

# FOCUS ON

Created by **Pro Progressio**

## *Tricity*



**4/** City

**5/** Education

**6/** Transport

**12/** Real Estate

**14/** Business

**20/** Salaries

**22/** Culture,  
entertainment,  
recreation



**Radek Pituch**  
Senior Consultant, Centre  
for Investments, PAIH

Poland is one of the undisputed world leaders in the modern business services sector. This success is a product of several factors. Such powerful centers as Warsaw, Kraków or Wrocław are, of course, the driving force behind the development of the sector, however, we could not talk about success on this scale if it were not for hard work, consistency in action, as well as an appropriate understanding of the market needs in other, equally important locations in the country. The Tricity, led by Gdańsk, is undoubtedly one of them. It is there that, over the last decade, you can clearly see certain and consistent actions making this location one of the most dynamically developing business centers in Poland.

The Tricity agglomeration focuses on residents. In Gdańsk alone, the difficult year 2020 brought about successful investments in the development of urban tissue in the field of public transport, road network and modernization of the existing, smaller municipal infrastructure. Everything to improve the quality of life of residents. This quality of life, which translates directly into work-life balance,

is one of the key factors which, apart from the availability of human resources and modern office infrastructure, make Tricity such an important point on the BSS map of Poland. The Tricity is one of those locations to which potential employees of companies from the modern business services sector are most likely to relocate.

The Tricity looks boldly into the future. The decisions of global companies to locate 160 shared service centers, the vast majority of which are IT or research and development centers, are the best recommendation for an agglomeration as a valuable and safe partner. Gdańsk is a safe haven for investors from all over the world and strengthens its brand as a rising star in the region.

Inviting you to delve into this publication, I also encourage you to continue working together with the Polish Investment and Trade Agency. For the Agency, companies from the business services sector are one of the pillars of the investment portfolio. I am convinced that the joint effort will allow us to continue building an impressive success story of the modern business services sector in Poland.



**Wiktor Dóktór**  
CEO, Pro Progressio

The Tricity is a combined urban agglomeration of Gdańsk, Sopot and Gdynia, which from a business point of view should be treated as one location. From the point of view of maintaining a work-life balance, the Tricity is considered the best location in Poland. This is not an isolated subjective opinion, but a statement based on many facts. There are several business districts in the agglomeration with modern office infrastructure, which is additionally supported by mixed-use spaces, the close distance to local universities and the only direct access to the sea in Poland.

Gdańsk, Sopot and Gdynia create a unique business ecosystem that has been appreciated by many business

sectors for over several decades, including such industries as IT, BPO and SSC, which each year increase their presence by expanding the operational centers located here.

Noteworthy is the high activity of the local Regional Development Agency and the Invest in Pomerania initiative. This project largely focuses on the implementation of improvements that are used by the modern business services sector, which additionally translates into its development within the Tricity.

I invite you to read the *Focus on Tricity* report - a report that presents the most important macro and microeconomic information from the point of view of the BSS sector.

/City

# 415 km<sup>2</sup>

Town area

# 751 060

Population

**20%** **58%** **45%**

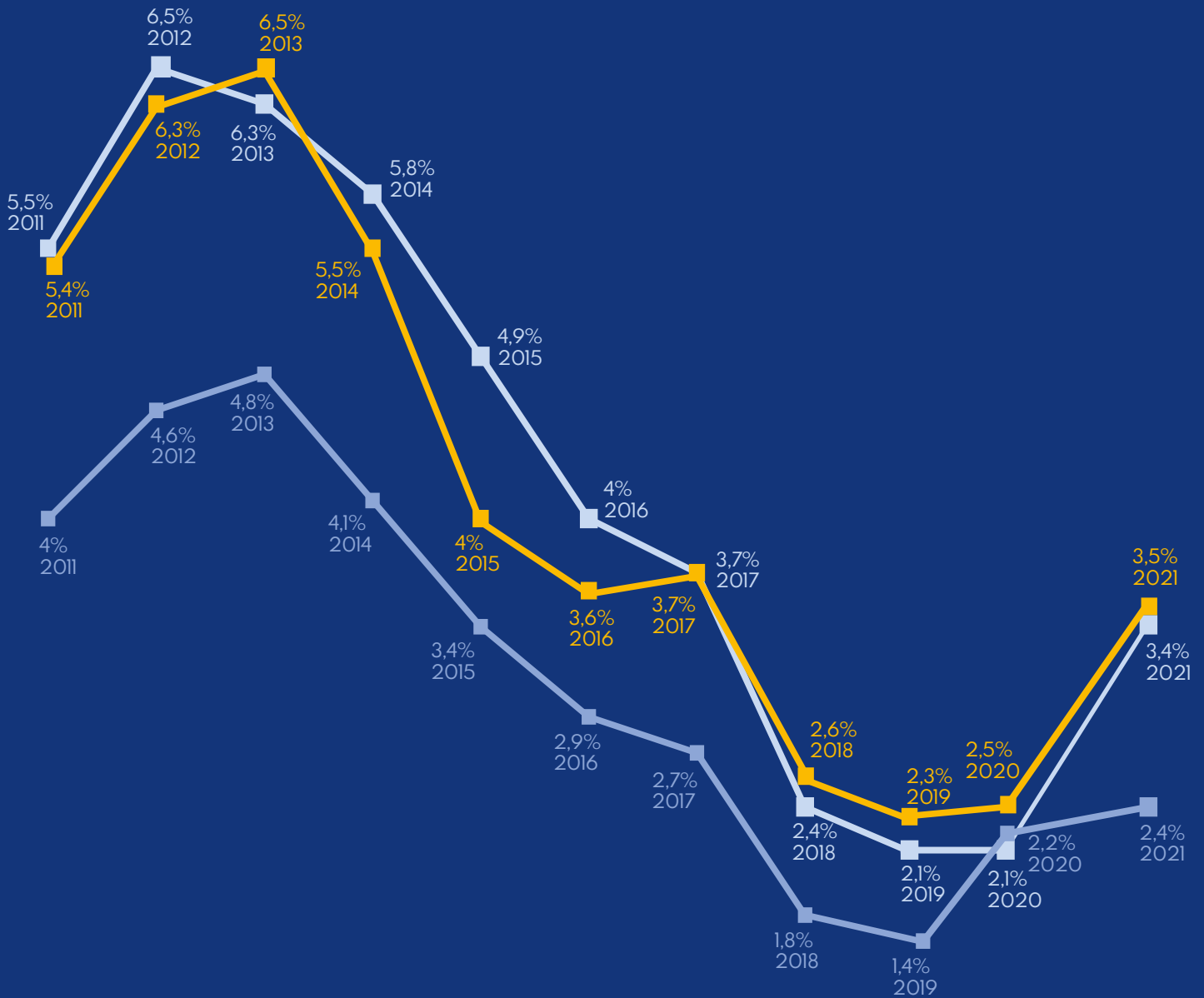
Gdańsk  
Green areas

Sopot

Gdynia

# 1 600 249

Population of the Agglomeration



Unemployment rate

Gdynia

Gdańsk

Sopot

34



**Universities**

11 public universities

23 private universities

19 641

77 255

271



**Kindergartens**

105 public kindergartens

166 private kindergartens  
including 29 multilingual

Primary schools:

170 54 427

High schools:

38 3 820  
 19 019

Technical schools:

25 1 906  
 9 143



**SUBJECTS\***



3 383	philology (foreign languages)	931
18 423	administration, business and law	4 568
442	IT/ICT	837
7 730	engineering and technology	2 378
1 776	logistics	377
7 841	medicine	1 868
3 876	architecture and construction	1 039

Graduates

Students

\* data for Pomerania region

# /Transport

 **29** car rentals

 **200** hybrids vehicles and electric cars for rent

 **24** taxi companies

**5 845** taxis

**PLN 8** average initial charge

**PLN 2,8** average cost per km

 **153** bus lines

**136** day bus lines

**17** night bus lines

 **10** tram lines (Gdańsk)



## Public Transport tickets

**PLN 3,8** normal ticket price

**PLN 14** one-day ticket price

**PLN 99** monthly ticket price

 **1500** electric scooters for rent

 **151** electric mopeds for rent

 **1884** city bikes

**283,4 km** length of bicycle routes

**1283** city bikes stations

**PLN 6 / h** rental cost

### Distance from Tricity to other cities:

Warsaw .....	354 km
Wrocław .....	472 km
Poznań .....	327 km
Szczecin .....	348 km
Łódź .....	353 km
Katowice .....	550 km
Cracow .....	601 km
Rzeszów .....	668 km
Lublin .....	523 km
 Berlin .....	490 km
 Hamburg .....	748 km
 Prague .....	780 km
 Minsk .....	716 km
 Kiev .....	1127 km
 Moscow .....	1461 km
 Vilnius .....	577 km



### Roads

**1** highway

**2** express ways

**68** regional roads

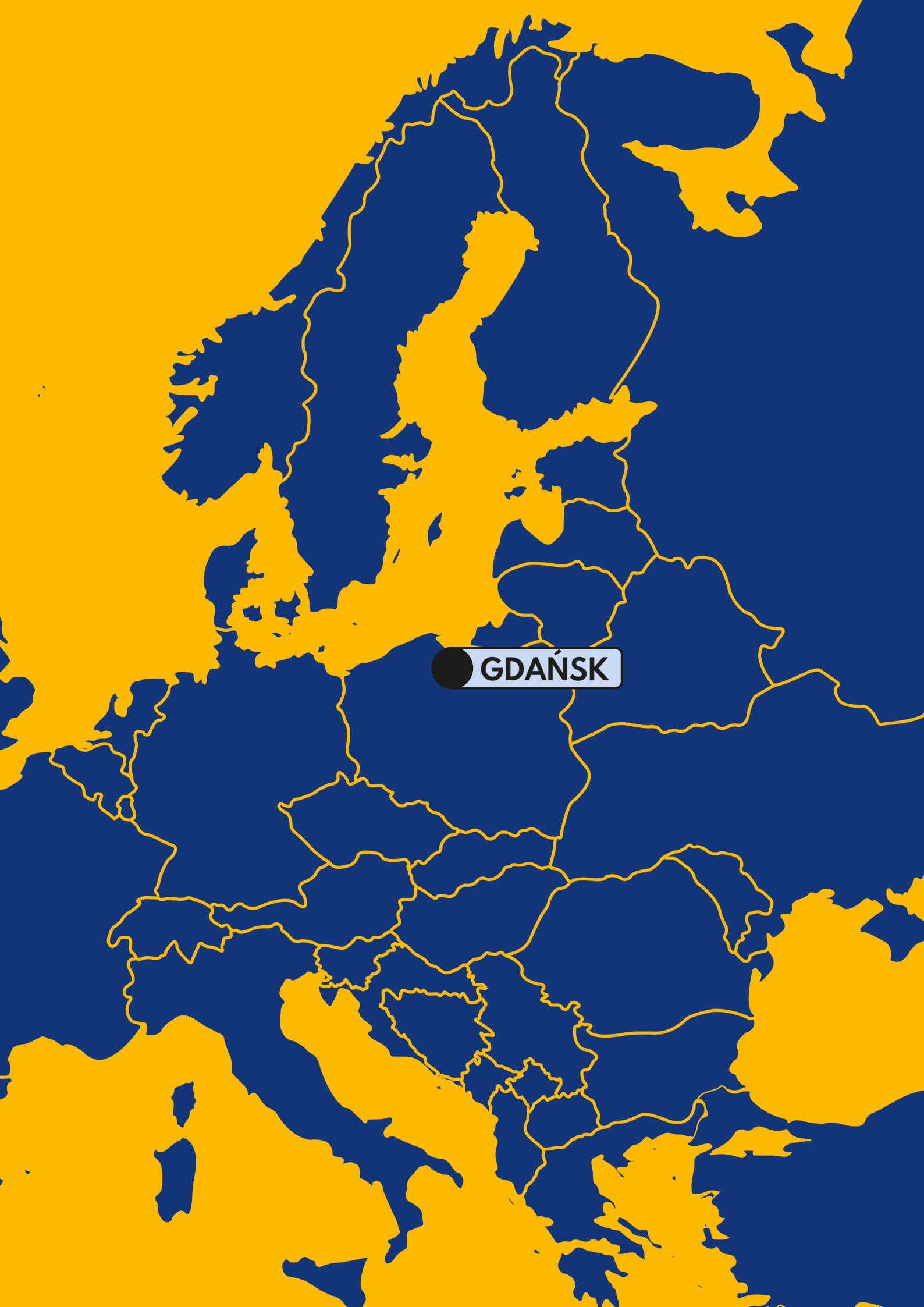
**6** national roads

## Gdańsk Airport – regular flights

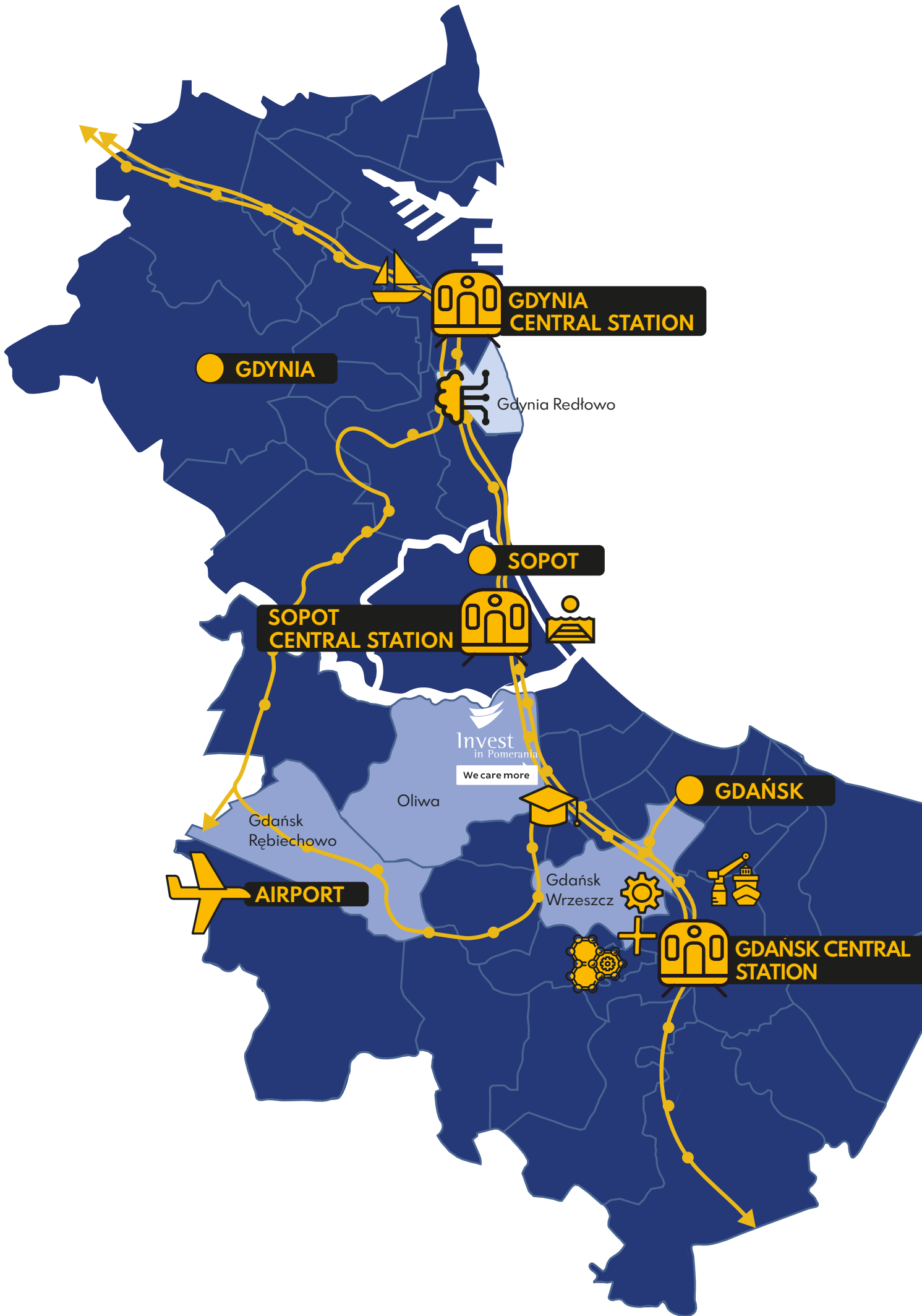
 Aarhus	 Kutaisi	 Trondheim
 Aberdeen	 Kyiv Zhuliany	 Turku
 Alesund-Vigra	 Larnaca	 Vaxjo
 Alicante	 Leeds	 Warsaw
 Amsterdam	 Liverpool	 Wroclaw
 Barcelona-El Prat De	 London-Gatwick	 Zadar
 Llobregat	 London-Heathrow	 Zurich
 Barcelona-Reus	 London-Luton	
 Belfast	 London-Stansted	
 Bergen	 Lublin	
 Billund	 Lviv	
 Birmingham	 Malmo	
 Bodo	 Malta	
 Bristol	 Manchester	
 Burgas	 Milan-Bergamo	
 Chania	 Molde	
 Cologne-Bonn	 Munich	
 Copenhagen	 Mykonos	
 Corfu	 Newcastle	
 Doncaster-Sheffield	 Odessa	
 Dortmund	 Oslo	
 Dublin	 Oslo-Torp	
 Dusseldorf	 Pafos	
 Edinburgh	 Paris-Beauvais	
 Eindhoven	 Piza	
 Frankfurt am Main	 Reykjavik-Keflavik	
 Goteborg	 Rhodes	
 Hamburg	 Rzeszów-Jasionka	
 Haugesund	 Santorini	
 Helsinki	 Skelleftea	
 Heraklion-Crete	 Split	
 Kharkov	 Stavanger	
 Kiev-Boryspol	 Stockholm-Skavsta	
 Kraków-Balice	 Tirana	
 Kristiansand	 Tromso	







● GDAŃSK



# Distance from Gdańsk Central Station


 **20 min**


Airport


 **15 min**



 **37 min**


Gdańsk University of Technology  **10 min**


 **20 min**


University of Gdańsk


 **30 min**


Medical University of Gdańsk  **7 min**


 **40 min**


Gdynia Maritime University


 **54 min**


Gdańsk Science and Technology Park  **14 min**


 **45 min**


Pomeranian Science and Technology Park in Gdynia




 **55 min**


Gdańsk Shipyard  **12 min**


 **32 min**


Sopot Pier



-  Residential and business district
-  Railway junction

## Offices

Total existing A/B+ Class office space	913 600 sqm
Total A/B+ Class office space under construction	115 000 sqm
Total A/B+ Class office space planned	300 000 sqm
A/B+ Class office spaces	129
A/B+ Class office spaces under construction	10
Planned A/B+ Class office spaces	18
Minimum rent in A/B+ Class	EUR 11,0 / sqm
Maximum rent in A/B+ Class	EUR 14,5 EUR / sqm
Average services fees in A/B+ Class	EUR 4,5 / sqm

## Selected office spaces

BUILDING	ADDRESS	DEVELOPER	TOTAL EXISTING SPACE	TOTAL PLANNED SPACE
Olivia Star	Grunwaldzka 472 C	Olivia Business Centre	45 700 sqm	-
Alchemia III Argon	Grunwaldzka 411	ISOC	36 000 sqm	-
Alchemia IV Neon	Grunwaldzka 413	DWS	33 700 sqm	-
Olivia Prime A	Grunwaldzka 472	Olivia Business Centre	28 000 sqm	-
Olivia Prime B	Grunwaldzka 472	Olivia Business Centre	25 000 sqm	-
Olivia Nine	Grunwaldzka 472	Olivia Business Centre	-	50 000 sqm
3T Office Park	Kazimierza Górskiego	3T Office Park	-	38 400 sqm
Doki Office	ks. Popiełuszki, Kadłubowców	Torus	-	37 000 sqm

## Warehouses

Total existing warehouse space:	952 500 sqm
Total warehouse space under construction	167 000 sqm
Total planned warehouse space	997 000 sqm
Average rent in warehouses (city and environs)	EUR 2.95–3.65 / sqm

## Selected warehouses

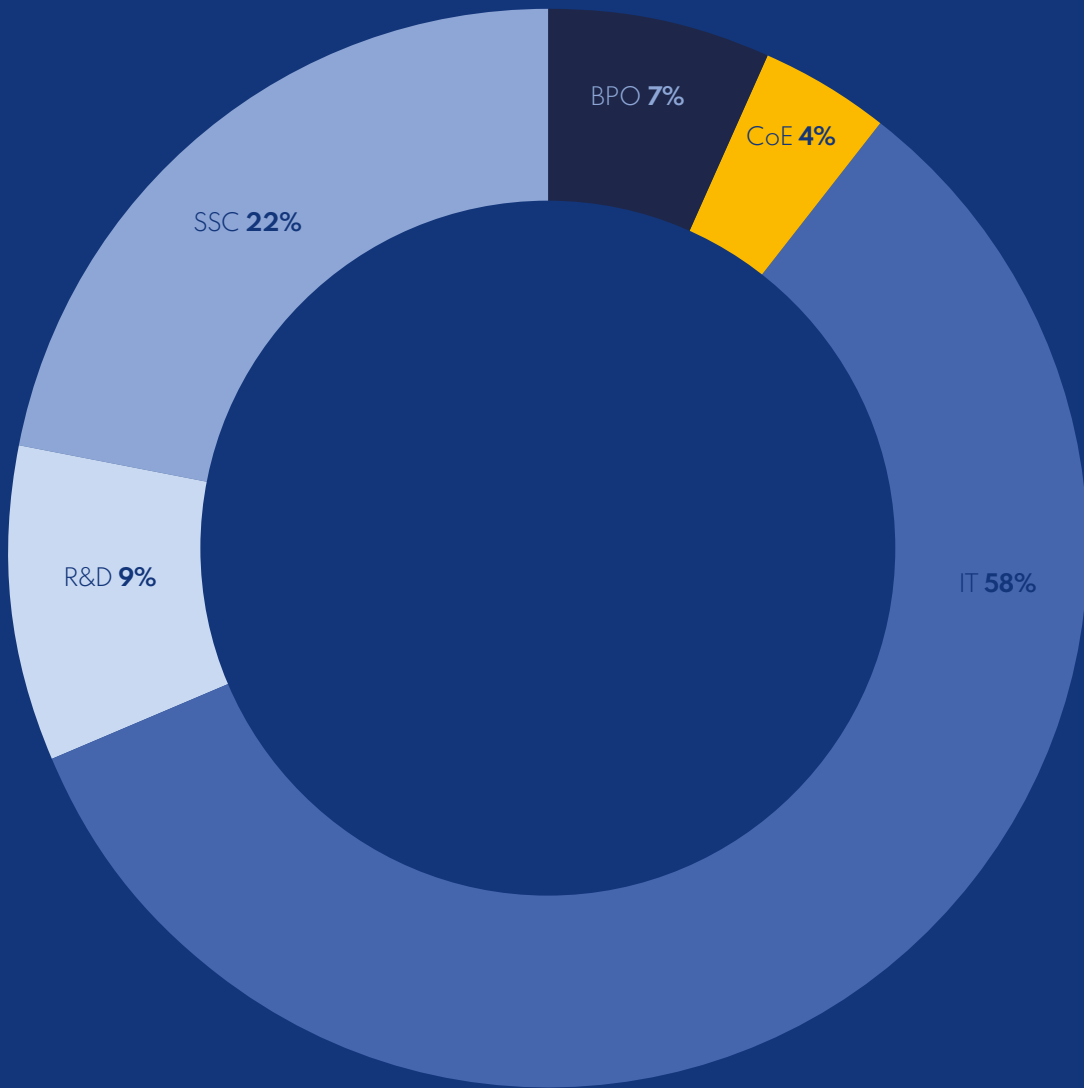
BUILDING	ADDRESS	DEVELOPER	TOTAL EXISTING SPACE	SPACE UNDER CONSTRUCTION	TOTAL PLANNED SPACE
GLP Pomeranian Logistics Centre	Kontenerowa 21, 80-601 Gdańsk	GLP	149 760 sqm	-	355 240 sqm
Panattoni Park Gdańsk Airport	Botaniczna, Gdańsk	Panattoni	71 580 sqm	32 514 sqm	3 650 sqm
7R Park Gdańsk Port	przy DK nr 89 (Trasa Sucharskiego)	7R SA	-	-	119 300 sqm

## Shopping malls

Number of shopping malls	26
Total existing space	799 700 sqm
Total planned space	36 000 sqm
Total empty space (2020)	31 300 sqm (August 2020)
Average rents in prime spaces	EUR 38 / sqm

## Selected shopping malls

BUILDING	ADDRESS	DEVELOPER	TOTAL EXISTING SPACE
Matarnia Park Handlowy	Złota Karczma 26	Inter IKEA/Ingka Centres	81 300 sqm
Centrum Handlowe Riviera	Kazimierza Górskiego 2	Mayland RE/Union Investment	70 500 sqm
Forum Gdansk	Targ Sienny 7	Multi Development	62 000 sqm
Morski Park Handlowy	Przymydzka 6/10A	Librecht&Wood/GRP	57 400 sqm
Auchan Gdańsk	Szczęśliwa 3	Immochan/Ceetrus Polska	52 100 sqm



Type of operation

## Institutions supporting entrepreneurship

- Invest in Pomerania
- Pomeranian Science and Technology Park in Gdynia
- Gdańsk Science and Technology Park
- Baltic Port of New Technologies in Gdynia
- Gdańsk Business Incubator STARTER
- Gdynia Business Incubator
- Business Centre Club - Gdańsk chamber
- Agency for Professional Promotion of Women
- Pomerania Development Agency Co.
- Center of Entrepreneurship in Sopot
- Economic Foundation
- Gdańsk Entrepreneurship Foundation
- Gdynia Entrepreneurship Support Centre
- Gdańsk Business Club
- Pomeranian Employers
- The Gdańsk Institute for Market Economics Research
- Inveno
- Pomeranian Special Economic Zone
- Pomeranian Chamber of Crafts for Small and Medium Enterprises
- The Polish Association of Centers for Technology Transfer
- Free Entrepreneurship Association
- InvestGDA

## Total number of business entities

110 389

COMPANY	TYPE OF OPERATION
7N	IT
ABAX Poland	IT
Acoustic	R&D
Acxiom Corporation	IT
Adva Optical Networking	IT
Agente Studio	IT
AirHelp Poland	SSC
Aiton Caldwell	IT
Alexander Mann Solutions	BPO
Alten	IT
Amazon Development Center in Gdansk	R&D
Andiamo	R&D
APL Poland	SSC
Aplitt	IT
Arla Global Financial Service Centre	SSC
Arrow Services Sp. z o.o.	SSC
Aspire Systems	IT
Asseco Data Systems	IT
Astek	IT
Atena	IT
Atos Polska	IT
Avaus Marketing Innovations Poland	IT
Bank Millennium	SSC
Banqsoft	IT
Bayer Service Center Gdańsk	SSC
Benetel	R&D
BEST	SSC
Billwerk	IT
Blue Media	IT
Blue Soft	IT
Blue Soft	IT
Bluestone	IT
Boeing Poland	R&D
BPH	SSC
Call Center Inter Galactica	BPO
Ciklum	IT
Cognizant Technology Solutions	BPO
Collabera	IT
Comarch	IT
Connectis	IT
Cyclad	IT
Damen Engineering Services Gdańsk	R&D
Deltamarin	R&D
Develocraft	IT
DGC Polska (Iver)	IT

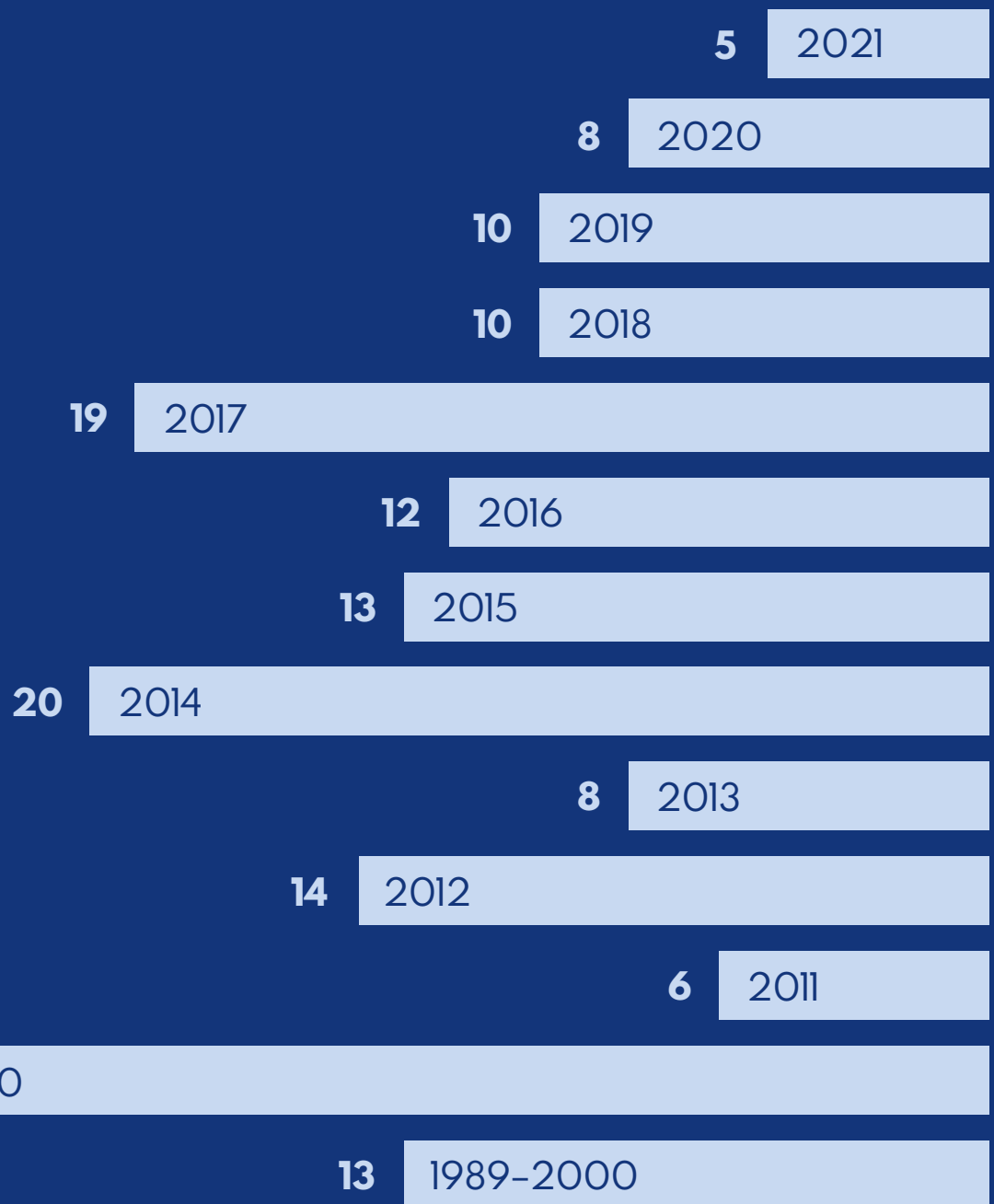
COMPANY	TYPE OF OPERATION
Digiteum	IT
Diverse Consulting Group	BPO
Diverse Consulting Group	IT
DNV GL	SSC
Dom Finansowy QS	SSC
Dynatrace Polska	IT
Eaton Electric	R&D
ELTEL Group Shared Services Centre	SSC
Enamor	R&D
Energa Centrum Usług Wspólnych	SSC
Ensono	IT
EPAM Systems Poland	IT
ERGO International Corporate Solutions (EICS)	SSC
Eurofins Digital Testing	IT
Evatic	IT
Federal-Mogul Financial Services Poland	SSC
FinalRentals	IT
Finastra	IT
Fineos	IT
First Flight Support	IT
FujiFilm Europe Business Service	SSC
Gdańskie Centrum Informatyczne	IT
Gdańskie Centrum Usług Wspólnych	SSC
Geoban (Santander Group)	SSC
GetResponse	IT
Gibbs Hybrid	IT
Hapag-Lloyd	IT
Hempel Paints Poland	SSC
HIQ	IT
Hitachi ABB Power Grids	IT
HK Finance	BPO
HMS Assistance	SSC
Holte Software	IT
Huber & Suhner	SSC
IHS Markit	IT
In4mo	R&D
Intel Technology Poland	R&D
Intitek	IT
IT Kontrakt powered by Avenga	IT
Itmagination	R&D
JazzPay	IT
JIT Team	IT
JohnnyBros	IT
JUUL Labs	SSC

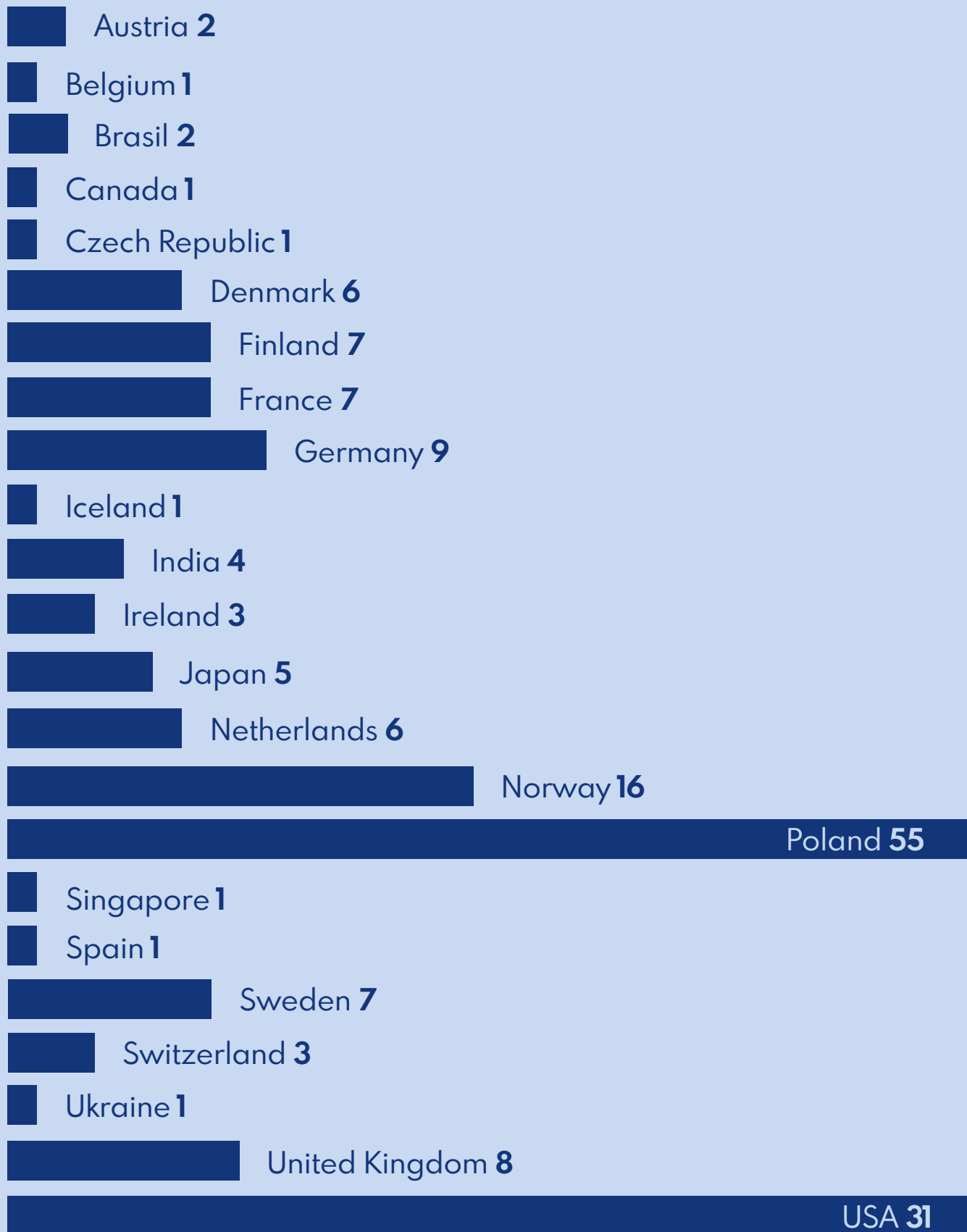


COMPANY	TYPE OF OPERATION
Kainos Software Poland	IT
Kaliop	IT
Kemira Business Service Center Gdańsk	SSC
Laureate Online Education	SSC
Let's Deliver	IT
Lotos Centrum Usług Wspólnych (Grupa LOTOS S.A.)	SSC
LPP	SSC
Lufthansa Systems Poland	IT
Luxoft	IT
MacGregor Poland	CoE
Madkom	IT
Maersk Drilling	SSC
Manpower Group Solutions	BPO
Metsa Group Services	SSC
Movo	IT
Mowi	SSC
Multinor	BPO
Natek	IT
NBC IT Outsourcing	IT
Nearshoring Solutions	IT
Neoteric	IT
Nest Bank	SSC
Netguru	IT
Nike	IT
Nippon Seiki (Europe) BV	R&D
Nordea Bank AB Oddział w Polsce	IT
Nordic Services	SSC
Objectivity	IT
OKE Poland	IT
ONE Ocean Network Express	SSC
Onwelo	IT
PGS Software	IT
PKO	SSC
Playsoft	IT
Polska Press Internet (część grupy Polska Press)	IT
Postdata	IT
Powel AS	IT
PPG	SSC
PwC Advisory Centre of Excellence	CoE
Qloc	IT
Quad Graphics Europe	IT
Refinitiv	CoE
Renau Research and Development	R&D
Ricoh Business Service Centre	SSC
Riks TV	IT

COMPANY	TYPE OF OPERATION
Scalac	IT
Schibsted	IT
Seagull Maritime AS	IT
Seargin	IT
SentiOne	IT
SIEM Ship Management	SSC
Sigarden	IT
Signia Media Technologies AB	IT
Sii	IT
Simploner Tech Polska (Infotjenester)	IT
Sitel	BPO
Smart4aviation (incl. AzimuthIT)	IT
SocialCEE	IT
Soldevelo	IT
Sollers Consulting	IT
SolveQ	IT
Solwit	CoE
Sony Pictures GBS	CoE
Spartez	IT
Speednet	IT
SPN Tech	IT
Staples Solutions	SSC
State Street Bank	CoE
STX Next	IT
Swarovski Global Business Services	SSC
Swiss Post Solutions	IT
Synopsys	R&D
TeleMobile Sp. z o.o.	R&D
TELUS International	BPO
TF Bank	IT
TF Bank	IT
Thomson Reuters	CoE
ThyssenKrupp Group Services Gdańsk	SSC
Transcom Worldwide Poland	BPO
Travactory	IT
Ulstein Poland	R&D
Unifeeder	SSC
United Technologies (UTC Fire & Security Polska)	IT
UST- Global	IT
UXPin	IT
Wipro IT Services Poland	BPO
Wirtualna Polska	IT
WNS Global Services Poland	BPO
Wolters Kluwer	IT
Xtrack	IT

## Year of inauguration in Tricity





Country of origin

## Call Center

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior Consultant	3 700	4 700
Consultant	4 600	6 300
Senior Consultant	5 700	7 000
Team Leader	6 800	12 500
Supervisor	9 800	13 500
Manager	12 000	16 000

## IT

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Net Developer	9 700	16 200
C++ Developer	9 800	16 500
Help Desk	4 700	6 300

Gross average monthly salary in PLN in Tricity in SSC

# 8 956

## Accounts Payables / Accounts Receivables

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior accountant	4 500	5 200
Accountant	5 100	7 200
Senior accountant	6 100	8 700
Team Leader	9 500	14 200
Supervisor	11 000	15 000
Manager	13 000	17 000

## General Ledger

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior accountant	4 700	5 500
Accountant	6 100	8 700
Senior accountant	7 200	10 200
Team Leader	9 700	14 300
Supervisor	11 000	15 400
Manager	13 000	17 000

Source: Antal

# /Culture, entertainment, recreation

**12**  cinemas

**7**  theatres

**28**  shopping malls

**43**  museums

**24**  festivals

## Selected business, cultural and sports events

- Amberif
- Balt EXPO
- Baltic Sail Gdańsk
- European Forum for New Ideas
- Internet Women's Festival
- FETA Festival
- Gdańsk Hoists the Music Festival
- Gdańsk Book Fair
- Gdynia Businessplan
- Globaltica
- Infoshare
- St. Dominic's Fair
- Colossuses
- Ladies' Jazz Festival
- Mozartiana
- Open'er Festival
- Red Bull Air Race
- Smart Metropolia
- Social Media Convent
- Solidarity of Arts
- Soundrive Festival
- Technicon-Innovations
- TRAKO

**16**  hospitals

## Conference facilities

- Amber Hotel
- Bonum Hotel
- Arkon Park Business & Sport Hotel
- BEST WESTERN VillaAqua Hotel
- The AmberEXPO Exhibition and Congress Center
- Dom Muzyka (Musicians' Home)
- Gdańsk Science and Technology Park
- Almond Business & SPA Hotel
- Antares Hotel
- Artus Hotel
- Bartan Hotel
- Bayjonn Hotel
- Blick Hotel
- Dal Hotel
- Dom Marynarza Hotel
- Dwór Oliwski Hotel
- Europa Hotel
- Focus Hotel
- Galion Hotel
- Gdańsk Hotel
- Grano Hotel
- Haffner Hotel
- Hanza Hotel
- Hotel Hampton by Hilton Gdańsk Oliwa
- Hotel Hampton by Hilton Gdańsk Airport
- Hotton Hotel
- Królewski Hotel
- Kuracyjny Spa & Wellness Hotel
- Lival Hotel
- Mercure Gdańsk Stare Miasto Hotel
- Nadmorski Hotel
- Novotel Gdańsk Marina Hotel
- Oliwski Hotel
- Opera Hotel
- Orbis Gdynia Hotel
- Orle Hotel
- Qubus Gdańsk Hotel
- Radisson BLU Hotel
- Rezydent Hotel
- Różany Gaj Hotel
- Scandic Gdańsk Hotel
- Sheraton Conference Center & Spa Hotel
- Sofitel Grand Sopot Hotel
- Sopot Hotel
- Puro Gdańsk Hotel
- Szydłowski Hotel
- Villa Baltica Hotel
- Villa Sedan Hotel
- Willa Lubicz Hotel
- Wolne Miasto Hotel
- Zhong-Hua Hotel
- Q Hotel Grand Cru
- Villa Eva
- Villa Pascal
- Villa Sentoza

**88**  hotels including:

**9** five-star \*\*\*\*\*

**19** four-star \*\*\*\*

**47** three-star \*\*\*

**44**  fairs





Address to the Investor Assistance Centre:

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**Pro Progressio** - foundation supporting growth and promotion of outsourcing industry in Poland. The foundation cooperates with the public and private sector as well as with the international organisations operating in the outsourcing sector. Pro Progressio is a publisher of outsourcing sector media that is with OutsourcingPortal and *Outsourcing&More* magazine.

Pro Progressio manages the Pro Progressio Club, to which it invites business entities providing outsourcing services and organisations operating in direct environment of the sector. The club promotes and supports the development of the outsourcing activities, both in the area of services and production, furthermore, it facilitates the establishment of new contacts and increases the outsourcing brand awareness.

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**Sources:** Pro Progressio, Main Statistical Office, Invest in Pomerania, Cushman & Wakefield and Antal

