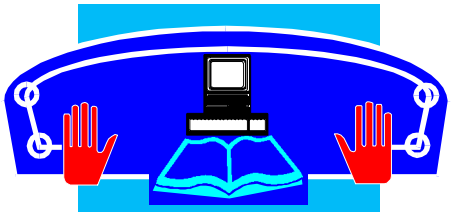

Baffin Shrimp Fishery
Type of Study: Industry Development
Date of Report: 0
Author: Nova Scotia-dept Of Fisheries
Catalogue Number: 3-4-19

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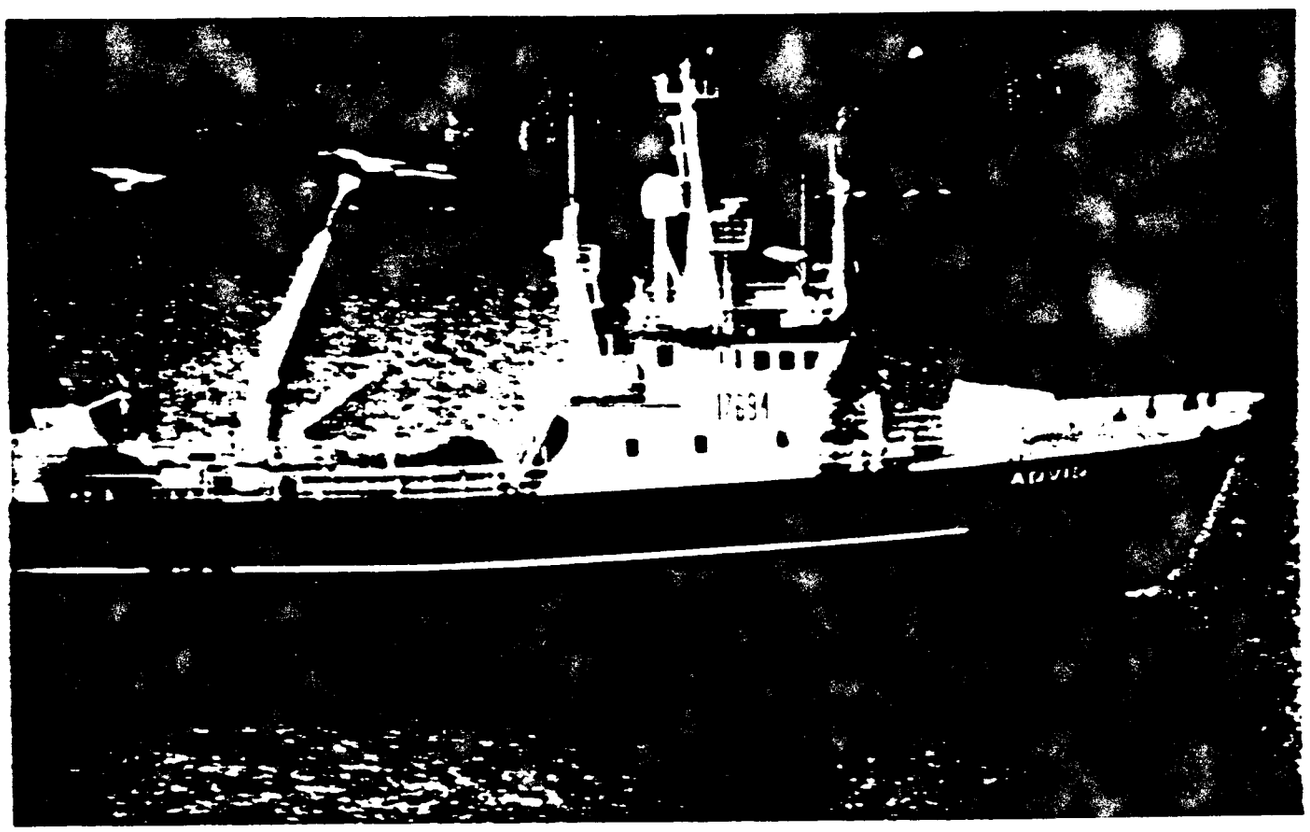
The Baffin Shrimp Fishery

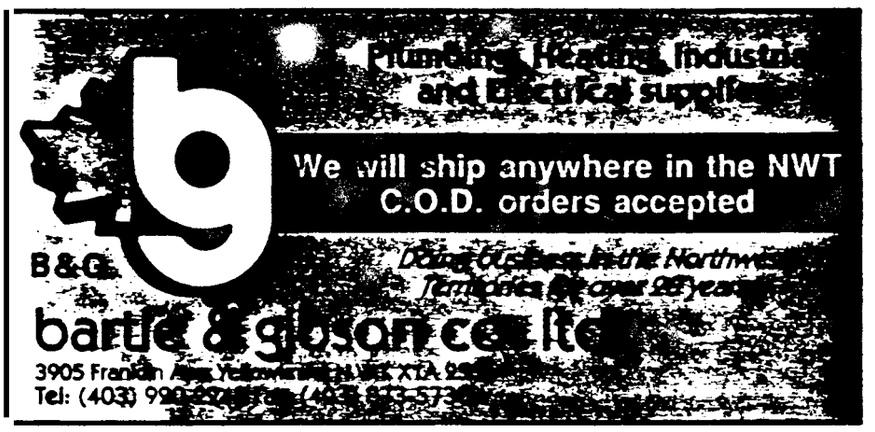
Making a dentin jobs and incomes



Shrimp fishing is year-round, often through nine-foot ice in winter. It's noisy in the factow freezer below deck, wet and cold on the deck, and sea-tossed everywhere. Photo: courtesy Qikiqtaaluk Corp.

by Penny Williams

Michael Evic, an Inuk from Pangnirtung, gets around: holiday tips tb Vancouver, Ottawa... and Barbados. (The latter being a February trip - who wouldn't go to Barbados in February?) Wanderlust isn't his only unusual characteristic. Evic also has his Fishing Master Three certification from the Nova Scotia School of Fishing in Pictou, putting him halfway through the training levels



required to qualify as captain of seagoing fishing vessels.

He's already a second mate-one of the more conspicuous success stories for a Baffin shrimp fishery that is bringing training, jobs and money to the region.

The fishery is a joint venture, whose list of partners and relationships is complex even byNWT standards (where new versions of this business structure seem to be invented almost daily). The fishing is done by Farocan, a Nova Scotia-based company, but under contract to Qikiqtaaluk Corporation, the corporate arm of the Baffin Regional Inuit Association, which owns the fishing licence. (Farocan has a similar arrangement with Makivik, the Inuit development corporation in northern Quebec.)

Farocan is itself a joint venture: Copro Canada Ltd. owns 51% of the voting stock, and Munin A.P.S. of Greenland, the rest. Copro in turn is owned by Neil Greig, Henry Copestake and David Eucarnacao - all three men having long experience with the Canadian North and its native peoples.

Two levels of government, four jurisdictions and six ministries are, or have been, involved: for the GNWT, Economic Development and Tourism, Renewable Resources, and (through some contracted Arctic College training courses) Educa-

Fishing is now the biggest sector in the NWT's renewable resource economy and the Baffin fishery is the largest in the sector.
Photo: courtesy *Qikiqtaaluk Corp.*

tion; for the federal government, the Canadian Coast Guard, Fisheries and Oceans Canada, and Canada Employment and Immigration (formerly in Newfoundland and now in Nova Scotia, as well as Iqaluit).

Then there's the international crew. At any time, the rotating 24-man crew aboard the M/V Kinquk will consist of 4 Faroese (acknowledged world leaders in Arctic shrimp fishing), 6-8 non-Inuit Canadians and 12-14 Inuit. Of the 90 Canadians involved in the Baffin and Northern Quebec operations, 60 are Inuit.

The only thing more amazing than this web of relationships is the fact that it's working. Larry Simpson, supervisor, renewable resources development with ED&T in Iqaluit, says the fishery doesn't have as high a profile as it deserves.

"It's made a real dent, in terms of jobs and income," he argues, explaining that fishing is now the biggest sector in the NWT's renewable resource economy and that the BatYin fishery is the largest in the sector. Farocan pays out more than $1 million a year to Inuit crew members, and another S250,000 to S400,000 a year (depending on the catch, market prices and currency fluctuations) to Qikiqtaaluk in revenue-sharing.

Furthermore, adds Simpson, with understandable emphasis, not much government money has been involved. While the GNWT has provided invaluable lobbying support, little more than a quarter-million of public-sector money has been spent, all on training - some S1OO,OOO from the GNWT and another S200,0000r so from Canada Employment and Immigration.

The heavy money has come from Farocan. With assets of $28 million (its two trawlers) and annual sales of $14 million, the company bought the trawlers in the first place and covers about S5.6 million a year in operating costs (including payments to Qikiqtaaluk and Makivik). The five-year agreement between Farocan and Qikiqtaaluk (with a five-

FRAN HLADOWB

year option for renewal), entered into in the fall of *1987,* is now in its fourth year.

So far, says Ottawa-based partner Neil Greig, Farocan is not making a profit on the partnership - a situation not likely to see dramatic improvement in the near future, given the continuing price-cost squeeze. (Prices have risen marginally in the last two years; costs are up 30 percent.)

However, in talking about the company, Greig puts as much stress on training as on profit. "By 1997, all of us want to see Inuit officers aboard those boats. From year one, we've felt that was an objective."

Hence the emphasis on training - and the appreciation for GNWT support *(notably* from Government Leader Dennis Patterson, Minister of Renewable Resources Titus Allooloo and ED&T's Larry Simpson) in the form of inter-governmental lobbying and the initial training money.

Now the fishery itself is beginning to have some impact on the way Baffin youth look at education. Some of the Inuit crew members, as well as Dean Hay, Qikiqtaaluk's general manager, go around visiting grade 11 classes. "We have a steady stream of applicants, most of them young and many of them drop outs," says Hay, "so I explain that uneducated kids can be factory or deckhands on board, but those are dead-end jobs. Get your grade 12, I tell them: you need that background to take advantage of subsequent training, all of it computerized."

A genial man, he smiles as he adds: "I think it's paid off a bit. More grade 11s from classes we've visited are going back for grade 12!"

The best prospects, though, are not the school-leavers, even if they have their grade 12. Older men - "often rougher guys, maybe with families" - tend to do best. It's tough work, says Hay, and you suspect even the British couldn't top *that* for understatement.

They fish year-round, often through nine-foot ice in winter, ranging from St. Anthony's Basin north of Newfoundland through the Labrador Sea into the Davis Strait, landing summer catch in Greenland and shifting to Mulgrave, Nova Scotia in winter. It's noisy in the factory freezer below deck, wet and cold on the deck, and sea-tossed everywhere.

Men sign on for three months or three trips, whichever comes first (a trip is usually three weeks); they're then given transportation back home and can choose when (or if) to return. "We're building a stable core of workers, " says Hay, with quiet satisfaction. "Turnover was more than 100 percent a year at first, now it's about 20 to 30 percent."

Money is good - about S50,000 in pay and profit-sharing for nine months at the lowest level, and about S80,000 at mate's level. But there has to be more to crew stability than that, since considerable NWT experience shows money alone is not enough to build job loyalty.

Part of the attraction maybe the atmosphere on board. Ashore, the men behave like, well, sailors on leave, but once on ship they straighten right up. More than external discipline is at work, explains Hay. "There's a lot of peer pressure to be clean on board. Lives depend on it." This appeals to men who've kicked a habit, as well as those who don't want *to start one.*

Then, too, fishing for a living must make more sense than some other jobs now coming north. Like hunting and trapping, it harvests a natural resource.

Finally - since shrimp fishing is only a decade old in Canada - it's a chance to start on a virtual even footing with everyone else. "And the technology is so modem," notes Hay, "that any traditional fisherman would have to learn it too." Furthermore, thanks to the Qikiqtaaluk-Farocan contract, the Baffin Inuit can learn it alongside the world's best, the Faroese.

This deal is viewed with considerably less pleasure in Atlantic Canada. Farocan used to land its *winter catch* in Newfoundland, but found itself thereby obliged to arrange its personnel through Employment and Immigration centres in that province. So much pressure was applied to have foreigners excluded and Newfoundlanders hired before Inuit that Farocan decamped to Nova Scotia.

"I feel for the Newfoundland situation, " growled Neil Greig last fall (before the move), "but there's huge unemployment in the Arctic too, and we couldn't make a drop of difference to unemployment in Newfoundland overall...."

He's a happier man, these days. Years of (shall we say) *discussion* have paid off, and Farocan now enjoys "a much more realistic approach by government. " Things aren't perfect yet, he cautions: "The Atlantic provinces believe that anything up through the Davis Strait to Baffin Bay is theirs. That attitude has to change. "

But then, the Baffin fisher-y and its backers have an attitude of their own, and its sheer determination breeds hope. A fax cover sheet from Larry Simpson's office catches the mood perfectly. It sports the Baffin Island logo, a trawler, an iceberg - and the slogan, "The wind-chill factor is -41, the sun just won't shine, and we're still fishing."

Inuit Receive Fishing Master Certificates

Inuit receive Fishing Master certificates

The Nova Scotia School of Fisheries in Pictou recently shared a proud achievement with seven Inuit fishermen, who received Fishing Master Class IV certificates. Sponsored by the Kativik School Board, Quebec, and the Northwest Territories Department of Education, the fishermen, who are from northern Quebec and the Northwest Territories, resided at the school during the 13 week training program. Final examinations for the Fishing Master Class IV certification are administered by Transport Canada.

"It's a fairly intensive program and the first step to becoming a deck officer onboard large, offshore fishing vessels," said Don Robertson, Principal of the Fisheries School. The program covered instruction on chartwork and pilotage, navigational instruments, safety at sea, use of radiotelephone, first aid, rules and regulations of navigation, and general seamanship.

The Inuit fishermen work onboard factory-freezer shrimp trawlers owned by the Canadian-Faeroese company, Farocan Incorporated, and the Nova Scotia-based Clearwater Limited. Operating with shrimp licenses owned by the Inuit company Unaaq Fisheries, the trawlers fish off the coasts d Quebec, Labrador, Baffin Island and Greenland. The shrimp is processed and packaged ● t sea for markets in Europe and Japan.

Farocan employs Inuit, Canadian and Faeroese personnel with the latter occupying a few of the officer positions because they currently have the necessary @4"WWhlY8utoJ?", ad fishing operation that requires ● considerable degree of expertise," said Neil Greig, Farocan's president. When the company started operating six years ago, it Waa hard put to find skilled Inuit for* specialized fishery. Possessing a strong tradition of hunting, the Inuit haye never developed commercial offshore fisheries like those found in Eastern and Western Canada, explained Greig.

Realizing that training was the key to developing an Inuit workforce for this fishery, Greig turned to the Nova Scotia School of Fisheries to design and deliver the required training programs. In 1988, tba school started out with basic training programs to give the Inuit fishermen ● foundation in core skills that could be Uaed in any fishing situation, said Don Robertson, "As they gained experience in the fishing operation, we were ● bta to offer mom advanced programs so that they could up-@-@de their skills and advance to better jobs on the ships."

Greig feeb that the training efforts are paying off. To date, the school has graduat-@• total of 52 Inuit fishermen. The moat recent graduates am the largest group to receive their Fishing Master Class IV certification, which enables them to work towards positions as third and second mates.

Extremely pleased with the results of the programs, Greig feels optimistic that Farocan will be able to increase substantially the number of Canadians and Inuit working as supervisors in quality control and as officers over the next four or five years. In fact, the company is very hopeful that by the next decade, it will be able to send vessels to sea skippered completely by Inuit officers. "The recent graduates represent a major step forward in that direction. Not only will these men have a chance to develop their own careers but more importantly they will serve as role models for other Inuit," said Greig.

Fisheries Minister Leroy Legere feels equally optimistic. "We are very pleased with the success rate of our programs. The school is a top notch fisheries training facility that offers a wide range of learning opportunities," he said. The Minister added that custom designed programs, such as those conducted for the Inuit fishermen, have become an important part of the work done at the school. In addition to instruction for special groups, the school offers programs to meet the needs of Nova Scotian offshore and inshore fleets, the aquaculture and fish processing sectors. These programs are conducted at the school and in communities throughout the province.

‘Professionalization’ for the local fishing industry

by **Vicky Latour**

There's something special coming for the Great Slave Lake fishing industry - something that will give the men and women who make their living u this sometimes precarious, always lough business recognition and provide them with the opportunityto gain 'professional' or career status in their chosenffied.

What's coming, if Canada Employment agrees to fund it under the Commission's training programs, will be a course, probably ● series of courses, which will see many local fishermen gaining their Fishing Master Class IV certificates, honing of some skills with perhaps some new ones added -ad ● good boost to their self-esteemll.

That is what Kim Tybring, secretary of the Fishermen's Federation believes, ● s doss James McLevey, Director Training & Field Services, Departme-nt of Fisheries of Nova Scotia; it's also what ● number of other countries have proved such ● the United Kingdom, Norway, New Zealand, with successful program over a lot of years.

"The Fishing Master Class IV certificate is an internationally recognized rating, says Tybring, "and there are certainly plenty of the ishermen and women on Great Slave Lake who can - and hopefully will - achieve it."

The course, if funding is confirmed, will be open to au licence-holders and will run over ● @d of weeks, approximately March 1S to May 24. It will include the following components: Fisheries business management; Fishing gear (probably open to new entrants); Outboard engines; Inboard diesel; Navigation; Radio telephone; MED (Marine Emergency Duties), safety. Instructors will be provided by the Nova Scotia School of Fisheries.

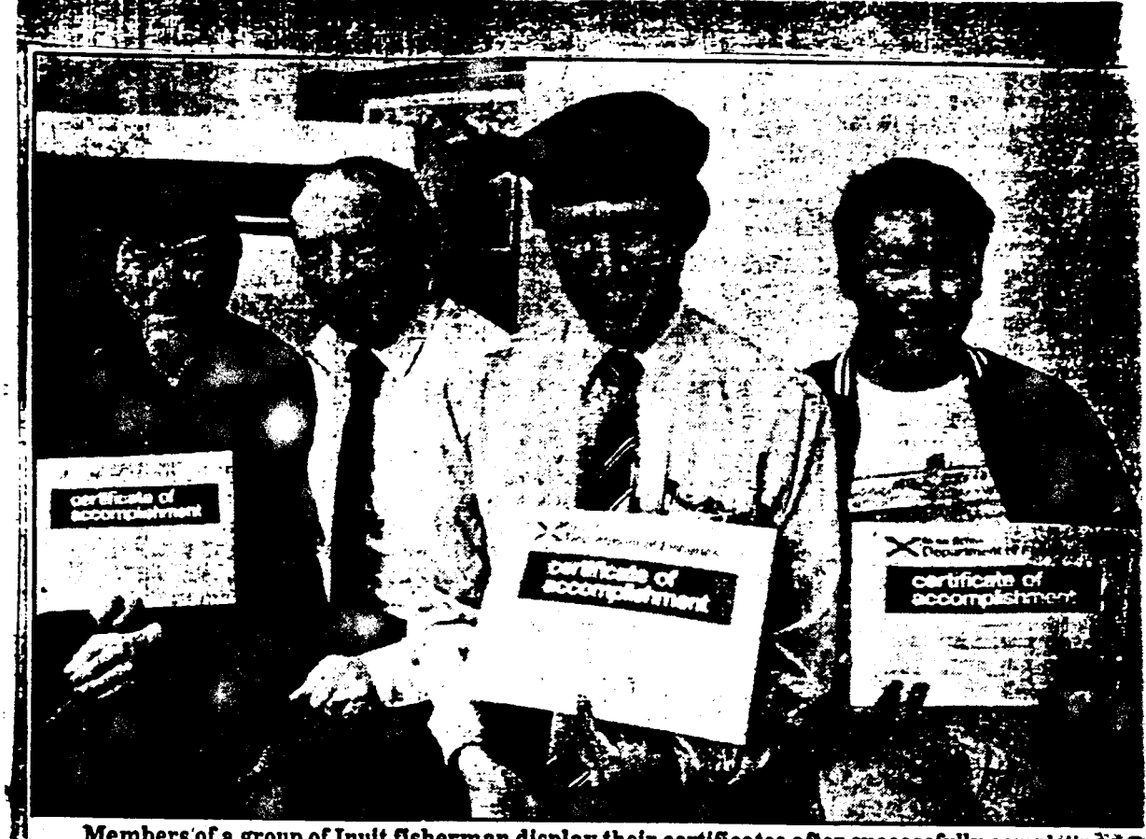
McLevey says the first model of the course was sent to fishermen around Christmas time for them co review it. The meeting held here in late January saw about 12 fishermen meeting with McLevey and Tybring to finalize what the course model should be. Tybring admits there were some concerns expressed that such ● course could bring a whole raft of new regulations, but once they got clear on it, "There was co. much enthusiasm, some of them Wanted to run two course at the same time, so more could be accommodated!"

The idea of some fi of 'up-grading' was first insti- ~ by the Great Slave Lake Advisory Board, Tybring says; the request was made that McLevey (whose group has already done work with fishermen in the Eastern Arctic) come up, with the Department of Fisheries and Oceans facilitating the meeting.

The players in the plan now include, besides the Fishermen's Federation, the Dene/Metiis (repsented by Pad Harrington) and DFO; CEIC will be the other 'partner' if they ● gree to funding, the submission for which was made by the Federation and the Dene/Metis. Other avenues of funding may also be sought.

Tybring expects that the Federation will ply ● lead role in selection (of 'students') and in faci itating the course.

Something fishermen should attain from certification is "being abk to do ● little better ● t the bank, both in recognition and in dealing with these institutions. These people run a business - it's not just something they do because they can't do anything else - and that needs recognition," Tybring says. As well, individual maintenance coals (of vessels, gear, winter equipment) should be reduced.



Members of a group of Inuit fisherman display their certificates after successfully completing a special training program in Pictou to improve their skills. In photo (left to right) are: Kootoo Ikkidluak, Baffin Island; Jim McLevy, Director of Training and Field Services, Nova Scotia Department of Fisheries; Neil Angoyuak, Igualuit, North West Territories and Charlie Itulu, also of Iqualuit.

16 Inuit trainees receive training certificates

PICTOU: The Nova Scotia School *of Fisheries* and a group of Inuit fisherman recently shared a proud first in Pictou. After seven weeka and thousands of miles away from their homes in Baffin Island and Northern Quebec, '16 Inuit received training certificates in deckhand technology, survival at sea, and marine-oriented first aid.

It was the first time a group of native Canadians had attended the school and the newly acquired skills will give the fishermen better career opportunities.

Already employed on a large offshore shrimp trawler, the fishermen wanted to upgrade existing skills and learn new ones to improve their opportunities in the job market. Jim McLevey, Director of Training and Field Services with the Nova Scotia Department of Fisherman, says "Our aim with the group was to give them a solid foundation of core skills that could be used in any fishing situation, " an aim accomplished by providing "hands on experience."

Neil Angoyuak, of Frobisher Bay and Kootoo Ikkidluak, of Baffin Island, said the most interesting part of the training was learning safety and firefighting. Both said they are now more aware of general safety procedures and what to do in an emergency situation. They also had a chance to refresh their first aid skills.

A key part of the fisheries training school function; programs such as this one for Inuit fisherman, are arranged through joint ventures of the Fisheries Department and the Canadian International Development Agency (CIDA) and the International Centre for Ocean Development (ICOD). This year the school has taught groups from Trinidad, Antigua, St. Kitts, Nevis, the British Virgin' Islands Grenada and St. Lucia.

In addition to these custom programs, the school also 'b&s a wide range of training courses 'aimed to meet the needs of offshore and inshore fleets. Co-sponsored by the province and Canada Employment and Immigration, programs last from four to 15 weeks.

Fishermen trade the Lake for classrooms

With the cod of the winter fishing season, fishermen and women of the Great Slave Lake commercial fishery have a little time o o their hands fbefores summer fishery starts and this year. some of them are taking advantage of the courses being offered through Canada Employment, at the requests of the Great Slave Lake Advisory Board and in conjunction with the Department of Fisheries & Oceans and the GNWT and the Fishermen's Federartion.

The course. CFV 4, Sipping Master Class 4. has a number o components which may be selected by the candidates. some parts are essential to attain the next component and one u mandatory fix those seeking the certificate. This latter is the Marine Emergency Duties course.

The courses got going last week, with a total of four instructors from Nova Scotia coming to Hay River to deliver the components. The course was largely designed and developed by the Nova Scotia government's Department of Fishing. A course similar to the one being here, was taught in the Eastern Arctic earlier, and Dao Dechief, James Buckley and Paul Harrington of the Training Sub-committee of the GSL Advisory Board, approved the contents.

"I think it's a worthwhile program," says Dechief. "Participants will take some good things away from it, and be able to function more effectively as mariners. They'll have a better understanding of new technology."

A business management course designed for fisherpeople ia also being offered aow with emphasis on bookkeeping for fishermen, payroll calculation. fishing decisions, income tax and "all aspects of bookkeeping for fishermen." Instructor is Beulah Wright.

Learning about the business end of fish

Eager to learn& about managing their fishing businesses, members of the commercial fishing industry in Hay River are in a classroom situation for several weeks as they study all aspect bookkeeping necessary for good management. Above, back row, l to r: Gordon Courtoreille; Mary Comgal; Elsie Bouvier; Lucy Cayen; Martha Corrigal; Beulah Wright, instructor from the Nova Scotia Fishery School, Pictou, N.S.

Something to *smile* about

You're never too old to learn - and you never really know enough not to learn some mom. Fishermen of the Great Slave Lake fisher are at work uncle/ instructor Cecil Shaw, learning about radio telephoncollision regulations, and other items necessary for the CFV4 course. The second part of this course will take them into the fine arts of navigation. Above, standing, l to r: James Buckley; Ian Gilbert; Kim Tybring; Ed Cayen; Cecil Shaw, instructor; Bert Buckley; David King; Kevin Buckley.

les of northern life enthrall cubs and scouts

ca Graham

S BROOK: "They're B-I-
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s and scouts when one of
ed about polar bears.
cub and a scout himself,
with three other Baffin
hermen, Tikitok Qaqjura-
nnie Alabalak, and Paul
sited the group's meeting
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owledge about the north as
Innu students from the
isheries Training School
about killer whales, seals,
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ile break down 50 miles
nearest habitation, mid-
, and building igloos.
s still build igloos, Uyarak
he was taught to build one
The first one he built, he said, was "sort of crooked." He's not a hunter, so he doesn't have to build them now, he added. The largest igloo they had ever seen, noted Alabalak and Ivalu, was about half the size of the hall in which they were meeting, and took two days to build.

The warmest weather, the boys were informed, was in the summer of 1985, when the temperature reached 23 degrees Celsius. In the two-month summer, daylight lasts 24 hours. From November to January, there is 24-hour darkness. Winter temperatures reach minus 60 - "That's way below freezing!" exclaimed one boy. In summer, they swim at a pool, or in a lake, but not in the cold sea, they told the boys, except for a "polar bear dip" in June.

The men learned English in school, and use both English and Inuktituk interchangeably. There are different dialects in use throughout the north, comparing the differences to those between Nova Scotia and Newfoundland English. They can understand almost all of them, except for the Alaskan ones. "They are really different there, and have different skills, too," Uyarak said.

When asked how to say "Hello" in their language, they replied, "Hello," They have no word of their own for hello, as their custom is just to greet each other with a smile. 'That's hello for us," said Uyarak.

When the cubs and scats, now preparing for "'Trees for Canada," were told there were no trees where the men came from, one of the boys volunteered to "go up there and plant some." The ground is covered in hard snow and there are no roads from place to place. Dogsleds are still used, but it's "pretty boring," the boys were told. Transportation is by plane, four-wheeler, bicycle, motorbike, snowmobile, and there are a few trucks,

The cost of transportation makes things expensive, the boys were told. Gas is $1.69 a litre, compared to 61-62 cents here. "You'd need to make S70 an hour to buy beer," one of them said.

If a snowmobile breaks down far away from home, the men explained, the older people have advised the younger ones not to start walking, but to stay with the machine until rescued by a volunteer search party - there is no search and rescue. In the meantime, they could work on the machine.

People don't do a lot of traveling between towns, they said, because they are so far apart. However, the plane that serves their home towns never stays on the ground.

The boys asked about rules, seeming surprised to learn that the laws there are still Canadian, and the monetary base is still the "looney." The RCMP are stationed in Iqualit, and "they are busy," the men said.

Patient, laughing answers were given to an inquisition about girl-friends, the men noting that there were some women aboard the shrimp trawlers on which they worked, including husband-wife teams. Friday night, the young people go to parties or dances, or they go hunting.

Things have changed in recent years. For hundreds of years, their people hunted caribou, seal, or whatever was available. Now, while some still make their living from hunting, the four had begun careers as shrimp trawler deckhands fc Unaaq Fisheries. Their boats ar stationed in Nova Scotia and Neu foundland, with the men flying fror their northern homes to board th vessels. Each fishing trip lasts on month, and they do three in a row then take two months off.

The men, with 10 others from th North West Territories and norther Quebec, arc taking a C. E. I. C.-spor sored Shrimp Trawler Deckhan Course at the Fisheries Trainin School, finishing May 15. Th course is designed to upgrade the skills to enable them to be promote within the company. The long-tern goal is to have Innu fisherme certified by Transport Canada fo navigation, eventually to skipper boat.

The school has had students in th last few years from Belize, Antigu St. Lucia, as well as from the North The school has 'held orientatic programs in Iqaluit (formerly Fro bisher Bay).

Alabalak, Uyarak, Ivalu, an Qaqjurajuk introduced the cubs an scouts to a game played at the Arct Winter Games - a test-of strengt they call "airplane." Boys cha lenged to keep their bodies rigid wit arms outspread while being carrie by their hands and feet discovere that it was harder than it looked.

ny Angnatuk, left, from Kuujjuaq, Quebec, and Tikitok ajuk, Cape Dorset, North West Territories, work on a test a gear maintenance *course* at the Fisheries Training School. nd twelve other Innu fisherman will complete a Shrimp r Deckhand course on May 1S before going back to their