic Cross-border Co-operation Programme;
- ❖ studies and reports on internships, on-the-job trainings, improvement of professional qualifications;
- ❖ legal acts on the free movement of workers within the European Union;
- ❖ Internet resources, including websites of institutions, employment agencies, electronic media



**A series of individual and/or telephone in-depth interviews with key stakeholders associated with the labour market of the South Baltic Region, in particular the Tricity metropolitan area.**

**13 in-depth interviews were conducted.**

**Currently, the level of mobility in Europe is low. The range of mobility decreases with the increasing distance to be travelled: mobility consisting in travelling over long distances is not a frequent phenomenon (only 18% of Europeans moved outside their region), even less frequently do Europeans move to another country (4%) or outside the EU (3%)**

**There are significant differences between the mobility of citizens of individual European countries:**

- ❖ **geographical mobility is higher in the Nordic countries;**
- ❖ **whereas new member states and majority of South European countries are characterised by relatively low mobility.**

**economic – higher salaries and better working conditions (38%); this issue has proved to be particularly important in new Member States**

Conditions	Levers to mobility		Barriers to mobility
	<i>"Push" factors</i>	<i>"Pull" factors</i>	
Legal and administrative	<ul style="list-style-type: none"> <li>low level of social security benefits in the EEA</li> <li>broad spectrum of regulated professions,</li> </ul>	<ul style="list-style-type: none"> <li>high level of social security compared to similar systems of some other third countries</li> </ul>	<ul style="list-style-type: none"> <li>the need to confirm the professional licences and qualifications,</li> <li>complicated method for the settlement of the reimbursement of costs of commuting to work and reimbursement of accommodation costs,</li> </ul>



Economic	<ul style="list-style-type: none"> <li>▪ difficult economic situation (low salaries, the inability to purchase certain services / goods),</li> <li>▪ unemployment (problems with finding a job),</li> </ul>	<ul style="list-style-type: none"> <li>▪ prospects of higher salaries,</li> <li>▪ job opportunities, the needs of the labour market (demand for workers),</li> <li>▪ better working conditions, convenient working hours,</li> <li>▪ perspective of improving the standard of living,</li> <li>▪ opportunity for professional development,</li> <li>▪ low maintenance costs,</li> </ul>	<ul style="list-style-type: none"> <li>▪ high cost of travel / commuting,</li> <li>▪ high maintenance costs in the workplace</li> </ul>
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<p>Infrastructural</p>	<ul style="list-style-type: none"> <li>▪ low quality of life (poor housing conditions, poor environmental quality, environmental pollution),</li> <li>▪ insufficiently developed network of social, educational and entertainment equipment and facilities,</li> </ul>	<ul style="list-style-type: none"> <li>▪ prospect for better life quality (e.g. a larger apartment, nice neighbourhood),</li> <li>▪ access to the technical infrastructure,</li> <li>▪ well-developed network of social, educational, entertainment equipment and facilities, e.g. better treatment conditions, better universities),</li> <li>▪ good transport accessibility of the host place (easy access, short and/or inexpensive trip),</li> </ul>	<ul style="list-style-type: none"> <li>▪ different school system,</li> <li>▪ poor transport accessibility - the problem with commuting to work (poor transport links, long commuting/travelling time),</li> <li>▪ insufficient number of offers of houses and flats (problems with buying, renting)</li> </ul>
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Institutional	<ul style="list-style-type: none"> <li>▪ work in an international company (business trips abroad, the opportunity to work in a branch or subsidiary in another city or country),</li> <li>▪ access to job offers from other cities, regions or from abroad (operations of local/regional labour market institutions)</li> </ul>	<ul style="list-style-type: none"> <li>▪ attractive offer of educational and scientific trips (studies, traineeships, internships)</li> <li>▪ access to job offers from other cities, regions or from abroad (operations of labour market institutions of the host region)</li> </ul>	<ul style="list-style-type: none"> <li>▪ lack of or limited access to co-financing of an educational or scientific trip,</li> <li>▪ poor access to knowledge about the possibilities of financing an educational or scientific trip</li> </ul>
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Socio-cultural	<ul style="list-style-type: none"> <li>▪ discrimination based on ethnic/religious grounds,</li> <li>▪ change in family status (marriage, children),</li> <li>▪ unattractive neighbourhood structure,</li> <li>▪ willingness to meet new people and discover new places,</li> <li>▪ employee's characteristics, such as readiness to take risks, openness to changes, high level of adaptation to the environment, ability to cooperate with representatives of other cultures, tolerance</li> </ul>	<ul style="list-style-type: none"> <li>▪ family reunification,</li> <li>▪ possibility of moving with one's family,</li> <li>▪ migration to the country of one's ancestors,</li> <li>▪ lack of discrimination,</li> <li>▪ more desirable neighbourhood structure,</li> <li>▪ similar cultural and social conditions of the two regions</li> </ul>	<ul style="list-style-type: none"> <li>▪ fear of change, lack of confidence,</li> <li>▪ fear of losing access to social networks</li> <li>▪ fear of losing support from family and friends,</li> <li>▪ lack of possibility of moving with one's family,</li> <li>▪ need to learn foreign languages,</li> <li>▪ the need to improve skills,</li> <li>▪ cultural differences.</li> </ul>
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**Levers to mobility in the labour market are predominated by:**

- **economic conditions; mainly problems with finding a job in the place of residence, or low salary, or poor working conditions; they affect significantly the decision to change the place of residence due to a new place of work or to commute to work.**
- **infrastructural conditions.**

- the possibility of finding an attractive job (according to employee's qualifications, allowing for professional development)
- the prospect of higher salary, which can be translated into enhanced living standards.

The reason for the change in the place of residence may be also low rating of the current quality of life (technical and social infrastructure assessed as poor) and a desire to improve living conditions (e.g. better quality and accessibility of health care, education).

**Significant barriers to mobility in the labour market are still legal and administrative and socio-cultural conditions:**

- **Administrative conditions, barriers related to the validation of vocational competences and qualifications stand out. However, the number of barriers of legal and administrative nature is subject to constant reduction, due to the progressive process of harmonisation within the EU (EEA).**
- **Social factors considered to be significant barriers to spatial mobility include: fear of losing access to social networks, fear of losing support from family and friends, lack of possibility to move with family and lack of self-confidence.**
- **Cultural differences can also constitute a major barrier.**

- 1. An important element of activities on the part of regional and local authorities, as well as labour offices, should be launching a system for the monitoring of the international labour market along with partner regions. The objective is easier access to labour markets in other regions. The effect is to ensure balance in labour markets of partner regions. The system comprises information campaigns, cooperation between employment services and their partners operating in labour markets; organisation of meetings, information days, job exchanges;**
- 2. A portal with information on labour markets, e.g. on working conditions, publishing offers of jobs, traineeships and internships - SB Professionals;**



- 3. Activities connected with increasing mobility in the labour market of the Tricity metropolitan area should be connected with attracting new employees from other regions of the country as well as from abroad. The key issue is cooperation with employment agencies;**
- 4. Construction of a certification system of agencies recruiting students from abroad; sustained cooperation of the academic environment with regional and local authorities, labour institutions.**

THANK YOU FOR YOUR  
ATTENTION

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