



Socio-economic Profile of Canada's Fishing Industry Labour Force 1994–2006

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Abstract

This report provides a socio-economic profile of the fishing industry in Canada, highlighting important differences among regions. The report is divided into three sections: first, a profile of the fishing industry in 2006; second, its evolution over time, from 1994 to 2006 for self-employed fish harvesters and from 1998 to 2006 for other fishery workers; lastly, the report's methodology, including the concepts, terms and definitions used.

Given the economic and social importance of fishing for thousands of Canadians living in many communities across Canada, this report covers all the provinces and territories, special attention to the Atlantic Provinces and British Columbia, two regions that play a major role in the Canadian fishing industry.

Résumé

Le présent rapport nous présente un profil démographique de l'industrie de la pêche au Canada et met en évidence les différences importantes observées d'une région à l'autre. Ce rapport est divisé en trois sections. On y analyse d'abord le profil de cette industrie en 2006. Ensuite, on y examine son évolution au fil du temps, soit de 1994 à 2006 pour les pêcheurs autonomes et de 1998 à 2006 pour les autres travailleurs du domaine de la pêche. Enfin, on décrit la méthodologie, les concepts, les termes et les définitions utilisés tout au long de ce rapport.

Compte tenu de l'importance de la pêche sur les plans économique et social pour des milliers de Canadiens qui habitent dans les nombreuses collectivités au pays, ce rapport couvre toutes les provinces et les territoires en portant une attention particulière aux provinces de l'Atlantique et à la Colombie-Britannique, deux régions jouant un rôle majeur dans l'industrie de la pêche canadienne.

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The methodology used in this project was peer reviewed by an anonymous reviewer. The final report was prepared by Marcel Fragé, consulting economist.

Symbols and abbreviations

The following symbols and abbreviations are used throughout this report:

\$	Canadian dollar
n.a.	Not appropriate or not applicable
u.a.	Unavailable
n.s.	Not significant. The number of individuals who provided information is too low to derive statistically significant estimates.
T1	Personal income tax returns
T4	Statement of the remuneration paid by employers

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Highlights

Workers demographic profile

Men predominate in the fishing industry.

- In 2006, men held 66% of the jobs in the Canadian fishing industry, compared to 34% for women. The disparity varied from one category of workers to the next. It was highest among self-employed fish harvesters, where there were four times more men than women.
- The strong representation of men in the fishing industry is reflected across the entire country. In 2006, men held 66% of jobs in the Atlantic Provinces, 63% in British Columbia and 70% in the Central Provinces¹. In Canada's three territories, the Northern Territories, male workers made up all the employees in both the self-employed fish harvesting and wage-earning fish harvesting sectors.
- The ratio of male to female workers in the fishing industry has remained the same from 1998 to 2006. However, the ratio of men compared to women working as self-employed fish harvesters has decreased significantly during this period. Going from a ratio of approximately six men for every woman in 1998 to a ratio of four men for every woman in 2006.
- In contrast to the reduction in the gender disparity between self-employed male and female fish harvesters, the disparity has actually increased in the aquaculture sector. In 1998 there were two men for every woman working in this category compared to three men for every woman in 2006.

The fishing industry is characterized by an ageing workforce.

- Workers 40 years and older held 59% of the jobs in the fishing industry in 2006, compared to 52% in other industries in Canada. The workforce was especially senior for self-employed fish harvesters, where 70% of workers were 40 years and older. It was youngest in the aquaculture sector, where only 40% of workers were 40 years and older.
- Generally speaking, the age of workers in the fishing industry is comparable from one region to the next, with a few exceptions. Self-employed fish harvesters in Quebec were older than those in the rest of the country, with close to 80% of workers being 40 years and older. Wage-earning fish harvesters in Newfoundland and Labrador also tend to be older than their counterparts in other regions. Meanwhile, wage-earning fish harvesters in Prince Edward Island were the youngest, as only 38% of the workers were 40 years and older.
- The growing population of workers 40 years and older, and 60 years and older, highlight the fact that the workforce has aged between 1998 and 2006. During this period, the ratio of workers 40 years and older increased by 12% among self-employed fish harvesters, by 14% among wage-earning fish harvesters, and by 16% among workers in the fish processing sector. The aquaculture sector experienced the slowest aging effect at 8%.
- In 1998, self employed fish harvesters 60 years and older represented 11% of the sector as compared to 16% in 2006. This population cohort has also increased in the other sectors. It went from approximately 3% to approximately 6% for wage-earning fish harvesters and fish processing workers, and from 2% to 4% among aquaculture workers.

¹ The Central Provinces are Ontario, Manitoba, Saskatchewan, and Alberta.

- The ageing of the workforce in the fishing industry is broadbased and can be seen in most regions, with a few exceptions. The fishing workforce in the Quebec-Atlantic region seems to be ageing faster than in other regions. From 1998 to 2006, the population 40 years and older has increased by 29% among self-employed fish harvesters, by 39% among wage-earning fish harvesters, and by 34% among workers in fish processing. Even in the slowest aging sector, aquaculture, this population cohort increased by 22%.
- In the fish processing sector, from 1998 to 2006, the population of workers 40 years and older has increased by 19% in the Atlantic Provinces compared to 8% in British Columbia.
- The ageing trend varies widely depending on the province in the aquaculture sector. Between 1998 and 2006, workers 40 years and older increased by 21% in Newfoundland and Labrador, and by 24% in Prince Edward Island, as compared to only 5% in New Brunswick and 11% in British Columbia.

The number of jobs has decreased considerably.

- The number of self-employed fish harvesters went from 39,090 in 1994 to 26,120 in 2006, for a decrease of 12,970. This is approximately a 33% reduction, with 65% of the job losses (8,460 jobs) occurring from 1994 to 1998.
- An examination of job losses among self-employed fish harvesters from 1994 to 2006 reveals that the greatest losses were recorded in Nova Scotia (5,030), in British Columbia (3,760), and Newfoundland and Labrador (2,660).
- Wage-earning fish harvesters experienced a very large job loss, 4,970 (24%) from 1999 to 2000. However, the sector also rebounded with job gains of 1,070, 2,190 and 1,390 jobs recorded in 2002, 2003 and 2005 respectively. The total job gains for these three years, 4,650, plus moderate increases in 2004 and 2006 enabled this sector to recuperate most of the jobs lost in 1999.
- Contrary to the experiences of wage-earning fish harvesters, seafood processing jobs increased in 1999 and 2000, by 1,790 and 3,450 respectively. However, the sector then experienced a job loss of 10,550 (20%) from 2000 to 2006, for an annual decrease of 5% on average.
- From 1998 to 2006 in the fishing industry as a whole, Newfoundland lost the greatest number of jobs, with a decrease of 5,900. This was followed by New Brunswick and Nova Scotia with losses of 2,780 and 1,710 jobs respectively. Conversely, significant job gains were recorded in Ontario (2,030) and in the Quebec-Atlantic region (1,910).

Atlantic Provinces and British Columbia play a predominant role in terms of jobs.

- Most of the jobs in the fishing industry are located in the Atlantic Provinces and in British Columbia, two regions where marine commercial fishing occupies a predominant role. In 2006, 27% of the jobs in the fishing industry came from Newfoundland and Labrador, followed by Nova Scotia (20%). New Brunswick and British Columbia third place with 16% each.
- In 2006, Newfoundland and Labrador provided the most jobs to self-employed fish harvesters (9,140) and to workers in fish processing (11,210). This represents 38% and 27% of the total number of jobs in these sectors. Nova Scotia had the most wage-earning fish harvesting jobs at 7,830, representing 37% of all workers. In the aquaculture sector, British Columbia had 39% of the jobs, at 1,820, followed by New Brunswick which experienced a sharp jump in the number of aquaculture jobs from 310 in 1998 to 1,220 in 2006.

Fish processing generates the most jobs.

- The fish processing sector provides the most fishing related jobs in all the Canadian provinces and territories, with the exception of Nova Scotia.
- The proportion of wage-earning fish harvesting jobs increased by 6% between 2002 and 2006. On the opposite end, the proportion of jobs in fish processing and self employed fish harvesting decreased by 4% and 2% respectively.

Portrait of total employment income

Total employment income varies from one category of workers to the next.

- A review of trends that occurred between 1998 and 2006 reveals an upward movement in real total employment income in all categories of workers, except self-employed fish harvesters, where it is actually decreasing. The real growth rate of total employment income is highest in the aquaculture sector at 28%, followed by a smaller increase of 12% for wage-earning fish harvesters, and a minor increase of 6% for workers in fish processing.
- The real total employment income of self-employed fish harvesters went from \$22,691 in 1995 to \$17,340 in 1998, which translates to a 25% reduction in incomes, with especially sharp declines recorded in 1996 and 1997. This decline was followed by a remarkable rebound in incomes of \$4,595 or 26% from 1998 to 1999. Since this period, incomes have been dropping almost every year, reaching \$16,033 in 2006, which is the lowest during the reporting period.
- In 1998, wage-earning fish harvesters recorded the highest employment incomes in the fishing industry (\$20,537), whereas workers in fish processing had the lowest total employment incomes (\$14,664). The gap of \$5,874 represents a difference of 40% between the two sectors. By 2006, this income gap had almost doubled to \$10,177 or 66%.
- Aquaculture workers surpassed wage-earning fish harvesters in 2006 with the highest incomes while the shrinking incomes of self-employed fish harvesters has meant that the income gap with the lowest paid workers, those in fish processing has narrowed considerably.

Total employment income varies from one region to the next.

- With the exception of self-employed fish harvesters, workers in Ontario recorded the highest total employment incomes in 2006, with average earnings of \$33,725 in the fishing industry. Following Ontario, the next highest total employment incomes are in Nova Scotia at \$24,852, in Alberta at \$23,818, and in British Columbia at \$22,319.
- In 2006, workers in British Columbia recorded incomes 32% higher on average, than in the Atlantic Provinces for the fishing industry as a whole. In fact, British Columbian based workers earned 75% more compared to their Newfoundland and Labrador counterparts.
- Among self-employed fish harvesters, Nova Scotia recorded the highest total employment incomes between 1995 and 2006, i.e. an average real income of \$28,540 per worker. In the opposite corner, Newfoundland and Labrador recorded the lowest incomes in the country (\$15,749). Compared to British Columbia (\$18,272) and the rest of the country, other Atlantic region workers also did comparably well, especially those in Prince Edward Island (\$24,803) and in the Quebec-Atlantic region (\$24,559).
- In regards to wage-earning fish harvesters, Ontario and British Columbia recorded the highest real employment incomes, namely \$35,342 and \$32,886 respectively between 1998 and 2006. Whereas, Newfoundland and Labrador (\$17,763) and Prince Edward Island (\$15,373) recorded the lowest incomes in Canada between 1998 and 2006.

- Among fish processing workers, the average total employment income remained highest in Ontario (\$28,562), Nova Scotia (\$24,406), and in British Columbia (\$19,446) from 1998 to 2006. Other Atlantic Provinces however, earned below average incomes for this sector.
- In the aquaculture sector from 1998 to 2006, real incomes of workers in British Columbia were estimated at \$28,025. This is considerably more than their counterparts in the Atlantic Provinces. For example, workers in Newfoundland and Labrador earned on average \$12,715, the lowest in the aquaculture sector.
- The average total employment income of workers in the aquaculture sector in Prince Edward Island suffered a marked and sustained decrease between 1998 and 2006. Their real average incomes went from \$24,206 in 1998 to \$17,075 in 2006, for a decrease of \$6,131 or 26% during that period.
- From 1998 to 2006, New Brunswick had the largest aquaculture sector in the Atlantic Provinces both with regards to the number of jobs and the highest total employment – incomes of \$22,321 on average between 1998 and 2006.

Employment insurance (EI) varies from one category of workers to the next.

- As opposed to total employment incomes, EI for self-employed fish harvesters have decreased by 14% from 1998 to 2006. Since 2003, EI received by these workers have fallen by 17% in 2004, 4% in 2005 and 6% in 2006, to an average of \$8,959. Despite this significant reduction, self-employed fish harvesters still receive the most EI in the fishing industry.
- On the other hand, EI received by wage-earning fish harvesters have increased by 15% from 1998 to 2006. Although this category of workers collects less in EI (39% less on average) than their self-employed counterparts.
- Following a similar path as self-employed fish harvesters, EI in the aquaculture sector have also shrunk by 14% from 1998 to 2006, \$2,929 in 1998 to \$2,522 in 2006. This sector receives the least amount of EI per worker in the fishing industry.

EI varies from one region to the next.

- Workers in the Atlantic Provinces, in addition to the province of Quebec, received higher EI than similar workers in Ontario and in the Central Provinces, in all work sectors.
- EI earned by self-employed fish harvesters in Newfoundland and Labrador increased significantly from 1995 to 2003. Average EI increased from \$5,634 in 1995 to a peak of \$16,254 in 2003, i.e. an increase of \$10,620 in eight years. This increase was at a relatively constant rate, i.e. a 12% rise on average each year from 1995 to 2002, followed by a remarkable jump of 32% in 2003. Since the peak, EI for self-employed fish harvesters have been decreasing year to year.
- The disparity in EI between self-employed fish harvesters from Newfoundland and Labrador and their counterparts in the Central Provinces and British Columbia have increased over the years. In 1995, workers in British Columbia were receiving \$4,949 in EI, i.e. 12% less than those in Newfoundland and Labrador, while eleven years later, they received \$4,233, i.e. 60% less than their counterparts in Newfoundland and Labrador.

Portrait of the total income

Total income varies by work category and region.

- The real average total income for self-employed fish harvesters has fluctuated considerably between 1995 and 2003. It went from \$34,793 in 1995 to \$29,214 in 1997, the lowest level during the period of study. This low point was followed by two years of solid growth that allowed these workers to recuperate the level of total income enjoyed in 1995. Since 1999, however, total income seems to be on a downward trend once again. It has been decreasing at a rate of 2% per year, reaching \$29,810 in 2006.
- Wage-earning fish harvesters have higher total incomes than their self-employed counterparts since 2000; on average 4% more. The largest income gap was recorded in 2005, when wage-earning fish harvesters received 19% more than self-employed fish harvesters.
- Fish processing workers have the lowest total incomes in the fishing industry according to this study. These workers receive on average 29% less than wage-earning fish harvesters, the highest earners in the fishing industry.
- In the Atlantic Provinces in 2006, self-employed fish harvesters and wage-earning fish harvesters took home higher total incomes than workers in aquaculture and fish processing. In the Central Provinces and in British Columbia, wage-earning fish harvesters and aquaculture workers brought in the highest incomes.
- In general, the variation in total income follows the same model as the employment incomes. However, total income gaps between different regions are smaller than those observed with the employment income. In 2006, fishing industry workers in British Columbia took home on average a total income before and after tax of \$29,419 and \$24,939 respectively. Whereas those in the Atlantic Provinces were collecting \$27,753 and \$23,333 respectively before and after tax. This 6% income gap before tax and 7% after tax is clearly less than the 32% income gap in employment incomes between the two sets of workers.

Women earn less in total income than men in all work categories.

- In 2006, the largest gender income gap was observed among workers in fish processing, where the average total income for female workers was only 66% of the income received by male workers². Female workers earned 68% of the total incomes of their male counterparts in self-employed fish harvesting and aquaculture.
- The gender income gap between men and women has decreased during the reporting period for workers in all sectors. However, the decline was uneven among the different sectors. The reduction in the income gap was greater among self-employed fish harvesters and aquaculture workers, where women were catching up on men at the rate of 1.6% and 1.4% each year respectively. The average speed of this catch up process was slightly less for women working in fish processing at 1%, while it was only 0.5% per year in the case of wage-earning fish harvesters.

Gaps between low income and high income workers persist in all work categories.

- When workers are distributed among same sized groups or centiles³, individuals at the 95th centile were receiving total incomes at least four times higher than those at the 25th centile for all sectors in the fishing industry in Canada between 1998 and 2006.

² Note that this does not take into account the specific job roles/titles within each sector.

³ Centiles are another name for percentiles.

- At the regional level, the income disparity between the lowest and highest paid workers in a sector was smaller in the Atlantic Provinces than anywhere else in Canada. Self-employed fish harvesters at the 95th centile in Ontario had average incomes at least nine times higher than their counterparts at the 25th centile, while the average total income ratio of the 95th compared to the 25th centile was 6.2 in British Columbia and varied between 3.2 and 4.9 in the Atlantic Provinces.

The total income composition varies from one worker category to the next.

- For all workers in the fishing industry, employment income is the main component of their total incomes. In 2006, 65% of the total income came from this source, 24% came from EI, 5% from investment income, and 6% from other sources.
- Among self-employed fish harvesters in 2006, employment income represented only 54% of their total incomes. However, this jumps to 83% for aquaculture workers. In regards to the two other work sectors, namely wage-earning fish harvesting and fish processing, the employment income was equal to 68% of their total incomes.
- After employment income, EI was the second largest source of income for workers. In 2006, EI provided 30% of the total income of self-employed fish harvesters, 23% and 21% for fish processing workers and wage-earning fish harvesters. As opposed to the other sectors, this source of income represented only 8% of the total income for aquaculture workers.

The total income composition varies according to the income bracket.

- The employment income share of total income varies according to the total income bracket. In 2006, it represented 51% of the total income of workers earning less than \$20,000, and increased to 61% and 75% respectively for those earning between \$20,000 and \$39,999 and for those reporting an average total income of \$40,000 or more.
- In contrast to employment incomes, the proportion of the total income represented by EI decreases as the total income increases. In 2006, EI represented 40% of the income for workers earning less than \$20,000, 33% for those making between \$20,000 and \$39,999 and 14% for those with incomes ranging between \$40,000 and \$59,999. It represents only 4% of the total income for workers earning \$60,000 or more.
- In 2006, investment income represented only 1% of the total income of workers earning less than \$40,000, barely 3% for those earning between \$40,000 and \$59,999, while it reached 16% and represented the second biggest source of income for workers having a total income of \$60,000 or more.

Total income composition varies according to age.

- The employment income share as a proportion of total income decreases as the workers' age increases. In the fishing industry as a whole in 2006, employment income represented 85% of the total income for workers less than 20 years old, compared to 71% for workers between the age of 20 and 39 years old. This ratio is 66% and 44% respectively for workers between the age of 40 and 59 and those 60 years and older.
- EI represents a smaller share of the total incomes of workers less than 20 years old and those 60 years and older. In the fishing industry in 2006, EI represented 11% of the total income for workers less than 20 years old and 16% for those 60 years and older, while this income source represented 25% of the total income for the other work sectors.
- As opposed to the other age groups where EI represented the second most important source of total income after employment income, workers 60 years and older earned more from investment income and other sources of income than from EI.

Total income composition varies by worker category and region.

- The importance of employment income and EI as sources of total income varies from one region to the next. In the fishing industry as a whole, the proportion of employment income to total income is higher in British Columbia and in the Northwest Territories than in the rest of the country. In 2006, employment income represented 76% and 80% of the total income in these two regions respectively, compared to 61% and 64% in the Atlantic Provinces and in the rest of Canada.
- In 2006, EI represented 35% of the total income of fishing industry workers in the Atlantic Provinces, while this ratio was 9% in British Columbia, 8% in the Central Provinces and 6% in the Northern Territories.
- The significance of investment income to self-employed fish harvesters in 1994 greatly differs from the amounts collected during the later years. More specifically, investment income represented 28% of the average total income in 1994⁴, while this source of income represented only 5% on average for the following years from 1995 to 2006.
- An analysis of how the total income has evolved for workers other than self-employed fish harvesters does not show any major variations between 1998 and 2006. Rather, it shows a level of general stability.

⁴ An explanation of this result is found in Section 4.3.3

Introduction and report objectives

The Canadian fishing industry plays a major role in the socio-economic development of thousands of workers. Its relative importance, however, varies by the job, by the region and by the community. This report, divided into five sections, examines the socio-economic profile of workers in the industry.

Section 1 presents a detailed profile of workers based on the type of employment they had in 2006 and on different socio-economic characteristics, such as their gender and their age. This profile is presented for all of Canada and sheds light on important differences that were observed from one region to the next.

Section 2 presents a portrait of the employment income and employment insurance (EI) earned in 2006. The report examined these two sources of income and pointed out similarities and differences based on employment sector and region. In addition, it compares the employment income of workers in the fishing industry with incomes in other primary industries.

Section 3 focuses on the total income before and after tax for workers in 2006. Similar to the method used in Section 2, it reviews total incomes from different perspectives. This helps to identify the sectors which received the highest and lowest average incomes on a national and regional basis. In addition, the report pays special attention to the income discrepancies between low-income and high-income workers. It also examines the total income composition in order to get an idea of the importance of each of its components based on the type of employment occupied by workers and on different socio-economic characteristics, including their age, income level, and region.

Although the first three sections of the report are based on a snapshot of the 2006 tax year, a profile of the workers and a portrait of their incomes will have changed throughout the years. In Section 4, the report examines the evolution of workers between 1994 and 2004 for self-employed fish harvesters and between 1998 and 2006 for the other work sectors. More specifically, this section analyzes: 1) changes with employment and income; 2) the disparity between men and women regarding employment and income over time; 3) the proportion of workers 40 years and older and those 60 years and older; and 4) total income composition over time.

Finally, Section 5 discusses the concepts, methodology and quality of data used. It defines the various concepts of income subject to analysis, explains the analytical concepts underlying the analysis and defines terms used throughout this document. This section also presents the methodology used to select the population of workers in the fishing industry and separates the population based on four categories of employment within the framework of this analysis, namely: 1) self-employed fish harvesters; 2) wage-earning fish harvesters; 3) fish processing workers; and 4) aquaculture workers. In addition, this section analyzes the quality of data that was extracted by highlighting their strengths and their limitations while comparing them with other sources of statistics on employment and incomes in Canada.

Regarding the data that was used, all numbers contained in this report (unless otherwise indicated) come from T1 personal income tax returns and statements on the remuneration paid by employers (T4). This data was provided by the Canada Revenue Agency in the form of summary tables, with a level of detail that is necessary to produce the tables found in this document.

In addition, it is important to note that the report takes into account the general level of inflation, as all incomes (unless otherwise noted) comparing at least two years of data are expressed in constant 2005 dollars (i.e. based on the purchasing power of consumers in 2005).

The fishing industry outlook in Canada

Before considering a profile of workers and drawing a portrait of their incomes, it is important to present a brief overview of the industry to enable a more accurate assessment of its economic importance to Canada. In 2006, the landed value of commercial marine fisheries was estimated at \$1.9 billion dollars. In addition, the values of fresh-

water fishing (\$68 million) and aquaculture production (\$913 million) can be added to this value. As for the gross income from the processing of fishery products, it reached \$4.2 billion in 2006⁵. It should be noted, however, that this value includes all production costs, which includes the price paid to fish harvesters for their catch.

In 2006, Canada was ranked 20th worldwide for the volume of landings of fish and seafood (1,074 thousand tonnes⁶) and 6th in terms of value of world exports of fish products (\$4,177 millions⁷).

In addition to the statistics mentioned above, this report provides more details on the employment characteristics. For example, in 2006, the number of workers in this industry who reported employment income was 93,840. This includes self-employed fish harvesters (26,120), wage-earning fish harvesters (21,070), fish processing workers (41,980) and workers in aquaculture (4,670).

⁵ Source: Fisheries and Oceans Canada, Policy Sector, Economic Analysis and Statistics, «Canadian Fishing Statistics 2006», table 1.1.

⁶ Source: Fisheries and Oceans Canada, Policy Sector, Economic Analysis and Statistics, «Canadian Fishing Statistics 2006», table 2.1.

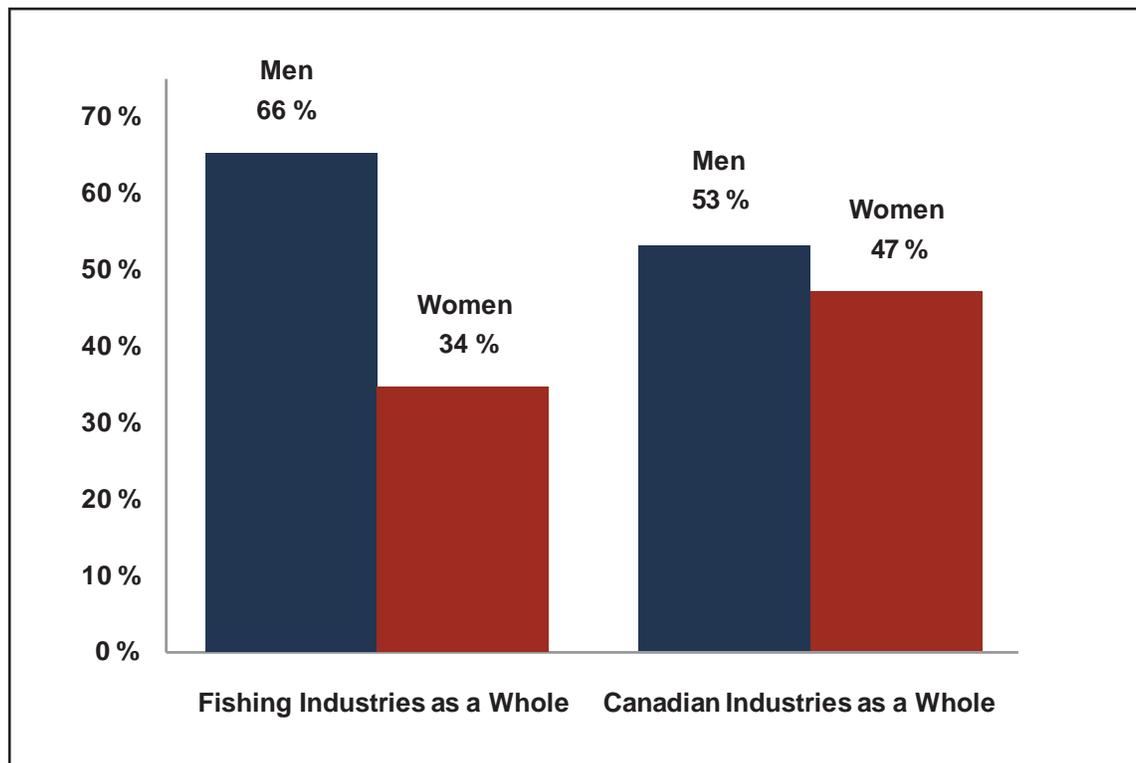
⁷ Source: Fisheries and Oceans Canada, Policy Sector, Economic Analysis and Statistics, «Canadian Fishing Statistics 2006», table 2.3.

Section 1: Workers demographic profile in the fishing industry

1.1 Profile based on gender

Since the 1976 census, slightly more than half of Canadians are female. In 2006, females accounted for 51% of the total population and 52% of people aged 15 and older⁸. Although women are slightly more numerous in the country, they are a bit underrepresented in the workforce. In 2006, they accounted for 47% of the labor force and occupied 47% of the jobs in all industries. In contrast, in the fishing industry, only 34% of workers were female (Figure 1.1). Their proportion was even lower among self-employed fish harvesters in the industry, representing only 20% of workers. In other categories of work, with the exception of the fish processing sector in which women held 48% of the jobs, there were three times more men than women. Thus the Canadian fishing industry is characterized by a strong male presence (Table 1.1).

Figure 1.1 Work Distribution According to Gender, 2006



⁸ Source: Statistics Canada, 2006 Population Census, product no 97-551-XCB2006005 in the Statistics Canada catalog

Table 1.1 Workers' Distribution According to Gender and Sector, 2006

	Men		Women	
	Number of Workers	%	Number of Workers	%
Self-employed	20,775	80	5,345	20
Wage-earning	15,714	75	5,366	25
Fish Processing	21,812	52	20,168	48
Aquaculture	3,508	75	1,162	25
Fishing Industry	61,756	66	32,084	34
Canadian Industries as a Whole	8,727,100	53	7,757,200	47

Source: Statistics on Canadian industries overall, Statistics Canada, table 282-0002 - Labor Force Survey (LFS), yearly estimates based on gender and detailed age groups (individuals, except otherwise indicated), CANSIM table.

The high proportion of male workers in the Canadian fishing industry is reflected at the regional level. However, the large disparity is slightly lower in British Columbia and slightly higher in the Central Provinces and Northern Territories. In 2006, men constituted 66% of workers in the Atlantic Provinces, 63% in British Columbia and 70% in the Central Provinces. It is in the Northern Territories where the percentage of men was highest at 75%. In the Northern Territories, men comprised the entire self-employed and wage-earning fish harvesting workforce. Relatively speaking, there were more women working in fish processing, constituting 39% of the workforce in the north (Table 1.2).

On the other hand, it is important to note that the majority of workers in fish processing from New Brunswick and Quebec-Atlantic are female, holding 53% and 56% of the jobs (Table 1.2). Moreover, Quebec-Atlantic also has the highest proportion of female aquaculture workers. Female workers represent one of every three workers in the region compared to one for every four workers in the rest of the country.

Table 1.2 Workers' Distribution According to Gender, Sector and Region, 2006

	Self-employed Fish Harvesters		Wage-earning Fish Harvesters		Fish Processing Workers		Aquaculture Workers		Fishing Industry as a Whole	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Atlantic Provinces	80%	20%	75%	25%	51%	49%	74%	26%	66%	34%
Newfoundland & Labrador	75%	25%	66%	34%	50%	50%	77%	23%	63%	37%
Prince Edward Island	73%	27%	78%	22%	53%	47%	79%	21%	66%	34%
Nova Scotia	89%	11%	79%	21%	59%	41%	70%	30%	75%	25%
New Brunswick	87%	13%	80%	20%	47%	53%	73%	27%	62%	38%
Quebec (Atlantic)	90%	10%	68%	32%	44%	56%	67%	33%	59%	41%
Quebec (Whole Province)	87%	12%	73%	27%	50%	49%	72%	28%	63%	36%
Central Provinces	82%	18%	80%	20%	59%	41%	76%	24%	70%	30%
Ontario	75%	25%	76%	24%	57%	43%	76%	24%	64%	36%
Manitoba	83%	17%	83%	17%	63%	38%	n.a.	n.a.	n.a.	n.a.
Saskatchewan	88%	13%	75%	25%	67%	33%	n.a.	n.a.	n.a.	n.a.
Alberta	76%	24%	86%	14%	61%	39%	78%	22%	72%	28%
British Columbia	77%	23%	53%	47%	51%	49%	76%	24%	63%	37%
Northern Territories	100%	0%	100%	0%	61%	39%	n.a.	n.a.	75%	25%
Yukon	n.a.	n.a.	n.a.	n.a.	67%	33%	n.a.	n.a.	n.a.	n.a.
Northwest Territories	100%	0%	n.a.	n.a.	50%	50%	n.a.	n.a.	n.a.	n.a.
Nunavut	100%	0%	100%	0%	62%	38%	n.a.	n.a.	n.a.	n.a.
Canada	80%	20%	75%	25%	52%	48%	75%	25%	66%	34%

1.2 Profile based on age

The fishing industry, like most Canadian industries⁹, is not excluded from the workforce ageing phenomenon. Baby-boomers, who are now between the ages of 41 and 61, are coming close to retirement and this has made the ageing trend more acute. Workers 40 years and older held 59% of the jobs in the fishing industry in 2006 compared to 52% in other industries in Canada (Table 1.3). This ageing phenomenon appears to be more acute among self-employed fish harvesters, as 70% of them were 40 years and older. In contrast to other sectors in the fishing industry, the aquaculture sector enjoys a younger workforce, as only 40% of workers are aged 40 or over.

⁹ According to Statistics Canada, "The ageing of the labor force in Canada continued between 2001 and 2006. In 2006, workers aged 55 and more represented 15.3% of the labor force compared to 11.7% five years earlier." Canada's Changing Labor Force, 2006 Census, p. 30, Statistics Canada, No. 97-559 in catalog.

Table 1.3 Workers' Distribution According to Age Group and Sector, 2006

	Self-employed Fish Harvesters		Wage-earning Fish Harvesters		Fish Processing Workers		Aquaculture Workers		Fishing Industry as a Whole		Canadian Industries as a Whole	
	Number of Workers	%	Number of Workers	%	Number of Workers	%	Number of Workers	%	Number of Workers	%	Number of Workers	%
Less than 20 years	580	2%	1,170	6%	3,720	9%	370	8%	5,840	6%	954	6%
20 - 39 years	7,410	28%	8,290	39%	14,470	34%	2,450	52%	32,621	35%	7,014	43%
40 - 59 years	14,030	54%	10,060	48%	21,090	50%	1,670	36%	46,852	50%	7,532	46%
60 years and more	4,100	16%	1,550	7%	2,700	6%	180	4%	8,530	9%	984	6%
Total (All Ages)	26,120	100%	21,070	100%	41,980	100%	4,670	100%	93,843	100%	16,484	100%

Source: Statistics for Canadian industries. Statistics Canada. Table 282-0002 - Labor Force Survey (LFS), yearly estimates based on gender and the detailed age group (individuals, except otherwise indicated), CANSIM table.

In general, the age of workers employed in the fishing industry seems to be fairly comparable from one region to the next. However, it is important to note the differences. First, fish processing and aquaculture workers are generally younger in British Columbia than in the Atlantic Provinces for 2006. Second, there is a younger workforce in the Central Provinces, where freshwater based fishing predominates in all types of employment.

In addition to these regional differences that were observed in 2006, self-employed fish harvesters were older in Quebec than in the rest of the country. In fact, the workforce aged 40 years and over encompasses 84% of the population in the Quebec-Atlantic region and 80% overall for the province. Moreover, wage-earning fish harvesters in Quebec-Atlantic and in Newfoundland and Labrador are older than their counterparts in other regions. Wage-earning fish harvesters 40 years and older accounted for 69% and 65% of the population in the two provinces, respectively. In sharp contrast with these two provinces, workers in Prince Edward Island are considerably younger, as only 38% of workers belong in the same age group.

Another regional difference that was observed from the study was that although the aquaculture sector retained a younger workforce in general, workers in Newfoundland and Labrador and Quebec were still slightly older than the average, with 57% and 53% of workers 40 and over respectively (Table 1.4).

Table 1.4 Workers' Distribution According to Age Group, Sector and Region, 2006

	Self-employed Fish Harvesters				Wage-earning Fish Harvesters				Fish Processing Workers				Aquaculture Workers			
	Less than 20 years	20 - 39 years	40 - 59 years	60 years and more	Less than 20 years	20 - 39 years	40 - 59 years	60 years and more	Less than 20 years	20 - 39 years	40 - 59 years	60 years and more	Less than 20 years	20 - 39 years	40 - 59 years	60 years and more
Atlantic Provinces	2%	28%	56%	13%	5%	39%	50%	7%	8%	32%	54%	7%	8%	49%	39%	4%
Newfoundland & Labrador	2%	31%	58%	9%	6%	29%	57%	8%	9%	29%	56%	6%	6%	37%	51%	6%
Prince Edward Island	2%	26%	57%	15%	9%	53%	34%	3%	10%	39%	43%	9%	11%	57%	33%	0%
Nova Scotia	2%	28%	52%	18%	5%	42%	47%	6%	9%	33%	50%	8%	6%	52%	39%	3%
New Brunswick	1%	26%	54%	20%	4%	43%	46%	6%	6%	34%	53%	6%	9%	51%	37%	3%
Quebec (Atlantic)	0%	12%	66%	18%	2%	28%	60%	9%	5%	27%	62%	7%	n.s.	n.s.	n.s.	n.s.
Quebec (Whole Province)	0%	21%	61%	19%	5%	38%	50%	8%	9%	33%	52%	7%	6%	41%	47%	6%
Central Provinces	0%	24%	48%	27%	7%	45%	38%	10%	10%	46%	38%	6%	15%	56%	30%	0%
British Columbia	4%	29%	46%	21%	8%	35%	42%	16%	11%	39%	44%	6%	7%	57%	33%	3%
Northern Territories	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.
Canada	2%	28%	54%	16%	6%	39%	48%	7%	9%	34%	50%	6%	8%	52%	36%	4%

Note: Because of measures taken to protect the confidentiality of data used in this report, the sum of percentages appearing for each age group may not be equal to 100%.

1.3 Distribution according to gender and age, Statistics Canada data

This section examines the profile of the labor force by gender and age for fish harvesters and fish processing workers according to the definition provided by the 2006 Population Census of Statistics Canada¹⁰. A caveat to mention is that the 2006 Population Census data came from year 2005.

As mentioned in Section 1.1, there are approximately 4% more women than men aged 15 and over in the general Canadian population. This gender gap expands in the higher age groups owing to the longer life expectancy among women. Based on the 2006 Census, there were 12% more women than men among Canadians 65 years and older in 2005. However, they are less likely to be employed or seeking employment, as they represent only a third of the workforce. However, in the youngest age category, namely people aged 15 to 19, there were as many men as women making up the population (Table 1.5).

This picture nationally is reflected in the fishing industry. Like in most industries, there are fewer female workers aged 65 and over. In this age category, they account for only 9% of fish harvesters and 19% of the workers in fish processing. However, age does not appear to play a decisive role in the decline of women's participation in the workforce. Women under 20 (9%) were not more numerous than women in other age categories among fish harvesters, and neither were they among fish processors (24%).

¹⁰ The methodology is different than the one used in this report. Note that the Statistics Canada definition does not separate out self employed fish harvesters from wage-earning fish harvesters.

Table 1.5 Active Population Distribution According to Gender and Age, in 2005^{1,2}

Age	Fish Harvesters (Self-employed and Wage-earning)		Fish Processing Workers		Fish Harvesters and Fish Processing Workers		Canadian Industries as a Whole	
	Men	Women	Men	Women	Men	Women	Men	Women
15 -19 years	91%	9%	76%	24%	82%	18%	50%	50%
20 - 54 years	82%	18%	68%	32%	74%	26%	52%	48%
55 - 64 years	83%	17%	49%	51%	66%	34%	56%	44%
65 years and more	91%	9%	81%	19%	88%	12%	67%	33%
Total (15 years plus)	83%	17%	66%	34%	73%	27%	53%	47%

Note:

1. The age group of 15 years and more represents the whole active population.
2. All percentages are based on the active population per age group in the 2006 Census.

Source: Statistics Canada, 2006 Population Census, product no. 97-551-XCB2006005 in the Statistics Canada catalog.

1.4 Distribution according to work sector

This section analyzes the recent employment trends, namely between 2002 and 2006, in the fishing industry. During this period, employment in all Canadian industries increased on average 1.9% per year. At the same time, the unemployment rate in Canada decreased each year on average by 0.2%, reaching 6.3% in 2006 which is the lowest in several decades¹¹. However, the fishing industry did not benefit from these good economic conditions in the labour market. In the fishing industry as a whole, the number of jobs has decreased by 12,860 between 2002 and 2006, i.e. an average of 3.1% per year, reaching 93,840. Only the wage-earning fish harvesting sector managed to buck the trend, as it grew from 17,210 to 21,080 jobs during this time period, for an annual growth of 5.6% (Table 1.6).

Table 1.6 Recent Changes in Employment by Sector, 2002-2006

	2002		2003		2004		2005		2006	
	Number of Workers	%								
Self-employed Fish Harvesters	31,480	30	31,370	30	30,890	30	28,230	29	26,120	28
Wage-earning Fish Harvesters	17,210	16	19,400	19	19,520	19	20,910	21	21,080	22
Fish Processing Workers	52,530	49	48,870	47	47,080	46	43,790	45	41,980	45
Aquaculture Workers	5,490	5	5,210	5	4,820	5	5,130	5	4,670	5
Fishing Industry Workers as a Whole	106,700	100	104,840	100	102,300	100	98,070	100	93,840	100

¹¹ Statistics Canada, CANSIM : V 2 062 811 and V 2 062 815

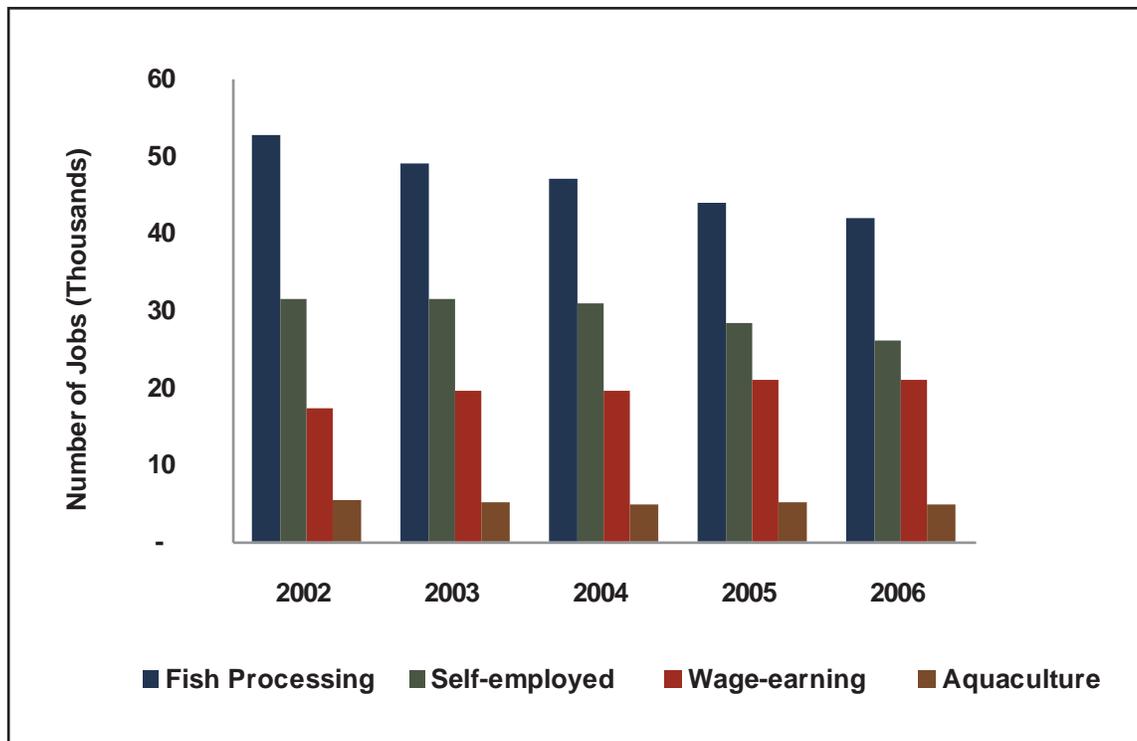
This sustained decline in the number of jobs in the fishing industry, in contrast to the generally favourable conditions in the Canadian economy, is caused by several factors. Among these are the programs implemented by the federal government to restructure the Canadian fishing industry in reaction to the collapse of the Atlantic groundfish stocks that occurred at the beginning of the 1990's.

Measures which included the Atlantic Fishing Adaptation Program (1990-1995), the Northern Cod Adjustment and Recovery Program (1992-1994), the Atlantic Groundfish Adjustment Program (1994-1998) and the Canadian Fisheries Adjustment and Restructuring Program (1998-2000). Many of these programs included fishing licence buybacks and early retirement components directly aimed at reducing the number of fish harvesters.

In addition to the impacts of the restructuring programs in the fisheries, there are also demographic and economic considerations that may contribute to the observed decline in jobs in the industry. Better economic prospects in other industries and in the western parts of Canada, especially in Alberta, may have prompted thousands of workers, especially younger ones to leave the Atlantic Provinces, making it more difficult to recruit labour in the fishing industry.

Moreover, in terms of the distribution of workers in the four work sectors, the fish processing sector is the largest, holding 45% of the jobs. This was followed by self-employed fish harvesting (28%), wage-earning fish harvesting (22%) and aquaculture (5%). This distribution, shown in Table 1.6 and illustrated in Figure 1.3, has not changed significantly in recent years. The most notable change is an increase of 6% from 2002 to 2006 in the number of wage-earning fish harvesters. This increase came at the expense of the fish processing and self-employed fish harvesting sectors. The share of jobs in these two sectors fell by 4% and 2% respectively.

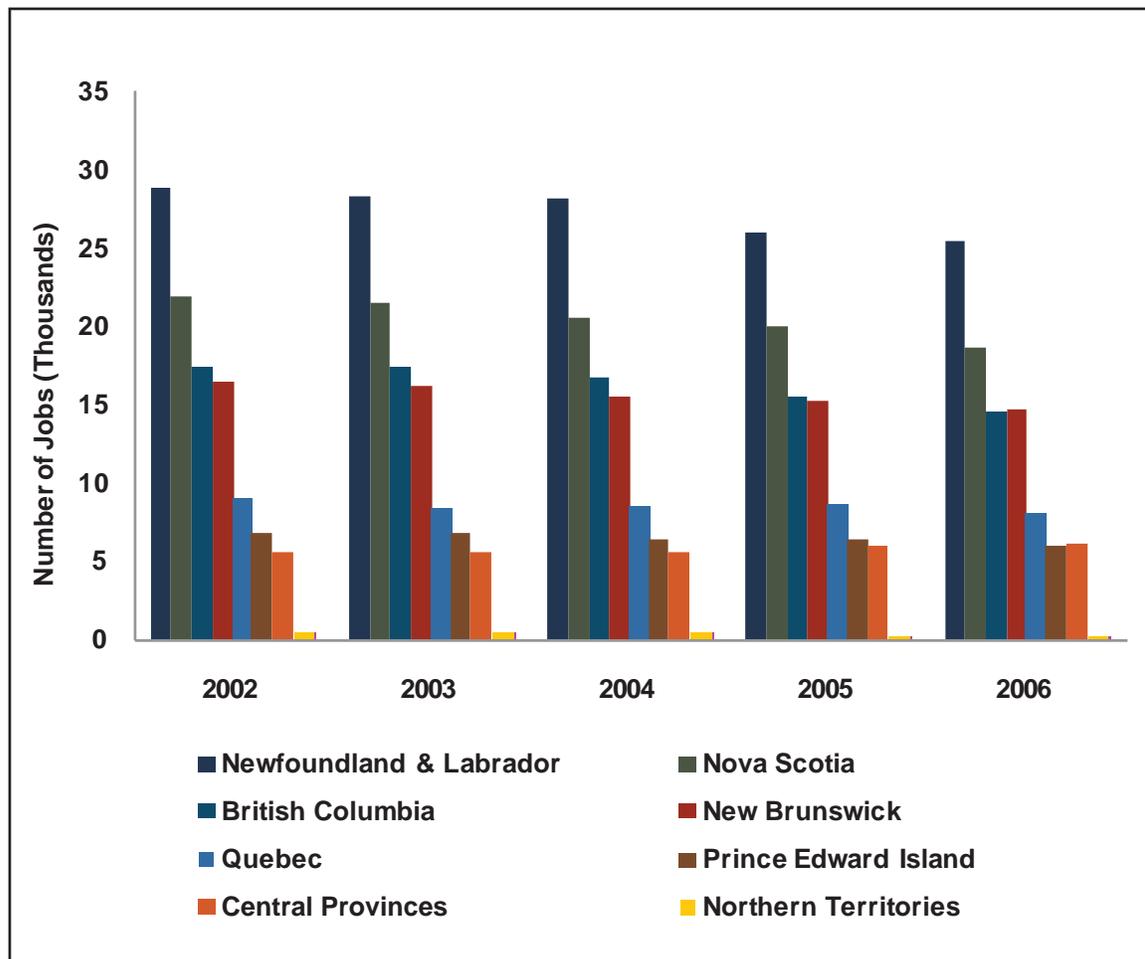
Figure 1.2 Recent Changes in Employment by Sector, 2002 – 2006



1.5 Geographic distribution

As expected, most of the jobs created in the fishing industry are in the Atlantic Provinces and British Columbia, two regions where the commercial marine fisheries occupy a prominent role. In 2006, Newfoundland and Labrador ranked first in this regard with 27% of the jobs, followed by Nova Scotia (20%). New Brunswick and British Columbia shared third with 16% each. Quebec and Prince Edward Island were next with 9% and 6% of the jobs respectively. The other provinces and Northern Territories together accounted for only 7% of the employment in the industry. This distribution, shown in Figure 1.3, remained unchanged from 2002 to 2006, except for a slight decrease of 1% for British Columbia.

Figure 1.3 Recent Changes in Employment by Region, 2002 – 2006



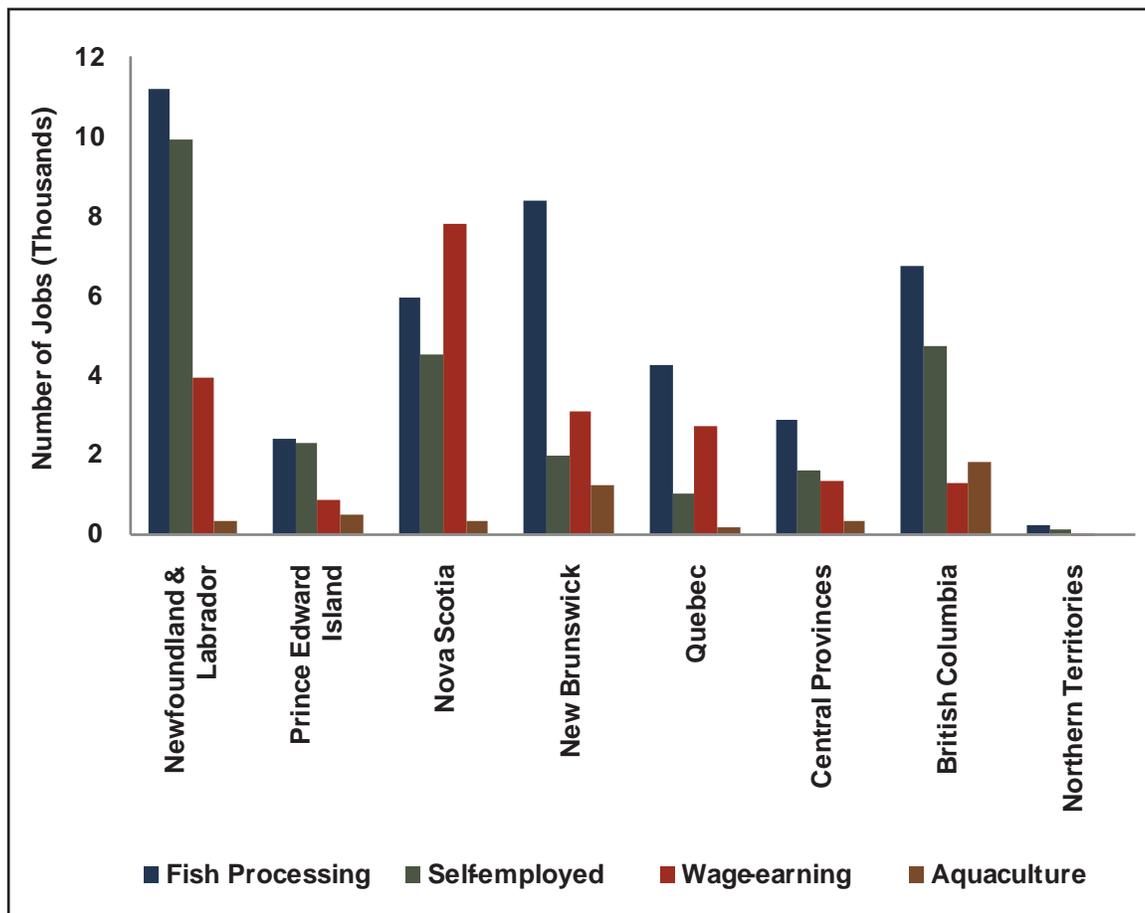
In all provinces except Ontario and Alberta, the number of fishing related jobs decreased from 2002 to 2006. Newfoundland experienced the greatest decline in jobs, with a loss of 3,390 workers, representing 27% of all jobs lost in the fishing industry. This was followed closely by Nova Scotia and British Columbia, with losses of 3,310 and 2,890 respectively. The loss of jobs was less prominent in New Brunswick (1,770), Quebec (950) and Prince Edward Island (770), although the rate of decline is similar to the average observed throughout Canada. In contrast, fishery employment grew by 17.4% in Alberta and 3.8% in Ontario, two provinces where freshwater fishing is very important. These are important gains, although, they represent only 490 and 380 jobs respectively, given the low significance of these two provinces in the fishing industry in Canada.

1.6 Employment distribution per sector and region

The fish processing sector ranks first in terms of jobs generated in all Canadian provinces except Nova Scotia and the Northern Territories. The sector’s importance is even more pronounced in New Brunswick and Quebec where it provides more than half the jobs in the industry. The regional distribution of employment by worker category is shown in Figure 1.4.

Combining the self-employed and wage-earning fish harvesters into one category of workers produces an entirely different story. According to this grouping, harvesters would make up the majority of jobs in provinces such as Nova Scotia, Newfoundland and Labrador, and New Brunswick, where they represent 66%, 55%, and 52% of the fishing industry jobs respectively. In the Central Provinces, harvesters would represent 48% of the jobs. The fishing industry in British Columbia is the most diversified in terms of jobs. In this province, fish processing workers hold 46% of the jobs, while harvesters and aquaculture workers account for 41% and 13% of the workforce respectively.

Figure 1.4 Employment Distribution According to Region and Sector, 2006



1.7 Contribution of the fishing industry to the workforce in Canada

All industries in Canada together provided just over 16 million jobs in 2006. The relative contribution of the fishing industry in this respect may seem negligible, just 0.5%, but the number of jobs is significant. The fishing industry was the main source of income for 79,000 Canadian residents and provided employment income to 93,840 individuals. This does not include workers earning an income in the transportation and sales of seafood products.

This section examines the contribution of the fishing industry to total employment at the regional level. It must be noted that the job figures do not exactly match those presented in the rest of the report, due to different methodologies used to produce them¹².

Table 1.7 Contribution of the Fishing Industry to Employment in Canadian Industries, 2006

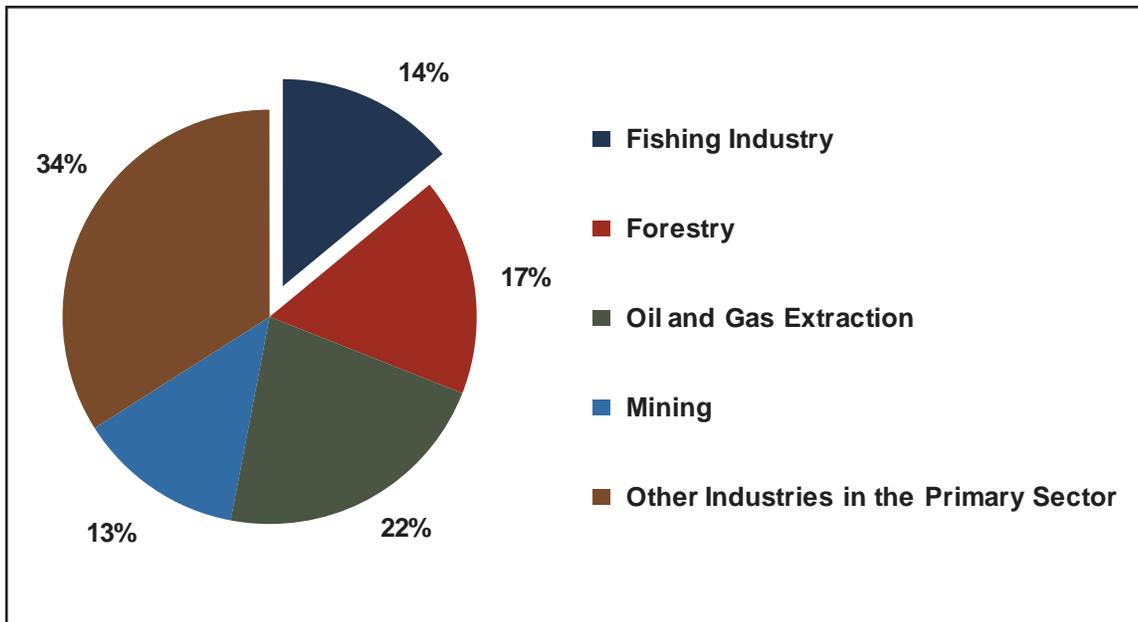
	Fishing Industry Workers as a Whole		Canadian Industries as a Whole
	Number of Jobs	%	Number of Jobs
Atlantic Provinces	59,650	4.1	1,454,650
Newfoundland & Labrador	22,630	8.8	257,080
Prince Edward Island	4,940	6.7	73,930
Nova Scotia	16,020	3.5	457,420
New Brunswick	12,190	3.2	381,010
Quebec (Atlantic)	3,880	1.4	285,410
Quebec (Whole Province)	6,620	0.2	3,835,790
Central Provinces	4,490	0.1	8,952,340
Ontario	2,230	0.0	6,040,540
Manitoba	1,530	0.3	561,320
Saskatchewan	290	0.1	465,160
Alberta	440	0.0	1,885,320
British Columbia	11,940	0.6	2,038,750
Northern Territories	170	0.3	59,600
Yukon	20	0.1	19,190
Northwest Territories	30	0.1	25,770
Nunavut	120	0.8	14,660
Canada	79,000	0.5	16,055,930

The contribution of the fishing industry to jobs at the regional level, presented in Table 1.7, shows that this industry played a major role in 2006 in Newfoundland and Labrador and Prince Edward Island. The industry contributed about 9% and 7% of the jobs in these two provinces. It also played a significant role in Nova Scotia (3.5%) and New Brunswick (3.2%). It also provided a significant number of jobs in British Columbia, 13,880, despite its small contribution to total employment in the province at 0.6%.

¹² The main difference is that this section only counts the 79,000 workers whose main source of income came from a fishing related activity, and not the 93,840 individuals who earned any income in fishing related income even if fishing was not their main source of employment income.

The importance of the fishing industry becomes more apparent in comparison to other industries that form the primary sector (Figure 1.5). Fishery related jobs accounted for 14% of the total number of jobs generated in the primary sector in Canada. The largest industries in the primary sector include the oil and gas industry which accounted for 22% of the workforce, the forestry industry at 17% and mining at 13%.

Figure 1.5 Workers Distribution in the Primary Sector in Canada, 2006



In 2006, the fishing industry surpassed the other primary industries in four Atlantic Provinces in terms of contribution to employment (Table 1.8 and Figure 1.6). It is in Newfoundland and Labrador where the fishing industry made up the largest component of the primary sector (69%), followed by Nova Scotia (58%), Prince Edward Island (58%), and New Brunswick (45%).

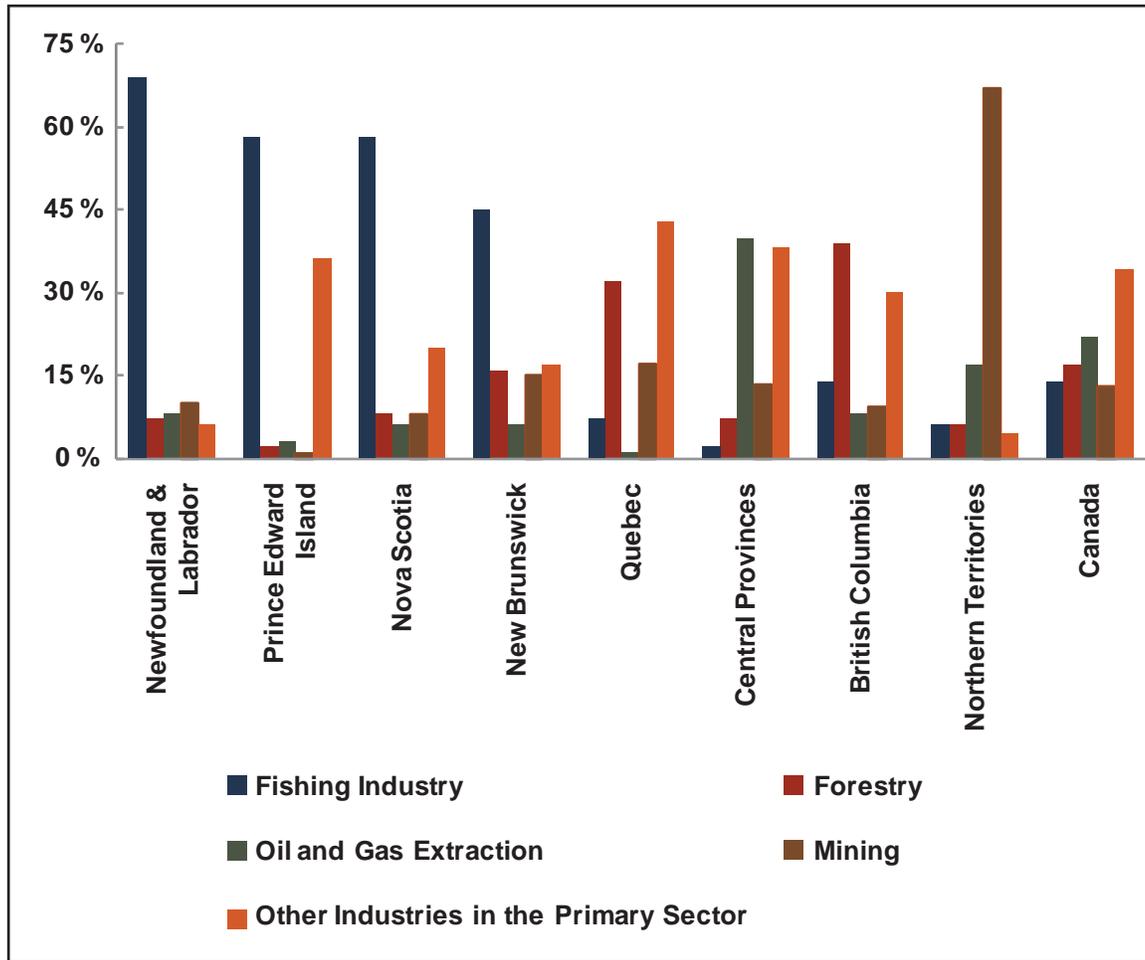
In contrast, in the Central Provinces, the oil and gas industry generated the most number of jobs in the primary sector, especially in Alberta. Likewise, the fishing industry also constituted a small segment of the primary sector in British Columbia and in the Northern Territories at 14% and 6% respectively. In British Columbia, the forestry industry led by providing 39% of the total primary sector jobs. In the Northern Territories, mining provided employment to 67% of the workforce in the primary sector.

Table 1.8 Geographic Distribution of Workers in the Primary Sector, 2006

	Fishing Industry Workers		Forestry		Oil and Gas Extraction		Mining		Other Industries in the Primary Sector		Primary Sector as a Whole	
	Number of Workers	%	Number of Workers	%	Number of Workers	%	Number of Workers	%	Number of Workers	%	Number of Workers	%
Atlantic Provinces	59,650	50	17,900	15	6,370	5	12,900	11	23,450	19	120,270	100
Newfoundland & Labrador	22,630	69	2,280	7	2,600	8	3,320	10	2,100	6	32,930	100
Prince Edward Island	4,940	58	170	2	280	3	60	1	3,010	36	8,460	100
Nova Scotia	16,020	58	2,290	8	1,690	6	2,220	8	5,550	20	27,770	100
New Brunswick	12,190	45	4,360	16	1,730	6	3,900	15	4,660	17	26,840	100
Quebec (Atlantic)	3,880	16	8,800	36	60	0	3,400	14	8,130	33	24,270	100
Quebec (Whole Province)	6,620	7	29,600	32	570	1	15,890	17	40,360	43	93,040	100
Central Provinces	4,490	2	18,540	7	108,020	40	35,710	13	101,290	38	268,050	100
Ontario	2,230	2	11,410	12	3,030	3	18,980	20	58,330	62	93,980	100
Manitoba	1,530	8	800	4	1,370	8	3,320	18	11,010	61	18,030	100
Saskatchewan	290	1	1,350	4	10,850	33	7,380	23	12,920	39	32,790	100
Alberta	440	0	4,980	4	92,770	75	6,030	5	19,030	15	123,250	100
British Columbia	11,940	14	34,660	39	7,090	8	7,770	9	26,790	30	88,250	100
Northern Territories	170	6	160	6	490	17	1,890	67	120	4	2,830	100
Yukon	20	2	40	5	90	11	620	78	40	5	810	100
Northwest Territories	30	2	120	7	380	22	1,140	67	50	3	1,720	100
Nunavut	120	40	n.s.	n.s.	n.s.	n.s.	130	43	30	10	300	100
Canada	79,000	14	92,050	17	122,450	22	70,770	13	183,860	34	548,130	100

Nevertheless, the importance of the fishing industry for many communities across Canada, especially for the aboriginal population, cannot be properly quantified by the number of jobs alone. The number of jobs generated at the provincial and territorial level may seem small or even insignificant statistically for the Central Provinces and the Northern Territories, but these jobs provide a key source of income for workers and contribute to economic and social development of many rural and remote communities. The analysis of this important source of income is the subject of the next section.

Figure 1.6 Geographic Distribution of Workers in the Primary Sector by Region, 2006



Section 2: Portrait of the total employment income of workers in the fishing industry

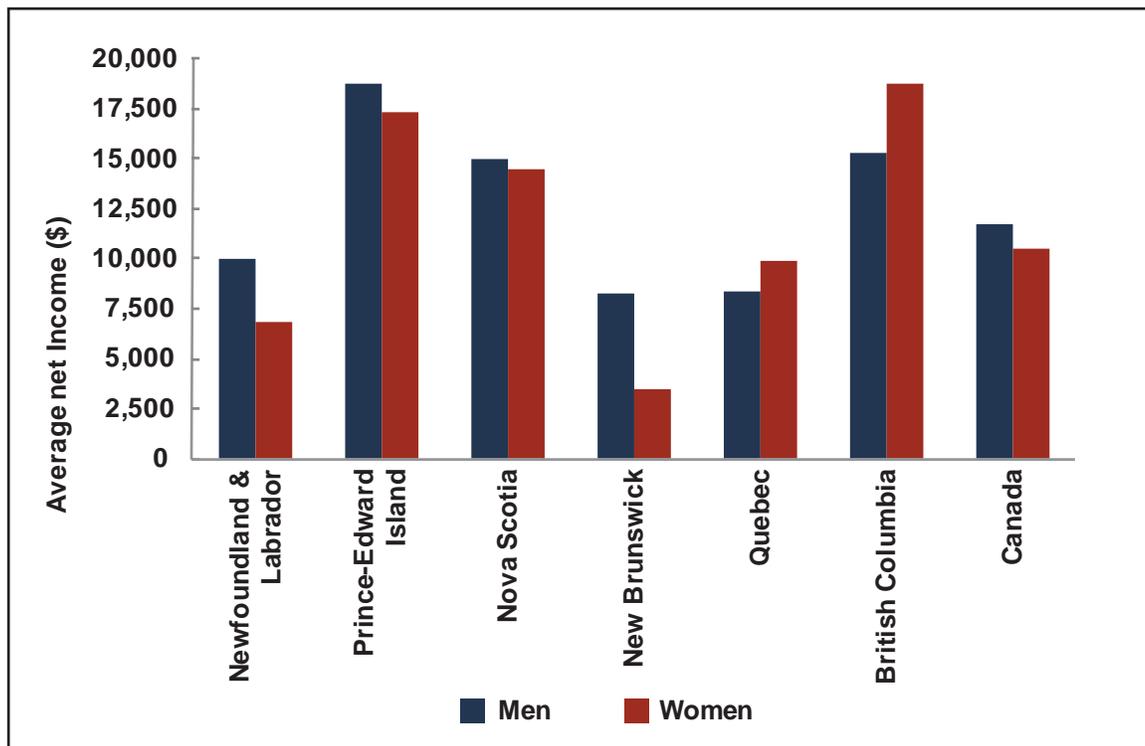
This section reviews the total employment income of workers in the fishing industry. This income represents the sum of earnings from all jobs held by workers in one of the fishing based sectors.

2.1 Net income of self-employed fish harvesters according to gender

Before examining the overall employment income picture, this section of the report analyzes the net income from fishing reported by both male and female self-employed fish harvesters in 2006. This income includes only the earnings from harvesting minus the expenses incurred to obtain the earnings. Therefore, it provides a partial portrait of the total employment income in the fishing industry.

Across Canada, net fishing income for male self-employed fish harvesters is higher than for their female counterparts. In 2006, females reported an average net income of \$10,472, corresponding to 89% of the net earnings of male harvesters (Table 2.1). The gap in earnings between women and men, shown in Figure 2.1, varies considerably from one region to the next. It is surprising that in New Brunswick, women reported an average net income equal to only 42% of net earnings of men. In contrast, female harvesters in Quebec and British Columbia earned more in net fishing income than men, namely 119% and 122% of the net income observed among men. To get a more complete picture of the income disparity between the genders, a comparison of the total incomes for men and women is presented in Section 3.1.

Figure 2.1 Average Net Income of Self-employed Fish Harvesters Based on Gender and Region, 2006



Source: Canada Revenue Agency (CRA), Income statistics, Final statistics – Sampling data, 2008 issue (2006 tax year), basic table 4 – All declarations are based on age and gender.

Table 2.1 Average Net Fishing Income of Self-employed Fish Harvesters Based on Gender and Region, 2006

	Men	Women	Women - Men Income Ratio
	\$	\$	%
Newfoundland & Labrador	9,950	6,789	68
Prince-Edward Island	18,785	17,301	92
Nova Scotia	14,988	14,527	97
New Brunswick	8,263	3,510	42
Quebec	8,325	9,879	119
British Columbia	15,350	18,760	122
Canada	11,731	10,472	89

Source: Canada Revenue Agency (CRA), Income statistics, Final statistics - Sampling data, 2008 issue (2006 tax year), basic table 4 - All declarations are based on age and gender.

2.2 Total employment income based on age and work sector

In all categories of work throughout the fishing industry, workers under 20 years of age have the lowest incomes. In this age group in 2006, self-employed fish harvesters reported the highest average total employment income, \$10,412. They were followed by aquaculture workers (\$8,487), wage-earning fish harvesters (\$7,697) and fish processing workers (\$5,376). The average employment earnings for the fishing industry as a whole stood at \$6,538, which is a few hundred dollars less than the average total employment income of all Canadians in this age group (Table 2.2).

In general, average total employment income increases with age, except for individuals 60 years or older. In 2006, with the exception of the fish processing sector, the highest earning age group were those between 40 to 59 years of age. This group was followed by workers aged 20 to 39 years. These observations are identical to those in other Canadian industries. In addition, the employment incomes of fishing based workers 20 years and older are significantly lower than the average earnings of Canadians. In 2006, among those aged 40 to 59, Canadian workers posted an average employment income of \$44,791, corresponding to more than double the earnings of workers in the fishing industry (\$19,932). For those 20 to 39 years and 60 years and older, the earnings gap compared to the average Canadian worker is not as great but is still significant at about 70%. For all age groups, Canadians earned on average \$35,493, which is 95% more than the earnings of workers in the fishing industry (\$18,207).

Table 2.2 Average Total Employment Income Based on Age and Sector, 2006

Age	Average Total Employment Income (\$)					Canadian Industries as a Whole
	Self-employed Fish Harvesters	Wage-earning Fish Harvesters	Fish Processing Workers	Aquaculture Workers	Fishing Industry as a Whole	
Less than 20 years old	10,412	7,697	5,376	8,487	6,538	6,659
20 to 39 years old	17,109	22,565	14,349	24,966	17,862	30,390
40 to 59 years old	17,268	26,205	17,776	31,736	19,932	44,791
60 years old and more	12,636	23,385	22,488	27,692	18,025	30,651
Total	16,348	23,534	15,803	26,181	18,207	35,493

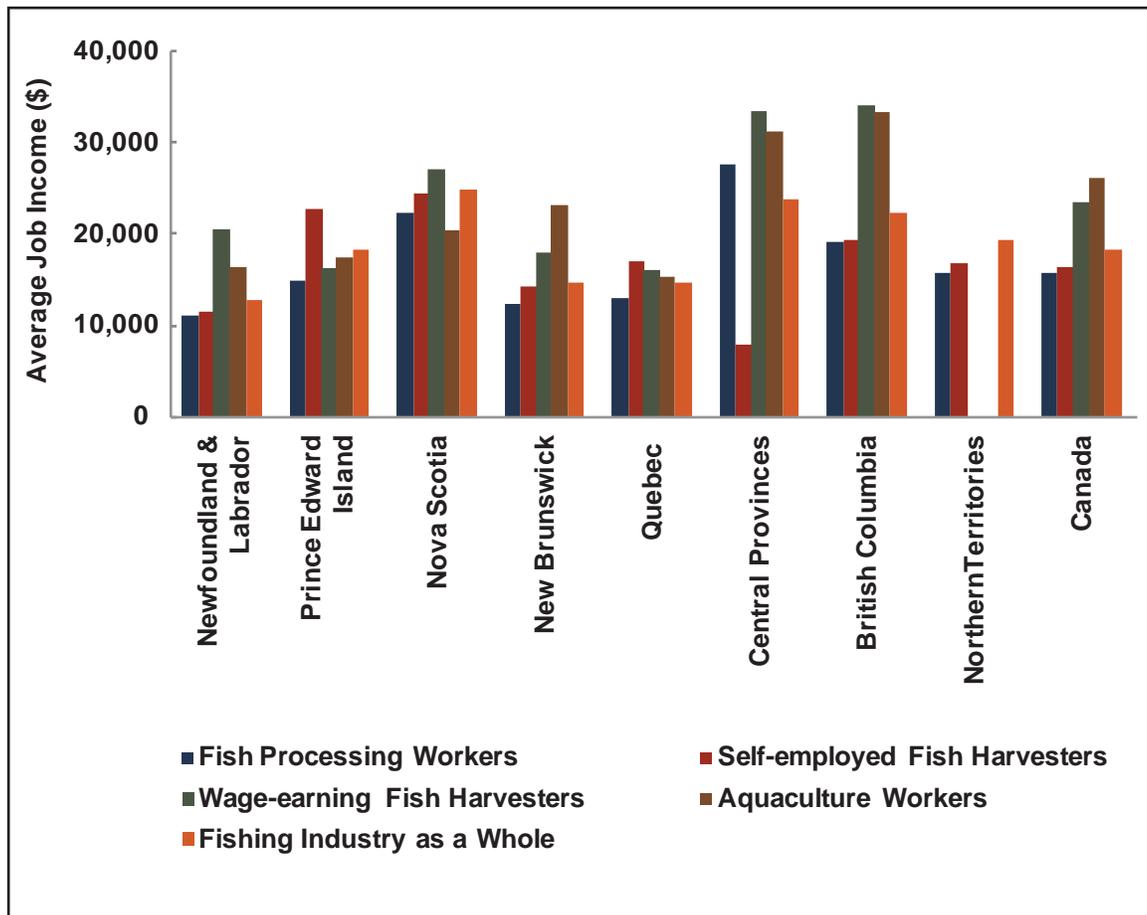
Note: Statistics for Canadian industries as a whole are calculated using CRA data, income statistics, provisional statistics – Universal data, 2008 issue (2006 tax year), table 4 – All declarations are based on age and gender.

Moreover, in 2006, aquaculture workers reported the highest average total employment income in the fishing industry (\$26,181), while wage-earning fish harvesters came in second (\$23,534), followed by self-employed fish harvesters (\$16,348) and fish processing employees (\$15,803). Table 2.2 details the average total employment income by age group and category of workers.

2.3 Total employment income based on work sector and region

A portrait of total employment income, shown in Figure 2.2 for the entire fishing industry is not reflected uniformly in all regions. Employment income varies by province. In all work sectors except self-employ fish harvesting, Ontario based workers reported the highest average total employment incomes in the country in 2006, at \$33,725. After Ontario, the next highest employment earnings come from Nova Scotia at \$24,852, Alberta at \$23,818, and British Columbia at \$22,319. As for total employment incomes for people living in the Northern Territories, it came out to \$19,450, slightly above the national average (Table 2.3). However, given the small number of workers in this region, about 300 in 2006, this average is sensitive to changes in income from even a small number of workers.

Figure 2.2 Average Total Employment Income Based on Sector and Region, 2006



The analysis of total employment income in the Atlantic Provinces and British Columbia, two regions which together contain almost 90% of jobs in the fishing industry, reveals that workers in British Columbia have much higher employment incomes than their counterparts living on the east coast. Moreover, aquaculture workers in British Columbia had the largest income disparity compared to workers in the Atlantic Provinces.

In 2006, workers in British Columbia recorded incomes 32% higher on average than their Atlantic counterparts. Incomes for workers in British Columbia were 75% higher than in Newfoundland and Labrador, and 62% and 52% higher in Quebec-Atlantic and New Brunswick respectively.

In contrast, Nova Scotian workers posted incomes 10% higher than those in British Columbia. This is driven by the higher incomes earned by self-employed fish harvesters and fish processing workers. Besides Nova Scotia, Prince Edward Island is the only other province which has reported higher incomes than British Columbia, such as the self-employed fish harvesters.

Table 2.3 Average Total Employment Income Based on Sector and Region, 2006

	Average Total Employment Income (\$)				
	Self-employed Fish Harvesters	Wage-earning Fish Harvesters	Fish Processing Workers	Aquaculture Workers	Fishing Industry as a Whole
Atlantic Provinces	16,262	22,405	14,005	20,555	16,962
Newfoundland & Labrador	11,484	20,466	11,135	16,375	12,784
Prince Edward Island	22,808	16,352	14,829	17,463	18,250
Nova Scotia	24,439	27,149	22,380	20,392	24,852
New Brunswick	14,206	17,985	12,299	23,236	14,665
Quebec (Atlantic)	16,053	15,907	11,670	14,438	13,809
Quebec (Whole Province)	17,104	16,186	13,000	15,255	14,629
Central Provinces	7,887	33,440	27,647	31,322	23,917
Ontario	14,324	42,394	32,274	35,769	33,725
Manitoba	5,694	8,944	20,231	16,226	10,836
Saskatchewan	4,041	21,456	19,667	31,039	8,100
Alberta	17,415	34,361	19,698	23,494	23,818
British Columbia	19,355	34,107	19,180	33,404	22,319
Northern Territories	16,843	n.a.	15,649	n.a.	19,450
Yukon	n.a.	n.a.	20,401	n.a.	20,401
Northwest Territories	3,921	n.a.	25,652	n.a.	14,787
Nunavut	21,150	n.a.	12,648	n.a.	20,157
Canada	16,348	23,534	15,803	26,181	18,208

2.4 Total employment income based on the industry

This section analyzes the total employment income of fishing industry workers compared to the earnings of workers in other primary industries. This comparison will highlight the income gap between fishery workers and workers in other industries that form the primary sector.

Results show a large income gap between workers in the primary sector and fishing industry workers. In 2006, workers in the primary sector recorded average employment earnings of \$50,537, which corresponds to 2.8 times the employment income of fish harvesters. The average employment income of workers in the oil and gas industry reached \$98,144, five times those of fish harvesters. It was \$78,861 and \$40,670 respectively for workers in mining and forestry (Table 2.4).

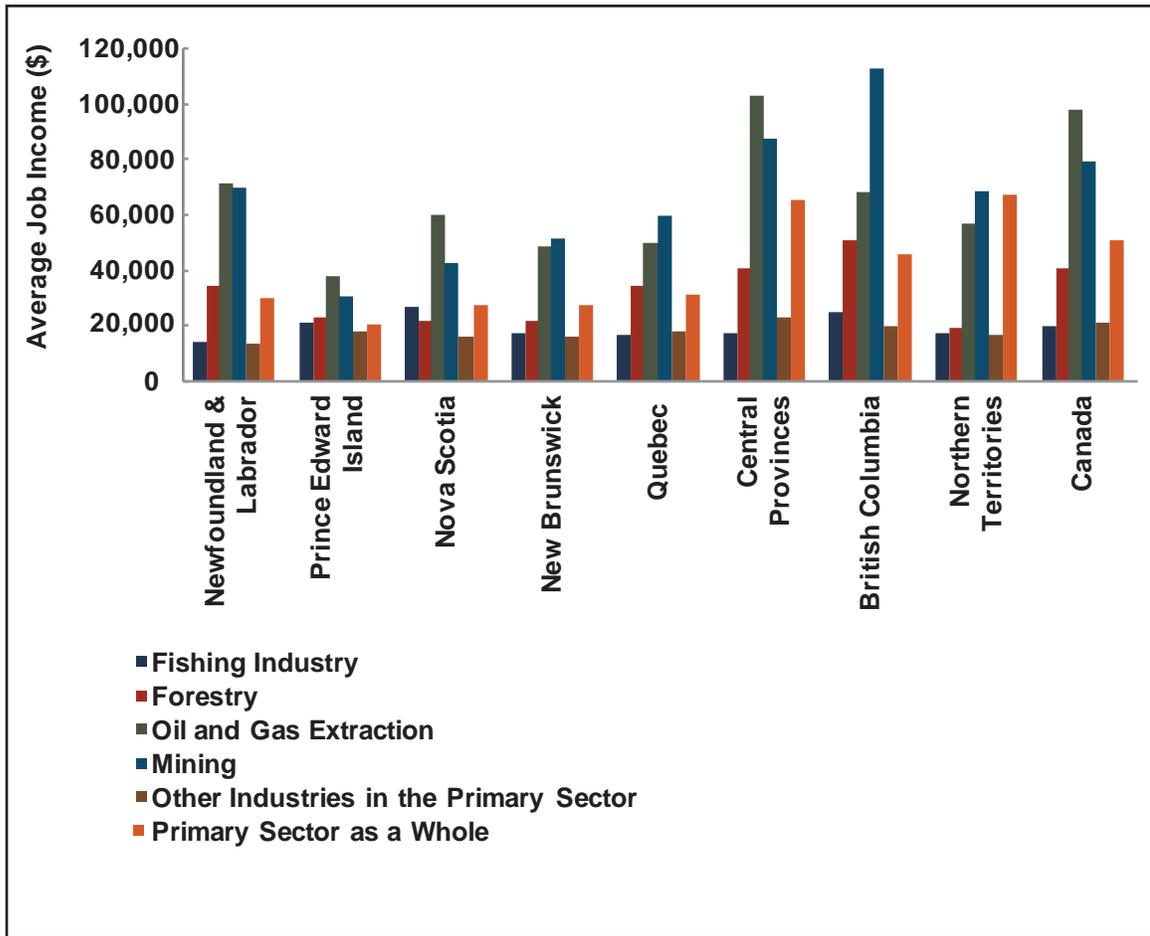
Table 2.4 Average Total Employment Income Based on the Primary Sector and the Province / Territory, 2006

	Average Total Employment Income (\$)					
	Fishing Industry	Forestry	Oil and Gas Extraction	Mining	Other Industries in the Primary Sector	Primary Sector as a Whole
Atlantic Provinces	17,118	28,725	60,501	55,928	16,397	27,939
Newfoundland & Labrador	12,726	34,117	71,294	69,464	13,214	29,789
Prince Edward Island	18,882	22,655	37,862	30,181	17,879	20,373
Nova Scotia	25,559	21,670	60,079	42,129	15,650	27,293
New Brunswick	14,396	21,415	48,767	51,332	15,958	27,172
Quebec (Atlantic)	14,165	32,907	51,314	57,463	17,434	29,569
Quebec (Whole Province)	14,908	34,088	50,096	59,063	17,864	30,656
Central Provinces	22,801	40,694	102,714	87,239	22,753	65,045
Ontario	34,251	41,381	63,381	93,435	21,016	39,860
Manitoba	10,363	25,258	51,466	69,437	23,891	33,509
Saskatchewan	5,861	26,167	68,949	83,727	21,554	51,300
Alberta	19,186	45,539	108,705	81,838	28,232	92,179
British Columbia	23,078	50,571	68,473	112,197	19,477	45,665
Northern Territories	16,056	19,218	56,702	68,193	16,269	59,503
Yukon	17,481	17,778	52,235	42,151	17,132	40,799
Northwest Territories	11,096	19,698	59,479	86,680	15,510	72,886
Nunavut	17,059	n.a.	24,033	30,271	16,384	25,716
Canada	18,301	40,670	98,144	78,861	20,623	50,537

Moreover, in 2006, the primary sector as a whole posted higher employment incomes than fishing industry workers in all provinces and territories.

In addition to these observations, it is important to note that the difference in employment incomes, shown in Figure 2.3, between fishing industry workers and workers in other primary industries is smaller in the Atlantic Provinces than in the rest of the country, except for Newfoundland and Labrador. Primary sector workers in the Central Provinces (285%) and the Northern Territories (418%) posted the highest employment incomes as compared to fishery workers in their regions.

Figure 2.3 Total Employment Income Based on the Primary Sector and Province / Territory, 2006



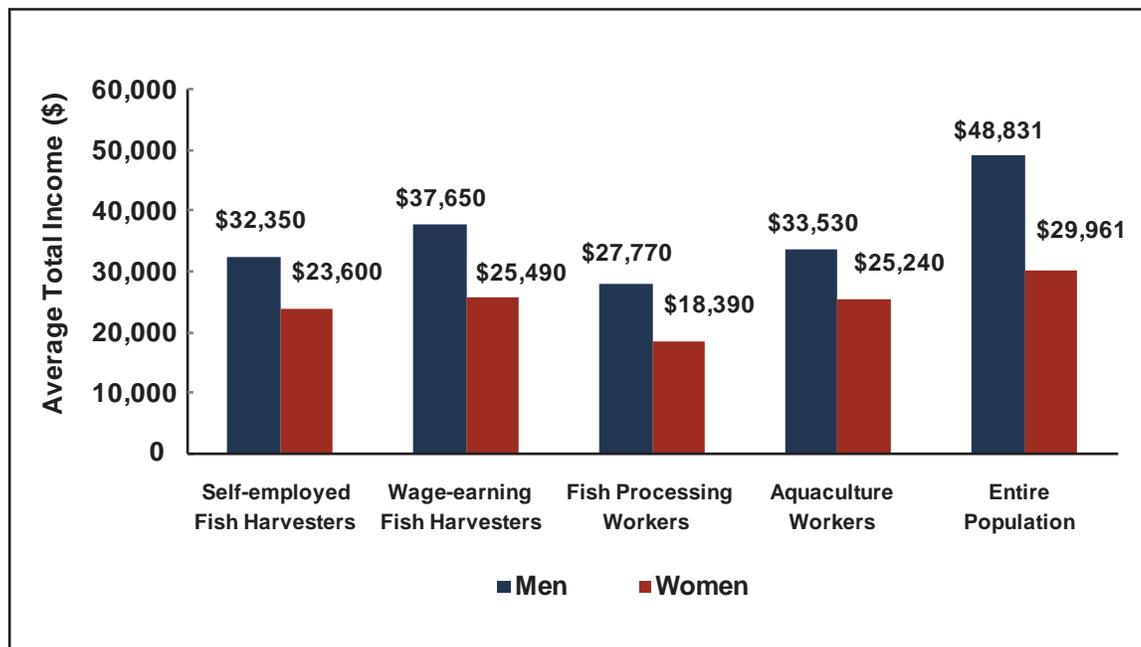
Section 3: Portrait of the total income before and after tax of workers in the fishing industry

3.1 Total income based on gender

It is widely accepted that women generally have lower incomes than men. This section examines the income gap between male workers and their female counterparts in the fishing industry, nationally and regionally.

In 2006, for the general population of Canada, the average total income before tax for female workers was \$29,961. This includes total employment income, investment income, transfer payments and other taxable incomes. This total amounted to only 61% of the total income posted by male workers, which stood at \$48,831.

Figure 3.1 Average Total Income by Gender Based on Sector, 2006



Note: Statistics for the Canadian population overall are based on CRA data, income statistics, provisional statistics – Universal data, 2008 issue (2006 tax year), table 4 – All declarations are based on age and gender.

In the fishing industry, women earned lower incomes than men in all categories of work (Figure 3.1). However, the income gap in the fishing industry is smaller than that observed in the general working population. The largest income gap was reported in the fish processing sector, where women earned only 66% of the income received by male workers. This income gender gap was 68% among wage-earning fish harvesters, and 73% and 75% respectively for self employed fish harvesters and aquaculture workers (Table 3.1).

Table 3.1 Ratio of Female to Male Average Total Income Based on Sector and Region, 2006

	Ratio of Women's Total Average Income Compared to Men's				
	Self-employed Fish Harvesters	Wage-earning Fish Harvesters	Fish Processing Workers	Aquaculture Workers	Entire Population
Atlantic Provinces	71%	63%	65%	75%	65%
Newfoundland & Labrador	79%	65%	75%	82%	63%
Prince Edward Island	83%	89%	68%	91%	74%
Nova Scotia	66%	57%	45%	59%	66%
New Brunswick	54%	77%	77%	73%	64%
Quebec (Whole Province)	73%	66%	76%	77%	64%
Central Provinces	96%	75%	71%	78%	60%
British Columbia	72%	78%	75%	75%	62%
Northern Territories	21%	155%	118%	n.a.	75%
Canada	73%	68%	66%	75%	61%

Note: The average total income ratio for the population overall is based on CRA statistics, income statistics, provisional statistics – Universal data, 2008 issue (2006 tax year), Table 4 – All declarations are based on age and gender.

At the regional level, except for the Northern Territories and Central Provinces, where the results can be skewed due to the low number of workers in the industry, the average total incomes of female workers is lower than males, in all categories of work. In 2006, the smallest income gap was recorded in Prince Edward Island, where the average total income of women corresponded to 91% of men in the aquaculture sector. This was followed by the wage-earning fish harvesting sector and the self-employed fish harvesting sector at 89% and 83% respectively. Not entirely surprising than is the fact that Prince Edward Island also had the smallest income gap among the general working population, women on average earned 74% the incomes of men. In contrast, Nova Scotia had the largest gender income gap in the fishing industry. For example, the average total incomes of female fish processing workers amounted to only 45% of their male counterparts. It was higher in other categories of work, ranging between 57% and 66%, but well below the national average for the fishing industry.

One glaring result is the large income gap between male self-employed fish harvesters and their female counterparts in New Brunswick, where the average total income of female workers amounted to only 54% that of male workers. British Columbia on the other hand, has the least significant income disparity between the genders. In 2006, female workers in British Columbia earned 72% of the average total income of male self-employed fish harvesters, 75% of the average total incomes for both fish processing and aquaculture workers, and 78% of the average total incomes for the male wage-earning fish harvesters. Table 3.1 details the proportion of average total income of women relative to men by work sector and region.

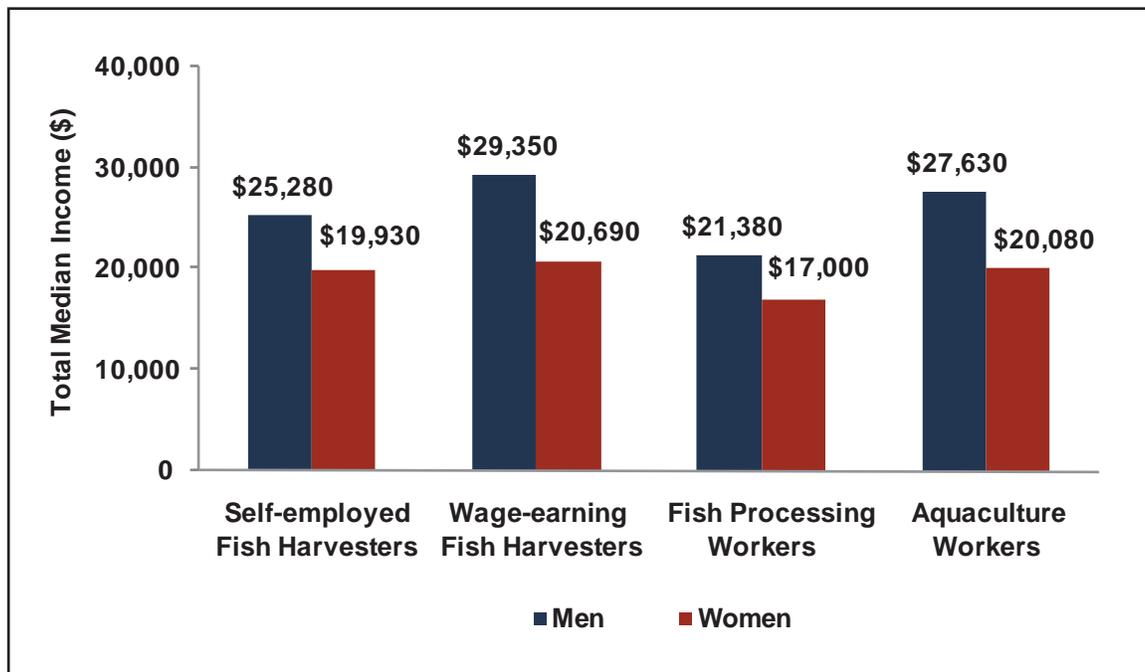
The analysis of the gender income gap brings forth an important observation about their median income differences. The median total income is the income where half the workers earn a total income greater than this value and the other half, a lower value. It has the advantage of not being influenced by very high incomes. Table 3.2 summarizes the average total income and median total incomes of both genders.

Table 3.2 Average Total Income and Average Median Income Based on Gender and Sector, 2006

	Average Total Income			Average Median Income		
	Men	Women	Women's to Men's Income Ratio	Men	Women	Women's to Men's Income Ratio
	\$	\$	%	\$	\$	%
Self-employed Fish Harvesters	32,350	23,600	73	25,280	19,930	79
Wage-earning Fish Harvesters	37,650	25,490	68	29,350	20,690	70
Fish Processing Workers	27,770	18,390	66	21,380	17,000	80
Aquaculture Workers	33,530	25,240	75	27,630	20,080	73

In general, the total income gap between male and female workers is lower using the median than the average, except for aquaculture. However, there is still a significant income gap between the genders using median incomes (Table 3.2 and Figure 3.2.).

Figure 3.2 Average Median Income by Gender Based on Sector, 2006



3.2 Total income before and after tax based on age

This section paints a portrait of the total income of workers by age group. It analyzes the income gaps observed between age groups and the impact of income taxes.

First of all, it should be noted that the portrait of total income before and after tax of workers in the fishing industry is similar to the employment income described in Section 2.2. As with the employment income in all work sectors, workers younger than 20 years old earned the lowest average total incomes. In this age group in 2006, self-employed fish harvesters recorded the highest total income (\$13,146), followed by aquaculture workers (\$9,437), wage-earning fish harvesters (\$9,373) and fish processing workers (\$7,686). However, contrary to employment income, young workers in the fishing industry had a slightly higher total income than the same workers in the general population in Canada, i.e. approximately \$200 more (Table 3.3).

Table 3.3 Average Total Income Before Tax Based on Age and Sector, 2006

Age	Average Total Income Before Tax (\$)					
	Self-employed Fish Harvesters	Wage-earning Fish Harvesters	Fish Processing Workers	Aquaculture Workers	Fishing Industry as a Whole	Canadian Industries as a Whole
Less than 20 years old	13,146	9,373	6,130	9,437	7,686	7,444
20 to 39 years old	27,714	31,220	20,092	28,573	25,288	32,263
40 to 59 years old	30,635	37,922	25,950	38,367	30,365	49,531
60 years old and more	36,848	48,709	42,351	51,883	41,061	34,524
All Ages	30,396	34,494	23,236	31,426	28,163	38,084

Statistics for the Canadian population overall are based on CRA data, income statistics, provisional statistics – Universal data, 2008 issue (2006 tax year), Table 4 – All declarations are based on age and gender.

Contrary to the average employment income which increased with age, except for the 60 years and older age group, average total incomes before and after tax for workers in the fishing industry increased with age even for workers 60 years and older. In 2006, workers 60 years and older had the highest total incomes, whereas workers in the 40 to 59 year old group recorded the highest employment incomes.

In addition to these observations, workers in the fishing industry aged 60 and over earned higher average total incomes before and after tax than the general Canadian population in this age group. In 2006, the average total income before and after tax for workers in the fishing industry aged 60 and over was \$41,061 and \$33,709 respectively, while for all Canadians it was \$34,524 and \$29,459 respectively. However, by including all age groups, the general Canadian working population had higher average total incomes before and after tax (\$38,084 and \$31,823), than workers in the fishing industry (\$28,163 and \$23,767).

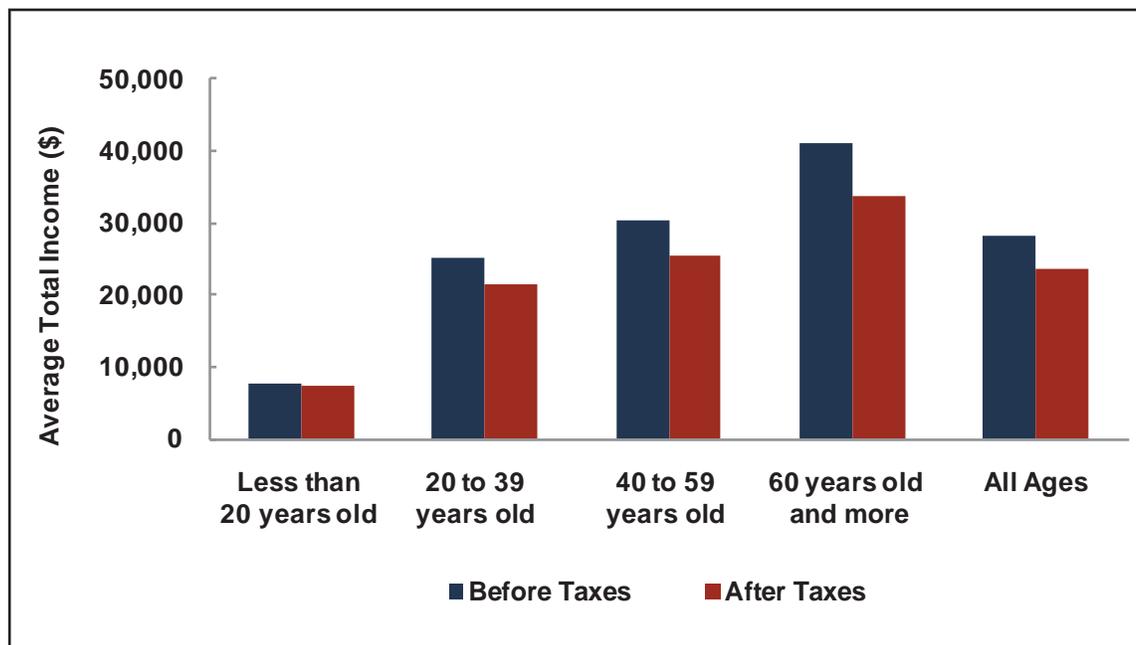
In 2006, wage-earning fish harvesters recorded the highest average total incomes before and after tax, at \$34,494 and \$28,754 respectively. Aquaculture workers followed with earnings of \$31,426 and \$26,749. Detailed results of average total incomes before taxes are presented in Table 3.3, whereas the average total income after tax are shown in Table 3.4.

Table 3.4 Average Total Income After Tax Based on Age and Sector, 2006

Age	Average Total Income After Tax (\$)					
	Self-employed Fish Harvesters	Wage-earning Fish Harvesters	Fish Processing Workers	Aquaculture Workers	Fishing Industry as a Whole	Canadian Industries as a Whole
Less than 20 years old	11,693	8,662	5,887	8,927	7,212	7,166
20 to 39 years old	22,658	26,155	17,943	24,759	21,612	27,475
40 to 59 years old	25,014	31,493	22,495	31,948	25,518	40,409
60 years old and more	30,620	40,049	34,152	42,866	33,709	29,459
All Ages	24,931	28,754	20,210	26,749	23,767	31,823

Statistics for the Canadian population overall are based on CRA data, income statistics, provisional statistics – Universal data, 2008 issue (2006 tax year), Table 4 – All declarations are based on age and gender.

The main impact of the income tax is to shrink the income gap between high and low-earning workers. This reduction is based on income redistribution mechanisms, such as taxes and government transfers. Taxes have the effect of reducing income gaps between different age groups of workers (Figure 3.3).

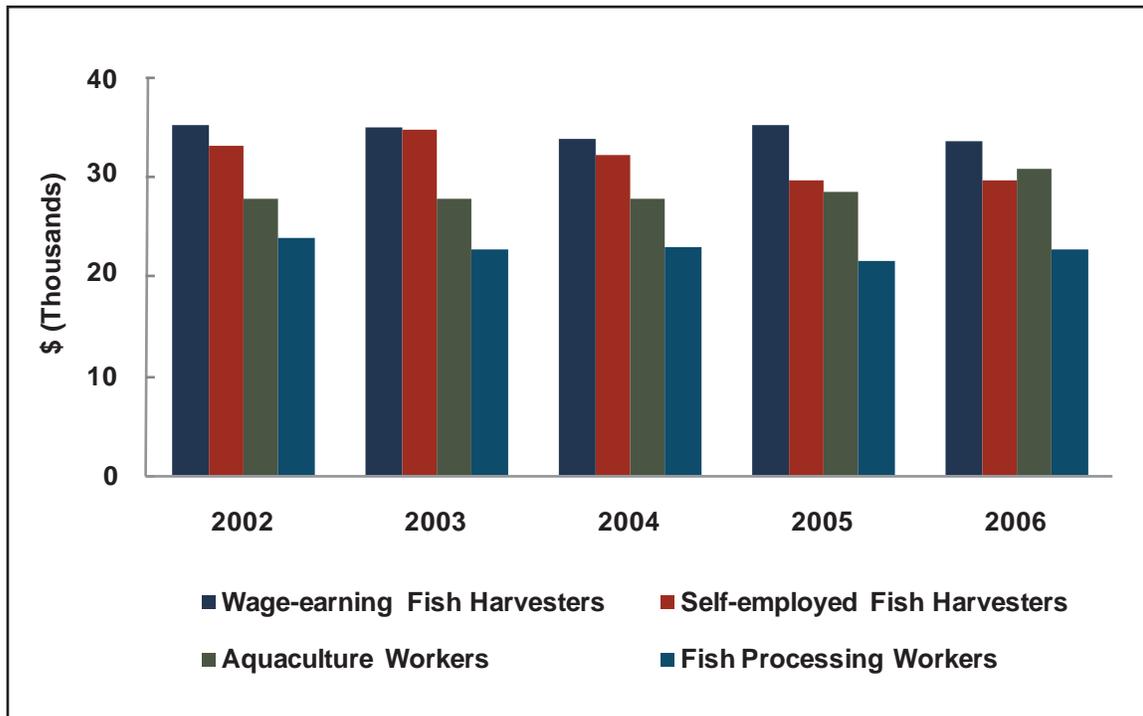
Figure 3.3 Average Total Income Before and After Tax for the Fishing Industry Based on Age, 2006

3.3 Recent history of the average total income before tax based on work sector

This section analyzes the recent history of the average total incomes before tax of workers in the fishing industry from 2002 to 2006. In order to take into account inflation, the total incomes reported in each year were corrected and expressed in constant dollars (2005). During this period, wage-earning fish harvesters reported the highest total

incomes before taxes. In 2002, their average total incomes stood at \$35,375. Between 2002 to 2006, however, their average total income fell by 4.4%, for an annual decline of 1.1%. Self-employed fish harvesters saw their incomes decline from \$33,325 to \$29,810, a drop of 10.8% over the four year period. In contrast, aquaculture workers saw an increase in their incomes, rising by 10.8% between 2002 to 2006 (Figure 3.4).

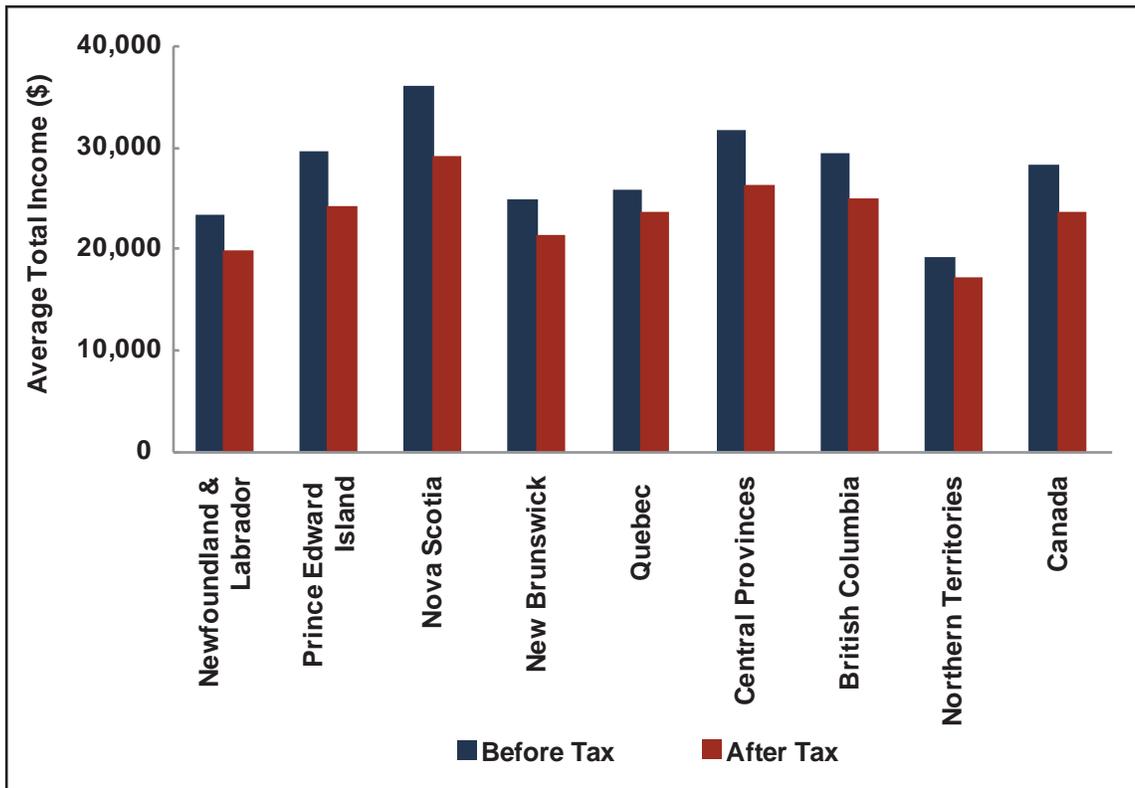
Figure 3.4 Recent Changes in Average Total Income Before Tax Based on Sector, 2002 - 2006 (in 2005 constant dollars)



3.4 Total income before and after tax based on work sector and on region

Similar to the employment income component, the total income before and after tax of workers in the fishing industry varies from one province to another (Figure 3.5). In all categories of work, the province of Ontario had the highest earning workers in the fishing industry in 2006. Their average incomes before and after tax were \$42,669 and \$34,479 respectively. The next highest earning group of workers resided in Nova Scotia, \$36,066 and \$29,117 respectively. Alberta came next with average total incomes before and after tax of \$29,902 and \$25,659 respectively (Table 3.5).

Figure 3.5 Average Total Income Before and After Tax in the Fishing Industry as a Whole, Based on Region, 2006



Note: The average total income after tax for Quebec represents the total income after the federal tax. It does not take into account the provincial tax that is collected separately by the Quebec government. For this reason, this income is overstated.

Table 3.5 Average Total Income Before and After Tax, Based on Sector and Region, 2006

	Self-employed Fish Harvesters		Wage-earning Fish Harvesters		Fish Processing Workers		Aquaculture Workers		Fishing Industry Workers as a Whole	
	Before Tax	After Tax	Before Tax	After Tax	Before Tax	After Tax	Before Tax	After Tax	Before Tax	After Tax
Atlantic Provinces	31,124	25,330	33,391	27,799	22,467	19,533	26,451	22,867	27,753	23,333
Newfoundland & Labrador	24,894	20,801	29,655	24,681	19,588	17,322	23,309	20,437	23,269	19,862
Prince Edward Island	38,594	30,195	26,983	23,247	22,955	19,667	24,586	21,348	29,538	24,272
Nova Scotia	40,931	32,001	37,701	30,703	30,823	25,243	24,800	21,578	36,066	29,117
New Brunswick	30,610	25,385	30,971	26,070	20,572	18,328	28,607	24,510	24,788	21,427
Quebec (Atlantic)	33,813	30,984	29,707	27,100	21,253	19,758	23,287	21,637	26,030	23,955
Quebec (Whole Province)	35,748	32,598	29,165	26,575	21,217	19,716	22,897	21,325	25,728	23,655
Central Provinces	20,200	17,366	42,164	34,141	32,049	26,879	42,228	33,963	31,664	26,328
Ontario	45,962	35,508	53,724	42,497	36,956	30,540	50,164	39,537	42,669	34,479
Manitoba	15,296	13,854	14,496	13,197	23,929	20,578	18,304	15,801	17,950	15,914
Saskatchewan	10,581	9,843	25,484	21,894	23,460	19,975	n.a.	n.a.	14,010	12,590
Alberta	29,655	25,376	40,255	33,583	23,930	21,142	27,955	24,073	29,902	25,659
British Columbia	30,293	25,130	46,336	38,280	23,656	20,659	36,657	30,962	29,419	24,939
Northern Territories	25,277	22,047	72 778	58 105	18,569	16,936	n.a.	n.a.	24,159	21,185
Yukon	n.a.	n.a.	n.a.	n.a.	22,809	20,615	n.a.	n.a.	22,809	20,615
Northwest Territories	15,626	14,584	n.a.	n.a.	29,407	26,118	n.a.	n.a.	22,517	20,351
Nunavut	28,494	24,534	72,778	58,105	15,597	14,392	n.a.	n.a.	24,729	21,453
Canada	30,396	24,931	34,494	28,754	23,236	20,210	31,425	26,749	28,165	23,768

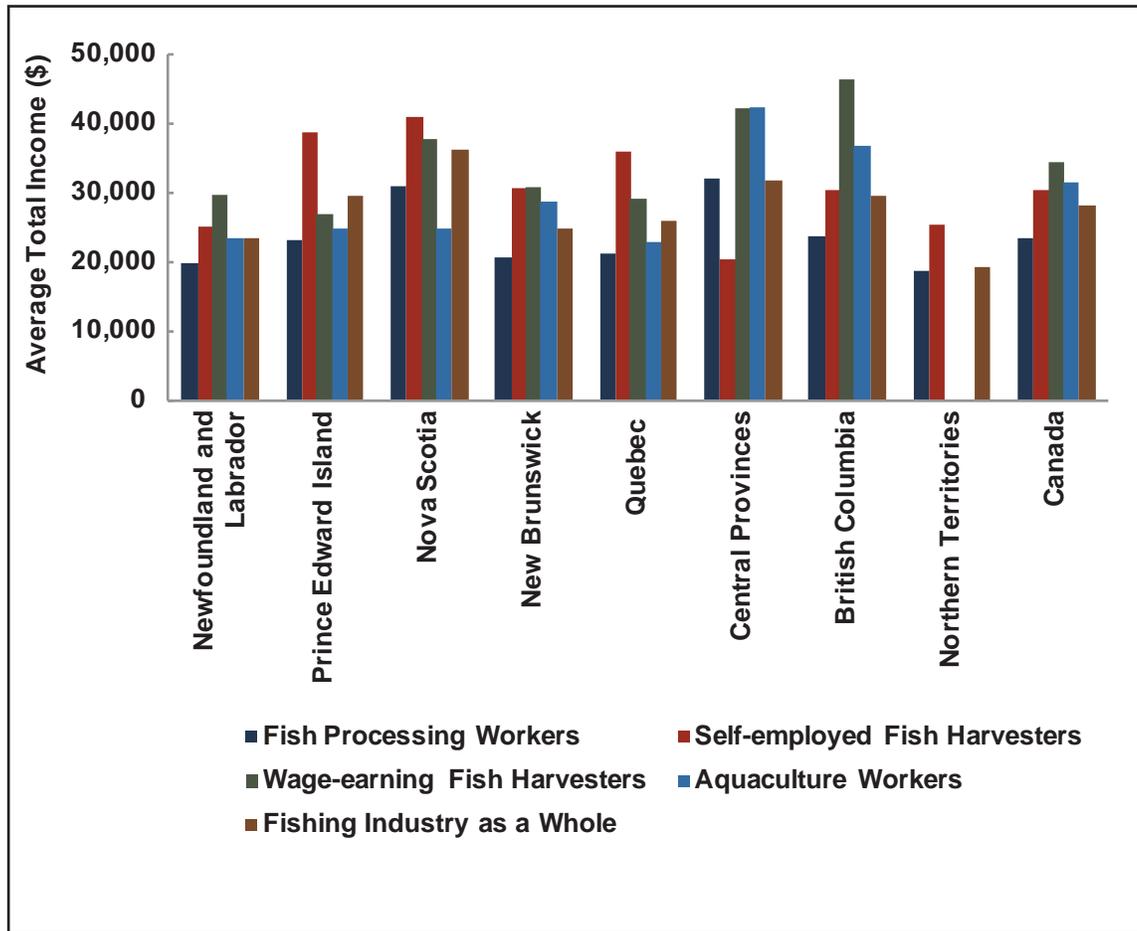
Note: The average total income after tax for Quebec represents the total income after the federal tax. It does not take into account the provincial tax that is collected separately by the Quebec government. For this reason, the income reported is overstated.

The total income composition of workers in the Atlantic Provinces and British Columbia is different than the employment income composition in these two regions. Although workers in British Columbia have higher total incomes than their counterparts in the Atlantic Provinces, the difference is not as large as the gap in employment incomes. For example, in 2006, workers in British Columbia reported average total incomes before and after tax of \$29,419 and \$24,939 respectively, while those in the Atlantic Provinces earned \$27,753 and \$23,333. This amounts to a difference of 6% before tax and 6.8% after tax, which is much lower than the gap between their employment incomes, which came out to be 32%. Section 3.7.3 examines the two largest components of total income, namely employment income and employment insurance (EI). An analysis of these two sources, presented in Table 3.12, gives a clearer understanding of the income disparity between regions, particularly between the Atlantic Provinces and British Columbia.

Workers living in the Northern Territories reported total incomes much lower than the average incomes of all workers in the fishing industry. In 2006, workers in the Northern Territories reported average total incomes before and after tax of \$19,139 and \$17,178 respectively, which was 47% and 38% lower than the earnings of average workers in the industry.

Figure 3.6 illustrates the major regional differences in average total incomes before tax by work sector. In 2006, in the Atlantic Provinces, self-employed fish harvesters and wage-earning fish harvesters reported higher average total incomes than workers in aquaculture and fish processing. Whereas, in the Central Provinces and British Columbia, it was the wage-earning fish harvesters and the aquaculture workers who recorded the highest incomes.

Figure 3.6 Average Total Income Before Tax Based on Sector and Region, 2006



3.5 Total income before and after tax based on the primary sector

The gap between the total incomes before and after tax of workers in the primary sector as a whole versus fishing industry workers is less than the gap between their total employment incomes. For example, in 2006, workers in the primary sector as a whole earned average total incomes before and after tax of \$59,713 and \$47,564 respectively. As a comparison, fishing industry workers earned \$28,983 and \$24,366. The total income gap between all workers in the primary sector and fishing industry workers is approximately 100%, whereas the difference between their employment income earnings shows a greater disparity (156%). For the average employment incomes, workers in the oil and gas industry had the highest incomes in the primary sector. In 2006, their average total incomes stood at \$112,121 before tax and \$84,907 after tax. People working in the mining and forestry industries also recorded much higher total incomes than fishing industry workers. The average total incomes before and after tax in the primary sector are presented in Figure 3.7 and Table 3.6.

Figure 3.7 Average Total Income Before and After Tax of Workers in the Primary Sector, 2006

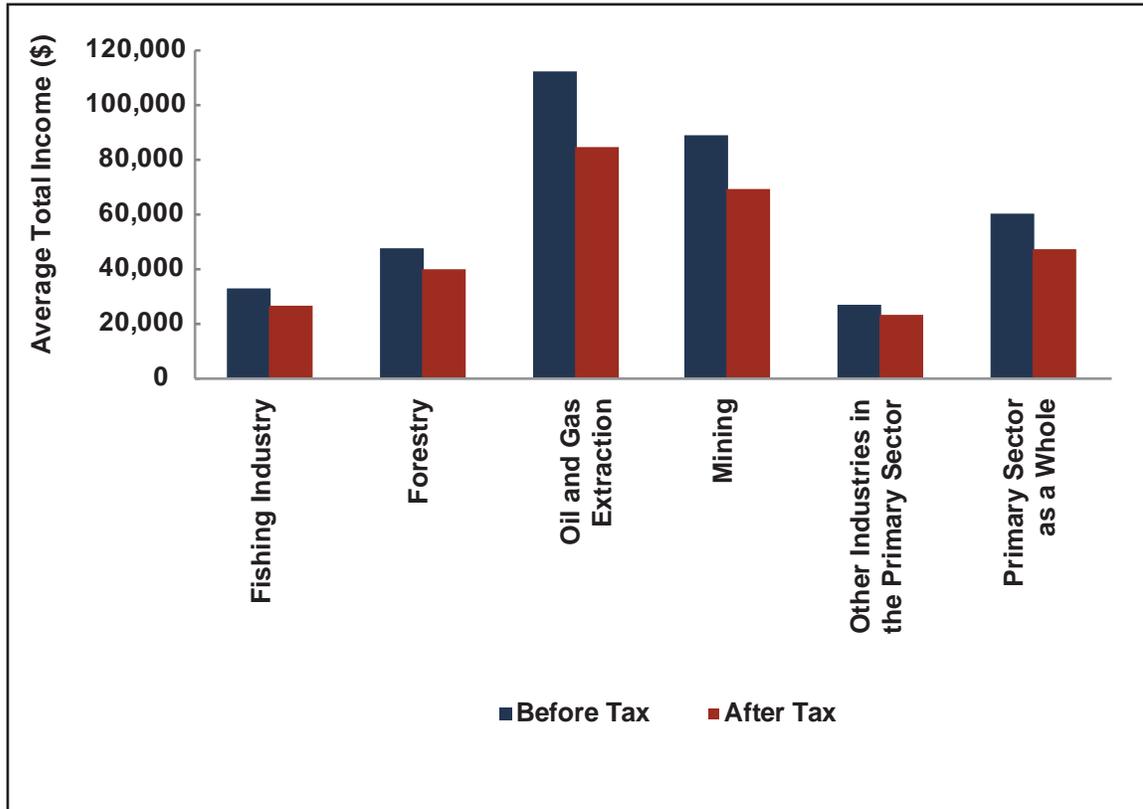


Table 3.6 Average Total Income Before Tax of Workers in the Primary Sector, Based on Region, 2006

	Average Total Income Before Tax (\$)					
	Fishing industry	Forestry	Oil and Gas Extraction	Mining	Other Industries in the Primary Sector	Primary Sector as a Whole
Atlantic Provinces	28,534	37,371	67,872	63,273	22,720	37,405
Newfoundland & Labrador	23,691	44,610	78,112	76,041	21,225	40,149
Prince Edward Island	31,199	30,753	47,299	37,810	25,078	31,046
Nova Scotia	37,280	28,384	67,199	55,441	21,227	37,528
New Brunswick	25,363	30,315	56,803	57,803	21,846	36,064
Quebec (Atlantic)	27,204	41,464	60,705	62,656	23,755	37,463
Quebec (Whole Province)	26,993	41,477	58,117	66,368	23,385	37,488
Central Provinces	31,048	45,864	117,343	96,051	28,878	74,965
Ontario	43,056	46,752	74,912	104,583	25,939	46,437
Manitoba	18,182	30,156	62,339	73,403	29,044	39,126
Saskatchewan	11,908	31,308	76,143	89,233	28,847	58,062
Alberta	27,538	50,297	124,360	90,008	37,812	106,074
British Columbia	31,068	57,366	79,551	137,995	24,965	54,448
Northern Territories	21,789	27,723	60,751	72,907	20,033	64,388
Yukon	19,493	24,433	55,433	48,321	20,169	46,496
Northwest Territories	20,023	28,819	63,705	90,659	19,382	77,368
Nunavut	22,613	n.a.	28,560	34,490	20,938	30,800
Canada	28,983	47,524	112,121	88,995	26,538	59,713

In addition to these observations, it should be noted that fishing industry workers in Prince Edward Island and Nova Scotia recorded higher average total incomes before and after tax than workers in the forestry industry (Table 3.6 and 3.7).

It is also noteworthy that the total income gap before and after tax between fishing industry workers and workers in the primary sector is lower in the Atlantic Provinces than in the rest of Canada. In addition, the Central Provinces and British Columbia have the highest earning primary sector workers before and after tax (Figure 3.8 and 3.9).

Table 3.7 Average Total Income After Tax of Workers in the Primary Sector, Based on Region, 2006

	Average Total Income After Tax (\$)					
	Fishing Industry	Forestry	Oil and Gas Extraction	Mining	Other Industries in the Primary Sector	Primary Sector as a Whole
Atlantic Provinces	23,888	32,699	51,111	50,563	20,410	31,046
Newfoundland & Labrador	20,194	36,432	57,128	57,208	18,635	31,771
Prince Edward Island	25,387	26,022	37,550	31,062	21,779	25,627
Nova Scotia	29,913	24,419	50,969	43,957	18,541	30,311
New Brunswick	21,864	26,113	44,436	45,391	19,351	29,767
Quebec (Atlantic)	24,976	37,284	51,644	54,668	22,247	33,784
Quebec (Whole Province)	24,772	37,085	50,730	57,473	21,708	33,560
Central Provinces	25,956	37,546	88,711	73,016	24,893	58,115
Ontario	35,090	38,275	57,427	78,798	22,458	37,253
Manitoba	16,112	25,391	48,485	55,140	24,760	31,632
Saskatchewan	10,945	25,942	57,362	69,041	24,935	45,526
Alberta	23,787	40,975	93,993	69,525	32,406	80,964
British Columbia	26,192	46,636	62,139	106,637	21,910	44,103
Northern Territories	19,298	25,019	48,460	58,026	18,222	51,593
Yukon	17,892	22,115	44,535	40,201	18,312	38,671
Northwest Territories	18,201	25,987	50,622	70,908	17,555	61,029
Nunavut	19,807	n.a.	25,044	30,073	19,215	26,898
Canada	24,366	39,883	84,907	69,600	23,301	47,564

Figure 3.8 Average Total Income Before Tax of Workers in the Primary Sector, 2006

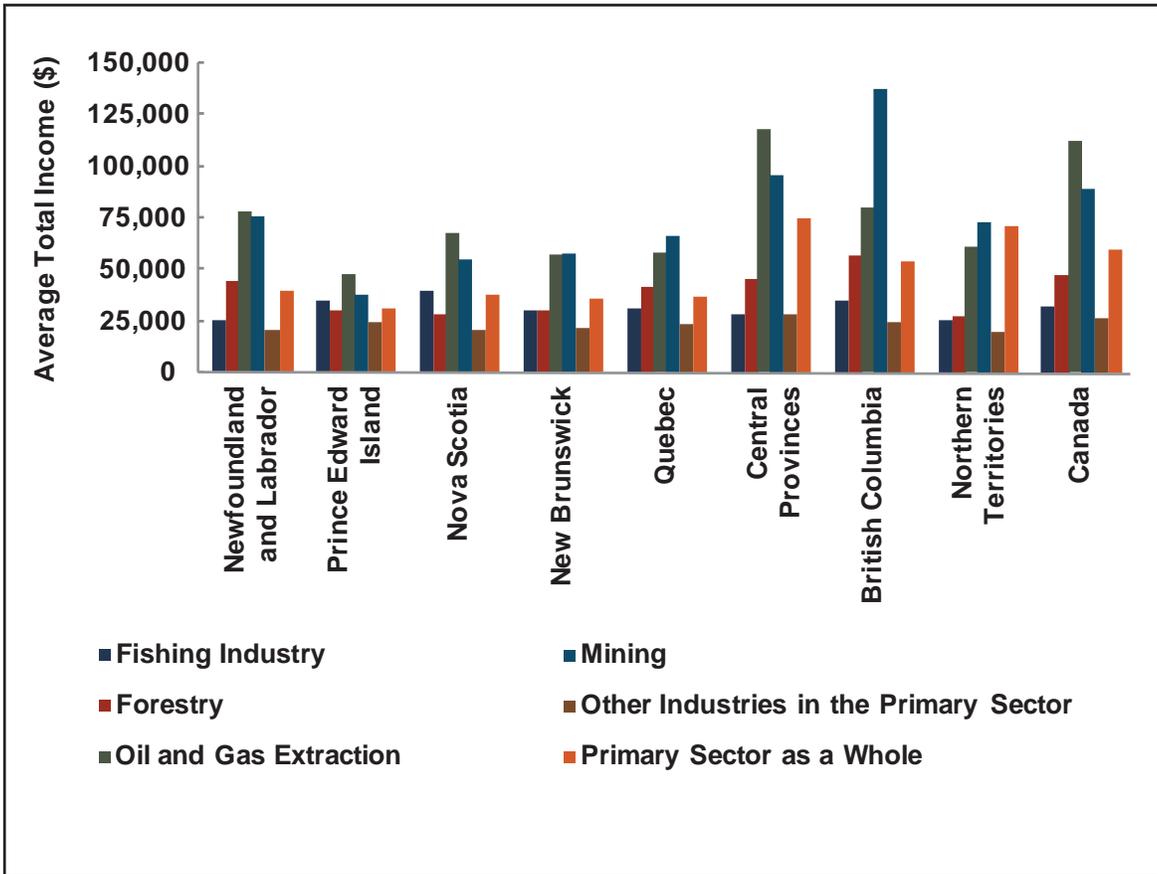
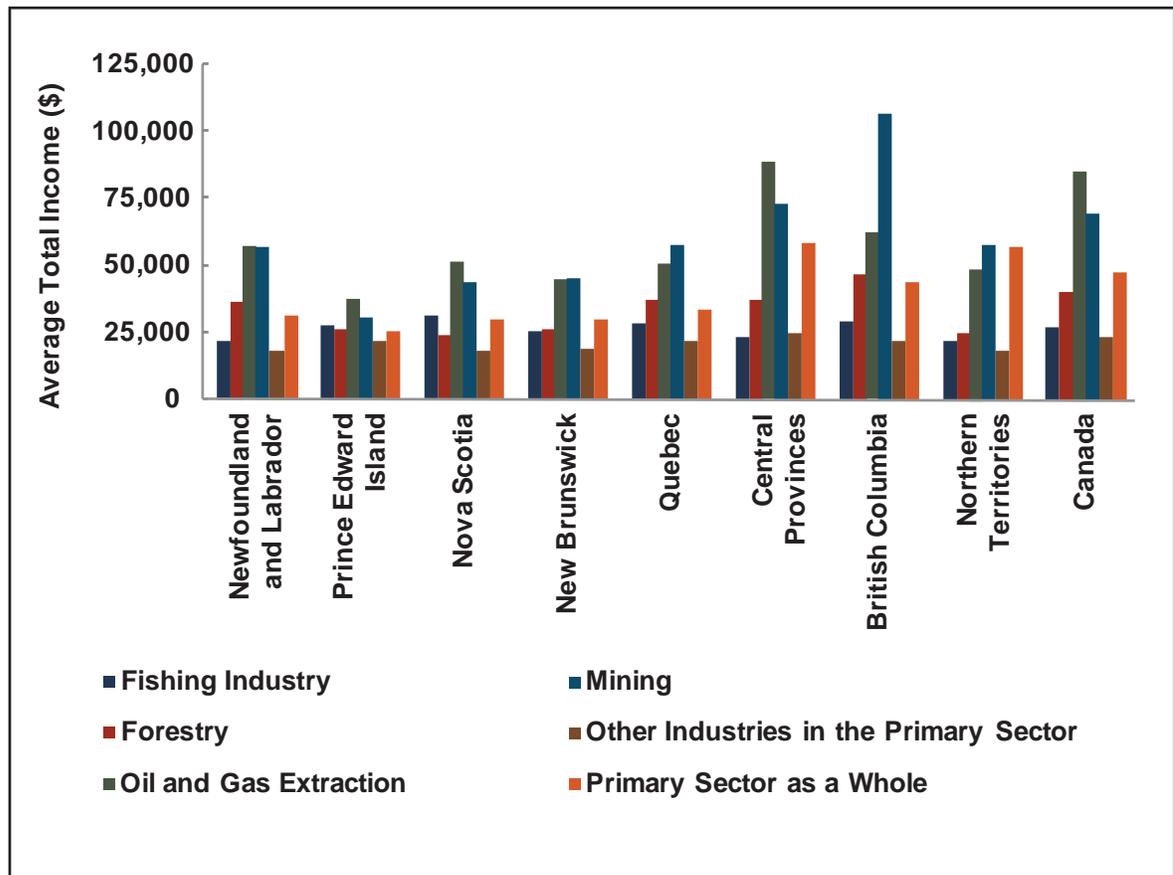


Figure 3.9 Average Total Income After Tax of Workers in the Primary Sector, 2006



3.6 Total income distribution based on centile

This section reviews the distribution of total incomes of workers in the fishing industry from a different outlook. Namely, categorizing workers based on their total incomes in groups of equal sizes called centiles. First, the average total income of workers is examined for four groups: the 25th percentile, the 50th percentile or median, the 75th percentile and 95th percentile. Then, an analysis is presented to determine if the total income inequality between workers has changed from 1998 to 2006.

Categorizing workers according to their total incomes in ascending order, the results show that wage-earning fish harvesters posted the highest total incomes for the four groups of workers under review. Self-employed fish harvesters and aquaculture workers had relatively similar incomes at the 25th centile, although aquaculture workers earned slightly more than self-employed fish harvesters at the 50th and 75th percentiles. In contrast, fish processing workers had the lowest average total incomes in the results.

Figure 3.10 displays the average total incomes according to work sector and by percentile in 2006. The positive slope of each curve indicates that workers at the higher percentiles earn progressively higher incomes. The change in the slope of the curves at the 50th and the 75th percentiles suggests that income disparities are increasing as the average total incomes increase.

Figure 3.10 Average Total Income Before Tax Based on Sector and Centile, 2006

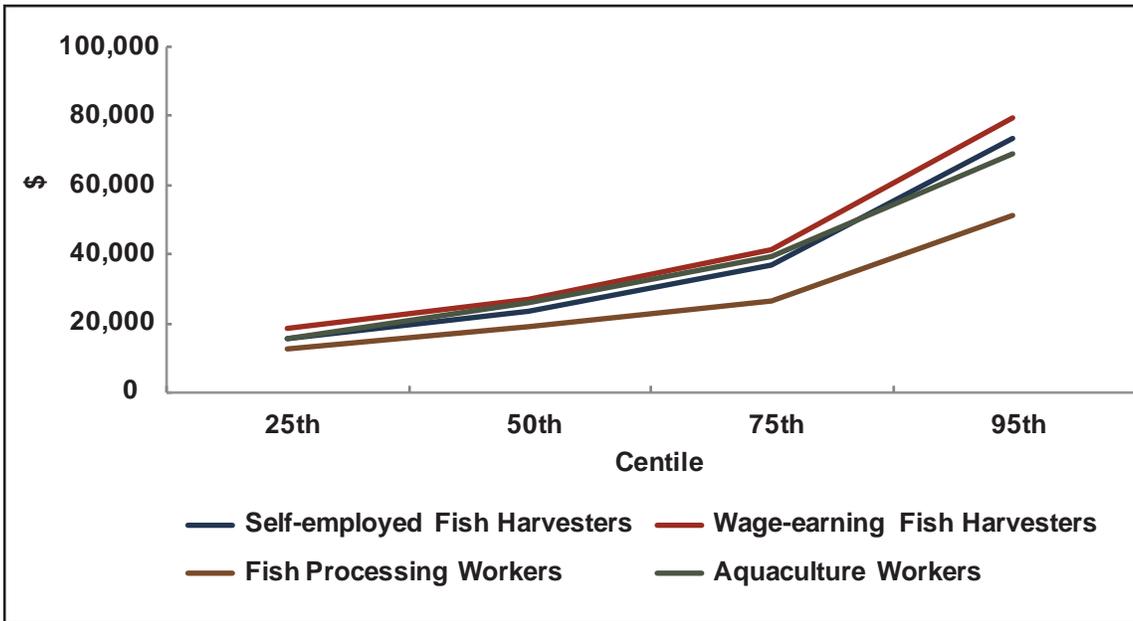


Table 3.8 Average Total Income Before Tax Based on Sector, Region and Centile, 2006

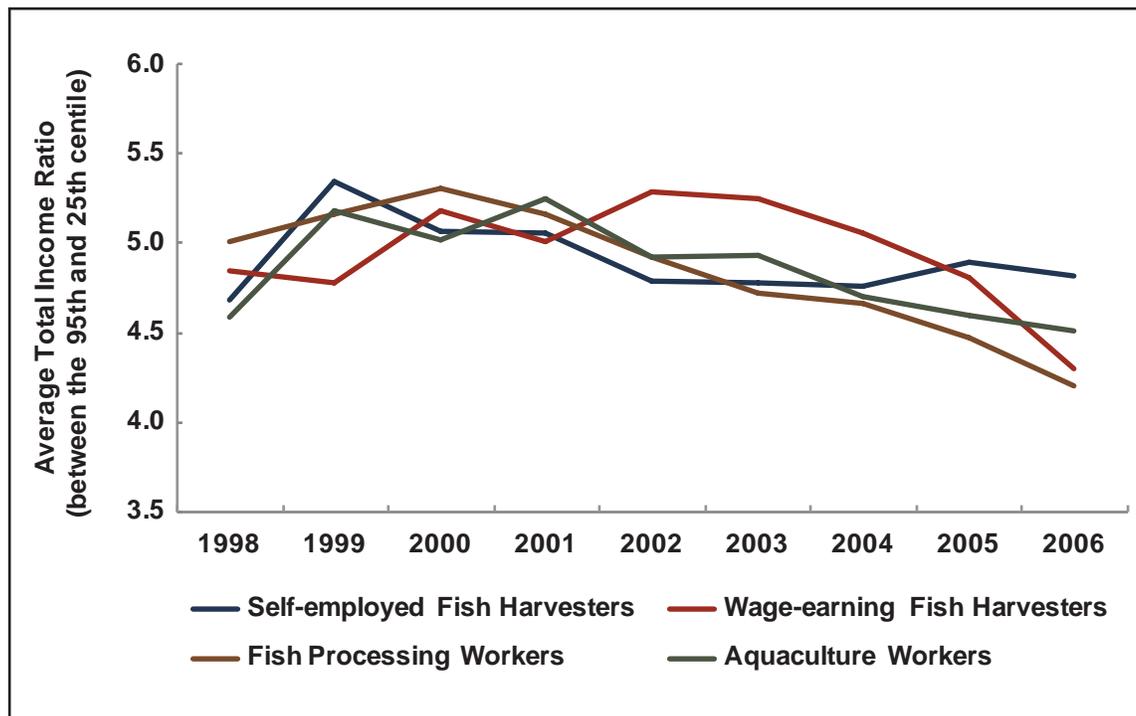
Average Total Income of the 25th percentile, 95th percentile and income ratio of the 95th percentile to the 25th percentile

	Self-employed Fish Harvesters			Wage-earning Fish Harvesters			Fish Processing Workers			Aquaculture Workers		
	Total Income of the 25th Centile	Total Income of the 95th Centile	Ratio Between the 95th and 25th Centiles	Total Income of the 25th Centile	Total Income of the 95th Centile	Ratio Between the 95th and 25th Centiles	Total Income of the 25th Centile	Total Income of the 95th Centile	Ratio Between the 95th and 25th Centiles	Total Income of the 25th Centile	Total Income of the 95th Centile	Ratio Between the 95th and 25th Centiles
	\$	\$	N:1									
Newfoundland and Labrador	15,500	49,020	3.2	16,380	68,020	4.2	12,240	38,530	3.1	14,710	43,810	3.0
Prince Edward Island	19,380	91,340	4.7	17,480	49,890	2.9	13,680	41,750	3.1	14,460	51,920	3.6
Nova Scotia	20,170	96,870	4.8	19,950	84,190	4.2	12,330	68,170	5.5	13,110	57,800	4.4
New Brunswick	15,560	71,630	4.6	20,610	63,910	3.1	14,070	39,050	2.8	15,440	56,950	3.7
Quebec	16,600	80,670	4.9	18,110	60,250	3.3	13,530	43,490	3.2	14,600	46,010	3.2
Ontario	11,610	121,630	10.5	19,230	105,830	5.5	13,700	94,450	6.9	13,190	213,300	16.2
Manitoba	6,470	38,760	6.0	5,810	38,100	6.6	9,440	57,460	6.1	n.a.	n.a.	n.a.
Saskatchewan	2,880	30,060	10.4	8,820	63,430	7.2	9,950	108,810	10.9	n.a.	n.a.	n.a.
Alberta	11,330	104,200	9.2	23,640	79,740	3.4	12,510	57,940	4.6	13,340	62,400	4.7
British Columbia	12,840	79,740	6.2	14,690	124,680	8.5	8,350	57,450	6.9	16,650	78,560	4.7
Northwest Territories	4,610	37,770	8.2	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Yukon	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	14,430	49,790	3.5	n.a.	n.a.	n.a.
Nunavut	18,180	47,450	2.6	29,720	166,840	5.6	5,280	46,040	8.7	n.a.	n.a.	n.a.
Canada	15,330	73,840	4.8	18,470	79,400	4.3	12,250	51,490	4.2	15,300	68,980	4.5

Table 3.8 and Figure 3.11 highlight the major income discrepancies between workers at the 25th and the 95th centiles. Regardless of region, in all categories of work, those at the 95th centile earned at least four times more than those at the 25th centile.

At the regional level, the differences were more pronounced in the Central Provinces and British Columbia. Self-employed fish harvesters at the 95th centile in Ontario and Alberta earned at least nine times more than their counterparts at the 25th percentile, while it was over six times more in British Columbia. For wage-earning fish harvesters, British Columbia had the greatest income disparity between the 95th and 25th centiles, at 8.5 times, while this ratio was 5.5 times in Ontario and between 3.1 to 4.2 in the Atlantic Provinces. This pattern is also reflected for both aquaculture and fish processing workers, as those living in the Atlantic Provinces reported lower incomes than their counterparts in the Central Provinces and those in British Columbia.

Figure 3.11 Average Total Income Before Tax of Workers at the 95th and 25th Centiles, Based on Sector, 1998 – 2006



3.7 Composition of total income

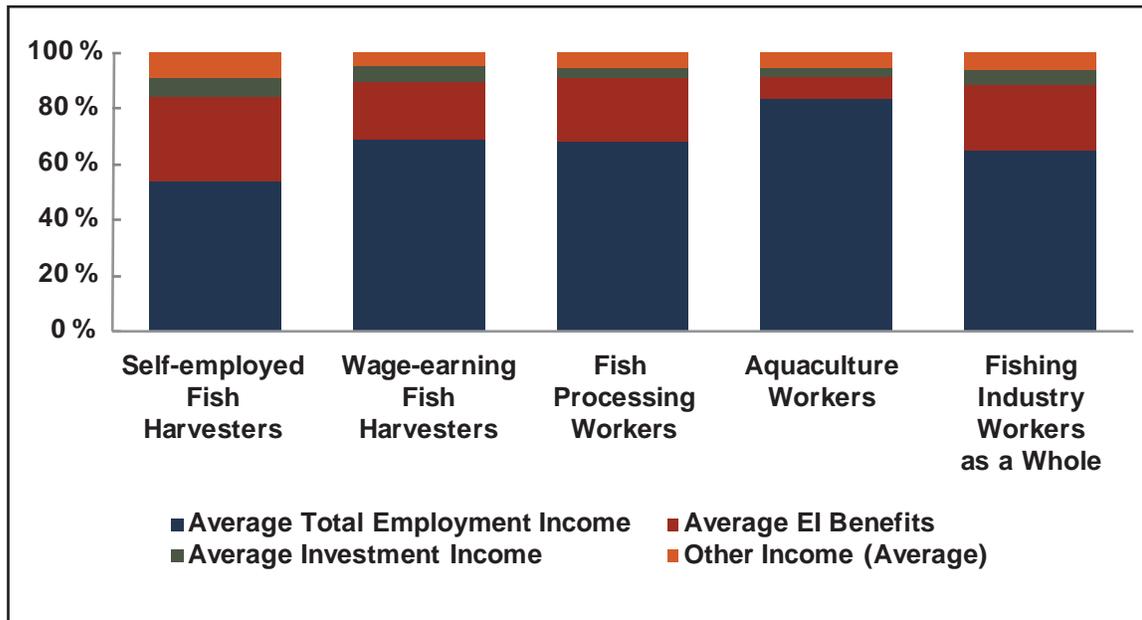
Total income is the sum of employment income, investment income, EI and other income. This section first analyzes the composition of total income for workers in the fishing industry. Second, it examines the composition of total income according to different income ranges. This is followed by an analysis of total income by the age of workers. Through these portraits, two important sources of income for workers are highlighted, employment income and EI.

3.7.1 Composition of total income based on sector

For workers in the fishing industry, employment income is their main source of income. In 2006, 65% of total income came from this source, while 24% was attributed to EI, 5% to investment income and 6% to other sources (Figure 3.12). This distribution varies by sector. Among self-employed fish harvesters, employment income accounted for only 54% of total income, whereas it represented 83% of total income for aquaculture workers. For wage-earning fish harvesters and fish processing workers, employment income represented 68% of total income.

After employment income, EI was the second biggest source of income for workers. It constituted 30% of the total income for self-employed fish harvesters, and 23% and 21% for fish processors and wage-earning fish harvesters respectively. In contrast, this income source represented only 8% of total income for aquaculture workers.

Figure 3.12 Composition of the Average Total Income Before Tax of Workers Based on Sector, 2006



3.7.2 Composition of total income based on income ranges

The proportion of employment income to total income varies depending on the level of total income. For example, in 2006, employment income accounted for 51% of total income for workers who earned less than \$20,000. This increased to 61% and 75% for those individuals earning \$20,000 to \$39,999 and \$40,000 or more respectively.

Unlike employment income, the proportion of total income represented by EI decreases as the level of total income increases. For example, EI represented 40% of total income for workers who earned less than \$20,000, 33% for those who recorded a total income of \$20,000 to \$39,999 and 14% for those whose total income was \$40,000 to \$59,999. It was only 4% of total income for workers earning \$60,000 or more.

Investment income represented a meager 1% of total income for those earning less than \$40,000 and 3% for those making \$40,000 to \$59,999. Meanwhile, it contributed 16% of the total income for workers earning \$60,000 or more (Figure 3.13).

Figure 3.13 Composition of the Average Total Income Before Tax for Workers in the Fishing Industry, Based on their Total Income Range, 2006

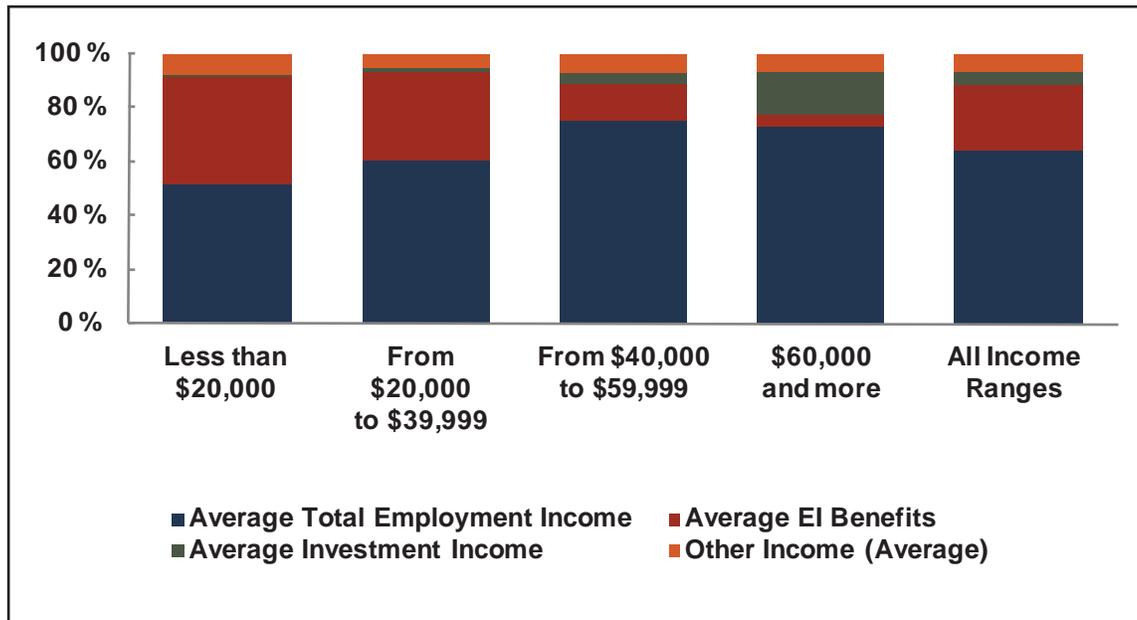


Table 3.9 displays the composition of total income based on work sector. It should be emphasized that the composition of total income in the fishing industry is not uniform for all categories of workers. However, there are two main trends. The first trend is the increase in the proportion of employment income to total income as the level of total income increases. The second trend is the reduction in the share of EI as incomes rise.

Apart from these trends, the proportion of employment income at each income range varies by work sector. For example, among self-employed fish harvesters who earn less than \$20,000, employment income accounted for only 29% of total income. In sharp contrast, employment income constituted 59% and 73% of total income for wage-earning fish harvesters and aquaculture workers making less than \$20,000.

The importance of EI should also be noted, especially for self-employed fish harvesters with total incomes of less than \$20,000. In 2006, EI accounted for 57% of total incomes for this group of workers. Except for those in aquaculture, EI accounted for at least 29% of the total income of workers who reported incomes of less than \$40,000.

Table 3.9 Composition of the Average Total Income Based on Sector and on Income Range, 2006

Income Ranges	Workers		Average Total Employment Income		Average EI Benefits		Average Investment Income		Other Income (Average)		Average Total Income	
	#	%	\$	%	\$	%	\$	%	\$	%	\$	%
Self-employed Fish Harvesters												
Less than \$20,000	10,310	39	3,520	29	6,945	57	252	2	1,390	11	12,107	100
From \$20,000 to \$39,999	10,210	39	14,200	50	11,008	39	663	2	2,389	8	28,260	100
From 40,000\$ to \$59,999	3,370	13	30,291	63	10,571	22	2,433	5	4,767	10	48,062	100
\$60,000 and more	2,260	9	64,195	66	8,511	9	17,094	18	7,682	8	97,481	100
All income ranges	26,120	100	16,348	54	9,135	30	2,156	7	2,757	9	30,396	100
Wage-earning Fish Harvesters												
Less than \$20,000	6,030	29	6,909	59	3,976	34	73	1	782	7	11,740	100
From \$20,000 to \$39,999	9,460	45	16,608	59	10,250	36	290	1	1,111	4	28,259	100
From 40,000\$ to \$59,999	3,290	16	37,178	77	7,071	15	1,440	3	2,717	6	48,406	100
\$60,000 and more	2,320	11	77,115	76	3,681	4	15,262	15	5,793	6	101,850	100
All income ranges	21,080	100	23,534	68	7,247	21	1,954	6	1,759	5	34,494	100
Fish Processing Workers												
Less than \$20,000	23,490	56	6,898	58	4,235	36	58	0	709	6	11,901	100
From \$20,000 to \$39,999	14,600	35	17,889	66	7,722	29	213	1	1,146	4	26,970	100
From 40,000\$ to \$59,999	2,460	6	40,052	84	3,349	7	1,075	2	3,255	7	47,730	100
\$60,000 and more	1,420	3	97,054	77	1,311	1	19,386	15	8,100	6	125,851	100
All income ranges	41,980	100	15,803	68	5,295	23	870	4	1,268	5	23,236	100
Aquaculture Workers												
Less than \$20,000	1,670	36	8,340	73	2,160	19	86	1	765	7	11,351	100
From \$20,000 to \$39,999	1,910	41	23,468	82	4,030	14	228	1	1,014	4	28,741	100
From 40,000\$ to \$59,999	730	16	44,647	93	867	2	423	1	1,880	4	47,817	100
\$60,000 and more	330	7	71,333	86	261	0	5,261	6	5,754	7	82,610	100
All income ranges	4,670	100	26,181	83	2,571	8	973	3	1,700	5	31,425	100

3.7.3 Composition of total income based on workers age

A review of the composition of total income based on age ranges shows that the share of employment income to total income decreases as workers get older (Figure 3.14). In 2006, for the fishing industry as a whole, employment income constituted 85% of the total income for workers under 20 years old, compared to 71% for workers 20 to 39 years. This ratio was 66% and 44% for those 40 to 59 years of age and those 60 and older respectively. This inverse relationship is observed in all work sectors (Table 3.10).

Figure 3.14 Total Employment Income and EI Benefits Contribution to the Total Income Based on Age, 2006

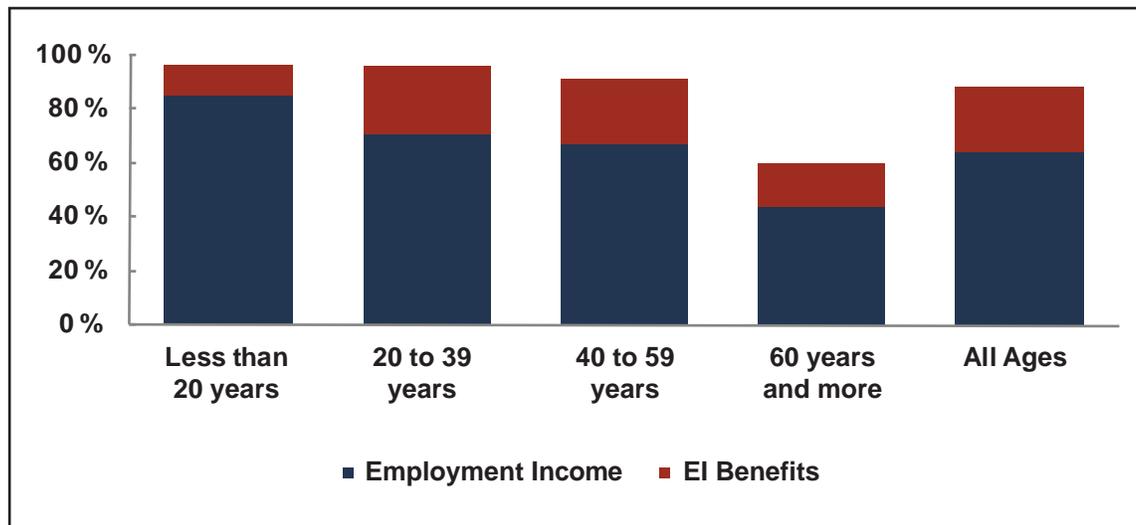


Table 3.10 Contribution of Total Employment Income to the Total Income Based on Age, 2006

Age	Ratio of the Average Employment Income to the Average Total Income					
	Self-employed Fish Harvesters	Wage-earning Fish Harvesters	Fish Processing Workers	Aquaculture Workers	Fishing Industry as a Whole	Canadian Industries as a Whole
Less than 20 years old	79%	82%	88%	90%	85%	85%
20 to 39 years old	62%	72%	71%	87%	71%	91%
40 to 59 years old	56%	69%	69%	83%	66%	85%
60 years old and more	34%	48%	53%	53%	44%	24%
All Ages	54%	68%	68%	83%	65%	73%

Note: Statistics for the Canadian population overall are based on the sum of the total employment income and the total income reported by taxpayers in Canada. CRA data, income statistics, provisional statistics – Universal data, 2008 issue (2006 tax year), table 4 – All declarations are based on age and gender.

Meanwhile, the relationship between the proportion of EI to total income and the age of workers is less obvious. EI is a smaller proportion of total income for workers under 20 and those 60 years and older. Moreover, in contrast to the employment income, the proportion of EI to total income is lower among aquaculture workers and higher for self-employed fish harvesters (Table 3.11).

Table 3.11 Contribution of EI Benefits to the Total Income Based on Age, 2006

Age	Ratio of Average EI Benefits to Average Total Income					
	Self-employed Fish Harvesters	Wage-earning Fish Harvesters	Fish Processing Workers	Aquaculture Workers	Fishing Industry as a Whole	Canadian Industries as a Whole
Less than 20 years old	17.4%	13.7%	7.7%	5.6%	10.7%	0.7%
20 to 39 years old	33.3%	24.4%	23.8%	9.1%	25.1%	2.9%
40 to 59 years old	32.5%	20.5%	24.6%	7.7%	25.1%	1.1%
60 years old and more	19.3%	12.8%	14.5%	5.4%	16.0%	0.4%
All Ages	30.1%	21.0%	22.8%	8.2%	23.7%	0.1%

Note: Statistics for the Canadian population overall are based on the sum of employment insurance and total income declared by taxpayers in Canada. CRA data, income statistics, provisional statistics – Universal data, 2008 issue (2006 tax year), table 4 – All declarations are based on age and gender.

3.7.4 Composition of total income based on region

The importance of employment income and EI as sources of total income varies by region (Figure 3.15). In the fishing industry, the proportion of employment income to total income is highest in British Columbia and in the Northwest Territories, as compared to the rest of the country. In 2006, employment income represented 76% and 80% of total income, respectively in these two regions, compared to 61% and 64% in the Atlantic Provinces and the Central Provinces. Among the Atlantic Provinces, it was highest in Nova Scotia (69%) and Prince Edward Island (62%), and lowest in Newfoundland and Labrador (55%). Table 3.12 displays the contribution of employment income and EI to total income by sector and region in 2006.

Moreover, a review of income composition reemphasizes the importance of EI for the Atlantic Provinces. In 2006, EI accounted for 35% of the total incomes of workers in the Atlantic Provinces, whereas they represent only 9% in British Columbia, 8% in the Central Provinces, and 6% in the Northern Territories. It reached as high as 44% in Newfoundland and Labrador (Table 3.12).

Figure 3.15 Contribution of Total Employment Income and EI Benefits to Total Income in the Fishing Industry Based on Region, 2006

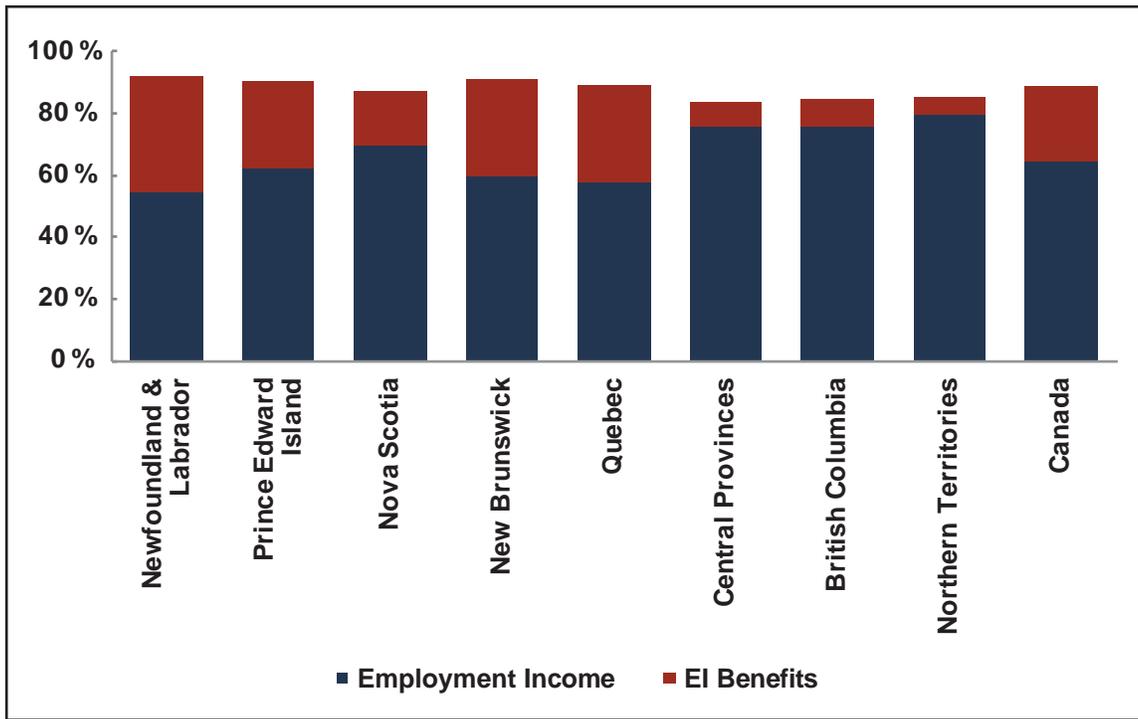


Table 3.12 Contribution of Total Employment Income and EI Benefits to Total Income Based on Sector and Region, 2006

	Ratio of the Average Employment Income and of Average EI Benefits									
	Self-employed Fish Harvesters		Wage-earning Fish Harvesters		Fish Processing Workers		Aquaculture Workers		Fishing Industry as a Whole	
	Employment Income (%)	EI (%)	Employment Income (%)	EI (%)	Employment Income (%)	EI (%)	Employment Income (%)	EI (%)	Employment Income (%)	EI (%)
Atlantic Provinces	52	35	67	24	62	29	78	14	61	29
Newfoundland and Labrador	46	44	69	25	57	37	70	24	55	37
Prince Edward Island	59	31	61	30	65	26	71	21	62	28
Nova Scotia	60	24	72	18	73	13	82	11	69	18
New Brunswick	46	35	58	33	60	34	81	10	59	32
Quebec (Atlantic)	47	35	54	33	55	37	62	27	53	35
Quebec (Whole Province)	48	31	55	33	61	31	67	21	58	31
Central Provinces	39	19	79	7	86	6	75	4	76	8
British Columbia	64	14	74	2	81	7	91	3	76	9
Northern Territories	67	10	91	3	83	5	n.a.	n.a.	80	6
Canada	54	30	68	21	68	23	83	8	65	24

Section 4: Changes in the fishing industry between 1994 and 2006

4.1 Changes in the workers demographic profile

This section presents the major demographic changes observed for workers in the fishing industry from 1994 to 2006. In particular, it examines the gender imbalance in employment in the industry from 1998 to 2006. It also assesses the ageing effect of the workforce, specifically for two groups of workers, those aged 40 years and over, and those 60 years and older.

The analysis begins by examining changes in employment from 1994 to 2006 for self-employed fish harvesters and from 1998 to 2006 for other workers in the fishing industry¹³. The number of self-employed fish harvesters dropped from 39,090 in 1994 to 26,120 in 2006 (Table 4.1), representing a decline of 12,970 or a 33% loss of jobs during the time period. A closer review of the job figures shows that 65% of the losses, or 8,460 jobs, occurred from 1994 to 1998.

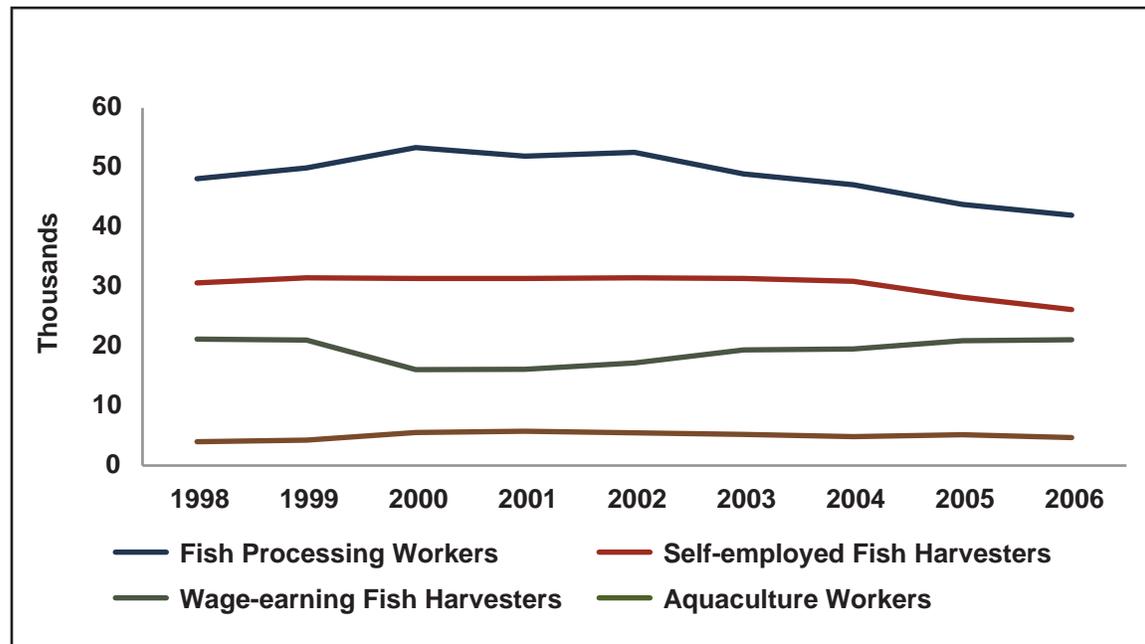
Table 4.1 Number of Workers by Sector, 1994-2006

	Workers Distribution, 1994-2006												
	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
	Number of Workers												
Self-employed Fish Harvesters	39,090	37,960	36,000	33,550	30,630	31,480	31,340	31,360	31,480	31,370	30,890	28,230	26,120
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	21,170	21,020	16,050	16,140	17,210	19,400	19,520	20,910	21,080
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	48,100	49,890	53,340	51,870	52,530	48,870	47,080	43,790	41,980
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	3,950	4,230	5,500	5,730	5,490	5,210	4,820	5,130	4,670
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	103,850	106,610	106,230	105,100	106,700	104,840	102,300	98,070	93,840

The period of severe job losses among self-employed fish harvesters from 1994 to 1998 was followed by a period of relative stability from 1999 to 2004. Then there was another period of substantial jobs losses. The number of workers in this sector dropped by 8.6% in 2005 and another 7.5% in 2006 (Figure 4.1).

¹³ The data from 1994-1997 for the other fishing sectors are not reliable, according to the methodology used in this report.

Figure 4.1 Number of Workers Based on Sector, 1998 - 2006



The number of jobs in the wage-earning fish harvesting sector seems to be rather stable as it went from 21,170 in 1998 to 21,080 in 2006, a decrease of only 90 jobs during the time period. However, the overall result masks a steep decline in jobs of 4,970 (24%) from 1999 to 2000. Following this period, the number of jobs rebounded with gains of 1,070, 2,190 and 1,390 in 2002, 2003 and 2005 respectively. These significant increases totaling 4,650 jobs, coupled with moderate increases in 2004 and 2006 have balanced out the jobs lost in 1999.

The fish processing sector experienced a moderate loss in jobs from 48,100 in 1998 to 41,980 in 2006. After posting gains in 1999 and 2000, the sector went into a downward trend as the number of jobs declined significantly from 2000 to 2006. More specifically, the number of jobs fell by 10,550 (20%) from 2000 to 2006.

Aquaculture was the only sector to buck the job loss trend. The sector went through a growth phase from 1998 to 2001 as the number of jobs increased from 3,950 to 5,730. Following this period, small job losses were recorded from 2002 to 2004. The next two years saw large fluctuations in the number of jobs, eventually reaching 4,670 in 2006 (Table 4.1).

Overall, the fishing industry registered a loss of approximately ten thousand jobs, from 1998 to 2006. Geographically, Newfoundland and Labrador bore the brunt of the job losses during this period, losing 5,990 workers. New Brunswick and Nova Scotia came next, with job losses of 2,780 and 1,710 respectively. The Northern Territories also experienced a job loss of 200. In contrast, employment increased in the Quebec-Atlantic region by 1,910. British Columbia and Alberta also posted gains, albeit modest, of 360 and 300 respectively.

A more in-depth review at the provincial level reveals that the highest job losses among self-employed fish harvesters from 1994 to 2006 were in Nova Scotia (5,030), British Columbia (3,760), and Newfoundland and Labrador (2,660). In general, two major trends emerged in the sector, severe job losses from 1994-1998, and then once again in 2004-2005. Employment figures from 1994 to 2006 by region are presented in the Appendix to Section 4.1a for the Atlantic Provinces, 4.1b for Quebec, 4.1c for the Central Provinces, 4.1d for British Columbia and 4.1e for the Northern Territories.

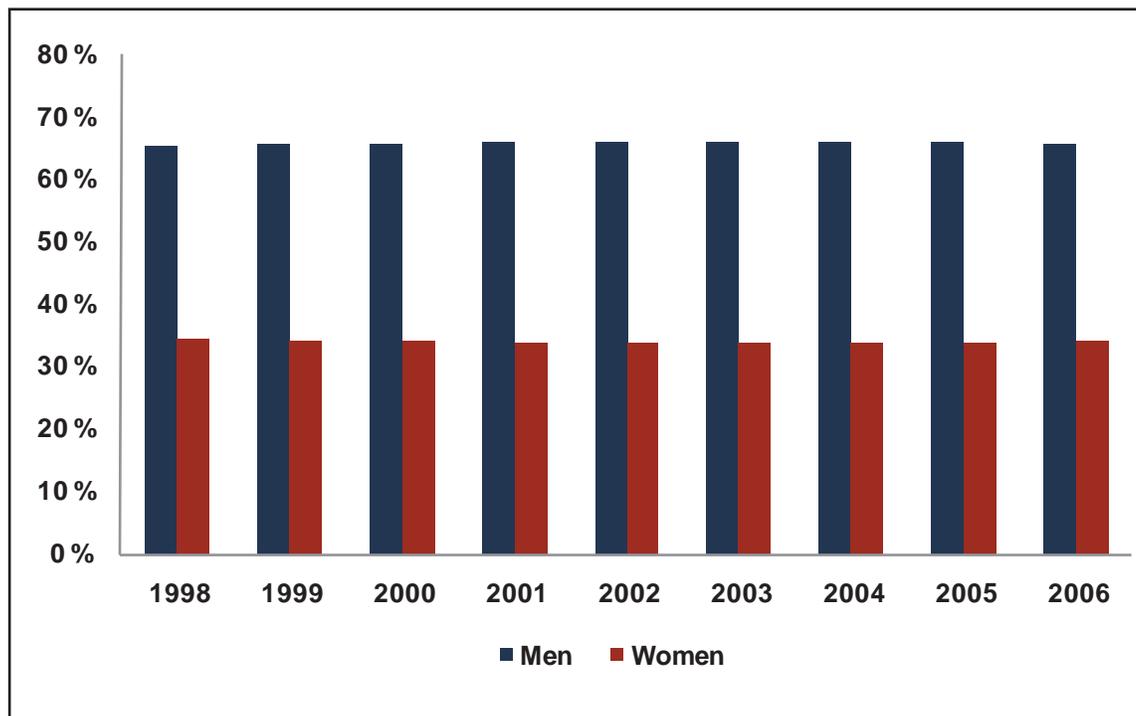
One factor that may have contributed to the significant decline in industry jobs is that during this period the federal government implemented a series of overlapping programs from 1990 to 2001 to restructure the Canadian fishery. More specifically, the Canadian government implemented the Atlantic Fisheries Adjustment Program (1990-1995), the Northern Cod Adjustment and Recovery Program (1992-1994), the Atlantic Groundfish Adjustment Program (1993-1994), the Atlantic Groundfish Strategy (1994-1998) and the Canadian Fisheries Adjustment and Restructuring Program (1998-2001).

Through these programs, the federal government has spent \$4.1B, including \$3.9B from 1992 to 2001 dedicated to: income replacement (\$2.7B), training and counseling (\$497M), withdrawal of fishing licences (\$330M), economic development (\$207M), early retirement (\$159M) and assistance programs for vessels (\$46M).¹⁴

4.1.1 Changes in the number of workers based on gender

Before reviewing the gender composition of workers in the fishing industry over time, it is important to recall the main points of the profile of workers by gender in 2006. The profile, presented in Section 1.1 illustrated a significant gender gap, namely the industry had a 66% to 34% male to female workforce. This gap was more pronounced in some sectors; in particular, men were four times more likely than women to work as self-employed fish harvesters.

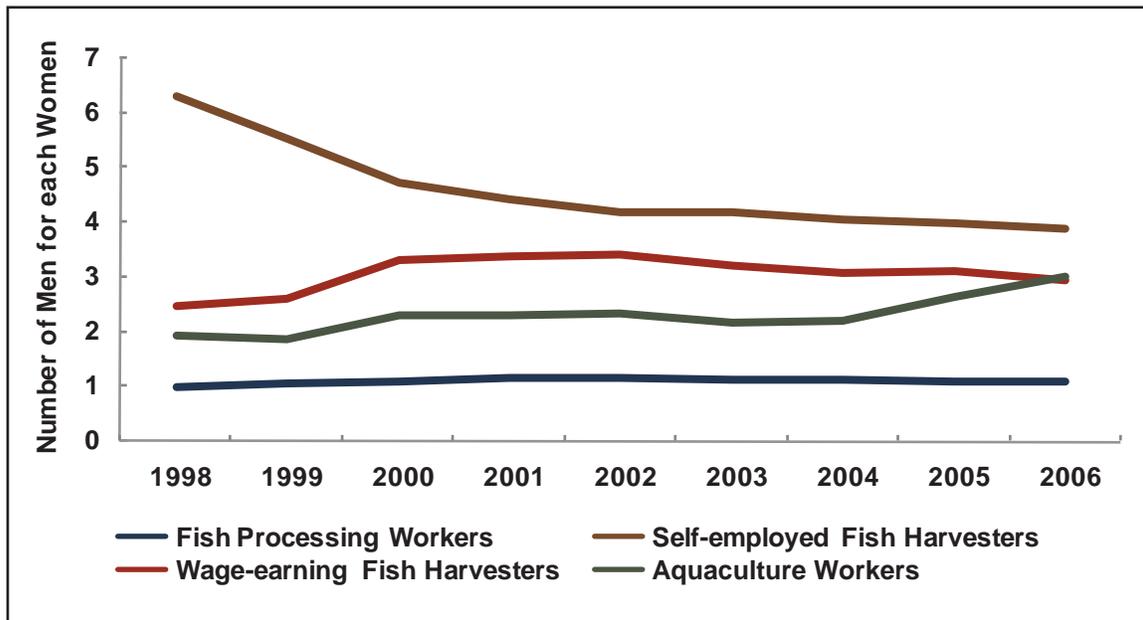
Figure 4.1.1 Ratio of Men Compared to Women in the Fishing Industry, from 1998 to 2006



The gender distribution of workers in the fishing industry from 1998 to 2006 is consistent (Figure 4.1.1). However, the ratio of male to female self-employed fish harvesters decreased from 6:1 to 4:1 during this time period. Going in the opposite direction, the number of male to female aquaculture workers has grown from 2:1 to 3:1. The wage-earning fish harvesting and the fish processing sectors on the other hand have shown a more steady ratio. Figure 4.1.2 highlights the changes in the proportion of men compared to women from 1998 to 2006.

¹⁴ Source: Fisheries and Oceans Canada, "Current State of the Atlantic Fishery", April 2003, archives, Backgrounders 2003.

Figure 4.1.2 Ratio of Men Compared to Women, Based on Sector, from 1998 to 2006

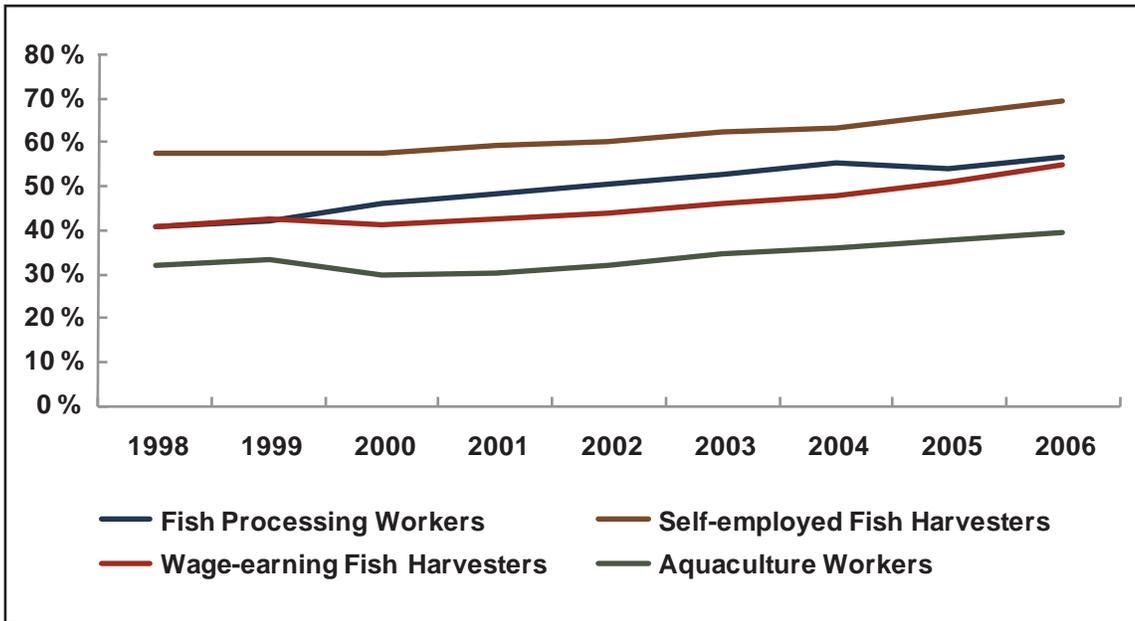


4.1.2 Changes in the number of workers based on age

The 2006 profile of workers based on age in Section 1.2 pointed to an older workforce in the fishing industry compared to all Canadian industries taken together. In addition, it highlighted the fact that the oldest workers were self-employed fish harvesters.

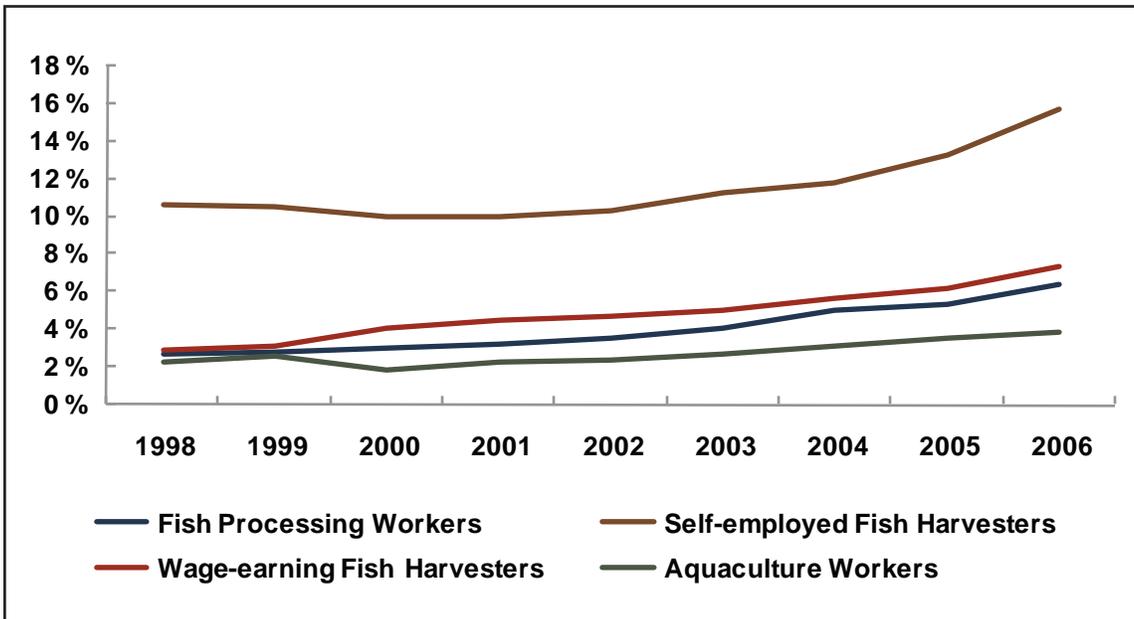
This section examines the aging effect of the workforce in the fishing industry from 1998 to 2006. During this period, the proportion of workers aged 40 and over increased by 12% among self-employed fish harvesters, 14% among wage-earning fish harvesters, 16% for fish processing workers, and 8% for aquaculture workers. In addition to the general expansion of this population segment, shown in Figure 4.1.3, it is important to note that from 1998 to 2006, the proportion of workers aged 40 and over in self-employed fish harvesting has jumped from 58% in 1998 to 70% in 2006. In contrast, the same population segment shifted from 32% to 40% in the aquaculture sector.

Figure 4.1.3 Ratio of Workers Aged 40 and More, Based on Sector, from 1998 to 2006



A closer examination of workers 60 years and older also highlights the aging trend observed from 1998 to 2006 (Figure 4.1.4). In 1998, self employed fish harvesters 60 years and older accounted for 11% of the sector as compared to 16% in 2006. Although this population segment is much smaller in the other fishing based sectors, they too have seen large increases.

Figure 4.1.4 Ratio of Workers Aged 60 and More, Based on Sector, from 1998 to 2006



The ratio of workers under 20 years old remained relatively unchanged from 1998 to 2006 in all sectors. This population cohort contributed about 2% of the workforce in the self-employed fish harvesting sector, 6% in the wage-earning fish harvesting sector, and 9% in the fish processing sector.

The aging workforce in the fishing industry at the national level is reflected in most regions, with some exceptions. The fishing workforce in the Québec-Atlantic region appears to be older than in other regions. In Québec-Atlantic, from 1998 to 2006, the population aged 40 and over increased by 29% among self-employed fish harvesters, 39% for wage-earning fish harvesters, 34% among fish processing workers and 22% in aquaculture.

In addition to these major population shifts, significant regional differences in the age of workers exist, especially for fish processing and aquaculture. From 1998 to 2006, fish processing workers aged 40 and over increased by 19% in the Atlantic Provinces compared to 8% in British Columbia. From 1998 to 2006, aquaculture workers aged 40 and over increased by 21% in Newfoundland and Labrador and 24% in Prince Edward Island compared to only 5% in New Brunswick.

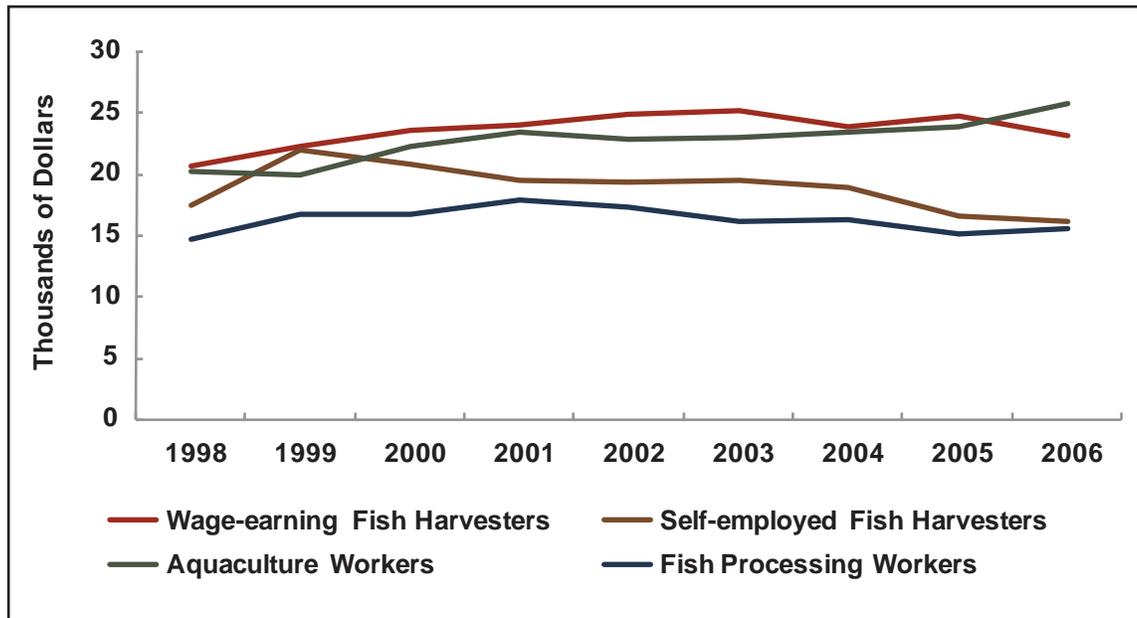
4.2 Changes in total employment income and EI benefits collected by workers

This section presents an analysis of average employment income and average EI over time. Before examining these two important sources of income, it should be noted that employment income consists of incomes earned from all employment sources, both fishing and non-fishing, as well as from self employment. It is also important to note that the income in this section have been corrected and expressed in constant dollars (2005) to account for inflation.

4.2.1 Changes in total employment income

A review of employment income from 1998 to 2006 shows an upward movement for most workers, except for the self employed fish harvesters (Figure 4.2.1). However, the pace of income growth is uneven, as the aquaculture sector had the most pronounced growth at 28% during the period, whereas the fish processing sector saw their incomes grow by only 6%. As for self-employed fish harvesters, their employment incomes dropped from \$22,691 in 1995 to \$17,340 in 1998, a decrease of 25%. This was followed by a remarkable jump of \$4,595 or 26% in 1999. Since this period, employment incomes have fallen annually, bottoming out at \$16,033 in 2006, the lowest level during the study period (Table 4.2.1).

Figure 4.2.1 Average Total Employment Income Based on Sector, 1998 - 2006 (Income in 2005 Constant Dollars)



The findings of this report also revealed growing income disparities between the different fishing based sectors from 1998 to 2006. For example in 1998, wage-earning fish harvesters, the highest paid workers in the industry, earned \$20,537 in employment income, whereas fish processing workers earned \$14,664, the lowest. Thus, the income gap amounted to \$5,874, a 40% disparity. Eight years later the gap between the highest and lowest paid doubled to \$10,177 or an income disparity of 66%. Workers in aquaculture as previously noted saw their incomes grow the fastest, eventually surpassing the wage-earning fish harvesters.

Table 4.2.1 Average Total Employment Income Based on Sector, 1995 – 2006

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	22,691	18,903	17,360	17,340	21,934	20,745	19,452	19,328	19,436	18,824	16,448	16,033
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	20,537	22,140	23,465	24,018	24,921	25,150	23,810	24,776	23,081
Fish Processing Workers	u.a.	u.a.	u.a.	14,664	16,723	16,601	17,807	17,298	16,130	16,259	15,050	15,500
Aquaculture Workers	u.a.	u.a.	u.a.	20,101	19,830	22,229	23,329	22,804	22,873	23,376	23,841	25,677

Note: The average total employment income in constant dollars (2005) is calculated using the average total income in constant dollars (2005) and the evolution of the ratio of total employment income compared to the total income in current dollars observed each year.

The employment income situation of workers in the fishing industry compiled in Section 2.3 showed that earnings in 2006 varied by region and sector. Employment incomes in 2006 were highest in Ontario, followed by Nova Scotia, Alberta, and British Columbia. This income component has undergone significant shifts over the years, with large differences at the regional level.

In addition to these observations, a sustained drop in employment incomes for self-employed fish harvesters was noted in the Northern Territories from 1995 to 2006, as average employment incomes fell by 75% in this period. This collapse in earnings occurred in parallel with job losses during the same period. The history of employment incomes by region from 1995 to 2006 is presented in Appendix to Section 4.2.1a to 4.2.1e.

In other sectors, from 1998 to 2006, employment income were the highest in Ontario and British Columbia for wage-earning fish harvesters. In contrast, incomes were the lowest in Newfoundland and Labrador and Prince Edward Island.

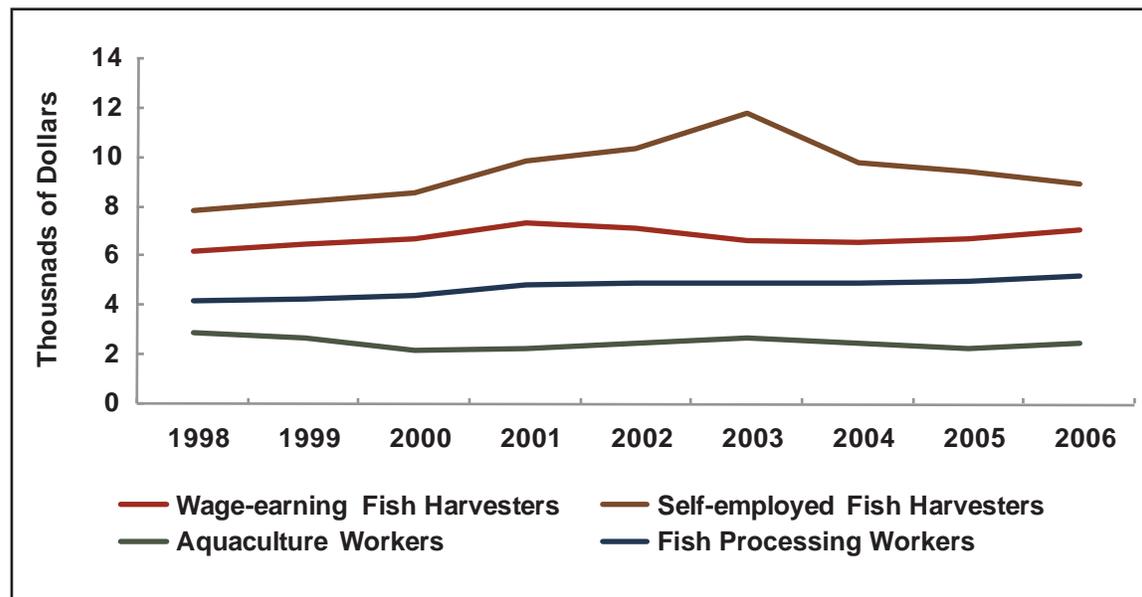
Fish processing workers experienced a very similar situation to their wage-earning counterparts, in that Ontario workers had the highest employment incomes while Quebec, Newfoundland and Labrador, and Prince Edward Island had the lowest incomes.

As for aquaculture workers, according to the figures in Section 2.3, workers in British Columbia earned significantly more than their counterparts in the Atlantic Provinces. In Prince Edward Island, average employment incomes dropped by \$6,131 or 26% from 1998 to 2006, whereas at the same time the province added a significant number of jobs, from 120 to 470 by 2006.

4.2.2 Changes in EI collected by workers

In contrast to the decline in employment incomes, self-employed fish harvesters saw their EI increase by 14% from 1998 to 2006. Average EI payments rose from 1998 to 2003, peaking at \$11,792. Following this period, average EI payments dropped until they reached \$8,959 in 2006. Despite this development, self-employed fish harvesters continue to collect the most EI benefits in the fishing industry (Figure 4.2.2).

Figure 4.2.2 Average EI Benefits Based on Sector, 1998 - 2006 (Income in 2005 Constant Dollars)



Similarly to self-employed fish harvesters, EI benefits collected by wage-earning fish harvesters grew 15% from 1998 to 2006. Although these workers received much lower amounts in general, averaging \$2,667. Fish processing workers saw their EI payments grow at a constant rate, reaching \$5,193 in 2006, an annual increase of 3% from 1998 to 2006. In contrast, aquaculture workers actually received decreasing amounts of EI payments during the time period, collecting on average \$2,522 in 2006 (Table 4.2.2).

Table 4.2.2 Average EI Benefits Based on Sector, 1995 – 2006

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	6,989	6,798	7,207	7,864	8,233	8,574	9,899	10,343	11,792	9,797	9,420	8,959
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	6,175	6,445	6,716	7,373	7,162	6,682	6,576	6,700	7,107
Fish Processing Workers	u.a.	u.a.	u.a.	4,166	4,236	4,411	4,806	4,896	4,875	4,922	4,960	5,193
Aquaculture Workers	u.a.	u.a.	u.a.	2,929	2,725	2,200	2,301	2,482	2,693	2,519	2,267	2,522

Note: Average employment insurance in constant dollars (2005) is calculated using the average total income in constant dollars (2005) and the evolution of the ratio of employment income compared to the total income in current dollars observed every year.

At the regional level, average EI benefits vary by sector. A substantial gap exists between the amount of EI received by workers in the Atlantic Provinces and the other provinces and territories. For example, in 1995, workers in British Columbia received \$4,949, or 12% less than similar workers in Newfoundland and Labrador, while eleven years later they earned 60% less.

Among the major changes in regards to EI benefits, self-employed fish harvesters from Newfoundland and Labrador saw their EI payments increase from \$5,634 in 1995 to a peak of \$16,254 in 2003, an increase of \$10,620 in eight years.

Among wage-earning fish harvesters, New Brunswick and Quebec reported the highest EI benefits in the country, of \$9,620 and \$9,239 respectively. Workers in both Quebec and New Brunswick saw their EI increase considerably, especially from 1999 to 2001, which widened the gap between their benefit levels and those of other provinces. By comparison, wage-earning fish harvesters in British Columbia received on average \$1,274 per year, while their counterparts in Newfoundland and Labrador reported annual EI benefits of \$6,310.

Among fish processing workers, the portrait is similar to that observed for wage-earning fish harvesters. EI payments increased considerably in Newfoundland and Labrador, from \$4,360 in 1998 to \$7,117 in 2006.

In aquaculture, EI payments from 1998 to 2006 are comparable to the other sectors. Once again, the Atlantic Provinces collected much higher amounts than the Central Provinces and British Columbia. During this period, British Columbia workers collected on average \$1,224 in EI payments, while in New Brunswick they collected \$2,752.

The history of EI by sector and region is presented in Appendix to Section 4.2.2a to 4.2.2e.

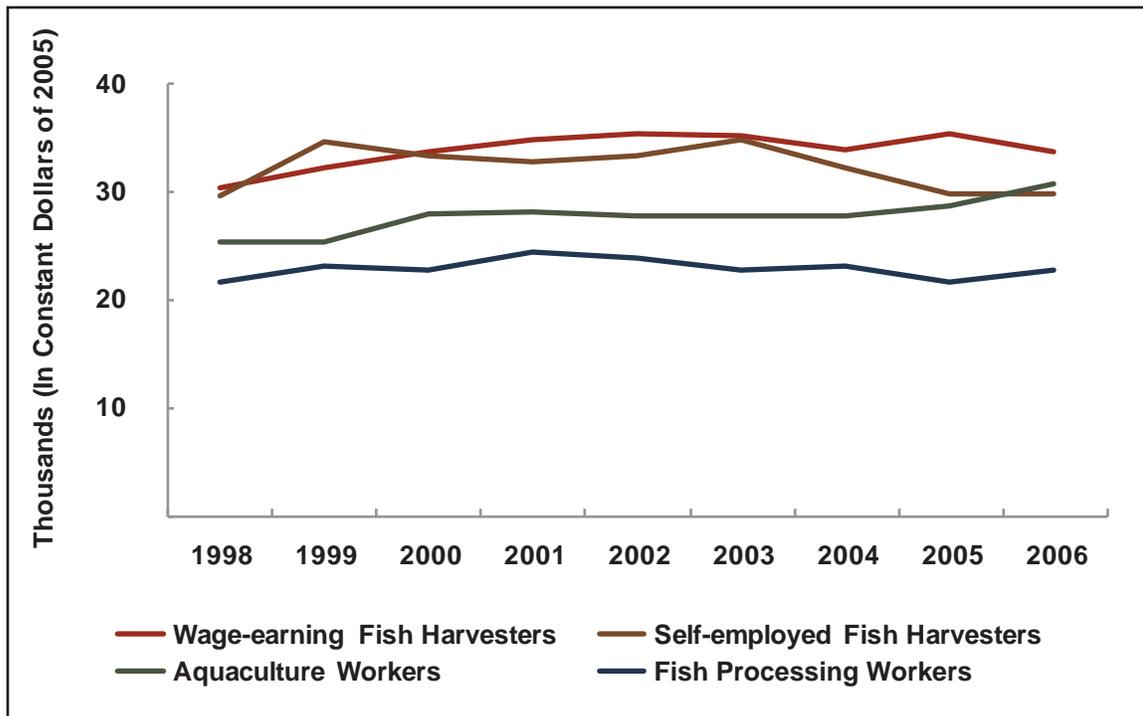
4.3 Changes in total income over time

This section analyzes the average total income of workers in the fishing industry. It also presents a comparison of the incomes by gender as well as by composition for each sector.

4.3.1 Changes in average total income

It is important to note that the total income in this section is the average total income before taxes from all sources. (Note that the total incomes reported were adjusted for inflation with 2005 as base year).

Figure 4.3.1 Average Total Income Based on Sector, 1998 - 2006 (In 2005 Constant Dollars)



Similar to the analysis of employment incomes and EI, this section begins by examining changes in average total income for self-employed fish harvesters. Their incomes went from \$34,793 in 1995 to \$29,214 in 1997. This drop was followed by two years of growth, however, starting in 1999 incomes have fallen once again (Figure 4.3.1). In 2006, average incomes reached \$29,810 (Table 4.3.1).

Unlike self-employed fish harvesters, the earnings of wage-earning fish harvesters follow a different path. Their average total incomes grew substantially each year from 1998 to 2002. The peak was reached in 2002 at \$35,375, but in recent years incomes have fluctuated.

There has been a consistent income gap between the self-employed and the wage-earning harvesting sectors. Wage-earning fish harvesters in general earn slightly more in total income than self-employed fish harvesters.

Table 4.3.1 Average Total Income Based on Sector, 1995 - 2006

	Average Total Income in 2005 Constant Dollars (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	34 793	30 507	29 214	29 586	34 650	33 352	32 778	33 325	34 802	32 259	29 767	29 810
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	30 496	32 272	33 830	34 749	35 375	35 169	33 933	35 347	33 830
Fish Processing Workers	u.a.	u.a.	u.a.	21 680	23 290	22 889	24 542	24 020	22 868	23 112	21 703	22 790
Aquaculture Workers	u.a.	u.a.	u.a.	25 384	25 306	28 005	28 156	27 807	27 843	27 869	28 643	30 820

Fish processing workers earned the lowest total incomes in the fishing industry from 1998 to 2006. Their incomes fluctuated widely from 1998 to 2002, peaking at \$24,542. Since that time, their incomes have fallen steadily. In terms of the income gap, these workers earned 29% less than wage-earning fish harvesters.

The total income of aquaculture workers increased from \$25,384 in 1998 to \$30,820 in 2006, up 21%. This trend was driven by increases in 2000 and 2006 of 12% and 8% respectively. The growth in average total incomes in aquaculture combined with the decline of incomes for self-employed fish harvesters in recent years has led to the sector having the second highest incomes in the fishing industry (Figure 4.3.1).

At the regional level, the total incomes are almost a mirror image of the employment incomes. Nova Scotia self-employed fish harvesters were the highest earners in the Atlantic Provinces at an average rate of \$43,305. This was followed by Quebec-Atlantic (\$41,158), Prince Edward Island (\$39,277), and New Brunswick (\$34,770). In contrast, Newfoundland and Labrador, posted average total incomes much lower than the other Atlantic Provinces, averaging \$28,214.

Ontario had the highest earning self-employed fish harvesters, which is mainly due to the sharp increase in incomes in 2006. It should be noted, however, that this is due mostly to the growth in investment incomes.

The history of average total incomes by sector and region is presented in Appendix to Section 4.3.1a to 4.3.1e.

Average total incomes were highest among wage-earning fish harvesters in Ontario (\$44,860), followed by British Columbia (\$42,526) and Nova Scotia (\$37,753). The lowest earning workers could be found in Newfoundland and Labrador (\$26,482) and Prince Edward Island (\$24,997).

Among fish processing workers, average total incomes were highest in Ontario and Nova Scotia during this period at \$33,354 and \$31,379 respectively. British Columbia came in at a distant third with \$23,798, but this was still higher than the rest of the Atlantic Provinces.

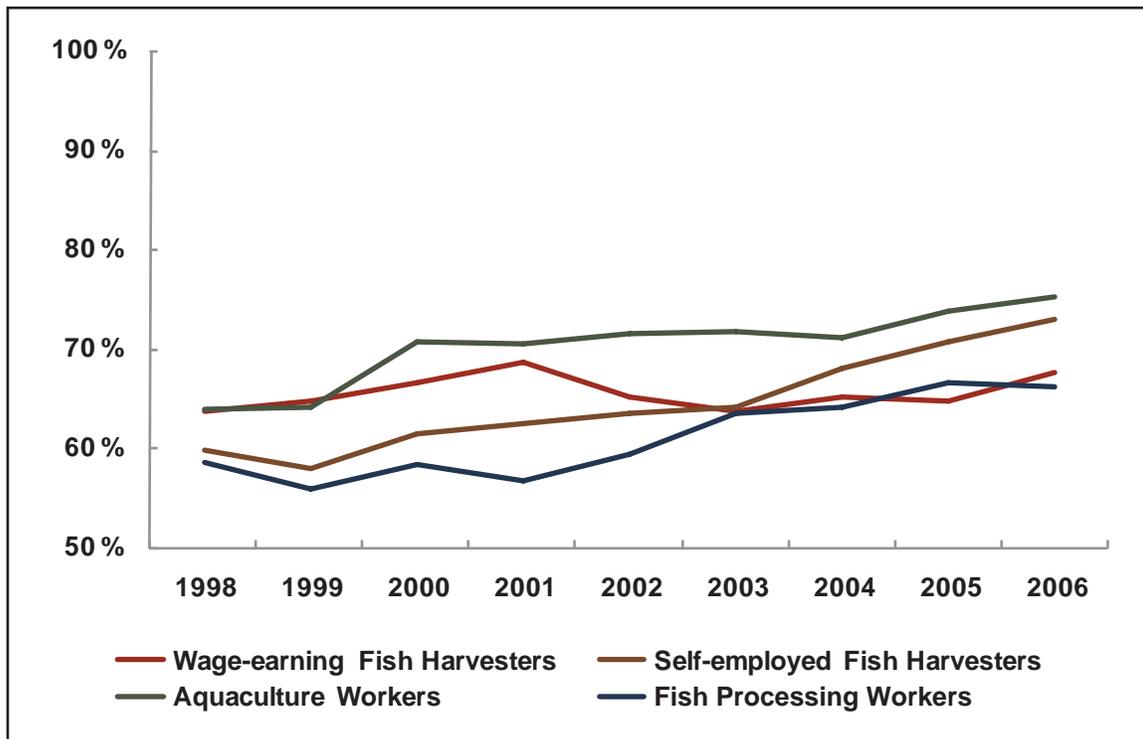
The growth of total incomes in the aquaculture sector from 1998 to 2006 mirrors that of the employment incomes. Once again, British Columbia posted higher average incomes than the Atlantic Provinces. Specifically, aquaculture workers in British Columbia reported on average total incomes of \$31,507 from 1998 to 2006, while their counterparts in Newfoundland and Labrador earned \$18,773.

4.3.2 Comparison of incomes by gender

This section reviews the gender income gap between male and female workers in the fishing industry over time.

According to Section 3.1 female workers earned less than male workers in all sectors. Moreover, the largest income gap occurred in the fish processing sector, where female workers generated only 66% of the incomes of male workers.

Figure 4.3.2 Ratio of Female to Male Average Total Income, Based on Sector, 1998-2006



The history of the gender income gap, shown in Figure 4.3.2, has been shrinking in all sectors. However, the pace has been slow and uneven. Incomes for female workers were catching up faster to their male counterparts in the self-employed fish harvesting and aquaculture sectors. Table 4.3.2 displays the proportion of average total incomes of female workers compared to their male counterparts.

Table 4.3.2 Ratio of Female to Male Average Total Income, Based on Sector, 1995 - 2006

	Self-employed Fish Harvesters	Wage-earning Fish Harvesters	Fish Processing Workers	Aquaculture Workers
Ratio of Women's Average Total Income Compared to Men's (%)				
1995	57%	u.a.	u.a.	u.a.
1996	60%	u.a.	u.a.	u.a.
1997	61%	u.a.	u.a.	u.a.
1998	60%	64%	59%	64%
1999	58%	65%	56%	64%
2000	61%	67%	58%	71%
2001	62%	69%	57%	71%
2002	63%	65%	59%	72%
2003	64%	64%	64%	72%
2004	68%	65%	64%	71%
2005	71%	65%	67%	74%
2006	73%	68%	66%	75%

At the regional level and in accordance with the observations made in Section 3.1, British Columbia posted the smallest income disparities between genders. A closer examination of the gender income gap between British Columbia and the Atlantic Provinces is offered in Table 4.3.3.

Table 4.3.3 Ratio of Female to Male Average Total Income, Based on Sector, Atlantic Provinces and British Columbia, 1995 - 2006

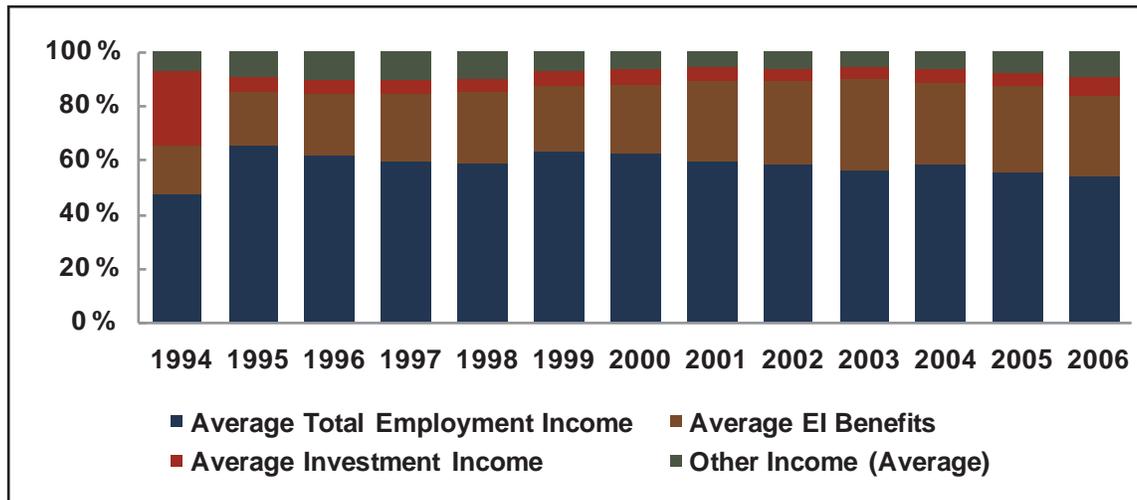
	Self-employed Fish Harvesters		Wage-earning Fish Harvesters		Fish Processing Workers		Aquaculture Workers	
	Atlantic Provinces	British Columbia	Atlantic Provinces	British Columbia	Atlantic Provinces	British Columbia	Atlantic Provinces	British Columbia
Ratio of Women's Average Total Income Compared to Men's (%)								
1995	52%	74%	u.a.	u.a.	u.a.	u.a.	u.a.	u.a.
1996	55%	68%	u.a.	u.a.	u.a.	u.a.	u.a.	u.a.
1997	55%	74%	u.a.	u.a.	u.a.	u.a.	u.a.	u.a.
1998	55%	73%	60%	79%	55%	74%	55%	72%
1999	54%	72%	62%	70%	54%	73%	57%	73%
2000	57%	76%	58%	71%	55%	72%	72%	71%
2001	60%	71%	59%	82%	53%	72%	65%	79%
2002	61%	71%	57%	77%	55%	74%	67%	77%
2003	61%	76%	57%	83%	60%	74%	68%	75%
2004	66%	73%	60%	83%	61%	74%	67%	75%
2005	69%	72%	58%	82%	65%	77%	71%	76%
2006	71%	72%	63%	78%	65%	75%	75%	75%

4.3.3 Changes in the composition of the average total income based on sector, from 1994 to 2006

Before reviewing the composition of total incomes of workers in the fishing industry over time, a reminder of the results from Section 3.7.1 based on the 2006 tax year is presented. In general, for all fishing industry workers, 65% of total income came from employment income, and 24% came from EI, while investment income and other income sources represented only 5% and 6% respectively.

A brief review of the changing composition of average total income of self-employed fish harvesters shows that the investment income component has dropped precipitously since 1994. More specifically, investment incomes accounted for 28% of total incomes in 1994, while in subsequent years, accounted for 4% to 7% of total incomes (Figure 4.3.3a). The 1994 outlier is due to a combination of many different factors, including tax policy changes by the government of Canada that allowed individuals for that specific year to claim unused portions of their capital gains exemption. In addition, it may be partially attributed to fishing licence buy-back programs initiated by the government, which were aimed at restructuring the fishing industry. Fish harvesters may have the sold licences as investment income.

Figure 4.3.3a Changes in the Composition of Average Total Income for Self-employed Fish Harvesters, 1994 - 2006



One of the main findings of the composition of average total income for workers in the fishing industry is the high degree of stability. Employment income and EI continue to contribute the most towards average total income in all provinces.

Among self-employed fish harvesters, employment income accounted for only 58% of total incomes from 1998 to 2006, while representing 82% of total incomes for aquaculture workers. For both wage-earning fish harvesters and fish processing workers they represented close to 70% of their total incomes.

The next largest contributor to average total income is EI. EI accounts for 9-30% of the total incomes for workers in the fishing industry between 1998 to 2006. Investment incomes and other incomes represent together between 9% to 12% of the average total income of workers.

The history of total income composition for workers in the fishing industry is presented in Figures 4.3.3b to 4.3.3d.

Figure 4.3.3b Changes in the Composition of Average Total Income for Wage-earning Fish Harvesters, 1998 - 2006

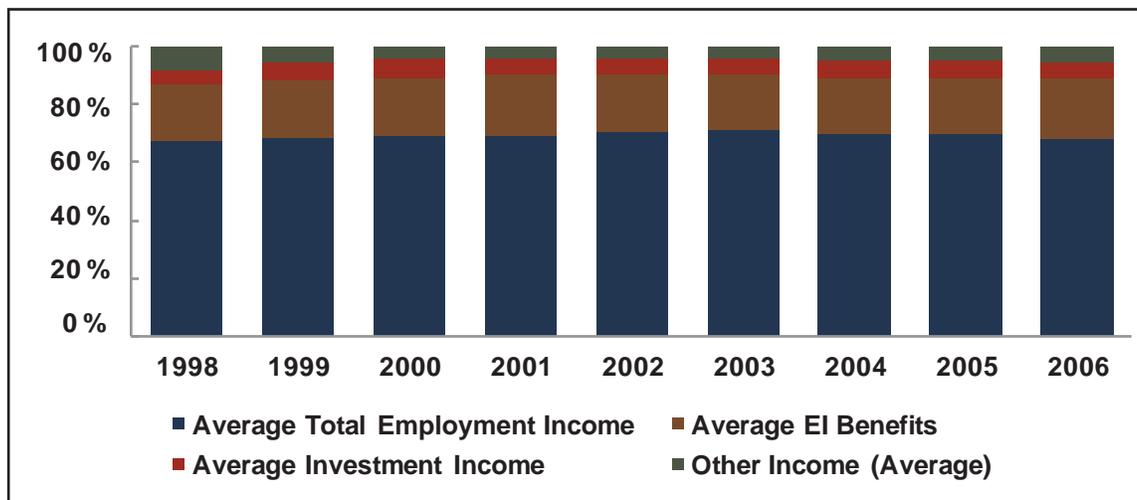


Figure 4.3.3c Changes in the Composition of Average Total Income for Fish Processing Workers, 1998 - 2006

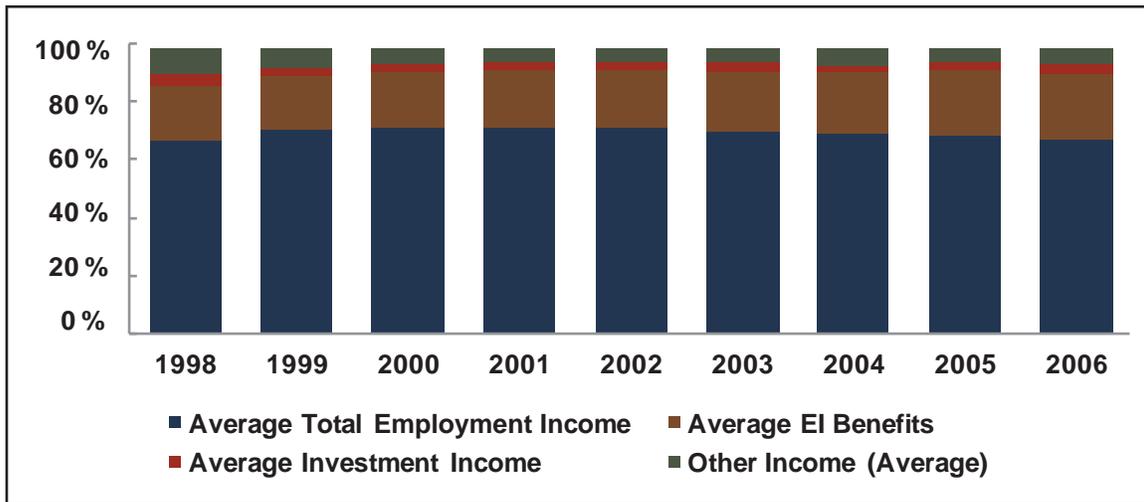
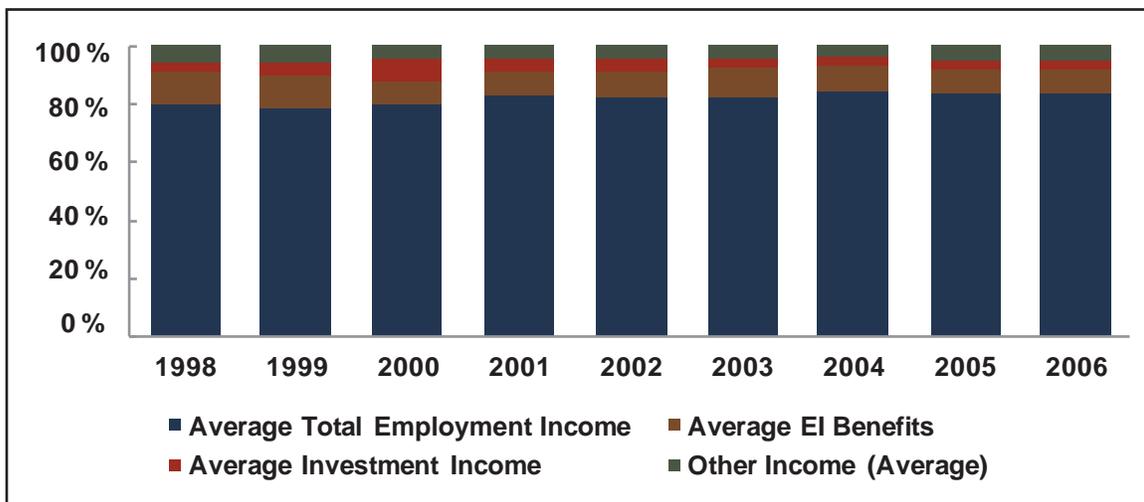


Figure 4.3.3d Changes in the Composition of Average Total Income for Aquaculture Workers, 1998 - 2006



Section 5: Concepts, methodology and quality of data

5.1 Concepts, terms and definitions

5.1.1 Income concepts

Total Employment Income

Includes all job earnings and income resulting from paid employment (salary, wages and commissions) and from self-employment.

More specifically, the total employment income in this report refers to the sum of earnings from the individual income tax return T1 (line 101) + other total employment income (line 104) + net business income (line 135) + net professional income (line 137) + net commission income (line 139) + net farm income (line 141) + net fishing income (line 143).

Net fishing income

Net income from fishing activities (line 143).

Employment Insurance and other benefits

Employment Insurance and other benefits (line 119)

Investment income

This includes interest received on bonds, deposits and savings certificates from Canadian or foreign sources, dividends received from Canadian and foreign corporate stocks, cash dividends received from insurance policies, net rental income from real estate and farms, interest received on loans and mortgages, regular income from an estate or trust fund and other investment income. Realized capital gains from the sale of assets are excluded. Negative amounts are accepted.

This includes the sum of taxable dividend amounts (line 120) + interests and other investment income (line 121) + rental income (line 126) + taxable capital gains (line 127).

Other income

All other income items that are not listed elsewhere. This is the sum of the old age security pension (line 113) + benefits from the Canada Pension Plan (CPP) or from the Quebec Pension Plan (QPP) (line 114) + other pensions and retirement pensions (line 115) + split pension amount (line 116) + Universal Child Care Benefit (line 117) + received alimony (line 128) + income from a registered retirement savings plan (RRSP) (line 129) + other income (line 130).

Total income/total income before tax

Income from all sources before deducting federal and provincial taxes. This includes all earnings as a wage-earner, employment income as a self-employed worker, investment income, government transfers and other income items that are not included elsewhere. This amount appears on line 150 of the tax return.

Income tax

Sum of federal and provincial taxes, except for Quebec, appearing on line 435 of the personal income tax return. Includes the employment income tax as a wage-earner, the employment income tax as a self-employed worker, the tax on capital gains and the tax on withdrawals from a RRSP, after subtracting exemptions, deductions and non-refundable tax credits.

After-tax income

Amount appearing on line 150 of the T1 tax return less the income tax (line 435)

5.1.2 Analytical concepts**Average income**

The average income is the income divided by the total number of individuals in the population for which it is calculated.

Median income

The median income is the income level for which half of the individuals in the population it is based on have lower incomes and half have higher incomes. This income is calculated by ranking all incomes from lowest to highest and separating them into two groups of similar sizes. The income value that separates the two groups is the median income.

Centiles / Percentiles

A centile or percentile is the value of a variable below which a certain percentage of observations fall. For example, the 20th percentile is the value (or score) below which 20 percent of the observations may be found. The 25th percentile is also known as the first quartile, the 50th percentile as the median, and the 75th percentile as the third quartile.

Current dollar income

Income with a value based on the current period.

Constant dollar income

The constant dollar income corresponds to the income in current dollars that was corrected to eliminate the effect of inflation, i.e. the general inflationary tendencies of prices from one period to the next. This correction enables a fair comparison of earned incomes over different periods of time, since it is based on the purchasing power. For the purpose of this report, the constant dollar income has been calculated based on the purchasing power in 2005 and on the consumer price index (CPI) of each province/territory in order to better reflect consumer spending habits of Canadians from one province to the other.

5.1.3 Job category / Job sector / Work sector

In order to create the most complete profile of workers in the fishing industry, the following four types of employment were included in the analysis: self-employed fish harvesters, wage-earning fish harvesters, fish processing and aquaculture workers. Section 5.2.2 explains the selection of workers constituting the fishing industry, while Section 5.2.3 provides details about their classification into the four categories. This section defines each of these categories.

Self-employed fish harvesters

The number of self-employed fish harvesters corresponds to the number of individuals whose main source of fishing related employment income comes from work for their own account.

Wage-earning fish harvesters

The number of wage-earning fish harvesters corresponds to the number of individuals whose main source of fishing related employment income comes from work paid through a corporate entity.

Fish processing workers

The number of fish processing workers corresponds to the number of individuals whose main source of fishing related employment income comes from work in fish processing.

Aquaculture workers

The number of aquaculture workers corresponds to the number of individuals whose main source of fishing related employment income comes from work in aquaculture.

5.1.4 Industry classification

In order to determine an individual's job category/work sector, the Standard Industrial Classification (SIC) 1987 has been used with data gathered from tax returns from 1994 to 1999, while the North American Industry Classification System (NAICS) 2007 was used for data gathered from tax returns from 2000 to 2006. More specifically, the information from the industry classification comes from T4 slips provided by employers. This information was combined with personal income tax returns T1 in order to determine the industry classification that corresponds to the employment income declared by individuals. Table 5.1.1 shows the concordance between both industry classification systems that were used.

Table 5.1.1 Concordance between the North American Industry Classification System (NAICS) 2007 and the Standard Industrial Classification (SIC) 1987

Industry	NAICS 2007	NAICS Exemption	SIC 1987	SIC Exemption
Fish Harvesters				
Self-employed Fish Harvesters	1141		0912, 0913, 0919	
Wage-earning Fish Harvesters	1141		0912, 0913, 0919	
Fish Processing Workers	3117		2091, 2092	
Aquaculture Workers	1125		0921	
Fish and Seafood Wholesalers / Distributors	424460			
Forestry	113, 1153		8	
Primary Industry (Not Including Fisheries and Forestry) – Includes Crops, Animal Production, Agriculture and Forestry Support Activities)	111, 112, 115	1125, 1153	01, 02, 07	
Oil and Gas Extraction	211		13	
Mining (Not Including Oil and Gas)	212, 213		10, 12, 14	
Construction	23		15, 16, 17	
Manufacturing (Not Including Fish Product Transformation)	31, 32, 33	3117	20-39	2091, 2092
Publics Services, Transportation and Storage	22, 48, 49		40-49	
Wholesale and Retail Trade	42, 44, 45	424460	50-59	
Finance, Insurance and Real Estate Services	52, 531		60-65, 67	
Information and Culture Industry, Rental Services, Professional Services, Teaching Services, Health Care and Social Assistance, Arts, Entertainment and Leisure Activities, Lodging and Food Services, Other Services, Except Public Administrations.	51, 532, 533, 54, 55, 56, 61, 62, 71, 72, 81		70, 72, 73, 75, 76, 78, 79, 80, 81, 82, 83, 84, 86, 87, 88, 89	
Public Administration	92	92811, 92812	91, 92, 93, 94, 95, 96, 99	
Defence Services and Foreign Affairs	92811, 92812		97	
Others	All other NAICS codes		All Other SIC Codes	

Note: NAICS 2007 codes presented in this table correspond to codes used by the Canada Revenue Agency. Some of these codes may differ from those used in the NAICS 2007 manual published by Statistics Canada. These codes differ, among others, for wholesale trade and public administration, that correspond respectively to codes 41 and 91 in the NAICS manual of Statistics Canada.

5.1.5 Geographical classification

The provinces and territories of Canada were used in this report to profile the workers in the fishing industry and to create a geographical portrait of their employment and incomes.

Atlantic Provinces

Newfoundland and Labrador
Prince Edward Island
Nova Scotia
New Brunswick
Quebec (Atlantic)

Quebec

Central Provinces

Ontario
Manitoba
Saskatchewan
Alberta

British Columbia

Territories

Yukon
Northwest Territories
Nunavut

Notes regarding the geographical classification:

1. Nunavut

Nunavut became a Canadian territory in 1999. As a result, data for this territory is available only since that year.

2. Quebec

In this report, statistical information is presented for two regions in Quebec, namely the Quebec-Atlantic region and the Quebec province as a whole. The Quebec-Atlantic region corresponds to areas of residence of individuals having a postal code that begins with G0, G4 and G5. This is a coastal region located in the north-eastern part of Quebec, along the Gulf of St. Lawrence.

3. Atlantic Provinces

It is important to note that the statistics presented for the Atlantic Canada region, unless otherwise stated, include Newfoundland and Labrador, Prince Edward Island, Nova Scotia, New Brunswick and Quebec-Atlantic region as defined above.

5.1.6 Rules of confidentiality

In order to protect the confidentiality of tax filers' data, the Canada Revenue Agency (CRA) has applied the following rules:

a) Regarding the number of tax filers

All data relating to less than ten tax filers has been suppressed, but was included in totals and subtotals. In addition, the number of tax filers has been rounded off to the closest multiple of ten. For example, 125 has been rounded off to 130 and 124 has been rounded off to 120.

b) Regarding declared amounts

All income or earnings related data (\$) have not been subject to rounding. With the exception of the amounts for data with less than 10 respondents.

In addition to these rules that protect the information provided by individuals in their tax returns, another rule regarding the quality of the information was applied in the production of the statistical tables in the report. All categories with less than 30 tax filers and the incomes associated, are considered too insignificant to draw any reliable conclusions. For this reason, they were suppressed from the tables and were not analyzed. However, these numbers were included in the totals and subtotals rollup.

5.2 Methodology

5.2.1 Methodological comparison

The methodology used in this report is largely based on that used to produce the report entitled “Charting a New Course: the fishery of the future.”¹⁵ The report, prepared by the Task Force on Incomes and Adjustment in the Atlantic fishery in 1993, analyzed the fishery management policies on the Atlantic coast of Canada and made a series of recommendations. As a result, the analysis was restricted to the Atlantic region.

In order to align this report with the previous report, which would allow a more extended comparison over time¹⁶, the same data sources (personal tax returns) and income concepts were used within the framework of this analysis. However, some modifications were made, including the two major changes as follows:

- 1) The addition of aquaculture as a sector of work, to reflect the emergence of this sector as a key player in the fishing industry in recent years.
- 2) The analysis was extended to Canada as a whole, rather than being limited to the Atlantic region. Increasing the scope of the analysis enables this report to cover all provinces and territories, including both marine and freshwater fishing.

5.2.2 Selection of the fishing industry population

First and foremost, it is important to note that the working population in the fishing industry has been selected from personal tax returns received by the Canada Revenue Agency for each year of the study period, from 1994 to 2006. Information provided by workers on their T1 tax returns were combined with information provided by their employers in the T4 (Statement of Remuneration Paid) to determine the industry classification associated with the employment income.

More specifically, the population of workers was determined by selecting all individuals who have declared any income on line 143 of the personal income tax return for self employed fish harvesters or any total employment income on line 101 for wage-earning fish harvesters, fish processing workers, or aquaculture workers.

5.2.3 Classification of workers based on sectors

- Self-employed fish harvesters
- Wage-earning fish harvesters
- Fish processing workers
- Aquaculture workers

The industry classification for self-employed fish harvesters corresponds specifically to code 1141 of the North American Industry Classification System (NAICS) 2007 for tax returns from 2000 to 2006 and to codes 0912, 0913 and 0919 of the Standard Industrial Classification (SIC) 1987 for those from 1994 to 1999.

¹⁵ Fisheries and Oceans Canada, *Charting a new course: towards the fishery of the future*, report of the Task Force on Incomes and Adjustment in the Atlantic Fishery, 1993.

¹⁶ This comparison over time is not the object of this report.

Wage-earning fish harvesters were defined based on the NAICS code 1141 for tax returns from 2000 to 2006 and on SIC codes 0912, 0913 and 0919 for tax returns from 1994 to 1999, according to information provided by their employers on T4 slips.

Fish processing workers were defined using NAICS code 3117 for tax returns from 2000 to 2006 and on SIC codes 2091 and 2092 for tax returns from 1994 to 1999.

Aquaculture workers were defined using NAICS code 1125 for tax returns from 2000 to 2006 and NAICS code 0921 for tax returns from 1994 to 1999.

It should also be noted that individuals who reported employment income in more than one category were placed in their highest earning category. For example, suppose an individual declare employment income from three different sources, including earnings of \$5,000 and \$2,000 as wage-earning fish harvesters in Company A and Company B respectively, and \$10,000 in employment income as a self-employed fish harvester. Such an individual would be classified as self-employed fish harvester, since his employment income as a self-employed fish harvester (\$10,000) exceeds his income as a wage-earning fish harvester (\$7,000).

5.2.4 Sources of data

Unless otherwise indicated, summary statistics tables presented in this report were produced from data provided by CRA. More specifically:

- 1) Data on the number of jobs presented in the tables were provided for all four categories of workers that make up the fishing industry according to gender, age and income bracket for Canada, the Atlantic Provinces, the Central Provinces, and the Northern Territories from 1994 to 2006 when such information is available.
- 2) Data used to paint a picture of the employment income, EI and the total income of workers came from detailed tables provided by CRA. Information is presented for Canada, the Atlantic Provinces, the Central Provinces, and the Northern Territories from 1994 to 2006, when such information is available.
- 3) Statistics tables presented for the total income in constant dollars were created from data provided by CRA. In order to produce this data, the consumer price index (CPI) of each province was used to convert incomes into constant dollars.
- 4) Statistics on the total employment income and EI presented in constant dollars have been calculated from the total income in constant dollars and from the ratio of the total employment income and EI compared to the total income in constant dollars for each year.

5.3 Quality of data

5.3.1 Benefits of using T1 and T4 data instead of survey data

Using data from the T1 personal tax return and from T4 paid remuneration statements provided by employers rather than data from questionnaires and surveys has its advantages. This section reviews the major advantages in terms of data quality. More specifically, it examines the advantages within the context of the major sources of error potentially affecting the accuracy of the data. These errors can be classified into two categories: sampling errors and non-sampling errors.

First, it should be noted that the T1 and T4 data used in this report come from the tax returns of Canada's residents. For this reason, they are free of sampling error as opposed to survey data, which can be susceptible to this type of error.

Generally speaking, major non-sampling errors that may influence the accuracy of the data belong to different groups, including coverage errors, non-response errors, measurement errors committed voluntarily or involuntarily by the respondent, measurement errors made by the interviewer or when elaborating the questionnaire to gather information, data processing errors, etc.

In the case of T1 and T4 data, coverage errors refer to the potential inability of CRA to reach all those individuals who received employment income as self-employed fish harvesters, wage-earning fish harvesters, fish processing workers or aquaculture workers. In addition to this type of error, there are also errors resulting from non-responses that corresponds to individuals who belong to one of the above-mentioned categories and who did not file their tax returns when the data was being compiled. It is difficult to estimate the number of people working in the fishing industry, as defined above, and who did not file a T1 or T4. However, it is reasonable to assume the data used by CRA is less vulnerable to these types of errors than survey data, since according to the Income Tax Act, individuals must file their tax return each year. In addition, CRA operates an enforcement and disclosures program to deal with suspected cases of tax evasion, fraud, and other tax offences, as well as non-compliance with Canada's tax laws by those who earn income from illegal activities. The CRA's enforcement activities help to preserve public confidence in the fairness and integrity of those systems¹⁷.

It is logical to think that T1 and T4 data are less sensitive than survey data to response or measurement errors, either because of the refusal or inability of the individual to provide precisely the information requested, or because of a misinterpretation of the question. Again, because of the Income Tax Act, individuals must follow specific guidelines when filing their tax returns. In addition, T4 slips provided by employers on the employment incomes of workers and fact sheets provided by other payers enable individuals to accurately declare their incomes. In this regard, it should be noted that self employed fish harvesters are probably the most likely to submit inaccurate numbers. As is the case with all self-employed workers in Canada, their employment incomes are not validated.

5.3.2 Benefits of using T1 and T4 slips from CRA rather than other sources of data

The benefits of using data from the T1 tax return are many, and its accuracy is undeniable. For this reason even the largest data provider in the country, Statistics Canada, uses this data source to produce or complete many data files that provide information on the personal incomes of Canadian residents. In this regard, Statistics Canada uses T1 slips to collect information on incomes for its main products, including the Survey of Labour and Income Dynamics (SLID), the Census of Population and the System of National Accounts (SNA).

More specifically, Statistics Canada uses T1 tax returns of individuals, together with information taken from other sources, such as the Canada Child Tax Benefits file to produce the T1 data file on families. This source of data is used mostly to provide information on family income in Canada. It is also used to produce the Longitudinal Administrative Data (LAD) file, which is one of the most commonly used sources of data to analyze changes in family income over time.

The above-mentioned sources of data seem to represent valid options that could have been used to analyze the employment profile in the fishing industry, but using T1 and T4 data collected directly by CRA remains the most appropriate choice. Since data are being produced from the tax returns, as opposed to other sources, they are exempt from sampling errors that may affect the exactness of data for regions with a limited number of workers.

¹⁷ Website of CRA: <http://www.cra-arc.gc.ca/gncy/nvstgtns/menu-eng.html>, visited on July 18, 2011.

5.3.3 Limitations of the data

Although using the T1 and T4 tax forms has some clear advantages, and is arguably the best choice for this report, it is important to note some limitations. First off, it should be noted that although it is probably very low, there are coverage errors, as mentioned in Section 4.3.1, because a number of individuals do not file tax returns for various reasons. According to figures provided by CRA¹⁸ for the fiscal years 2003-2004 to 2007-2008, an average of 92.7% of individuals filed their T1 tax returns on time and without direct intervention. During this period, 95.4% of employers also filed their returns on time (T4).

Furthermore, it should also be noted that even if individuals file their tax returns, some do not declare all their incomes. It is very difficult to estimate the size of this undeclared income. A survey on tax avoidance¹⁹ showed that 8% of Canadians declared that “cheating on taxes is acceptable.” However, as explained in Section 4.3.1, based on the requirements of the Income Tax Act, and on information slips filed by employers as well as tax returns audited by CRA, it is reasonable to assume that the income declared is accurate for all employed workers. In contrast, it is more probable that the employment income reported by self-employed fish harvesters is less than the income that they truly collected, since their earnings as a self-employed worker are not subject to the same constraints as those of employed workers. In a study conducted in 1997, Rolf Mirus and Roger S. Smith²⁰ estimated that the self-employed do not report between 11% and 16% of their income. Based on estimates made by Herb J. Schuetze²¹ in 2002, unreported income by such workers may be even higher, between 12% and 24%.

Besides these factors, other types of errors can affect the accuracy of the data. The classification of workers into four sectors in the fishing industry may be incorrect in some cases, especially for self-employed fish harvesters who provide their own industry classification on their T1 tax returns. In this regard, it should be noted that during the production of the statistical tables, CRA identified a number of individuals who reported their income on the wrong line. For example, some have erroneously stated their employment income as self-employed fish harvesters on line 143 of their T1 slip instead of on line 101. However, CRA estimates that this type of error is relatively small and therefore should not substantially change the results.

In addition to these errors, there may be errors in data processing that occur during the data collection or preparation of the statistical tables. They can be simple errors such as entering the wrong data, or errors that result from missing data. No matter their source, these types of errors can affect the accuracy of the data. It is important to note that CRA implements data validation procedures and corrects identified errors, but it is very possible that some errors remain. As a result, this can reduce the quality of the data provided.

5.3.4 Comparison with other sources of data

It is always tempting to compare statistics from different sources in order to validate information or to estimate discrepancies between sources. Before engaging in such an exercise, it should be noted that in general, statistics will vary from one source to another. The different concepts used to produce the data, the methods of data collection, and the types of errors mentioned above can explain the differences observed between different data sources.

This section compares the job statistics from the T1 and T4 slips provided by CRA with data from the census conducted by Statistics Canada in 2006. This comparison is limited to two types of jobs classified using the NAICS code, fish harvesters and fish processing workers. The information from the census was not sufficiently detailed to obtain statistics for aquaculture workers or to allow fish harvesters to be broken down into the self-employed and the

¹⁸ Canada Revenue Agency, Departmental Performance Report 2007-2008.

¹⁹ Roman Meyerovich, Compliance Research & Strategic Analysis Division Canada Revenue Agency, “Compliance, tax evasion and change in Canada 2002, 3SC survey findings and implications”, June 2004.

²⁰ Rolf Mirus and Roger S. Smith, “Self-Employment, Tax Evasion, and the Underground Economy: Micro-Based Estimates for Canada”, Working Paper no. 1002 (Cambridge, MA: Harvard Law School, International Tax Program, October 1997).

²¹ Herb J. Schuetze, “Profiles of Tax Non-Compliance Among the Self-Employed in Canada: 1969 to 1992” (2002) vol. 28, no. 2 Canadian Public Policy 220-23.

wage-earners. As another limiting factor, this comparison is done for 2005 instead of 2006, as census data, although collected in 2006, refers to information gathered in 2005.

Before comparing statistics from these two sources of data, it is important to clarify some points. First, there is a major difference between these two data sources. Statistics on employment from the census represent the sum of individuals who were employed and those who were unemployed, but who have worked sometime either as an employed worker or as self-employed during the reference period, in 2005. These statistics represent more accurately the labor force, while those from the T1 and T4 slips are the number of workers classified according to their main source of income based on individuals who have reported net income from a fishing related activity (those who did not report a loss).

It should also be noted that the statistical data gathered from T1 and T4 slips in this section, Table 5.3.1, were based on the same concept that was used to produce Tables 1.7 and 1.8 titled “Contribution of the fishing industry to the workforce in Canada.” However, employment statistics presented in Table 5.3.1 are for 2005, while those shown in Tables 1.7 and 1.8 are provided for 2006. In addition, the job categories do not include the same elements. More specifically, in Table 5.3.1, fishing industry jobs do not include people working in aquaculture, while fish processing jobs do not include those who sell the fish products. It should also be mentioned that the statistics displayed in Table 5.3.1, like those in Table 1.7 and 1.8 differ from the number of jobs that appear in the other tables in this report, as they were produced using the methodology presented in Section 5.2.2 and 5.2.3.

Comparing T1 and T4 data from CRA with census data from Statistics Canada in 2006 (Table 5.3.1) shows that according to CRA, there were 45,140 fish harvesters in Canada while the census data indicate 41,265 individuals, a difference of 9% between the two data sources. A review of the statistical discrepancies brings out the fact that the two data sources were very similar in Quebec (within 1% of each other), while the gap was high in Newfoundland and Labrador (25%) and Prince Edward Island (22%).

As for fish processing workers, there was a 4% difference between the two data sources. At the provincial level, the gap was lowest in British Columbia (1%) and highest in Newfoundland and Labrador (17%).

This comparison gives an idea of the general ballpark. Some of the differences observed may be attributable to the differences in methodology.

Table 5.3.1 Comparison of the Number of Jobs for Fish Harvesters (NAICS code 1141) and Fish Processing Workers (NAICS code 3117), Based on Region

	Fish Harvesters (NAICS 1141)				Fish Processing Workers (NAICS 3117)			
	Sources		Differences		Sources		Differences	
	T1 and T4 per Industry Provided by the CRA, 2005 Statistics	2006 Census of Statistics Canada, Reference Year 2005	Number	%	T1 and T4 per Industry Provided by the CRA, 2005 Statistics	2006 Census of Statistics Canada, Reference Year 2005	Number	%
Atlantic Provinces (Not Including Quebec Atlantic)	33,060	30,255	2,805	9%	24,130	25,770	-1,640	-6%
Newfoundland and Labrador	13,720	10,945	2,775	25%	9,550	11,450	-1,900	-17%
Prince Edward Island	3,030	3,870	-840	-22%	1,920	1,815	105	6%
Nova Scotia	11,580	10,205	1,375	13%	5,460	5,770	-310	-5%
New Brunswick	4,730	5,235	-505	-10%	7,200	6,735	465	7%
Quebec (Whole Province)	3,480	3,435	45	1%	3,600	3,990	-390	-10%
Central Provinces	2,560	2,290	270	12%	1,830	1,505	325	22%
British Columbia	5,950	5,190	760	15%	5,130	5,075	55	1%
Northern Territories	90	70	20	29%	100	45	55	122%
Canada	45,140	41,265	3,875	9%	34,780	36,380	-1,600	-4%

Note:

1. Please take note that numbers presented in this table for each region may not correspond with the Canadian total as a whole due to rounding off and to other measures taken to protect the confidentiality of those who provided this information.
2. Source of census data: Statistics Canada, 2006 Census (no. 97-559 — XCB2006010 in catalog, July 2008).

Appendix to Section 4.1 changes in the workers demographic profile

Table 4.1a Number of Workers by Sector, Atlantic Provinces, 1994 - 2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Number of Workers													
Newfoundland & Labrador													
Self-employed Fish Harvesters	12,600	12,510	12,490	12,460	11,970	13,160	13,090	12,840	12,850	12,650	12,620	11,430	9,940
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	5,560	5,190	1,320	1,390	1,500	1,930	2,210	2,870	3,930
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	13,040	12,770	15,940	14,510	14,120	13,460	13,110	11,430	11,210
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	830	830	340	400	340	310	310	330	340
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	31,410	31,930	30,690	29,140	28,820	28,330	28,250	26,050	25,420
Prince Edward island													
Self-employed Fish Harvesters	2,400	2,550	2,150	2,100	2,190	2,340	2,420	2,450	2,460	2,540	2,480	2,360	2,260
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	1,110	1,120	1,100	1,040	1,050	1,080	1,080	1,040	890
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	2,660	3,350	3,080	2,930	2,800	2,630	2,330	2,500	2,410
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	120	100	460	500	510	500	540	490	470
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	6,090	6,920	7,070	6,920	6,830	6,750	6,410	6,390	6,040
Nova Scotia													
Self-employed Fish Harvesters	9,540	9,520	9,150	7,030	5,130	4,960	4,740	4,640	4,750	4,980	4,900	4,500	4,510
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	5,340	5,360	5,490	5,820	6,360	8,300	8,110	8,450	7,830
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	9,410	9,960	10,460	10,600	10,380	7,850	7,280	6,780	5,960
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	430	530	640	530	430	360	320	310	310
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	20,310	20,800	21,330	21,590	21,930	21,490	20,610	20,040	18,600

Table 4.1a Number of Workers by Sector, Atlantic Provinces, 1994 - 2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
	Number of Workers												
New Brunswick													
Self-employed Fish Harvesters	2,740	2,690	2,520	2,510	2,360	2,400	2,380	2,300	2,300	2,230	2,220	2,140	1,980
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	3,700	3,690	3,270	3,320	3,400	3,280	3,230	3,050	3,090
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	11,080	11,080	8,170	8,070	9,500	9,290	8,960	8,500	8,370
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	310	380	1,300	1,250	1,230	1,350	1,160	1,500	1,220
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	17,440	17,550	15,120	14,950	16,420	16,150	15,570	15,180	14,660
Quebec (Atlantic)													
Self-employed Fish Harvesters	90	160	260	380	460	600	770	930	980	920	940	930	680
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	820	1,090	1,520	1,550	1,700	1,740	1,780	2,040	1,620
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	1,400	1,690	2,440	2,620	3,120	3,090	3,250	2,920	2,320
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	90	100	130	170	140	130	130	90	60
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	2,760	3,470	4,860	5,260	5,940	5,870	6,100	5,970	4,670

Table 4.1b Number of Workers by Sector, Quebec, 1994 - 2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
	Number of Workers												
Self-employed Fish Harvesters	1,410	1,540	1,450	1,460	1,350	1,370	1,390	1,410	1,360	1,210	1,170	1,140	1,020
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	2,220	2,320	2,380	2,160	2,250	2,200	2,270	2,720	2,740
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	4,170	4,290	4,900	4,760	5,060	4,630	4,700	4,580	4,240
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	520	570	540	490	460	430	450	190	180
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	8,260	8,550	9,200	8,820	9,130	8,460	8,590	8,640	8,180

Table 4.1c Number of Workers by Sector, Central Provinces, 1994 - 2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
	Number of Workers												
Ontario													
Self-employed Fish Harvesters	420	400	350	360	320	330	320	300	240	250	240	220	210
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	1,120	1,100	880	790	820	800	770	750	720
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	1,040	1,670	1,380	1,190	1,160	1,050	1,190	1,680	1,790
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	580	580	350	380	330	290	310	200	210
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	3,050	3,680	2,930	2,650	2,550	2,380	2,510	2,850	2,930
Manitoba													
Self-employed Fish Harvesters	970	950	980	870	930	980	1,010	1,070	1,160	1,200	1,130	1,020	960
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	320	300	410	360	320	290	240	230	250
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	440	530	610	630	540	660	670	630	570
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	60	40	n.s						
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	1,740	1,860	2,030	2,060	2,020	2,150	2,040	1,890	1,790
Saskatchewan													
Self-employed Fish Harvesters	220	230	210	180	230	220	300	320	340	350	310	270	250
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	40	60	30	30	60	50	50	n.s	50
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	60	40	40	30	30	40	30	30	30
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	n.s								
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	320	320	380	390	430	450	400	320	330

Table 4.1c Number of Workers by Sector, Central Provinces, 1994 - 2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Number of Workers													
Alberta													
Self-employed Fish Harvesters	210	230	220	190	190	190	190	180	160	170	170	190	180
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	180	160	90	90	80	100	140	230	300
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	360	300	360	340	290	300	320	440	480
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	30	30	60	60	40	40	40	70	100
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	750	690	700	670	580	610	660	930	1,050

Table 4.1d Number of Workers by Sector, British Columbia, 1994 - 2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Number of Workers													
Self-employed Fish Harvesters	8,490	7,230	6,390	6,310	5,900	5,470	5,430	5,780	5,780	5,730	5,580	4,890	4,730
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	1,520	1,670	1,040	1,120	1,330	1,320	1,390	1,520	1,270
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	5,700	5,730	8,020	8,390	8,210	8,520	8,090	7,050	6,730
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	1,070	1,140	1,800	2,110	2,120	1,910	1,680	2,020	1,820
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	14,190	14,000	16,300	17,390	17,450	17,480	16,730	15,470	14,550

Table 4.1e Number of Workers by Sector, Northern Territories, 1994 - 2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Number of Workers													
Northwest Territories													
Self-employed Fish Harvesters	90	100	80	70	60	40	50	50	50	40	40	30	n.s.
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	50	n.s.							
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	130	40	100	130	120	120	110	40	n.s.
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	n.s.								
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	240	110	160	190	170	170	160	70	40
Yukon													
Self-employed Fish Harvesters	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	u.a.	n.s.								
Fish Processing Workers	u.a.	u.a.	u.a.	u.a.	n.s.	n.s.	30	40	40	40	30	40	40
Aquaculture Workers	u.a.	u.a.	u.a.	u.a.	n.s.								
Fishing Industry as a Whole	u.a.	u.a.	u.a.	u.a.	50	40	50	50	50	40	40	40	40
Nunavut													
Self-employed Fish Harvesters	n.a	n.a	n.a	n.a	n.a	n.s.	n.s.	n.s.	n.s.	40	40	50	60
Wage-earning Fish Harvesters	n.a	n.a	n.a	n.a	n.a	30	n.s.	n.s.	30	40	30	30	n.s.
Fish Processing Workers	n.a	n.a	n.a	n.a	n.a	120	250	250	270	310	260	110	130
Aquaculture Workers	n.a	n.a	n.a	n.a	n.a	n.s.							
Fishing Industry as a Whole	n.a	n.a	n.a	n.a	n.a	190	290	300	310	380	330	200	220

Appendix to Section 4.2 changes in the total employment income

Table 4.2.1a Average Total Employment Income Based on Sector, Atlantic Provinces, 1995 - 2006

	Average Employment Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Newfoundland & Labrador												
Self-employed Fish Harvesters	20,067	14,156	12,821	15,503	21,642	18,135	14,823	15,457	15,793	17,322	11,987	11,284
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	16,798	17,775	17,113	15,481	15,751	18,814	15,880	22,145	20,111
Fish Processing Workers	u.a.	u.a.	u.a.	9,056	10,468	12,243	13,339	13,107	12,834	13,482	10,212	10,943
Aquaculture Workers	u.a.	u.a.	u.a.	13,950	13,975	10,203	11,191	10,478	11,059	12,977	14,512	16,088
Prince Edward Island												
Self-employed Fish Harvesters	31,576	21,217	23,616	25,400	25,674	24,937	28,636	25,000	24,303	21,567	23,410	22,297
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	13,725	15,496	14,748	14,906	15,563	15,857	15,760	16,200	15,987
Fish Processing Workers	u.a.	u.a.	u.a.	13,758	14,474	13,709	13,816	13,263	13,452	13,512	13,595	14,496
Aquaculture Workers	u.a.	u.a.	u.a.	23,206	25,845	19,967	24,071	20,051	21,199	20,015	18,959	17,075
Nova Scotia												
Self-employed Fish Harvesters	29,159	25,549	26,168	26,122	31,738	31,541	32,194	31,961	33,242	26,279	24,577	23,955
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	24,282	26,888	27,267	29,728	30,224	30,106	27,688	27,462	26,608
Fish Processing Workers	u.a.	u.a.	u.a.	22,037	25,654	26,485	29,101	26,636	23,058	23,460	21,292	21,935
Aquaculture Workers	u.a.	u.a.	u.a.	16,243	17,502	16,317	16,343	16,279	18,803	18,424	17,021	19,989
New Brunswick												
Self-employed Fish Harvesters	26,743	20,070	15,459	14,642	20,175	18,351	21,845	19,280	17,212	16,198	16,788	13,974
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	18,397	20,604	21,316	20,195	22,218	20,907	22,191	21,965	17,688
Fish Processing Workers	u.a.	u.a.	u.a.	12,337	13,164	11,957	12,343	14,120	13,815	12,940	11,750	12,095
Aquaculture Workers	u.a.	u.a.	u.a.	17,849	18,550	23,601	25,095	24,168	22,472	23,927	22,376	22,849

Table 4.2.1a Average Total Employment Income Based on Sector, Atlantic Provinces, 1995 - 2006

	Average Employment Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Quebec (Atlantic)												
Self-employed Fish Harvesters	36,183	24,254	18,369	15,826	26,341	26,258	27,746	26,481	28,004	28,660	20,801	15,786
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	14,785	16,637	18,806	19,307	21,378	20,634	20,798	19,334	15,646
Fish Processing Workers	u.a.	u.a.	u.a.	10,318	11,365	11,005	10,787	11,112	11,345	11,891	11,209	11,476
Aquaculture Workers	u.a.	u.a.	u.a.	13,025	13,460	20,544	18,858	19,986	20,937	19,403	14,502	14,198

Table 4.2.1b Average Total Employment Income Based on Sector, Quebec, 1995 - 2006

	Average Employment Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	27,328	19,599	15,136	14,120	23,419	23,740	23,652	23,173	24,910	25,831	20,337	16,823
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	16,302	17,668	18,598	19,247	20,889	20,162	19,991	18,579	15,917
Fish Processing Workers	u.a.	u.a.	u.a.	12,608	13,645	12,309	12,936	12,614	12,689	13,467	12,341	12,787
Aquaculture Workers	u.a.	u.a.	u.a.	16,785	17,536	15,402	17,616	16,296	17,016	16,506	16,353	15,004

Table 4.2.1c Average Total Employment Income Based on Sector, Central Provinces, 1995 - 2006

	Average Employment Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Ontario												
Self-employed Fish Harvesters	11,138	11,669	14,159	10,286	12,523	11,677	14,458	12,082	9,412	12,042	10,324	14,074
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	36,155	36,368	35,592	32,425	34,169	32,826	31,643	37,246	41,657
Fish Processing Workers	u.a.	u.a.	u.a.	21,715	34,684	25,243	32,096	26,630	25,887	27,197	31,900	31,710
Aquaculture Workers	u.a.	u.a.	u.a.	22,850	21,184	22,601	20,198	23,170	26,949	25,090	27,545	35,146
Manitoba												
Self-employed Fish Harvesters	6,306	3,868	3,258	5,106	6,795	6,455	6,297	7,736	6,443	3,476	4,932	5,584
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	6,225	7,010	6,301	6,737	7,050	7,391	7,791	7,270	8,774
Fish Processing Workers	u.a.	u.a.	u.a.	19,764	17,380	19,084	17,387	21,047	19,159	18,296	18,531	19,843
Aquaculture Workers	u.a.	u.a.	u.a.	26,141	33,945	n.s.						
Saskatchewan												
Self-employed Fish Harvesters	8,662	5,451	4,664	6,839	4,644	4,584	3,903	4,566	3,125	1,774	2,691	3,960
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	16,668	12,650	10,424	12,429	11,351	10,064	10,740	n.s.	21,023
Fish Processing Workers	u.a.	u.a.	u.a.	15,234	19,642	15,008	17,531	20,882	24,424	24,907	22,148	19,273
Aquaculture Workers	u.a.	u.a.	u.a.	n.s.								
Alberta												
Self-employed Fish Harvesters	8,441	11,105	11,804	9,943	11,341	13,334	13,540	9,762	12,205	12,616	14,999	16,766
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	20,045	23,336	26,490	30,903	28,959	27,818	24,716	29,934	33,076
Fish Processing Workers	u.a.	u.a.	u.a.	15,754	13,501	16,341	18,865	16,759	16,190	18,313	16,751	18,957
Aquaculture Workers	u.a.	u.a.	u.a.	35,602	34,880	18,682	21,694	19,463	18,393	18,331	23,689	22,616

Table 4.2.1d Average Total Employment Income Based on Sector, British Columbia, 1995 - 2006

	Average Employment Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	16,747	20,295	17,989	15,313	17,515	20,552	18,507	18,721	17,888	19,041	18,525	19,034
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	30,283	29,896	36,850	37,043	31,419	29,693	29,216	32,689	33,536
Fish Processing Workers	u.a.	u.a.	u.a.	20,423	21,377	19,237	19,479	19,469	18,867	18,557	18,608	18,859
Aquaculture Workers	u.a.	u.a.	u.a.	25,599	24,271	28,211	28,402	27,513	27,187	28,706	29,093	32,851

Table 4.2.1e Average Total Employment Income Based on Sector, Northern Territories, 1995 - 2006

	Average Employment Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Northwest Territories												
Self-employed Fish Harvesters	15,599	18,592	13,981	12,839	6,172	6,579	9,871	5,388	5,600	4,038	1,888	3,867
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	19,412	n.s.							
Fish Processing Workers	u.a.	u.a.	u.a.	10,902	9,229	28,133	27,186	25,676	23,856	26,442	36,120	n.s.
Aquaculture Workers	u.a.	u.a.	u.a.	n.s.								
Yukon												
Self-employed Fish Harvesters	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	n.s.								
Fish Processing Workers	u.a.	u.a.	u.a.	n.s.	n.s.	14,191	16,420	13,875	14,805	17,255	16,844	20,116
Aquaculture Workers	u.a.	u.a.	u.a.	n.s.								
Nunavut												
Self-employed Fish Harvesters	n.a.	n.a.	n.a.	n.a.	n.s.	n.s.	n.s.	n.s.	26,989	18,813	19,489	20,806
Wage-earning Fish Harvesters	n.a.	n.a.	n.a.	n.a.	30,090	n.s.	n.s.	47,211	44,457	60,801	56,059	n.s.
Fish Processing Workers	n.a.	n.a.	n.a.	n.a.	17,076	15,086	16,875	17,180	14,987	16,775	11,971	12,440
Aquaculture Workers	n.a.	n.a.	n.a.	n.a.	n.s.							

Table 4.2.2a Average EI Benefits Based on Sector, Atlantic Provinces, 1995 - 2006

	Average EI Benefits in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Newfoundland & Labrador												
Self-employed Fish Harvesters	5,634	6,313	6,944	7,880	8,906	9,996	11,404	12,341	16,254	11,883	11,367	10,671
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	5,361	6,823	6,222	6,968	6,659	6,188	6,009	5,352	7,204
Fish Processing Workers	u.a.	u.a.	u.a.	4,360	5,342	5,940	6,673	6,830	6,839	6,930	6,900	7,117
Aquaculture Workers	u.a.	u.a.	u.a.	5,021	5,207	4,785	4,074	4,681	5,065	4,788	5,000	5,421
Prince Edward Island												
Self-employed Fish Harvesters	11,209	11,045	11,683	10,727	10,604	10,712	14,017	14,519	11,911	11,793	11,603	11,651
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	8,264	8,006	7,891	8,076	7,917	7,544	7,460	7,538	7,862
Fish Processing Workers	u.a.	u.a.	u.a.	4,988	5,090	4,799	5,431	5,312	5,250	4,936	5,049	5,824
Aquaculture Workers	u.a.	u.a.	u.a.	5,462	5,457	4,470	5,132	5,114	4,834	4,469	5,017	5,022
Nova Scotia												
Self-employed Fish Harvesters	8,835	8,171	8,527	9,045	9,092	8,520	9,707	9,956	10,571	10,149	9,765	9,657
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	6,806	6,855	6,568	6,800	6,681	5,792	5,988	6,465	6,697
Fish Processing Workers	u.a.	u.a.	u.a.	3,783	3,817	3,588	3,639	3,626	3,603	3,690	3,760	4,022
Aquaculture Workers	u.a.	u.a.	u.a.	3,202	3,664	3,322	3,652	3,790	3,009	3,629	2,793	2,643
New Brunswick												
Self-employed Fish Harvesters	9,911	9,233	9,996	10,530	10,289	9,843	10,884	12,872	12,571	10,601	10,514	10,447
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	8,501	8,401	9,185	10,356	10,196	9,896	9,849	10,211	9,984
Fish Processing Workers	u.a.	u.a.	u.a.	5,166	4,989	5,373	6,583	6,380	6,075	6,327	6,570	6,818
Aquaculture Workers	u.a.	u.a.	u.a.	3,615	3,082	2,243	2,427	2,899	2,900	2,653	2,143	2,802

Table 4.2.2a Average EI Benefits Based on Sector, Atlantic Provinces, 1995 - 2006

	Average EI Benefits in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Quebec (Atlantic)												
Self-employed Fish Harvesters	10,333	10,559	11,121	10,605	9,978	11,419	17,377	12,977	12,889	14,500	12,607	11,599
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	9,597	8,858	8,900	11,005	10,745	10,650	10,208	10,058	9,619
Fish Processing Workers	u.a.	u.a.	u.a.	6,559	6,294	6,250	7,533	7,306	7,592	7,360	8,027	7,772
Aquaculture Workers	u.a.	u.a.	u.a.	4,487	4,801	5,368	5,949	6,389	6,079	7,167	6,884	6,282

Table 4.2.2b Average EI Benefits Based on Sector, Quebec, 1995 - 2006

	Average EI Benefits in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	9,364	9,619	10,120	9,662	9,379	10,654	15,671	12,105	11,877	13,683	11,665	11,063
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	8,195	7,829	8,407	10,356	9,998	9,972	9,434	9,409	9,549
Fish Processing Workers	u.a.	u.a.	u.a.	5,612	4,961	5,199	6,068	5,934	6,109	5,908	6,214	6,402
Aquaculture Workers	u.a.	u.a.	u.a.	2,983	2,483	2,787	3,673	3,622	2,995	3,362	4,577	4,657

Table 4.2.2c Average EI Benefits Based on Sector, Central Provinces, 1995 - 2006

	Average EI Benefits in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Ontario												
Self-employed Fish Harvesters	2,468	2,744	2,325	1,981	2,206	2,189	2,202	2,186	1,997	2,002	1,590	1,336
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	2,359	2,515	2,955	3,488	2,797	3,103	2,688	2,234	2,273
Fish Processing Workers	u.a.	u.a.	u.a.	1,424	976	1,360	1,530	1,272	1,273	1,250	1,076	1,125
Aquaculture Workers	u.a.	u.a.	u.a.	1,323	1,271	669	880	726	741	757	836	603
Manitoba												
Self-employed Fish Harvesters	3,274	3,765	3,497	3,941	4,816	5,070	5,596	5,667	6,027	5,181	4,266	4,711
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	2,180	2,407	3,239	3,721	4,403	4,195	4,120	3,737	3,651
Fish Processing Workers	u.a.	u.a.	u.a.	1,614	1,285	1,172	1,582	1,769	1,714	1,623	1,540	1,611
Aquaculture Workers	u.a.	u.a.	u.a.	1,847	1,457	n.s.						
Saskatchewan												
Self-employed Fish Harvesters	1,881	1,969	2,071	2,300	3,057	3,612	3,620	2,969	3,453	2,747	2,393	2,770
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	2,185	1,587	2,610	1,685	2,311	1,974	2,465	n.s.	1,888
Fish Processing Workers	u.a.	u.a.	u.a.	1,408	2,164	1,518	829	911	1,751	383	588	1,906
Aquaculture Workers	u.a.	u.a.	u.a.	n.s.								
Alberta												
Self-employed Fish Harvesters	1,700	1,413	2,041	2,097	1,759	2,438	2,786	2,135	2,965	3,019	4,484	3,507
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	3,278	3,092	3,587	3,860	3,581	4,252	5,213	4,594	4,486
Fish Processing Workers	u.a.	u.a.	u.a.	2,068	2,176	2,467	3,064	2,857	2,774	3,021	3,266	3,054
Aquaculture Workers	u.a.	u.a.	u.a.	1,264	1,650	2,073	1,382	2,427	2,271	2,596	1,351	2,542

Table 4.2.2d Average EI Benefits Based on Sector, British Columbia, 1995 - 2006

	Average EI Benefits in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	4,949	3,814	4,002	5,659	5,256	4,712	5,469	5,378	5,421	4,935	4,620	4,233
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	1,649	1,268	1,024	1,226	1,380	1,478	1,266	1,250	928
Fish Processing Workers	u.a.	u.a.	u.a.	2,028	1,693	1,875	1,664	1,829	1,919	1,840	1,635	1,739
Aquaculture Workers	u.a.	u.a.	u.a.	1,634	1,145	880	909	1,079	1,797	1,308	1,121	1,142

Table 4.2.2e Average EI Benefits Based on Sector, Northern Territories, 1995 - 2006

	Average EI Benefits in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Northwest Territories												
Self-employed Fish Harvesters	2,113	2,228	3,224	4,224	4,014	3,179	4,164	4,041	4,064	3,265	3,642	n.s.
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	1,986	n.s.							
Fish Processing Workers	u.a.	u.a.	u.a.	1,544	1,046	1,238	626	1,295	888	1,221	1,846	n.s.
Aquaculture Workers	u.a.	u.a.	u.a.	n.s.								
Yukon												
Self-employed Fish Harvesters	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	n.s.								
Fish Processing Workers	u.a.	u.a.	u.a.	n.s.	n.s.	1,401	1,030	2,024	871	865	1,215	1,807
Aquaculture Workers	u.a.	u.a.	u.a.	n.s.								
Nunavut												
Self-employed Fish Harvesters	n.a.	n.a.	n.a.	n.a.	n.s.	n.s.	n.s.	n.s.	4,219	3,226	1,882	1,973
Wage-earning Fish Harvesters	n.a.	n.a.	n.a.	n.a.	3,505	n.s.	n.s.	2,084	1,110	879	513	n.s.
Fish Processing Workers	n.a.	n.a.	n.a.	n.a.	1,164	1,193	1,179	1,199	866	939	911	679
Aquaculture Workers	n.a.	n.a.	n.a.	n.a.	n.s.							

Appendix to Section 4.3 changes in the total income

Table 4.3.1a Average Total Income Based on Sector, Atlantic Provinces, 1995 - 2006

	Average Total Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Newfoundland & Labrador												
Self-employed Fish Harvesters	29,697	24,121	23,020	26,399	33,807	29,700	27,806	29,402	33,848	30,994	25,309	24,460
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	26,640	27,865	25,214	24,439	24,609	26,877	24,056	29,500	29,140
Fish Processing Workers	u.a.	u.a.	u.a.	16,233	17,590	19,133	21,277	20,969	20,570	22,074	18,118	19,250
Aquaculture Workers	u.a.	u.a.	u.a.	20,682	21,159	15,819	16,171	16,043	16,959	18,619	20,604	22,900
Prince Edward Island												
Self-employed Fish Harvesters	44,929	34,995	37,960	38,640	39,338	38,603	45,014	41,916	38,543	35,854	37,799	37,730
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	23,774	24,910	23,917	25,330	24,669	24,964	25,013	26,012	26,380
Fish Processing Workers	u.a.	u.a.	u.a.	25,033	22,265	19,940	20,592	20,024	20,145	19,821	20,676	22,440
Aquaculture Workers	u.a.	u.a.	u.a.	32,024	32,987	26,584	33,134	28,848	29,007	26,745	29,749	24,040
Nova Scotia												
Self-employed Fish Harvesters	43,055	38,450	39,494	40,429	46,286	46,465	47,110	47,093	49,262	41,884	40,006	40,120
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	35,132	36,862	37,227	39,438	40,095	39,099	37,168	37,804	36,950
Fish Processing Workers	u.a.	u.a.	u.a.	29,431	32,868	32,542	35,347	33,254	30,344	30,147	28,265	30,210
Aquaculture Workers	u.a.	u.a.	u.a.	23,273	23,908	21,494	21,506	22,519	23,188	23,943	22,285	24,310
New Brunswick												
Self-employed Fish Harvesters	42,156	34,775	31,737	30,605	35,944	35,094	39,014	37,821	35,724	32,194	32,064	30,110
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	28,714	31,764	32,986	32,820	34,518	33,186	34,356	34,294	30,460
Fish Processing Workers	u.a.	u.a.	u.a.	19,285	19,673	18,888	20,306	21,782	21,284	20,651	19,428	20,230
Aquaculture Workers	u.a.	u.a.	u.a.	25,427	26,186	29,478	30,363	29,554	27,315	28,044	26,805	28,130

Table 4.3.1a Average Total Income Based on Sector, Atlantic Provinces, 1995 - 2006

	Average Total Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Quebec (Atlantic)												
Self-employed Fish Harvesters	52,673	39,008	36,505	29,512	39,763	42,333	47,833	43,164	44,452	47,975	37,423	33,250
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	29,173	29,161	31,831	34,908	36,444	37,196	36,516	33,412	29,220
Fish Processing Workers	u.a.	u.a.	u.a.	19,049	19,919	19,180	19,739	19,949	20,418	20,918	20,515	20,900
Aquaculture Workers	u.a.	u.a.	u.a.	18,592	20,131	29,560	27,789	30,132	36,150	32,210	22,356	22,900

Table 4.3.1b Average Total Income Based on Sector, Quebec, 1995 - 2006

	Average Total Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	43,371	34,749	30,766	27,769	36,912	38,972	42,305	38,849	40,436	44,209	36,173	35,160
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	28,331	29,223	31,312	33,686	34,736	35,372	34,173	31,451	28,680
Fish Processing Workers	u.a.	u.a.	u.a.	20,360	20,910	19,415	20,523	20,069	20,369	21,106	20,045	20,870
Aquaculture Workers	u.a.	u.a.	u.a.	22,457	23,618	24,646	26,912	24,050	25,828	23,852	22,661	22,520

Table 4.3.1c Average Total Income Based on Sector, Central Provinces, 1995 - 2006

	Average Total Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Ontario												
Self-employed Fish Harvesters	25,467	25,249	28,958	26,822	27,334	24,959	28,793	26,983	22,655	25,923	28,202	45,160
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	44,996	46,807	44,694	40,497	41,519	42,085	41,275	49,074	52,790
Fish Processing Workers	u.a.	u.a.	u.a.	26,712	38,674	30,689	39,448	32,452	29,794	30,959	35,149	36,310
Aquaculture Workers	u.a.	u.a.	u.a.	26,378	26,261	25,009	22,972	25,810	30,098	27,873	31,405	49,290
Manitoba												
Self-employed Fish Harvesters	14,668	12,536	11,357	13,119	15,741	15,582	15,693	16,843	16,211	12,314	13,390	15,000
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	9,698	11,212	10,817	11,787	12,630	12,713	12,619	12,407	14,220
Fish Processing Workers	u.a.	u.a.	u.a.	23,846	21,210	22,412	20,870	24,517	22,649	21,597	21,810	23,470
Aquaculture Workers	u.a.	u.a.	u.a.	29,416	36,432	19,776	n.a.	19,302	16,750	28,759	22,257	17,950
Saskatchewan												
Self-employed Fish Harvesters	15,427	13,462	11,269	14,256	11,957	13,281	10,948	10,816	10,040	8,641	8,304	10,370
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	22,274	15,850	13,705	16,059	15,057	12,902	14,390	18,380	24,970
Fish Processing Workers	u.a.	u.a.	u.a.	18,896	23,887	19,790	21,764	24,814	27,244	29,857	25,106	22,990
Aquaculture Workers	u.a.	u.a.	u.a.	20,829	13,669	26,386	20,265	25,201	31,488	21,446	16,857	38,640
Alberta												
Self-employed Fish Harvesters	21,107	24,108	19,993	21,023	22,213	25,070	24,334	20,937	23,819	23,899	27,602	28,550
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	25,126	27,577	30,544	37,383	36,301	33,117	30,639	35,402	38,750
Fish Processing Workers	u.a.	u.a.	u.a.	19,752	17,749	20,107	24,278	20,521	20,180	22,641	20,824	23,030
Aquaculture Workers	u.a.	u.a.	u.a.	38,095	37,331	22,293	24,443	22,842	21,545	21,581	26,454	26,910

Table 4.3.1d Average Total Income Based on Sector, British Columbia, 1995 - 2006

	Average Total Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	28,617	30,701	28,338	26,972	28,989	31,607	28,971	28,971	28,343	29,322	29,317	29,790
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	37,336	39,499	49,092	48,728	48,728	38,475	37,855	44,625	45,560
Fish Processing Workers	u.a.	u.a.	u.a.	25,216	26,058	24,139	23,817	23,817	23,219	22,607	22,220	23,260
Aquaculture Workers	u.a.	u.a.	u.a.	28,884	27,425	33,650	31,342	31,342	30,913	31,961	32,439	36,050

Table 4.3.1e Average Total Income Based on Sector, Northern Territories, 1995 - 2006

	Average Total Income in Constant Dollars of 2005 (\$)											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Northwest Territories												
Self-employed Fish Harvesters	21,338	25,269	21,395	20,523	13,260	12,602	15,349	12,299	11,741	10,508	9,462	15,410
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	23,666	12,057	22,516	17,039	38,089	18,852	39,121	19,139	23,170
Fish Processing Workers	u.a.	u.a.	u.a.	14,202	11,872	32,894	30,842	29,066	27,867	29,823	41,410	29,000
Aquaculture Workers	u.a.	u.a.	u.a.	8,026	26,759	3,858	2,625	2,252	14,647	16,069	n.a.	43,170
Yukon												
Self-employed Fish Harvesters	10,369	11,724	11,062	15,310	23,998	22,963	15,191	26,092	21,682	23,587	20,404	23,360
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	15,271	16,155	14,981	13,109	28,633	10,125	n.a.	5,848	n.a.
Fish Processing Workers	u.a.	u.a.	u.a.	22,189	26,276	17,239	19,771	18,087	16,901	19,216	19,388	22,490
Aquaculture Workers	u.a.	u.a.	u.a.	28,679	63,326	17,885	n.a.	18,077	20,873	n.a.	n.a.	32,540
Nunavut												
Self-employed Fish Harvesters	n.a.	n.a.	n.a.	n.a.	15,925	22,420	12,683	28,929	34,705	26,367	26,148	28,030
Wage-earning Fish Harvesters	n.a.	n.a.	n.a.	n.a.	35,483	39,102	36,151	50,944	48,323	67,404	61,518	71,600
Fish Processing Workers	n.a.	n.a.	n.a.	n.a.	20,429	18,117	19,994	20,308	18,468	21,602	15,251	15,340
Aquaculture Workers	n.a.	n.a.	n.a.	n.a.	16,921	23,214	n.a.	n.a.	n.a.	28,129	n.a.	n.a.

Table 4.3.2a Median Total Income Based on Sector, Atlantic Provinces, 1995 - 2006

	Average Median Income in Constant Dollars of 2005											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Newfoundland & Labrador												
Self-employed Fish Harvesters	22,585	21,261	20,769	23,542	26,535	23,845	23,726	24,751	28,151	26,165	22,012	21,430
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	24,843	25,741	17,552	18,540	18,309	21,222	18,863	24,665	25,530
Fish Processing Workers	u.a.	u.a.	u.a.	14,417	15,203	16,166	17,655	17,743	17,625	18,682	16,476	17,540
Aquaculture Workers	u.a.	u.a.	u.a.	18,916	17,424	14,048	14,098	15,665	15,668	17,185	19,687	21,170
Prince Edward Island												
Self-employed Fish Harvesters	36,273	30,605	32,920	33,484	33,313	31,658	37,134	35,335	32,430	28,885	30,984	30,780
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	22,679	23,418	22,850	23,435	23,146	23,570	23,339	23,666	24,870
Fish Processing Workers	u.a.	u.a.	u.a.	15,962	16,827	16,862	17,508	16,929	17,444	17,626	17,827	18,880
Aquaculture Workers	u.a.	u.a.	u.a.	20,245	20,753	22,496	22,770	23,209	21,426	21,382	21,395	22,450
Nova Scotia												
Self-employed Fish Harvesters	36,581	32,478	32,827	32,397	36,997	36,534	37,458	37,789	40,094	32,895	32,719	32,570
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	27,393	28,520	28,909	30,202	30,410	28,487	28,884	29,027	29,390
Fish Processing Workers	u.a.	u.a.	u.a.	21,906	22,311	21,314	21,187	20,371	19,078	19,302	18,977	19,810
Aquaculture Workers	u.a.	u.a.	u.a.	19,097	19,820	17,560	18,400	17,975	19,439	20,358	18,911	20,620
New Brunswick												
Self-employed Fish Harvesters	30,254	26,314	23,998	24,059	28,481	25,156	28,003	29,628	27,337	22,899	24,287	23,260
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	25,475	26,393	26,178	27,846	27,209	26,195	25,853	25,569	25,260
Fish Processing Workers	u.a.	u.a.	u.a.	15,252	15,757	15,833	17,391	18,041	17,810	17,442	17,087	18,050
Aquaculture Workers	u.a.	u.a.	u.a.	20,302	20,078	23,652	24,586	24,673	22,571	24,238	23,810	25,560

Table 4.3.2a Median Total Income Based on Sector, Atlantic Provinces, 1995 - 2006

Average Median Income in Constant Dollars of 2005

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Quebec (Atlantic)												
Self-employed Fish Harvesters	40,049	34,186	30,273	26,781	34,365	36,284	41,780	37,328	37,440	40,196	29,786	26,230
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	25,115	25,153	25,793	28,210	27,911	27,189	26,796	26,019	24,950
Fish Processing Workers	u.a.	u.a.	u.a.	16,671	16,961	15,794	17,007	17,502	18,113	18,619	18,252	18,770
Aquaculture Workers	u.a.	u.a.	u.a.	17,387	21,333	23,358	23,411	23,111	23,669	25,757	21,612	21,790

Table 4.3.2b Median Total Income Based on Sector, Quebec, 1995 - 2006

Average Median Income in Constant Dollars of 2005

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	32,492	29,227	25,046	23,860	29,373	32,019	32,255	30,698	32,611	35,358	28,665	27,200
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	24,087	24,066	25,300	28,153	27,464	26,888	26,373	25,595	25,220
Fish Processing Workers	u.a.	u.a.	u.a.	17,136	17,194	15,359	16,812	17,093	17,564	18,140	17,588	18,590
Aquaculture Workers	u.a.	u.a.	u.a.	17,489	17,391	17,616	19,394	18,681	19,265	20,519	21,426	21,050

Table 4.3.2c Median Total Income Based on Sector, Central Provinces, 1995 - 2006

	Average Median Income in Constant Dollars of 2005											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Ontario												
Self-employed Fish Harvesters	19,423	20,461	18,803	19,623	20,647	18,644	20,060	17,741	17,022	17,142	17,808	20,260
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	34,216	32,915	35,501	35,184	34,558	34,760	33,869	38,587	39,750
Fish Processing Workers	u.a.	u.a.	u.a.	17,903	25,142	21,239	21,129	22,105	21,609	22,008	25,370	25,150
Aquaculture Workers	u.a.	u.a.	u.a.	20,481	18,773	17,954	15,448	17,308	20,492	20,194	19,465	22,600
Manitoba												
Self-employed Fish Harvesters	11,292	9,856	9,207	10,694	12,754	13,598	13,975	14,326	14,373	11,040	10,848	12,530
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	7,220	8,864	9,407	10,084	10,585	10,866	10,850	11,265	11,410
Fish Processing Workers	u.a.	u.a.	u.a.	18,238	14,866	17,217	16,386	20,985	17,821	16,090	17,491	21,090
Aquaculture Workers	u.a.	u.a.	u.a.	23,547	29,530	n.s.						
Saskatchewan												
Self-employed Fish Harvesters	10,845	8,879	9,845	10,379	10,082	10,511	9,316	8,408	8,386	7,149	6,418	8,170
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	8,674	12,620	9,216	10,524	12,144	10,079	13,589	n.s.	17,870
Fish Processing Workers	u.a.	u.a.	u.a.	11,848	18,941	15,601	16,839	23,418	19,501	27,159	17,167	13,830
Aquaculture Workers	u.a.	u.a.	u.a.	n.s.								
Alberta												
Self-employed Fish Harvesters	14,749	17,640	16,470	17,983	13,897	18,266	19,590	16,238	19,330	19,723	24,918	21,560
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	21,465	22,780	28,082	24,219	27,735	25,176	25,696	28,365	34,500
Fish Processing Workers	u.a.	u.a.	u.a.	15,403	14,187	16,395	17,964	16,063	15,977	18,050	17,722	19,650
Aquaculture Workers	u.a.	u.a.	u.a.	22,542	19,385	20,860	24,344	18,374	21,404	19,556	24,183	26,020

Table 4.3.2d Median Total Income Based on Sector, British Columbia, 1995 - 2006

	Average Median Income in Constant Dollars of 2005											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Self-employed Fish Harvesters	18,946	22,722	20,514	19,934	21,011	23,059	21,492	21,730	21,428	21,407	21,345	22,100
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	26,768	25,875	30,587	26,477	23,560	23,813	23,698	25,650	30,530
Fish Processing Workers	u.a.	u.a.	u.a.	19,294	19,967	18,368	17,865	17,449	16,846	17,168	16,732	16,960
Aquaculture Workers	u.a.	u.a.	u.a.	25,749	23,447	25,478	27,134	27,703	27,578	27,443	28,369	30,160

Table 4.3.2e Median Total Income Based on Sector, Northern Territories, 1995 – 2006

	Average Median Income in Constant Dollars of 2005											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Northwest Territories												
Self-employed Fish Harvesters	16,919	21,079	16,394	15,528	12,627	10,773	11,900	10,324	10,003	7,508	7,442	n.s.
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	15,990	n.s.	16,096	10,594	38,089	22,681	33,259	19,336	28,330
Fish Processing Workers	u.a.	u.a.	u.a.	11,724	8,267	20,482	19,319	16,990	13,600	16,740	26,179	n.s.
Aquaculture Workers	u.a.	u.a.	u.a.	n.s.								
Yukon												
Self-employed Fish Harvesters	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.
Wage-earning Fish Harvesters	u.a.	u.a.	u.a.	n.s.								
Fish Processing Workers	u.a.	u.a.	u.a.	n.s.	n.s.	12,175	15,393	16,714	14,663	18,188	19,507	18,940
Aquaculture Workers	u.a.	u.a.	u.a.	n.s.								
Nunavut												
Self-employed Fish Harvesters	n.a.	n.a.	n.a.	n.a.	n.s.	n.s.	n.s.	n.s.	25,030	20,098	19,476	23,540
Wage-earning Fish Harvesters	n.a.	n.a.	n.a.	n.a.	37,276	n.s.	n.s.	34,973	36,197	38,822	38,746	n.s.
Fish Processing Workers	n.a.	n.a.	n.a.	n.a.	11,835	12,062	13,769	13,997	12,800	15,133	7,499	9,480
Aquaculture Workers	n.a.	n.a.	n.a.	n.a.	n.s.							

Table 4.3.3a Composition of Average Total Income for Self-employed Fish Harvesters, 1994 - 2006**Self-employed Fish Harvesters**

(Income in Constant Dollars)

	Average Total Employment Income		Average EI Benefits		Average Investment Income		Other Income (Average)		Average Total Income
	\$	%	\$	%	\$	%	\$	%	\$
1994	16,356	47%	6,111	18%	9,685	28%	2,341	7%	34,493
1995	18,577	65%	5,722	20%	1,503	5%	2,683	9%	28,485
1996	15,703	62%	5,647	22%	1,368	5%	2,624	10%	25,342
1997	14,667	59%	6,089	25%	1,358	6%	2,568	10%	24,682
1998	14,795	59%	6,710	27%	1,193	5%	2,546	10%	25,244
1999	19,044	63%	7,148	24%	1,707	6%	2,185	7%	30,084
2000	18,496	62%	7,644	26%	1,775	6%	1,821	6%	29,736
2001	17,780	59%	9,048	30%	1,385	5%	1,747	6%	29,960
2002	18,064	58%	9,666	31%	1,352	4%	2,063	7%	31,145
2003	18,673	56%	11,329	34%	1,462	4%	1,972	6%	33,436
2004	18,418	58%	9,586	30%	1,486	5%	2,073	7%	31,563
2005	16,448	55%	9,420	32%	1,576	5%	2,323	8%	29,767
2006	16,348	54%	9,135	30%	2,156	7%	2,757	9%	30,396

Table 4.3.3b Composition of Average Total Income for Wage-earning Fish Harvesters, 1998 - 2006**Wage-earning Fish Harvesters**

(Income in Constant Dollars)

	Average Total Employment Income		Average EI Benefits		Average Investment Income		Other Income (Average)		Average Total Income
	\$	%	\$	%	\$	%	\$	%	\$
1998	17,523	67%	5,269	20%	1,216	5%	2,012	8%	26,020
1999	19,223	69%	5,596	20%	1,619	6%	1,582	6%	28,020
2000	20,920	69%	5,988	20%	2,055	7%	1,198	4%	30,161
2001	21,953	69%	6,739	21%	1,895	6%	1,175	4%	31,762
2002	23,290	70%	6,693	20%	1,844	6%	1,233	4%	33,060
2003	24,162	72%	6,361	19%	1,894	6%	1,371	4%	33,788
2004	23,298	70%	6,435	19%	1,957	6%	1,514	5%	33,204
2005	24,775	70%	6,700	19%	2,251	6%	1,620	5%	35,346
2006	23,534	68%	7,247	21%	1,954	6%	1,759	5%	34,494

Table 4.3.3c Composition of Average Total Income for Fish Processing Workers, 1998 - 2006**Fish Processing Workers**

(Income in Constant Dollars)

	Average Total Employment Income		Average EI Benefits		Average Investment Income		Other Income (Average)		Average Total Income
	\$	%	\$	%	\$	%	\$	%	\$
1998	12,512	68%	3,555	19%	754	4%	1,678	9%	18,499
1999	14,519	72%	3,678	18%	661	3%	1,362	7%	20,220
2000	14,802	73%	3,933	19%	598	3%	1,076	5%	20,409
2001	16,275	73%	4,393	20%	613	3%	1,150	5%	22,431
2002	16,166	72%	4,576	20%	639	3%	1,067	5%	22,448
2003	15,497	71%	4,684	21%	667	3%	1,123	5%	21,971
2004	15,909	70%	4,816	21%	553	2%	1,337	6%	22,615
2005	15,049	69%	4,960	23%	598	3%	1,095	5%	21,702
2006	15,803	68%	5,295	23%	870	4%	1,268	5%	23,236

**Table 4.3.3d Composition of Average Total Income for Aquaculture Workers,
1998 - 2006**

Aquaculture Workers
(Income in Constant Dollars)

	Average Total Employment Income		Average EI Benefits		Average Investment Income		Other Income (Average)		Average Total Income
	\$	%	\$	%	\$	%	\$	%	\$
1998	17,152	79%	2,499	12%	755	3%	1,254	6%	21,660
1999	17,217	78%	2,366	11%	1,034	5%	1,354	6%	21,971
2000	19,820	79%	1,962	8%	2,035	8%	1,153	5%	24,970
2001	21,323	83%	2,103	8%	1,072	4%	1,237	5%	25,735
2002	21,313	82%	2,320	9%	1,129	4%	1,227	5%	25,989
2003	21,974	82%	2,587	10%	887	3%	1,301	5%	26,749
2004	22,873	84%	2,465	9%	776	3%	1,155	4%	27,269
2005	23,841	83%	2,267	8%	1,108	4%	1,427	5%	28,643
2006	26,181	83%	2,571	8%	973	3%	1,700	5%	31,425



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