



CCPFH Sector Study: Findings & Policy Recommendations

Coasts Under Stress

March 1, 2006

Study Context

- CCPFH a federation of regional harvester organizations
 - represents enterprise heads & crew in owner-operator fleets (<65')
 - Also represents crew on offshore vessels
- Democratic organization with a Board and Executive of fish harvester representatives
- Head office in Ottawa

CCPFH Vision and Mandate

- Vision

Professional fish harvesters (captains and crew) living in stable coastal communities will remain the predominant sector in the Canadian fishing industry

Objectives of the Study

1. Identify trends for current and future needs for skilled labour force
 - Enterprise heads
 - Crew
 - Apprentice captains
 - Permanent professional crewmembers
2. Propose policy and action responses to address gaps and challenges

Study Components

1. Profile of the fish harvester labour force using Census Canada data
2. Telephone surveys of fish harvesters
 1. Enterprise heads in the Atlantic Provinces and Québec (n=1,205)
 2. Crewmembers in the Atlantic Provinces and Québec (n=600)
 3. Enterprise heads in British Columbia (n=300)
 4. Crewmembers in BC (n=171)

Components

3. Key informant interviews and consultations with harvester leaders, fish processor representatives, independent fisheries experts, DFO managers and officials in provincial governments
4. Facilitated focus groups with representative groups of fish harvesters in each DFO Region
5. Regional workshops and experts' meetings and workshops

Components

6. International comparisons and a literature review
7. In-depth financial analyses of fishing enterprises with regard to rising license prices and inter-generational transfer of fishing assets
8. Community case studies in seven coastal-rural regions representing different types of fisheries and divergent trends in resource availability

Defining the Sector

- > 12,000 predominantly owner-operator enterprises in “midshore”, “inshore” and “coastal” fisheries
- Labour Force of 37,000
 - Fishing main source of income for 25,000
- The independent, owner-operator sector produces 93% of employment in Canadian fisheries and > 75% of landed value

Strategic Importance of Sector

- Jobs & incomes in > 1,000 coastal-rural communities
 - Employment concentrated in regions of relatively limited employment options
- \$4.5 billion in exports
 - A leading export generator in 4 provinces
- Critical sector for Aboriginal peoples
 - Approx. 30% of BC fishery labour force is Aboriginal
 - Expanding employment and incomes for Aboriginal people in Prairies, Atlantic & the North

Core Findings

1. Little attention in past to labour force issues
 - Assumption: “Too many fishermen....”
2. Fishing is a high skill, knowledge intensive occupation, but...
3. Not “professionalized” in terms of formal recognition and training and certification
4. Labour force traditionally recruited and trained through informal apprenticeship

Core Findings (Continued)

5. 50% of enterprises to change hands by 2014
6. Owner-operator, community based fishery may be dramatically weakened or displaced
 - High license prices a significant barrier to new entrants in many fleets
 - Companies, fishermen investors and speculators are taking control of licenses and quotas
 - Fewer young people coming up due to rural depopulation, out-migration of youth, lower crew wages and reduced fishing opportunities.

	Burin Peninsula, N&L	LFA 34, NS	LFA 25, NB	Les îles de la Madeleine, Quěbec	Prince Rupert, BC
Total Labour Force 15 years and Over	-5.2%	-3.0%	5.9%	-7.0%	-11.5%
Total Labour Force Aged 15 to 34	-31.4%	-26.5%	-22.1%	-39.9%	-31.8%
Fish Harvesters Labour Force Aged 15 to 34	-32.8%	-27.4%	-21.8%	-51.0%	-38.6%
Total Fish Harvester Labour Force	+10.7%	+4.7%	+2.0%	-8.5%	-34.0%
Fish Processing Labour Force	-28.0%	-44.3%	-8.9%	-29.7%	-53.8%
Total Fisheries Labour Force	-14.2%	-12.3%	-5.8%	-13.5%	-51.6%

Core Findings (Continued)

7. Scale of HR “crisis” in Pacific Region
 - All socio-economic indicators much more negative than in Atlantic
 - Implications
 - Availability of skilled labour force
 - Community sustainability
 - Loss of Aboriginal labour force

	Atlantic	Pacific
Job Loss 91-01	- 11%	- 42%
Income* 1990	\$19,882	\$32,309
2000	\$26,486 (+33%)	\$25,688 (-20%)
Average Age	Captains - 48	Captains - 56
	Crew - 38	Crew - 43
Would Discourage New Entrants	Captains - 40% Crew - 41%	Captains - 62% Crew - 64%

* Constant \$

International Comparisons

- Efficiency models
 - Iceland and New Zealand
- Integrated strategies for sustainable development
 - EU, Norway, Ireland, Alaska
 - Fish management linked to HR issues, regional development policies
- Canadian approach “pragmatic” & “diverse”
 - Official DFO focus - managing the fish
 - But, East Coast OO/FS policies are unique

“Joined Up Solutions”

- To achieve sustainability of fisheries, have to overcome silos and jurisdictional issues
 - Fish management
 - Safety regulations
 - Indian Affairs and Northern Development
 - Regional development
 - Education & training
 - Income security (EI, pensions)
 - Taxation, incorporation regulations

Bottom Line

- If Canada wants sustainable fisheries linked to sustainable coastal communities, it has to make a comprehensive policy commitment to this specific objective
 - Establish a lead agency
 - Create a vehicle for bringing all the federal and provincial government agencies to work together towards the objective

Recommendations to CCPFH

1. Communications Strategy
 - Inform federal, provincial agencies and industry groups about the “crisis” in owner operator fleets
2. Request DFO Minister to take lead
 - Set out coherent policy for sustainability of community based, independent fisheries
 - Consistent for all regions
 - Establish inter-departmental and Federal-Provincial working groups to oversee implementation

Recommendations (Continued)

3. Strengthen O-O and F-S policies in East
4. Fundamental review of Pacific Region Fish Management Policies
 - Rebuild relations of trust in decision-making system
 - Limits on licenses stacking and leasing
 - Consideration of reintroduction of owner-operator, fleet separation

Recommendations (Continued)

5. Meaningful supports for intergenerational transfer

- Development of a Canadian Fisheries Loan Board
 - Modeled on Canada Farm Loan Board
 - Joint federal-provincial structure
 - Able to provide capital for new entrants to buy licenses
- Incorporation (including licenses)
- Capital Gains tax exemption

Professionalization??

- A new variable - Education
- Skill and knowledge intensive occupation
 - Fish management and stewardship
 - Business management
 - Product quality
 - Health and safety
 - Science
- Comparison to agriculture

New Challenges

- New economic crisis in fishery
 - High dollar
 - China
- Crisis in harvester organizations
 - Economic stresses
 - Challenges of co-management
- Loss of youth
 - Will they recycle

Report Available From:

**Canadian Council of
Professional Fish Harvesters**

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