

**Policy Barriers Concerning the Exit,  
Entrance, and Future Involvement of Women  
in the Inshore Fishery of Guysborough  
County**

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For  
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Association  
In Association With  
Rural Communities Impacting Policy**

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# Introduction

## **Statement of Purpose:**

The Guysborough County Inshore Fishermen's Association (GCIFA) decided to investigate whether women in Guysborough County wanted to exit the inshore fishery altogether, wanted to enter the inshore fishery, or wanted to have some other future involvement in the inshore fishery. The GCIFA also saw the need of identifying policy barriers that exist for the women who wish to exit, enter, or have some other future involvement in the inshore fishery. The GCIFA decided to conduct telephone questionnaires so Guysborough County women would have the opportunity to identify existing policies and question whether they are creating barriers or not. The surveys would also allow them to identify what training is needed to assist women in overcoming the identified barriers, and what the GCIFA could do to aid in this process.

## **Scope:**

Our research area included all of Guysborough County, which is 4,044.22 square kilometres and has a population density of 2.4 per square kilometre, making for a total population of 9,827, 4,905 male and 4,925 female. Our target group consists of all County women between the ages of 18 and 65. The closest estimate we could find is 3,190 women, a number that includes all women aged 15 through 64. We did not interview anyone below the age of 18. (Statistics Canada; 2003)

**Appendix A** shows a map of Guysborough County.

## **Limitations:**

Unfortunately, due to time and resource constraints, we were limited to reaching only a certain percentage of our target group, so we decided to conduct a random sample of 400 women in the County. And, because Guysborough County is spread out over a large area of land, we decided to conduct our interviews by phone rather than face to face. Done to here

## **Methodology:**

We decided to approach 400 individuals with a letter of intent asking for their participation in a telephone questionnaire. **Appendix B** shows the research protocol followed through out this project. It was created by the GCIFA, and any research conducted by or for the GCIFA must adhere to it. To begin, the Research Intern created the survey tool which consisted of 53 questions and had an estimated time length of 20 minutes. After a draft was completed it was given to the GCIFA President, Mike Newell, the GCIFA Manager, Patricia Rhynold, the Community Research Coordinator, Ginny Boudreau, Dr. Anthony Davis, and Dr. Melanie Wiber for input and suggestions. After all revisions had been made a final copy was created. Next, the consent form and letter of intent were created.

The decision to conduct a telephone survey was based on previous positive experiences with this method by the GCIFA, as well as by the Guysborough County Regional Development Authority (GCRDA). This method was also decided upon

because of the decision by the GCIFA to try to reach as much of the female population in Guysborough County as possible, but also to remain within the time and money constraints that were set, as already mentioned in the Limitations section on page 6.

The number of people considered to be a manageable sample by the human resources available for the research was 400. Our sample came from the female population of Guysborough County between the ages of 18 and 65; a total of about 3190 women. We had a list of households in Guysborough County, but we didn't have a list of women in the labour force. Our original list came from the telephone directory in Guysborough County provided by the GCRDA. The next step was to divide the total population of Guysborough into manageable districts, it was decided that this would provide us with manageable numbers if the list was separated by telephone exchanges, of which there are fourteen in Guysborough County. These 14 exchanges and their corresponding communities can be seen in **Table 1**.

Table 1: Telephone Exchanges and their Corresponding Communities

Telephone Exchange	Community
366	Canso
328	Country Harbour
347	Ecum Secum
387	Goldboro
783	Goshen
533	Guysborough
525	Larry's River
779	Liscomb
833	Melrose
234	Monastery
747	Mulgrave
364	Port Bickerton
358	Queensport
522	Sherbrooke

A community member was approached in each of the 14 telephone exchanges and given the list that corresponded with the community in which they lived. Each individual was asked to determine whether there was a female in the household who would be in the age group of 18-65 (in the labour force) or not.

When the lists were returned, a random sample of each community was conducted, 400 people in total. **Table 2** shows the methodology that we used to determine the percentage from each community, as well as the total number of people in each community that was contacted, via a letter of intent.

Table 2: The number of people interviewed from each community.

<b>Community (and surrounding area)</b>	<b>Estimated Total Female Population (18-65)</b>	<b>13%*</b>
Guysborough County	3190	400
Canso	638	83
Country Harbour	177	23
Ecum Secum	46	6
Goldboro	146	19
Goshen	138	18
Guysborough	700	91
Larry's River	108	14
Liscomb	109	14
Melrose	138	18
Monastery	15	2
Mulgrave	315	41
Port Bickerton	33	4
Queensport	216	28
Sherbrooke	301	39
* $(400/3190) \times 100 = 13\%$		

On June 18<sup>th</sup> the first letter of intent mailing was conducted. Every other mailing was staggered after that initial mailing. **Table 3** shows the dates of each mailing and the destination of the letters.

Table 3: Date and Destination of each mailing

<b>Date</b>	<b>Destination</b>
June 18 <sup>th</sup> , 2003	First Canso
June 19 <sup>th</sup> , 2003	Mulgrave
June 23 <sup>rd</sup> , 2003	Second Canso
June 26 <sup>th</sup> , 2003	Monastery
June 27 <sup>th</sup> , 2003	Liscomb

June 30 <sup>th</sup> , 2003	Port Bickerton
June 30 <sup>th</sup> , 2003	Sherbrooke
July 2 <sup>nd</sup> , 2003	Ecum Secum
July 7 <sup>th</sup> , 2003	Melrose
July 8 <sup>th</sup> , 2003	Queensport
July 14 <sup>th</sup> , 2003	Larry's River
July 14 <sup>th</sup> , 2003	Country Harbour
July 15 <sup>th</sup> , 2003	Goldboro
August 12 <sup>th</sup> , 2003	Guysborough

During the time between the initial mailing and the first telephone calling the SPSS 10.0 database was created. This database is used for textual data analysis. The Community Research Coordinator, Ginny Boudreau, the Research Assistant, Chris Newell, and the Research Intern, Rhea Rhynold, administered the surveys beginning on June 24<sup>th</sup>, starting with the first mailing to Canso. **Table 4** shows the dates in which each area was first contacted.

Table 4: Dates when each community was first contacted.

<b>Date</b>	<b>Community</b>
June 24 <sup>th</sup> , 2003	First Canso
June 30 <sup>th</sup> , 2003	Second Canso
July 3 <sup>rd</sup> , 2003	Mulgrave
July 7 <sup>th</sup> , 2003	Monastery
July 11 <sup>th</sup> , 2003	Liscomb
July 14 <sup>th</sup> , 2003	Port Bickerton
July 14 <sup>th</sup> , 2003	Sherbrooke
July 16 <sup>th</sup> , 2003	Ecum Secum
July 17 <sup>th</sup> , 2003	Queensport
July 21 <sup>st</sup> , 2003	Melrose
July 23 <sup>rd</sup> , 2003	Goshen
July 25 <sup>th</sup> , 2003	Larry's River
July 28 <sup>th</sup> , 2003	Country Harbour

July 29 <sup>th</sup> , 2003	Goldboro
August 18 <sup>th</sup> , 2003	Guysborough

As the surveys were administered they were entered into the SPSS database. During this process, each survey was given a number and was stripped of all personal identifiers. Throughout this project the GCIFA President was updated and informed as to what was happening. It was necessary to have approval for each step of this project in order to progress. The telephone surveys were completed on August 22<sup>nd</sup> and all data was entered. There were at least three attempts to contact every potential participant.

**Definitions:**

Inshore Fishery: the fishery that uses boats 65 feet and under, that generally fishes less than 50 nautical miles from shore (with the exception of snow crab and shrimp), and that generally engages in same day trips (with the exception of snow crab and shrimp). (as applied to GCIFA)

Policy: a guiding principal or a plan of action agreed to by a group of people with the power to carry it out and enforce it. (Dodd, 2000)

Telephone Exchange: The first three digits of a seven digit telephone number.

LFA: Lobster Fishing Area

## **Background**

This research project stems from the economic situation in Guysborough County. The President of the GCIFA, Mike Newell, first identified the topic that this project focuses on. By his own observation and community awareness he noticed that the number of women engaging in the inshore fishery of Guysborough County was growing. It began to grow when the fish processing plant in Port Bickerton closed, then intensified when the fish processing plant in Canso shut down. The women that worked at these processing plants were without jobs so they moved out of the fish-processing sector and on to fish harvesting. Many of them began fishing on the boats that their husbands, fathers or other relatives owned.

Following Mr. Newell's initial detection, another source noted a similar important fact. A study conducted by Social Research for Sustainable Fisheries (SRSF), in partnership with the GCIFA, identified that more and more women were becoming

involved with the lobster fishery in Guysborough County. Members of the research team conducted telephone surveys with the lobster fishermen in Guysborough and Richmond Counties. “According to this study, one in every three Chedabucto Bay fish harvesters has wives who fish or fished.” (SRSF; 2002)

After both of these discoveries it was obvious that there were growing numbers of women engaging in the inshore fishery of Guysborough County. The GCIFA decided that there should be further investigation conducted for women in the inshore fishery. Because more women are entering the harvesting sector, something that was traditionally viewed as an occupation for men, the women may be experiencing barriers that wouldn't have existed for men in the past. It was decided that by conducting telephone surveys the women of Guysborough County could identify which barriers they have experienced in the past, or currently do experience, that may be preventing them from entering, exiting or gaining greater involvement in the inshore fishery.

## **Analysis**

### **Overview:**

Out of 400 possible participants 203 women were contacted, of these 203 women, 107 completed the survey and 96 declined, giving us a participation rate of 52.7%. Over all, we had 26.75% of the women we sent letters to actually complete the survey. There were six reasons that the women that were contacted declined a telephone interview.

**Figure 1** shows these six reasons and the number of women that gave each.

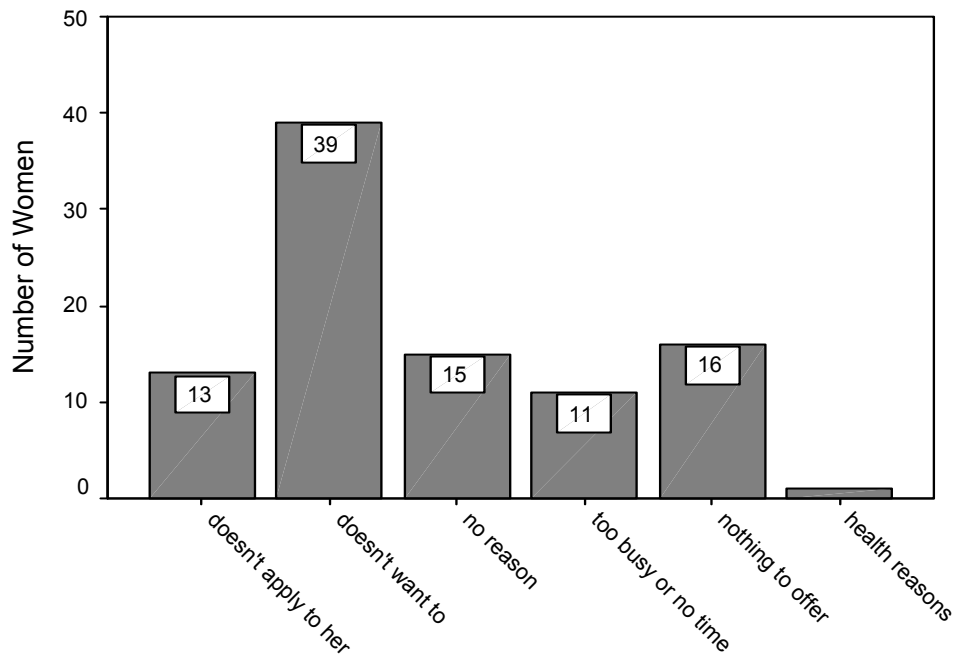


Figure 1: Reasons for not participating

The average length of time for an interview was 14 minutes, however individual interviews ranged from 5 to 45 minutes; the initial estimated length was 20 minutes. The analysis began by breaking up the completed surveys into six sections; those who are currently involved in the inshore fishery, those who have been involved in the inshore fishery in the past, those who plan on becoming involved in the inshore fishery in the future, those who are unsure if they will become involved in the inshore fishery in the future, those who are not, never were and never plan on becoming involved in the inshore fishery and those who are involved in another sector other than the inshore fishery. There is some overlap between categories, for example, some women were involved in the fishery in the past, and also plan on becoming involved in the future, so the total number of women will be more than the actual number of women interviewed (more than 107). **Figure 2** shows this breakdown.

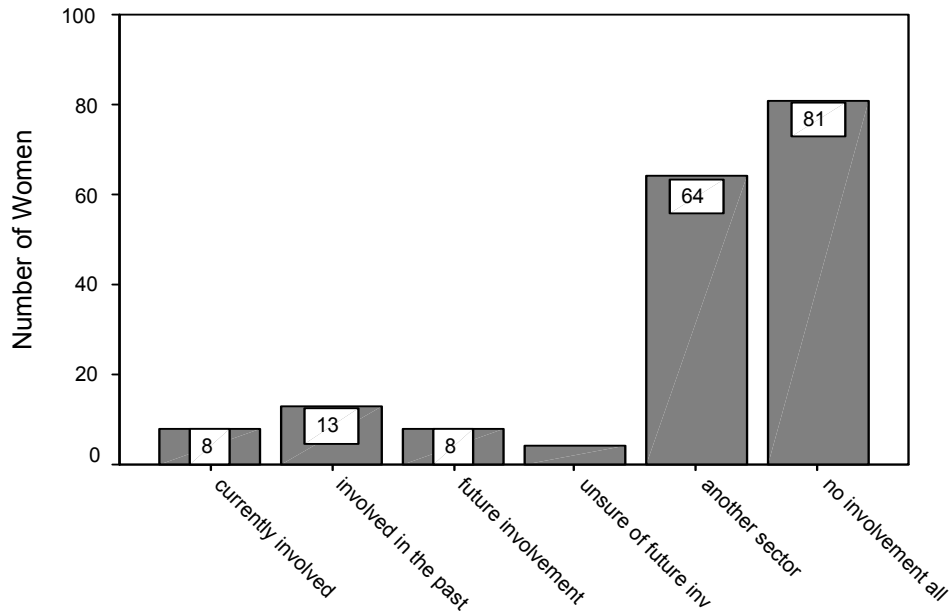


Figure 2: Levels of involvement in the inshore fishery

**Current Involvement:**

Of the eight women who are currently involved in the inshore fishery, their rolls include bookkeeping and paperwork, the service industry, and fish harvesting; as a food fishery as well as a livelihood. Two of the women interviewed play more then one roll; therefore ten different rolls are played. **Figure 3** shows how each woman was involved.

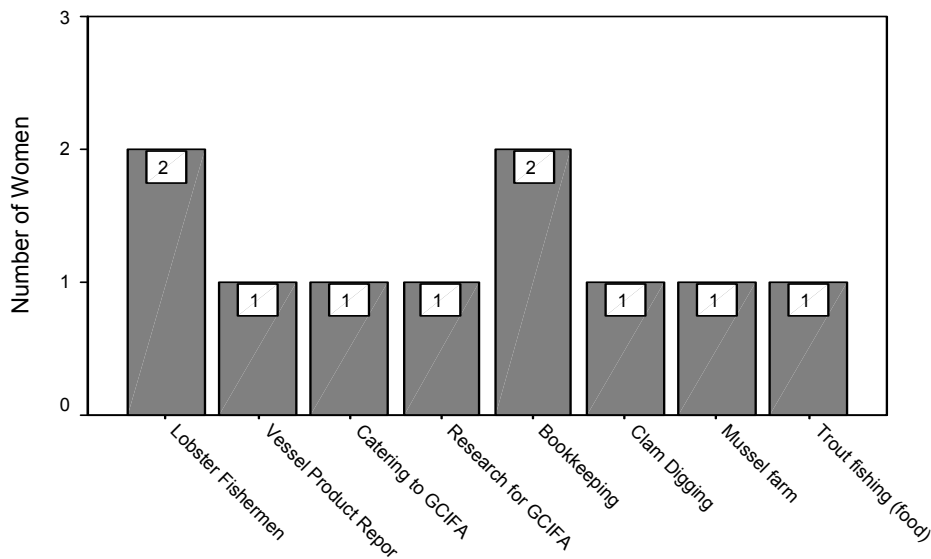


Figure 3: Current Involvement in the Inshore Fishery

The current length of time each woman has spent in the fishery is no less than 2 years, but no more than 20 years. **Figure 4** shows the general lengths of time each woman has spent, to date, in the inshore fishery.

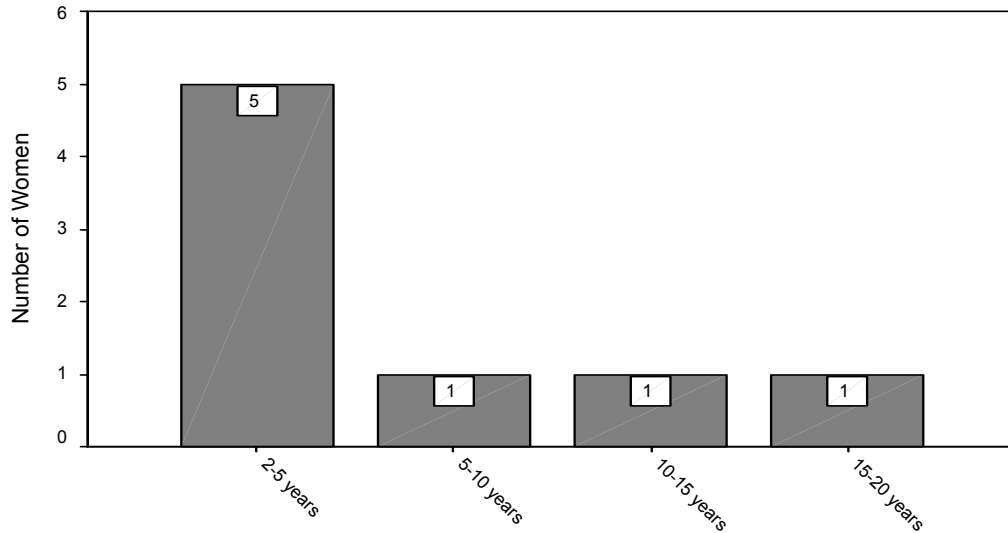


Figure 4: Current length of time involved in the Inshore Fishery.

Out of the 8 women interviewed only one said that she doesn't plan on remaining in the inshore fishery. The reasons given for remaining in the inshore fishery were because it provides income and employment, for them selves but also to help their family, because of satisfaction, and because of non-transferable skills. **Figure 5** shows the different reasons for remaining in the inshore fishery and how many women stated each. The total number of responses will, once again, total more than the number of respondents, this is because some women stated more than one reason for remaining in the inshore fishery.

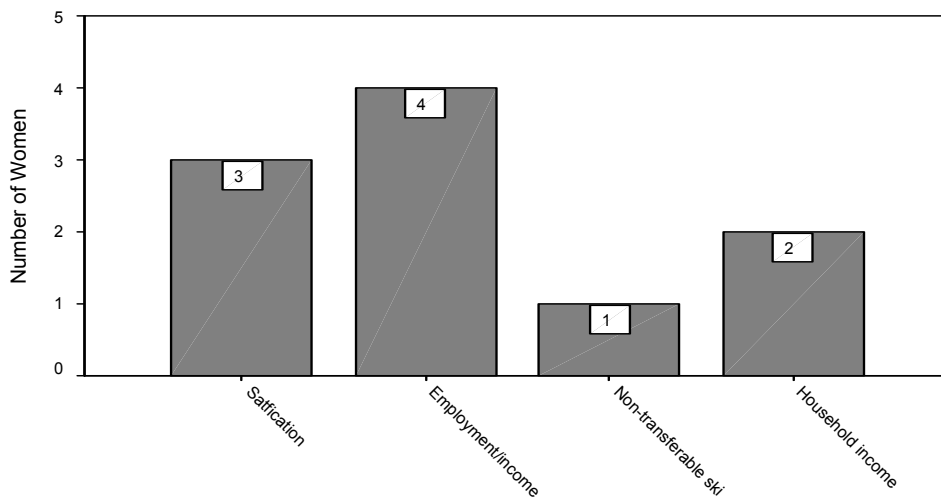


Figure 5: Reasons for staying in the Inshore Fishery

Out of these 8 women, six of them are involved in the inshore fishery with a relative. **Figure 6** shows what the relationship is between the women and the people they work with.

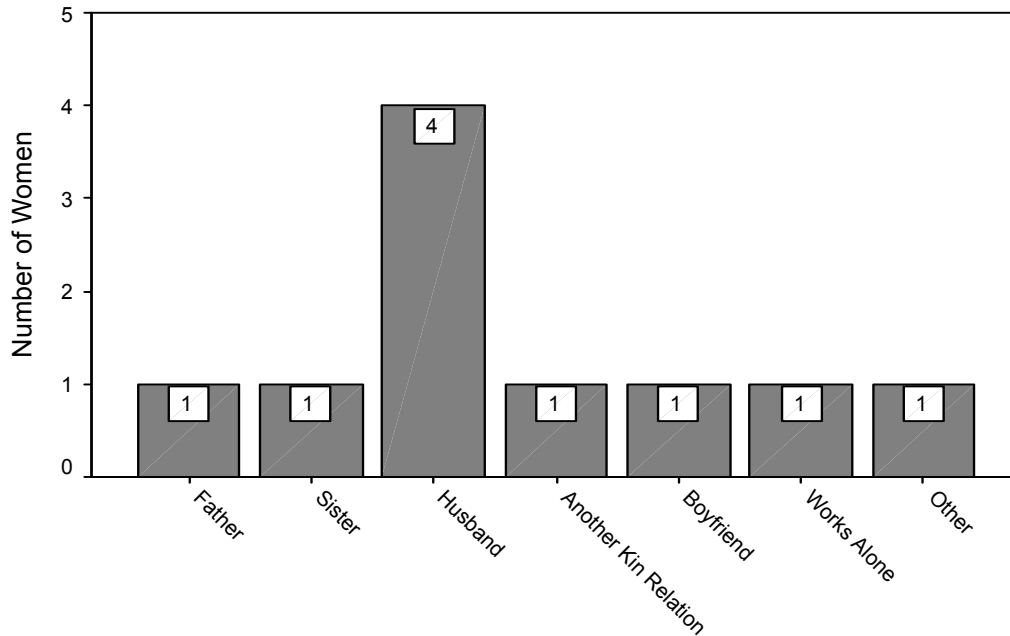


Figure 6: Relationship to people they work with.

Out of the 8 women that are currently involved in the fishery, only three go on a boat and fish, the same three that currently have a Personal Fishing Registration (PFR). Two of these women currently have part-time fishermen status. The average length of time a year that the women were employed in the inshore fishery was 6.2 weeks, the shortest amount of time being one week and the longest being 10 weeks, this was between 5 of the 8 women. The other 3 women were unsure of the time they worked, this could have been because it was scattered and varied work or because they did not consider it actual work but as part of their way of life. Five of the women that currently work in the inshore fishery actually receive some kind of payment for the work they do, however, only 4 of the 8 women actually receive employable earnings for their work (“stamps” or hours worked towards Employment Insurance).

### **Past Involvement:**

There were a total of 13 out of the 107 women interviewed that were involved in the inshore fishery of Guysborough County in the past. **Figure 7** shows the breakdown of rolls the women played in the inshore fishery in the past.

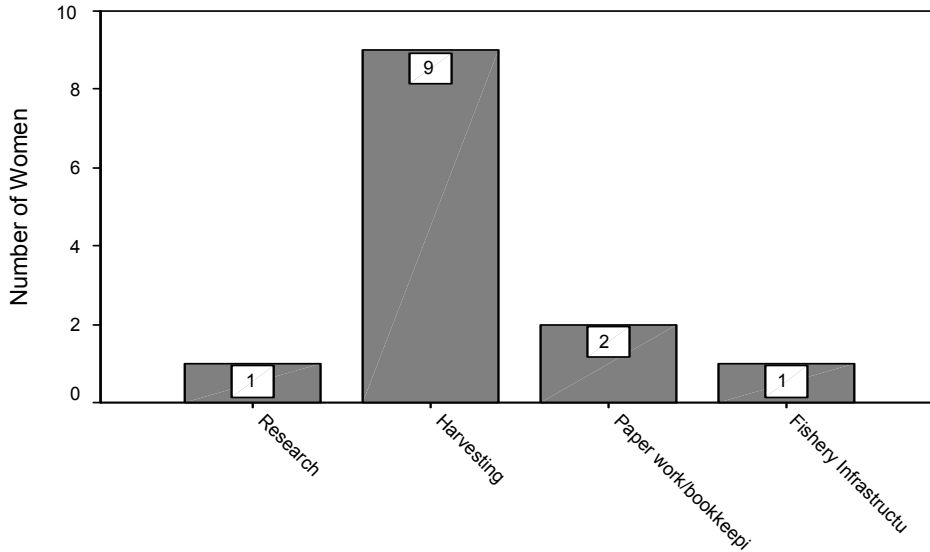


Figure 7: Past Involvement in the inshore fishery

None of the women who worked in the inshore fishery in the past have ever held a Personal Fishing Registration, in fact, many of the women in this section stated that they were not involved in the inshore fishery at all in the past; then with further discussion they mentioned that they fished when they were young with their fathers or with another relative. It was discovered that the work they did when they were, for example, in high school, they did not consider it work at all, they were helping their families, not working, most did not receive any type of pay for what they did, all profits went towards the overall family income. Because of this reason, some of them did not know the length of time they were involved. **Figure 8** shows the length of time each woman worked in the inshore fishery in the past.

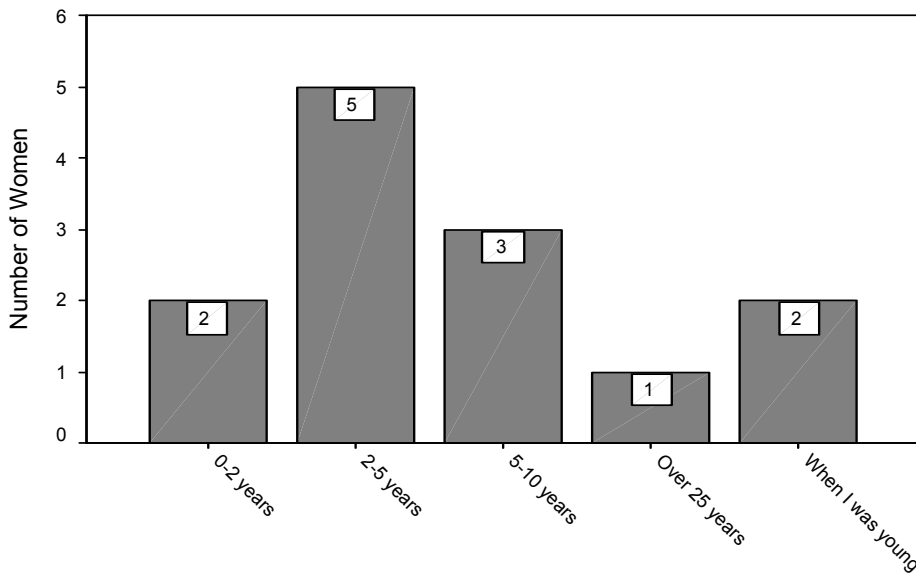


Figure 8: Length of Time spent in the Inshore Fishery in the Past.

The reason that these women left the fishery was because of a change of lifestyle, meaning they got married, pregnant or left home, they may have left because of depleted resources or because the person they worked with left the fishery, or because they decided to go to school or take training. **Figure 9** shows the breakdown of how many women left for each reason.

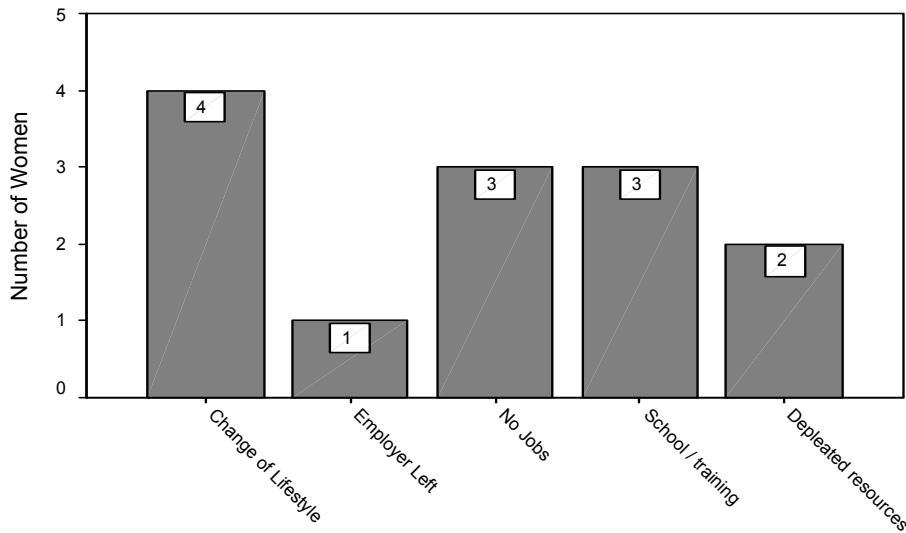


Figure 9: Reasons for Leaving the Inshore Fishery

Three of the thirteen women did not provide a relationship link between themselves and the people they worked with in the inshore fishery. However of the ten remaining, most fished with their fathers. **Figure 10** shows the number of women that were in each different relationship. Some of the women worked with more than one person while in the inshore fishery, therefore the total identified relationships will be more than 10.

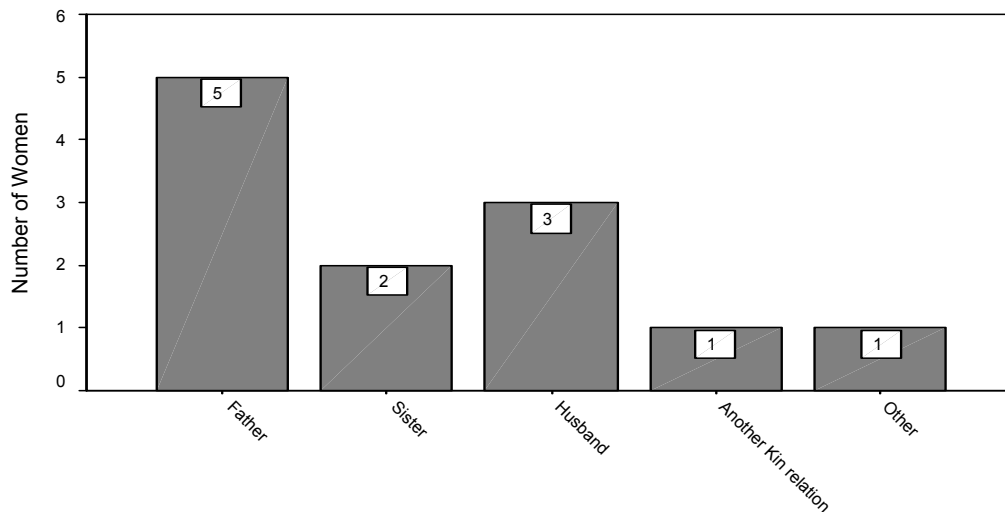


Figure 10: Relationship to the People they worked with.

### **Future Involvement:**

Out of all of the women interviewed, 8 said that they plan to become involved in the inshore fishery and 5 said that they were unsure if they would. The 8 women that are going to become involved plan to actually harvest a species of fish, participate in the inshore fishery for educational purposes, or have not yet decided what they will do, some say that they will do anything at all. **Figure 11** shows the breakdown of what each woman plans to do in the future when they become involved in the inshore fishery.

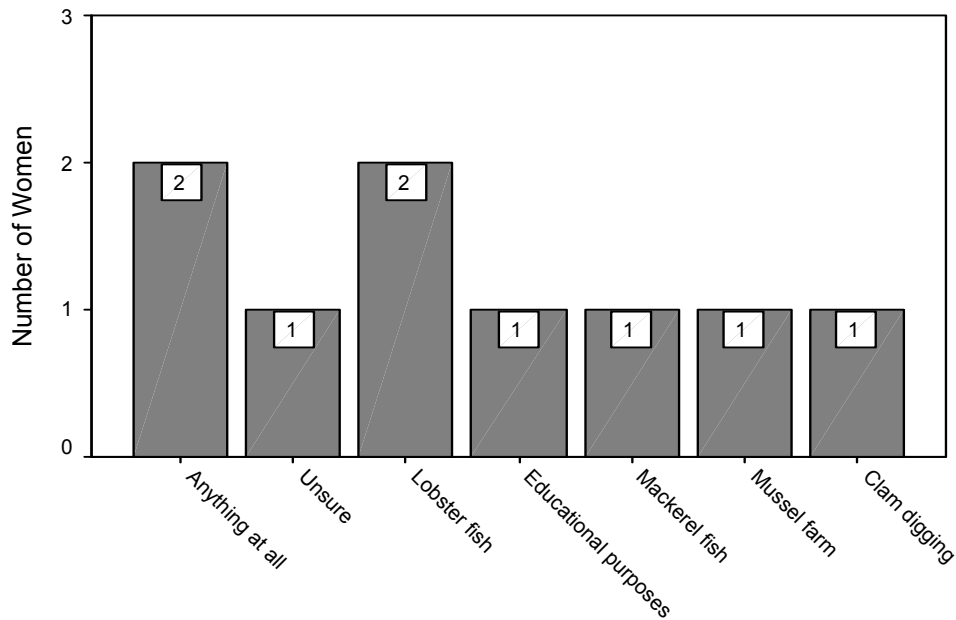


Figure 11: Planned Future Involvement in the Inshore Fishery

The reasons that these women want to become involved in the inshore fishery vary from satisfaction and enjoyment to employment and income. A few even want to become involved to help develop their community. **Figure 12** shows the number of women that plan to become involved in the fishery and the reason why they want to become involved.

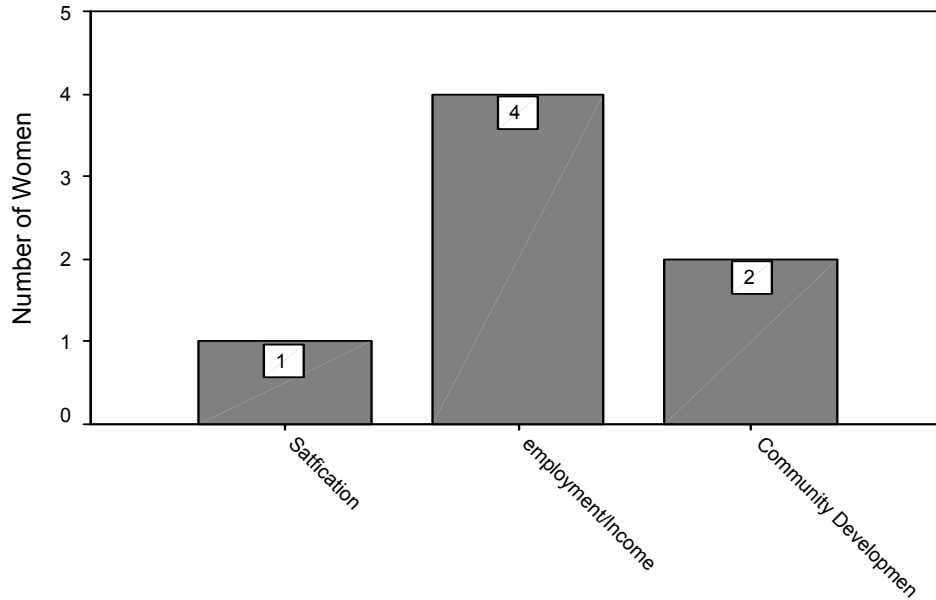


Figure 12: Reasons for future involvement

Out of all these women, only one currently has a personal fishing registration (PFR), out of the remaining women only one may get a PFR, and the rest do not plan on ever getting a PFR. This could prove to be a problem, PFR's are necessary if someone plans to fish, and from **Figure 11**, it has been identified that some of these women do plan to go fishing. This is one policy barrier that may arise in the future; the women that plan on becoming involved in the fishery do not know what they need to actually be able to fish.

### **Involvement in Another Sector:**

The women of Guysborough County also have a wealth of experience in the fishery in other sectors, mostly processing. Out of all the women interviewed, 64 of them (60 percent) worked in another sector. The jobs that these women had can be broken down into 6 sections: fish plant, clam plant, shrimp plant, mussel plant, smokehouse, and paperwork. Only two women worked in a smokehouse and one in each of the clam, shrimp and mussel plants, and doing paperwork. The remaining 58 have all worked in fish plants.

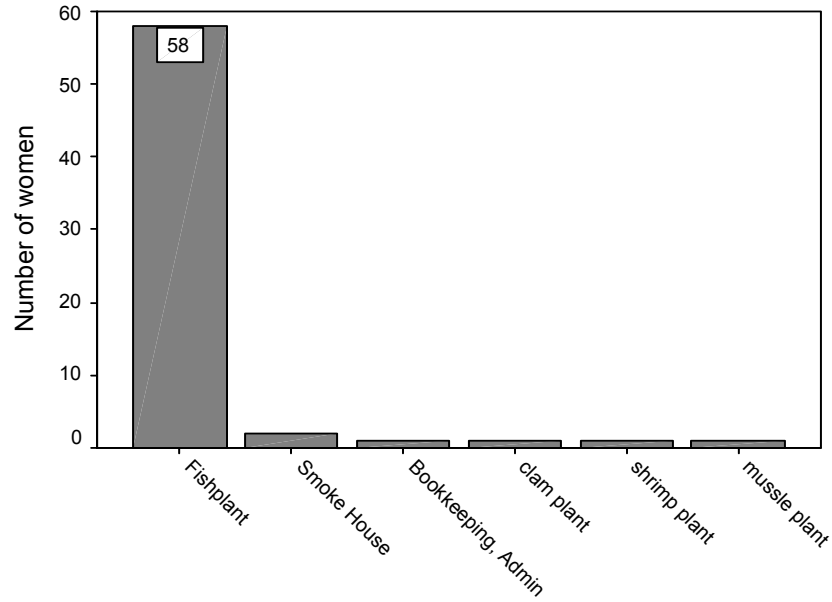


Figure 13: Involvement in the Fishing Industry

The length of time spent in the fishery varied from 0-2 years to over 25 years, only one women was unsure of the length of time she was involved. Figure 14 shows the total number of women and how long each was involved in the fishery.

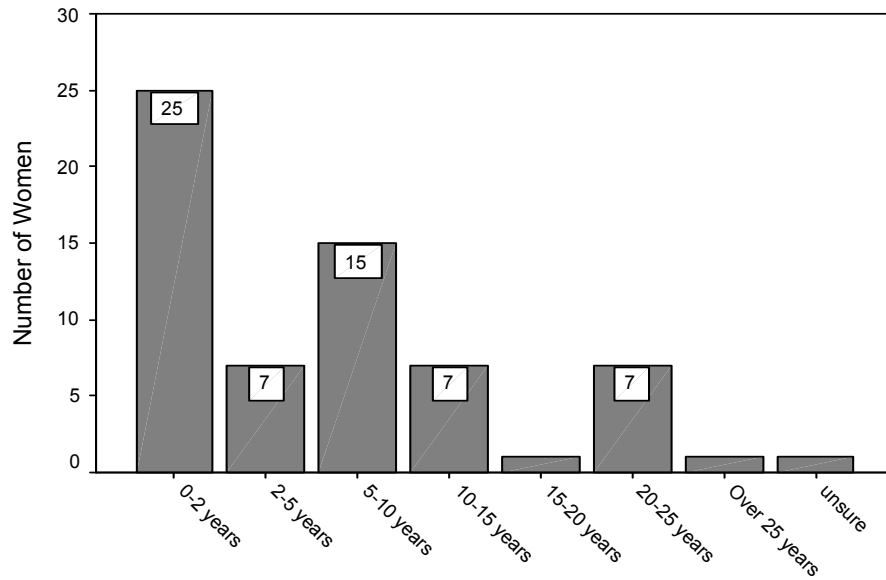


Figure 14: Length of Time in the Fishery

**Policy Barriers:**

Ten of the women that completed the survey stated that they had problems at various stages throughout their involvement in the inshore fishery. Out of the 10 women, 7 said that they had problems while being involved in the fishery, 4 said that they had problems trying to get involved in the fishery and 2 said that they had problems while trying to leave the fishery. All of the problems that they stated were not necessarily having to do with policy, but they were problems that had to do with attitudes of people who follow, create or enforce policy.

Out of the 7 women that said they had problems while being involved in the fishery, some had problems with attitudes of the policy makers and enforcers, some had problems with the attitudes of co-workers and enforcers, and one found it difficult to find existing information on policies in the fishery. Most of the women had issues with the fact that they were women in the fishery, either the policy makers and enforcers didn't believe that they were actually involved, their co-workers or employers would give them a hard time, or they just couldn't find enough information on the fishery to understand the policy around it. **Figure 15** shows the breakdown of how many women had problems with each issue.

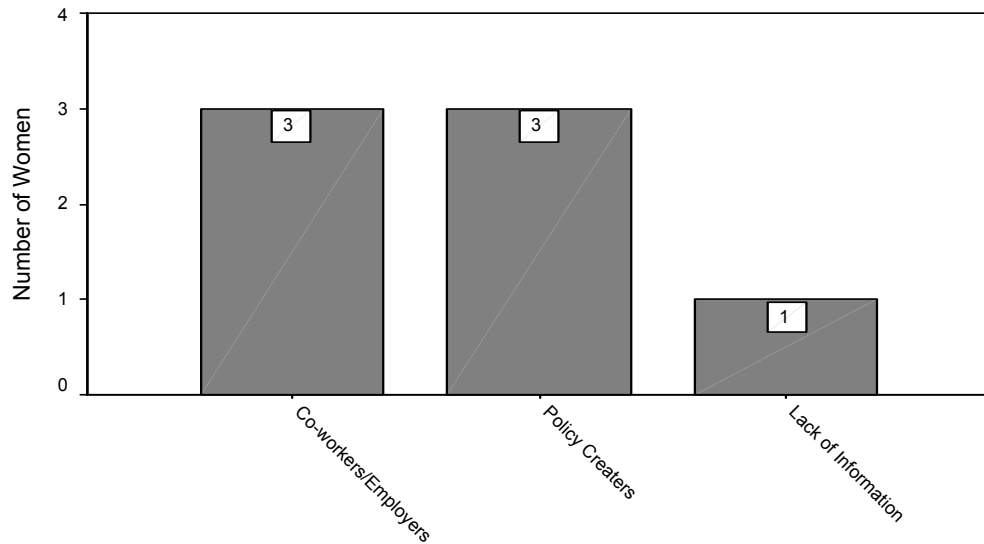


Figure 15: Source of policy problems while involved in Fishery

Out of the 10 women, four had problems while trying to become involved in the inshore fishery. They either had problems with policy makers and enforcers, the viability of the fishery (the money involved in getting started up and access to the fishery) or because of lack of information on the fishery. Some tried to become involved or would become involved if it was not for the money required to buy licences and all the equipment or if access to the fishery was easier to obtain.

All of the rules and regulations around the fishery and trying to understand it all turns some women away. Even women already involved in the fishery find it difficult to understand all of the policy around it. **Figure 16** shows the problems that women had when they tried to become involved in the inshore fishery and how many women had issues with each.

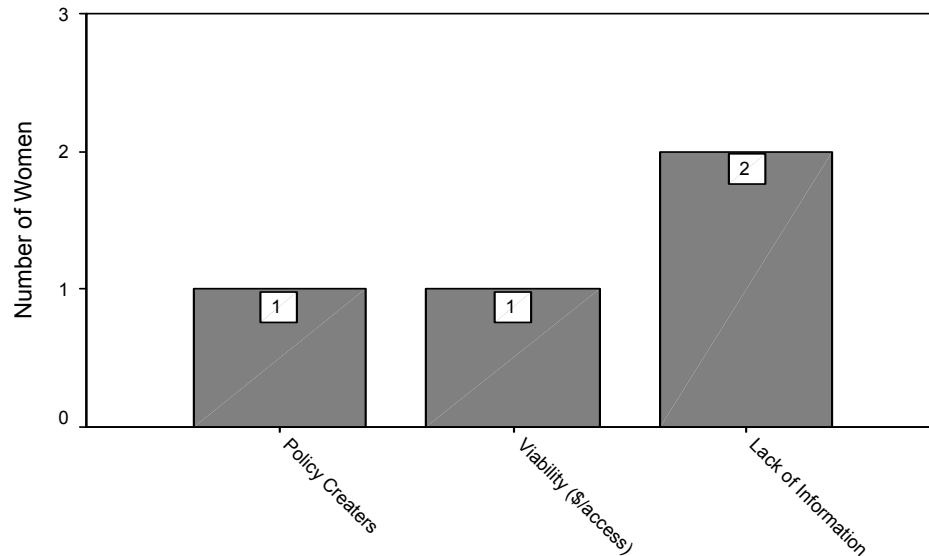


Figure 16: Source of problems while trying to become involved

Out of the same ten women two had problems while trying to exit the inshore fishery, these problems were both related to non-transferable skills. Being involved with the fishery for so many years left them without the skills necessary to move onto another job.

### **Information Sessions:**

Out of the 107 women that completed the survey, 49 stated that they would like to know more about the procedures and regulations concerning women in the inshore fishery, 35 of those women stated that they would attend an information session. **Figure 17** shows the different information sessions that are wanted and how many women would like to attend. Other information sessions that were requested were fishing statistics and history, how to exit the fishery, aquaculture, scientific and social science information on the fishery and hands on fishery training.

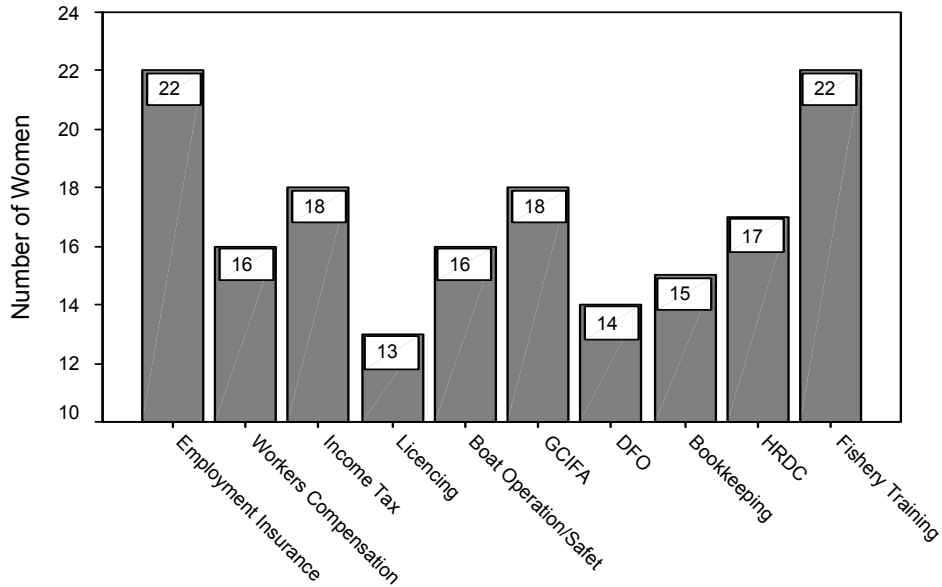


Figure 17: Information Sessions Requested

**Personal Information:**

The fourth section of the survey covered personal information, but because of time constraints and relivance, I am only going to briefly talk about this section. I will only cover age and whether they are employed or not. Out of these women, about 71 are employed at least part time and 36 are not employed at all. The ages of the women have been broken down into three sections, 18-30, 31-50, and 51-65. **Figure 18** shows how many of each age group was interviewed.

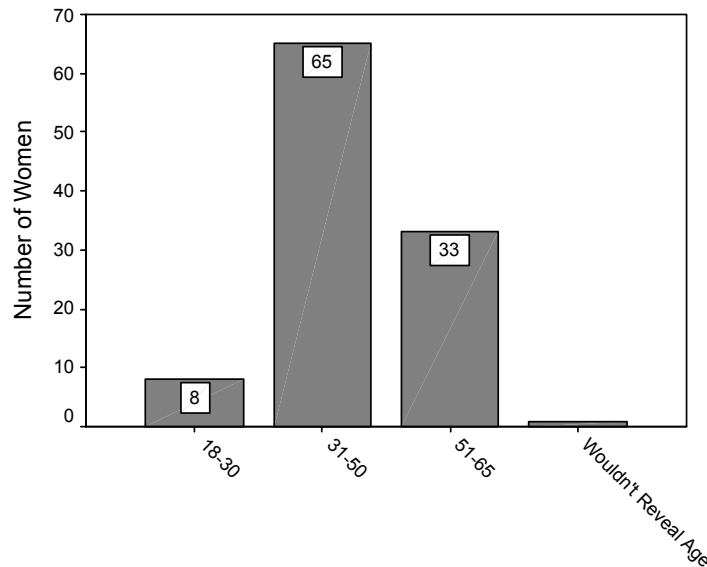


Figure18: Age Ranges of the Women Interviewed

### **Training and Education:**

The final section of the survey investigated the levels of training and education that the women of Guysborough County have, as well as what training and education they would like to have. It also covered what barriers they felt existed that prevented them from participating in training.

**Figure 19** shows the highest levels of education that each of the participants had, and the number of women that had each. 23 out of the 107 women have under grade 12 and about half of them have some form of secondary education.

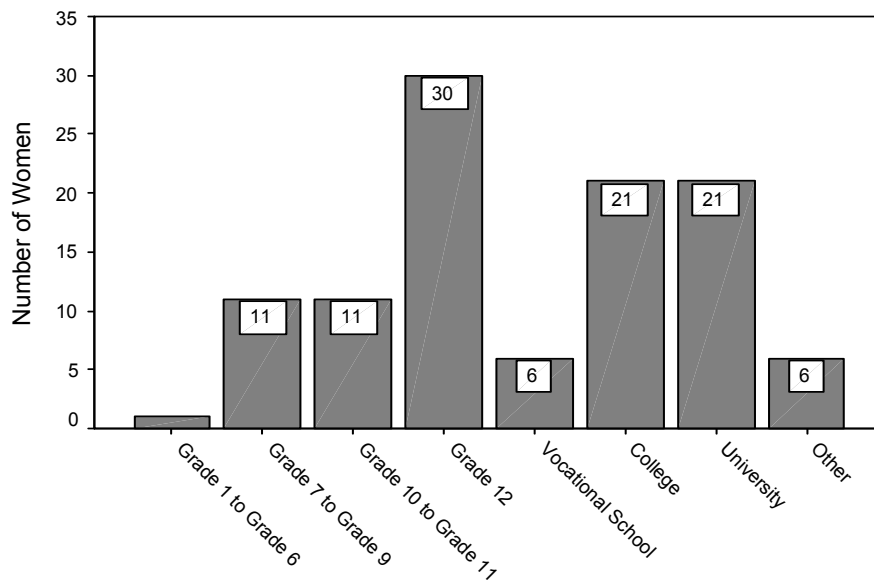


Figure 19: Education

Out of the 107 women, 27 of them have actually taken fisheries related courses. **Figure 20** shows which courses were taken and how many women took each. The total number of women listed (48) is more than the number of women that actually took courses (27), this is because some women took as many as three courses, while others only took one or two. Most of the fisheries related training was offered in the community that the women lived, or a near by community. This has proved to be very useful in the past; Guysborough has such a large geographic area, it is difficult for women to travel to one of the main centres for training. Only 13 (27%) of these courses were taken outside of Guysborough County.

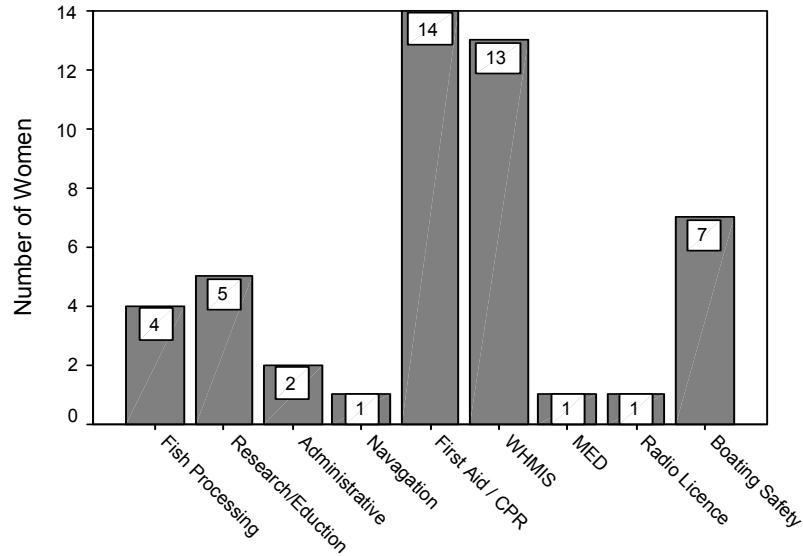


Figure 20: Fisheries Related Training

A total of 82 women took training other than fisheries training. **Figure 21** shows the general area of the training and how many women took each. Out of the 136 courses taken, 46 (34%) were taken outside of the county and 7 were taken through correspondence or online.

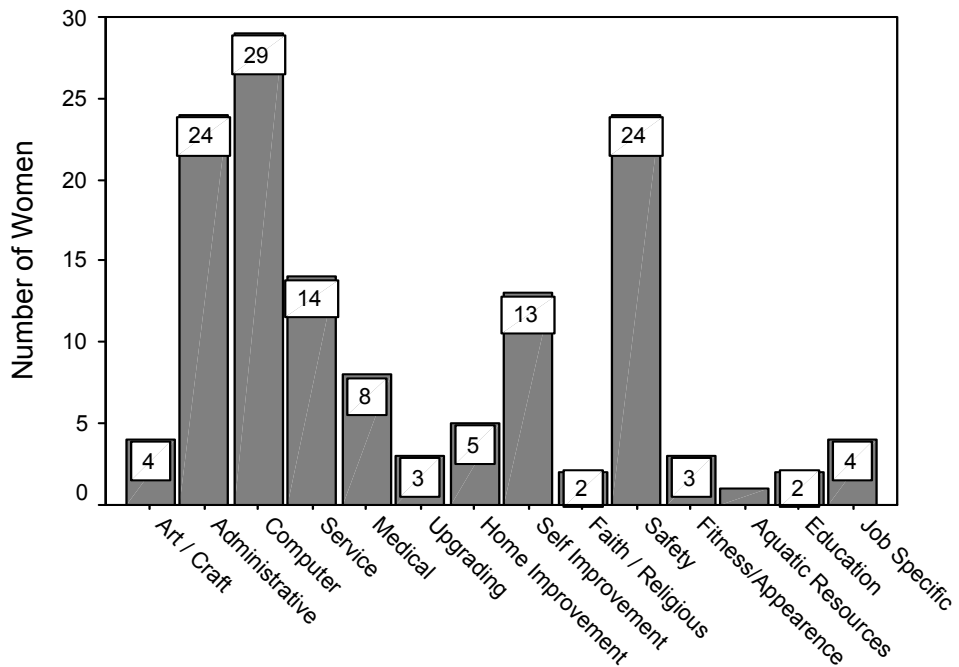


Figure 21: Other Training

Out of all of the women interviewed, 90 (84%) of them have used a personal computer at some point, 80 have used the Internet, and 74 have used e-mail, however only 9 have ever taken training over the Internet. **Figure 22** shows which training they have taken over the Internet and how many women took each.

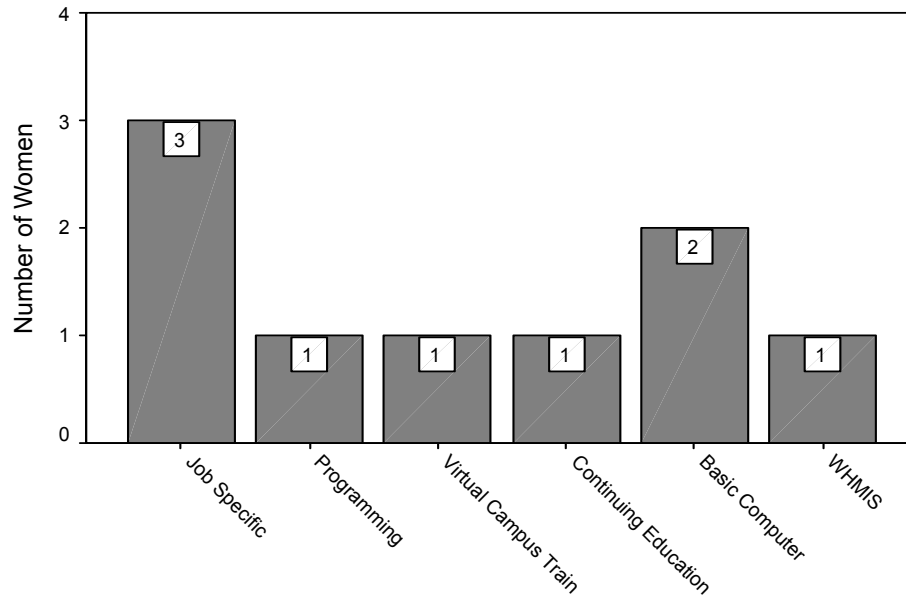


Figure 22: Training taken Online

If computer training was offered free of charge and in a local place, 78 women said that they would take it, 17 said that they wouldn't take it, 10 said that it depended on what level of training was offered and 7 said that they were unsure if they would take it or not. If training other than computer training was offered free of charge and in a local place, 43 women said that they would take it, 20 said that they wouldn't take it, 37 said that it depended on what training was offered and 7 said that they were unsure if they would take it or not.

Out of all the women interviewed, 68 thought that training would help them enter the inshore fishery if they were/are involved, and 81 thought that training would help them exit it. **Figure 23** shows the top four requested training sessions for women to become more involved in the inshore fishery. It is interesting that courses like First Aid, CPR, WHMIS, MED, and Radio Operators Licence (just to name a few) were either not offered, or only mentioned once. This is another identified policy barrier, the women do not know, not only what required paperwork you must have (i.e.: Personal Fishing Registration), but they also do not know what training you need to become involved.

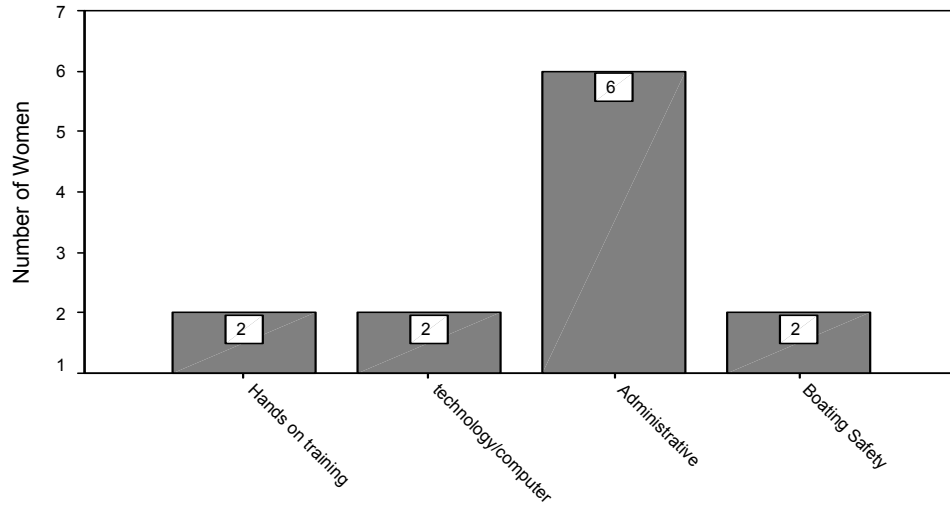


Figure 23: Training to get involved in the Inshore Fishery

**Figure 24** shows what training the women feel should be offered to help them exit the inshore fishery. The women tended to focus on the medical industry, computers and technology, business and administrative and different trades.

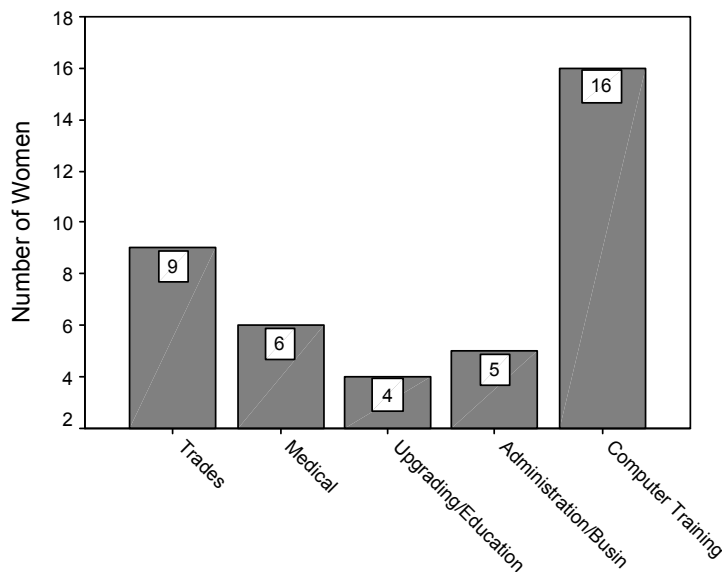


Figure 24: Training to exit the Inshore Fishery

Finally, we asked the women what they saw as barriers to them participating in training. The most common answers were things like travel, childcare, and money. **Figure 25** shows the different barriers, and how many women felt that each was a barrier for her. Only 16 of the 107 women interviewed stated that they felt that they did not have barriers that would prevent them from participating in training. The barriers listed here

are only the most frequent ones mentioned; there were also others listed such as education levels, literacy and lack of interest or desire.

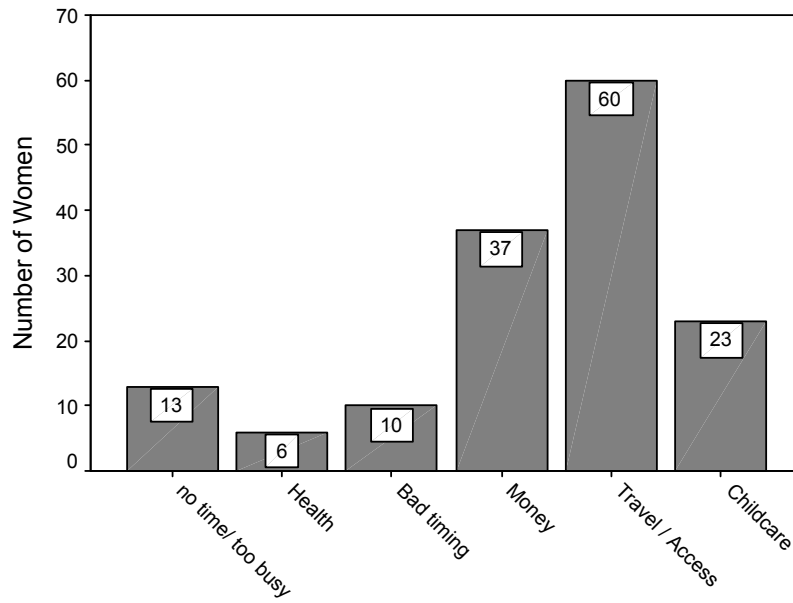


Figure 25: Identified Barriers for Women

## Conclusion

The issue that the Guysborough County Inshore Fishermen's Association (GCIFA) investigated was whether the women in Guysborough County wish to exit the inshore fishery all together, enter the inshore fishery, or gain future involvement in the inshore fishery. The GCIFA also looked at which policy barriers exist for the women who wish to exit, enter or gain future involvement in the inshore fishery. The GCIFA engaged in telephone questionnaires with the women of Guysborough County so that they would have the opportunity to identify existing policies and question whether they are creating barriers or not, as well as identify what training is needed to assist the women in overcoming these barriers.

A total of 8 women are currently involved in the inshore fishery; 7 of which intend on remaining in the inshore fishery, 13 women were involved in the inshore fishery in the past, 8 plan on becoming involved in the inshore fishery in the future and 5 are unsure of their future involvement.

Ten of the women that completed the survey stated that they had problems at various stages throughout their involvement in the inshore fishery. Out of the 10 women, 7 said that they had problems while being involved in the fishery, 4 said that they had problems trying to get involved in the fishery and 2 said that they had problems while trying to leave the fishery. All of the problems that they stated were not necessarily having to do with policy, but they were problems that had to do with attitudes of people who follow, create or enforce policy.

Out of the 7 women that said they had problems while being involved in the fishery, some had problems with attitudes of the policy makers and enforcers, some had problems with the attitudes of co-workers and enforcers, and one found it difficult to find existing information on policies in the fishery. Most of the women had issues with the fact that they were women in the fishery, either the policy makers and enforcers didn't believe that they were actually involved, their co-workers or employers would give them a hard time, or they just couldn't find enough information on the fishery to understand the policy around it.

Out of the 107 women, 27 of them have actually taken fisheries related courses. Most of the fisheries related training was offered in the community that the women lived, or a near by community. This has proved to be very useful in the past; Guysborough County has such a large geographic area, it is difficult for women to travel to one of the main centres for training. Only 13 (27%) of these courses were taken outside of Guysborough County.

Out of all the women interviewed, 68 thought that training would help them enter the inshore fishery if they were/are involved, and 81 thought that training would help them exit it. Technology and computer, boating safety, hands on fisheries training and administrative training are the top four types of training that women would like to take to

become more involved in the inshore fishery. However, courses like First Aid, CPR, WHMIS, MED, and Radio Operators Licence, which are all required by Transport Canada or other regulating agencies, were either not offered, or only mentioned once. This is an identified policy barrier; the women do not know, not only what required certification you must have (i.e.: Personal Fishing Registration), but they also do not know what training you need to become involved. The fact the women have identified training needs that are not required and have not mentioned the required training could possibly be identifying a necessity for women to have more input on the training requirements for women in the fishery.

## Recommendations

It is recommended that the Guysborough County Inshore Fishermen's Association hold a series of workshops and information sessions for the women of Guysborough County, but also try to provide training sessions. There seems to be a higher demand for actual training rather than information sessions; the main reason being that women want to get certified training to help them either build their resume or to gain necessary skills for employment.

Out of the 107 women interviewed, 35 would like to see information sessions held to help them understand policy. Out of 35 women, at least 37% (13 women) wanted to attend every information session listed (Employment Insurance, Workers Compensation, Income Tax, Licensing, Boat Operation/Safety, GCIFA, DFO, Bookkeeping, HRDC, Fisheries Training). It is recommended that a series of workshops be held to help explain the policy around the fishery; a lot of people find it difficult to understand what exactly the policy makers and enforcers want and/or need, but also the reasoning behind the policy; why it was created. There is a large interest in employment insurance and income tax specifically.

Out of the 107 women interviewed, 27 women have already taken fisheries related training, 68 thought that training would help them enter the fishery if they were/are involved, and 81 thought that training would help them exit the fishery (processing as well as harvesting). It is recommended that training be offered in the areas of boating safety, technology and computers in the fishery, administrative (bookkeeping and other administrative duties), and hands on training. There wasn't much of a demand for training such as first aid, MED, WHMIS, CPR and Radio Operators licence. The reason for this is probably because the women do not realize that for certain positions in the fishery it is required.

It is recommended that after each information session there is a poll of some sort taken to see if any of the women that attended would like training. After they know what training they need, they are more than likely to attend or want to attend a workshop or training.

Finally, it is recommended that whether training or an information session is being offered, that it be held in local area, the number one barrier to women participating in training is travel to and from the actual location of the training. Also it is important that the training be free, or very inexpensive. The third most popular barrier to actual participation is childcare. The ideal situation would be to have local training and/or information sessions, free of cost. If possible offer babysitting services or provide childcare and travel expenses so that it is possible for women to attend.

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