INNU CAPACITY BUILDING IN THE ATLANTIC CANADIAN FISHERY: COMMUNITY REVITALIZATION THROUGH RENEWABLE RESOURCE DEVELOPMENT

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Innu Capacity Building in the Atlantic Canadian Fishery: *Community Revitalization through Renewable Resource Development.*

by

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Abstract

Economic development is believed critical to improving quality of life in the Innu communities of Sheshatshiu and Utshimassit, where substance abuse, low literacy rates, and living conditions far below national standards persist. The establishment of Innu Development Limited Partnership in 1998 was a decisive move by the Innu to generate business ventures.

An impact benefit agreement associated with the Voisey Bay mine project and compensation from a land claim settlement will result in needed resources and business opportunities for the Innu. Despite these positive developments, the Innu see the fishery figuring heavily in community renewal because of its compatibility with the Innu lifestyle. As the Innu enter the contemporary fishing scene they will encounter a convoluted and complex fishery management process, which, until recent Supreme Court of Canada rulings, tended to marginalize Canadian aboriginal groups.

This paper offers a historical and contemporary account of Innu participation in the fishery, an analysis of management and policy issues, and cultural considerations that are germane to Innu Nation and government efforts to bring about community revitalization through aboriginal capacity development in the fishery.

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I.0 Introduction

The Innu of Labrador recognize the contribution that commercial fishery opportunities can make in generating revenue, employment and skills development (Learning Unlimited, 1999). Northern shrimp allocations provided by the Minister of Fisheries in 1997 placed the Innu on the contemporary fishery map. Proceeds from these allocations were instrumental in establishing Innu Development Limited Partnership (hereafter IDLP) in May of 1998, marking an important first step by the Innu to dedicate resources to an economic development agenda.

Recent policy statements from the Government of Canada to increase aboriginal participation in the fishery precipitated largely from the *Sparrow* and *Marshall* decisions of the Supreme Court of Canada. These landmark decisions are forcing change in the existing fishery management regime. The release of the *Report of the Independent Panel on Access Criteria* on April 5, 2002 further reinforces DFO commitments to increasing aboriginal participation in the Atlantic fishery (Department of Fisheries & Oceans, 2002).

The Innu quickly determined that the best way to respond to the rapidly changing policy and regulatory environment is through partnerships with established participants in the industry. The most visible Innu joint venture is Katsheshuk Fisheries Limited, a partnership of IDLP, Fishery Products International (FPI) and Coastal Labrador Fisheries Limited (hereafter CLF). CLF serves as managing partner and has entered into a long-term relationship with the Innu that will provide financial benefits, a broad base of business assets, and transfer of business and resource management expertise.

This paper marks the author's efforts, as a resource advisor to the Innu, to gather pertinent information and to examine policy issues the Innu will confront in the preparation of fisheries and other economic development planning exercises. The paper presents the circumstances of the Innu of Labrador as they move toward economic self-sufficiency and improving the quality of life in Sheshatshiu and Utshimassit through fishing.

I.1 Background

Approximately 16,000 Innu, formerly known as Montagnais or Naskapi, inhabit Nitassinan (i.e. eastern Quebec and Labrador). See Figure 1.

Figure 1. Nitassinan

This exercise focuses on the fishery development objectives of the 1,714 (Statistics Canada, 2001) Innu of Labrador, residing in Sheshatshiu and Utshimassit (Davis Inlet).

I.1.a. Governance

The political realities of two provincial boundaries (i.e. Quebec and Newfoundland and Labrador) and the land rights negotiation process have led to the creation of regional political organizations. The ***Innu Nation*** is the governing body of the Innu of Labrador and was first incorporated as the Naskapi-Montagnais Innu Association (NMIA) in 1977. It serves to protect Innu land, rights and way of life prior to a land rights settlement. The Innu Nation acts under the direction of an elected board of directors and maintains active cultural, environmental research and monitoring departments, which play supportive roles in negotiations with governments and to effectively intervene in major developments that might affect Innu interests (http://www.Innu.ca, 2002).

I.1.b. Innu Past and Recent History

According to Innu oral history, the world is an island created by wolverine and muskrat after a great flood. The Innu, however, came from another land situated to the southeast called *Tshishtashkamuku,* which is connected to the world by a narrow bridge.

The archaeological record shows that Labrador and eastern Quebec were inhabited more than 8,000 years ago. Though the evidence is not conclusive, the Innu people are likely related to these early residents (http://www.Innu.ca, 2002).

Innu resource use on the Quebec/Labrador peninsula is extensive. Figures 2 and 3 reveal this use during the early to late 20th century.

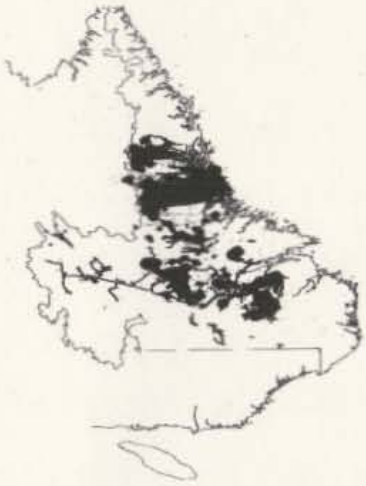

Figure 2. Innu Travel Routes 1920 – 1980 **Figure 3. Innu Harvest Areas 1969 - 1991**

Recent Innu history is well publicized and characterized by political struggle and social morass. Various media outlets have carried the Innu fight for recognition, land access, and cultural preservation to the world stage; as well as the gas sniffing and abuse of alcohol that plagues Innu communities.

Innu land claim negotiations have entered an accelerated phase (Indian and Northern Affairs Canada, 1997). As well, an Impact and Benefits Agreement relating to the Voisey's Bay mine development is progressing well. In a recent INCO news release, CEO Scott Hand advised; "We're coming close to reaching Impact and Benefits Agreements with the Innu and Labrador Inuit Association. Again, I am optimistic that we'll find the common ground that leads to a win-win deal" (INCO, 2002, p.2). Advancing a fishery development agenda in the midst of pressing social issues and these two major initiatives provides an indication of the priority placed by the Innu on this industry sector.

I.1.c. The Concept of Respect - Traditional Values & Spirituality

As one Innu elder explained, "to understand the fish and the Innu is to compare both of them. For instance the fish lives like the Innu who moves from one area to another at different times of the year." (Pater, 2001, p.2)

The Innu traditional way of life is difficult for urban societies to comprehend. To the Innu all things are connected. Collective and individual harmony is linked spiritually to the land and respect for natural resources. Animals belong to animal kingdoms, which have an animal master. The animal masters and all the animals are to be respected, with the Innu hunter requiring the animal master's permission to seek daily subsistence (Henriksen, 1977, p.8).

Various ceremonies and rituals were used to communicate with and celebrate the animal masters. Principal among these was the "shaking tent" ceremony, wherein spiritual contact between the Innu shaman and the fish master *Misnak* was arranged through an intermediary in the nether world known as *Mishtapeu*. Through the intermediary the shaman would ask *Misnak* the whereabouts of certain fish and the precise location would be offered. This form of spirituality, with its rituals and taboos is similar to the practices of secular faiths but stands apart in its veneration of land, plants and animals. (Tanner et al, 1996)

Although the last shaman passed away in the early 1970s and communication with the animal masters and shaking tent ceremonies are no longer practiced, the Innu hold strongly to their traditional beliefs and relationship with nature (http://www.Innu.ca, 2001). Some would suggest that the cessation of traditional practices is the root cause to the many ills that have befallen the Innu, fish and other wildlife.

Very few non-aboriginal resource users display deep respect for land, plants, animals and fish. This is evident in Atlantic Canadian fisheries, particularly during the 1980s and 1990s, where resource collapses, circumvention of conservation objectives and the economic force of discounting ruled the day. It is understandable then why aboriginal groups, who have conservation awareness embedded in their customs and lifestyle, are reluctant to participate in management processes where this resource imperative is espoused but then ignored. Aboriginal groups tend to see the intrinsic and long-term value of renewable resources first and experience conservation as a cultural artifact developed through the eons in a struggle for survival.

I.1.d. The Mid-20th Century Aboriginal Policy Environment

Inuit from Northern Quebec and Pond Inlet were relocated to Grise Fiord and Resolute Bay in Canada's high arctic in 1953 as pieces in a sovereignty play (Canadian Arctic Resources Committee, 1991). The resettlement of Hebron and Okak in Labrador during the late 1950s was part of an overall social engineering experiment on the part of the Newfoundland government, Moravian Church and International Grenfell Association. The agents of these institutions believed Labrador Inuit must abandon an untenable subsistence livelihood for centralized locations where their spiritual and social needs would be better served and where they could be integrated in to the industrial era and the wage economy. The Innu of Labrador were subjected to similar forces, eventually yielding to government policy that included threat of legal action, separation from family, and withholding of services. This has led to their present idle existence in permanent

settlements, replete with what can be easily described as third world living conditions.

Ryan (1988) provides a good overview of Innu and native resettlement across Canada. The impact of the resettlement policies, which was either blindly ignored or summarily dismissed, is manifested in the social and human toll in many aboriginal communities. In the case of the Innu, their predilection to take extended excursions in search of meat and fish was quelled by government imposed game laws and coercion to remain where education, health and social services could be provided. Innu resistance to assimilation by southern culture and the devastating impacts of reduced stature and idleness were glaring oversights in government policy. As well, the incursion of non-aboriginal populations into Innu land use areas created lasting effects, including resource use conflicts and the trend toward over-exploitation of local resources. The natural balance that endured for millennia was lost in a matter of decades; substance and spousal abuse, neglect of children, and birth, death and education rates significantly at variance with Canadian standards now prevail.

In a media interview in 2000, Chief Paul Rich of Sheshatshiu stated; "Our community of Sheshatshiu is not a healthy community. So many things have happened over the past couple of years, which we are so overwhelmed with and there is no way this community can go on" (Clancy, 2000, p.1). He added further that Innu children are victims of a culture clash, caught between the old world and the new. Its roots go back to the resettlement of the Innu. "It's the Innu people ourselves who've got to solve these problems and we've always said that" (CBC, 2000, p.2).

In response to these stark realities the Innu have lobbied for, and obtained, programs to transport people out to the country again so that harvesting skills, knowledge and respect of the land, and oral traditions can be passed onto younger generations. The Innu have also assumed increasing levels of control over their lives by taking over many elements of public administration, municipal services, and local government (http://www.Innu.ca, 2002).

I.2 Past Participation in the Commercial Fisheries Sector

When time and resources allowed diversion from more immediate issues, the Innu attempted to establish a presence in the commercial fishery. However, the level of commitment necessary to advance Innu interests simply could not be sustained. This is clearly in evidence today by the virtual absence of Innu harvesting capacity, fishery infrastructure and resource allocations that are substantially less than those held by other aboriginal and non-aboriginal groups.

There are two distinct periods where effort was committed to developing Innu commercial fishery operations. The first occurred during the 1940s with the Innu of Davis Inlet and the second occurred at the Smallwood Reservoir during the 1970s and was linked to Sheshatshiu.

In the late 1940s a small-scale commercial fishery commenced at Davis Inlet when the local missionary imported punts and larger motorboats so that those residing on the coast in summer could pursue a saltwater fishery. A reason given for the relocation from old Davis Inlet to its present site was "to enhance the economic prospects of the Innu by involving them in a commercial saltwater fishery" (Powers, 1997, p. 1). Several cod traps were also procured

and fished by Innu fishers during the 1950s and 1960s (L. Innes, personal communication, December 10, 2001).

In 1988, 1989 and 1990 the fish plant in Nain, which had a buying station in Utshimassit, purchased fish from four fishers in each of these years (H. Best, Personal Communication, July 21, 2001).

During the 1970s and 1980s Innu from Sheshatshiu were involved in efforts to establish a whitefish fishery in the Smallwood Reservoir, where a complete harvesting and processing operation was put in place (E. Andrew, Personal Communication, November 14, 2001).

Sustainable operations proved elusive in each case as the Innu suffered from inexperience in modern fish harvesting and processing and sustained technical and management support to make the transition to commercial operations. They also encountered uncontrollable external factors, including poor transportation networks at both locations and, in the case of Utshimassit, disappearing fish stocks.

I.2.a. Harvesting Activity

Table 1 provides DFO licensing data for the Newfoundland Region for 2000. With an estimated maximum of 6 individuals who might qualify for "Core Enterprise [1]" (i.e. professional fisher) status, the Innu have insignificant presence in the commercial fishery.

[1] Core Enterprise – means a fishing unit composed of a fisher (head of enterprise), registered vessel(s) and licences he/she holds and which has been designated as such in 1996 under approved criteria.

Table 1. Licences by Core, Non-Core and Recreational by NAFO Division Newfoundland Region

Species	2H	2J	3K	3L	3Ps	3Pn	4R	Total
Capelin FG	0	38	718	740	104	2	295	1897
Capelin MG	0	2	87	122	2	0	12	225
Capelin MG Exploratory	0	0	0	0	0	0	9	9
Cod - Handline	0	0	0	11	0	0	0	11
Eels	0	0	60	56	14	4	52	186
Groundfish, Danish Seine & FG	0	0	0	0	0	7	1	8
Groundfish FG	0	207	1281	1421	1056	126	920	5011
Groundfish MG	0	0	5	22	3	4	61	95
Herring FG	0	65	608	811	303	22	680	2299
Herring MG	0	2	97	127	12	0	15	253
Herring MG - Exploratory	0	0	0	0	0	0	1	1
Lobster	0	1	802	787	681	57	830	3138
Mackerel FG	0	7	508	366	294	75	474	1744
Mackerel MG	0	3	107	144	9	0	12	275
Mackerel MG -Exploratory	0	0	0	0	0	0	9	9
Salmon[1]	0	2	21	49	6	0	4	82
Salmon[1]/Char	0	1	0	0	0	0	0	1
Scallop	7	109	83	174	433	0	152	958
Scallop - Recreational	1	97	543	411	666	6	144	2068
Seal - Commercial Assistant	0	34	990	1241	21	81	482	2849
Seal - Commercial Professional	4	188	2758	2365	53	129	1241	6739
Seal - Personal Use	0	57	610	618	33	9	151	1478
Shrimp Temporary (SFA 5 Cartwright Fishers)	0	1	0	0	0	0	0	1
Shrimp Temporary (SFA 5 LIA Fishers)	0	1	0	0	0	0	0	1
Shrimp Temporary (SFA 4)	0	0	0	4	0	0	0	4
Shrimp Temporary (SFA 6)	0	17	115	156	0	0	62	350
Shrimp SFA 8	0	0	0	0	0	0	46	46
Shrimp SFA 8 (Temporary)	0	0	0	0	0	0	11	11
Shrimp Beam Trawl Temporary	0	0	2	4	0	0	0	6
Snow Crab Commercial	0	0	0	0	0	0	17	17
Snow Crab - Exploratory	0	0	0	0	0	2	44	46
Snow Crab Full-time	0	4	25	42	0	0	0	71
Snow Crab Large Supplementary	0	31	236	79	0	0	0	346
Snow Crab Small Supplementary	0	0	4	244	95	0	0	343
Snow Crab - Temporary (<35')	0	82	636	810	721	13	302	2564
Squid	0	12	1098	1195	447	29	102	2883
Swordfish	0	0	0	5	0	1	0	6
Trout[1]	0	85	0	0	0	0	0	85
Tuna - Bluefin Recreational	0	0	0	4	0	0	0	4
Tuna - Bluefin Commercial	0	0	11	38	1	0	0	50
Whelk	0	127	401	546	102	1	86	1263
Total	12	1173	11808	12391	5258	588	6225	37431

[1] Closed for Conservation Reasons
Source: DFO, 2000

Figures 4 and 5 place Innu harvesting in a regional context. With the exception of the Innu northern shrimp harvest, which commenced in 1997, Innu harvests of fish over the past two decades have been primarily for local sales or subsistence use.

Total fish landings presented for Utshimassit and Sheshatshiu are also overestimated. Innu landings were blended with non-Innu fishers when the twin community of Northwest River served as the common landing port for statistical purposes. Fishers from Northwest River placed considerably more effort on resources in Upper Lake Melville during the defined period and account for more than half of the landings of salmon, trout and rock cod.

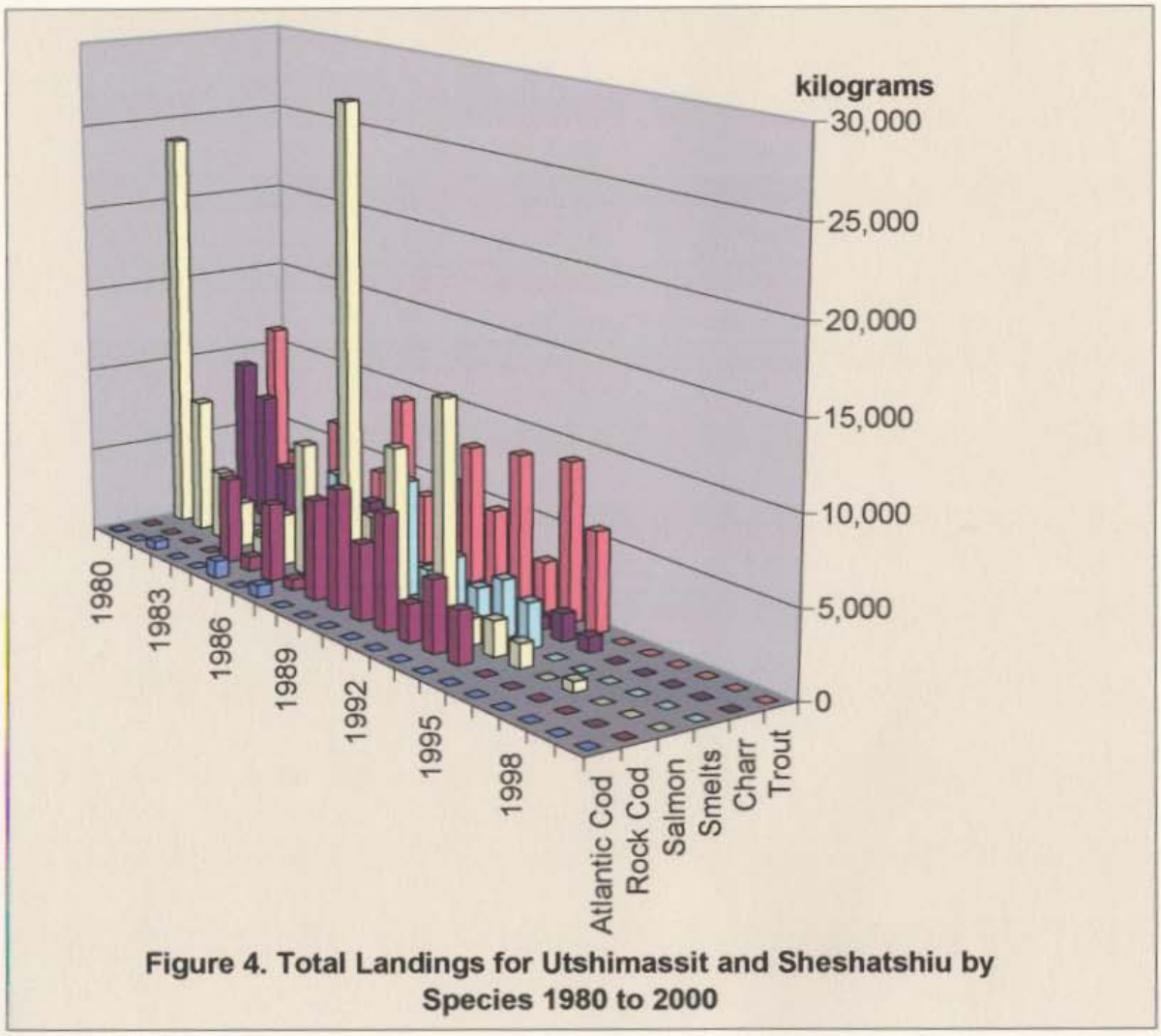

Figure 4. Total Landings for Utshimassit and Sheshatshiu by Species 1980 to 2000

Source: DFO, 2001

The Innu have not been treated equitably in the sharing of resources in immediately adjacent areas of NAFO Divisions 2GHJ[2]. This is due in part to resource allocation policies and priorities that favoured non-adjacent interest groups. Allocations of adjacent resources that could have provided a revenue stream to support economic initiatives were simply not provided or were meaningless. Increasing Innu participation in the fisheries will be a challenge in

[2] The Labrador coast lays predominately within Divisions 2G, 2H and 2J of the Northwest Atlantic Fishery Organization (i.e.NAFO) Convention Area. See Appendix 1.

an era where many fisheries are fully subscribed and over-capacity is the single most structural problem facing the industry.

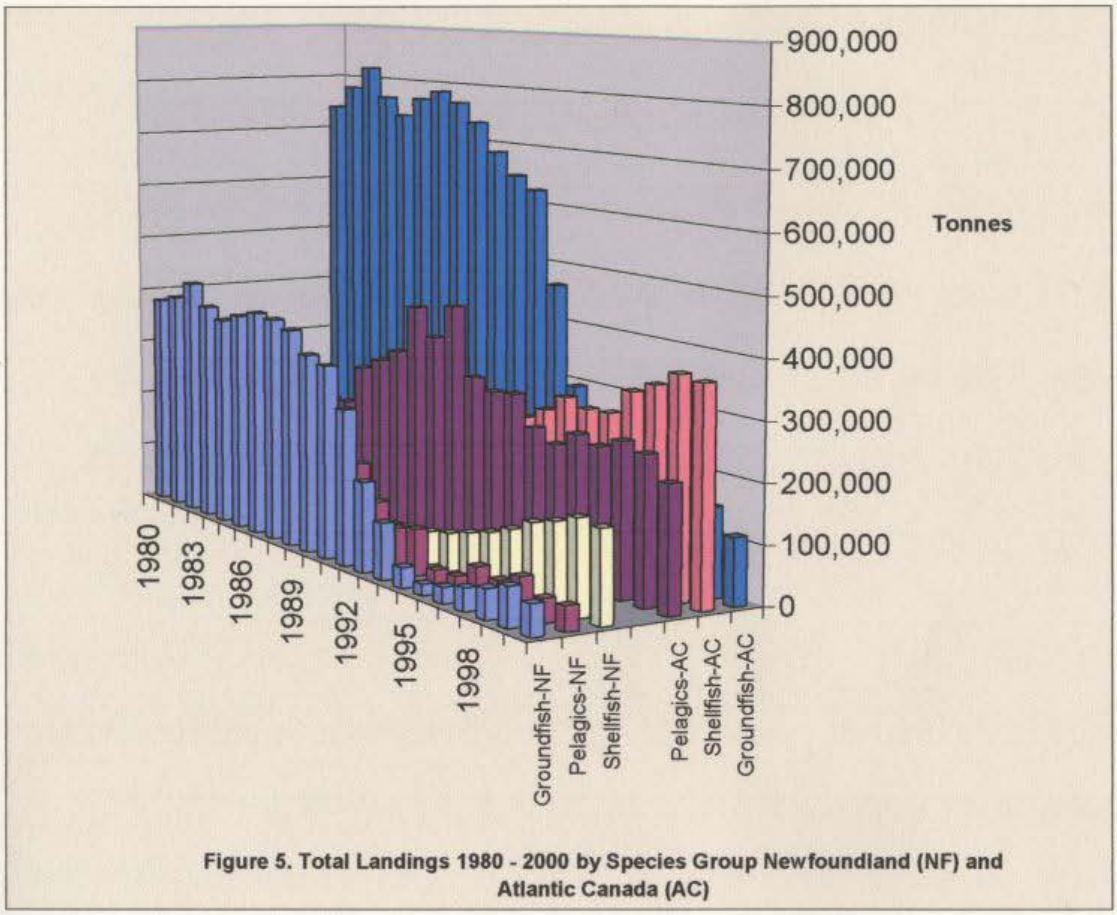

Figure 5. Total Landings 1980 - 2000 by Species Group Newfoundland (NF) and Atlantic Canada (AC)

Source: DFO, 2001

II.0 Strategic Planning and an Innu Fishery Strategy: The Issues

Like most renewable resource industries, the fishery is at the mercy of uncontrollable forces, with long-term planning a precarious if not questionable exercise. The fishery may be more complex because the vast majority of resources cannot be seen, are mobile, and cannot be reliably estimated. It could also be argued that other resource industries are not burdened to the extent that the fishery is with political expediency, absence of clear policies, and the competing forces of capitalism and socialism. Add to this mixture highly

contentious access and allocation issues, fickle markets, and what has proved to be an unpredictable resource environment and it is understandable why the best-laid plans are often scuttled. Nonetheless, it is important to have a clear understanding and positions on fishery resource policy issues.

This strategic issues section outlines key policy issues and decisions that that Innu leaders will have to ponder in the very near future.

II.1 Innu Demographics

Demography is the science that deals with the vital and social conditions of a people resident of a particular area. The extent to which fisheries development is to occur for the Innu is dependent on the available labour force, competition from alternate employment opportunities within a reasonable geographic area, and skill and income levels that permit individuals to participate and advance in those opportunities.

The following data provides a demographic profile, based on statistical characteristics, of the Innu of Utshimassit and Sheshatshiu. This profile relies heavily on 1996 census data from Statistics Canada and is augmented with tax filer data from 1998 (contained in Appendix 2), and available 2001 census data.

While the data is the most inclusive available, it should be noted that some Innu families were in the Labrador interior and were not enumerated.

II.1.a. Population Characteristics

Utshimassit and Sheshatshiu had populations of 580 and 1,134 respectively in 2001. Gender ratios of the two communities are in the range of 49% and 51% and are similar to the province as a whole. Twenty percent of the

provincial population is between 0 to 14 years. By comparison, 43% of the population of Utshimassit and 44% of the population of Sheshatshiu are in this age group suggesting, in the absence of other indicators, a birth rate double the provincial average. Individuals 15 years of age and over represent 57% of the population for both Innu communities, compared with 80% for the province.

Table 2 summarizes the age population ratios for the Innu communities and the province as a whole.

Table 2. Population by Gender and Age Grouping
Innu Communities and Province - 1996 Data

	Utshimassit	%	Sheshatshiu	%	NF & Labrador	%
Population	580		1,018		551,792	
0 -14 Years						
Male	105		220		56,195	
Female	143		225		53,600	
Total	248	43	445	44	109,795	20
15+ Years						
Male	180		295		216,385	
Female	150		280		225,620	
Total	330	57	575	56	442,005	80
Total	578		1,020		551,800	

Note: Statistic Canada employs Random Rounding

II.1.b. Labour Force Characteristics

Table 3 provides population employment characteristics for Innu communities and the province. Utshimassit and Sheshatshiu have a labour force of 225 and 240 respectively, and participation rates at 68% and 42%. The participation rate, that is the number of individuals 15 years and over actively participating in the labour force, is 50 percent higher in Utshimassit than in Sheshatshiu. In fact, the

rate is slightly higher than the Canadian average and among the highest in Newfoundland and Labrador. The unemployment rate for Utshimassit was 10% compared with 25% for the province and 10% for Canada in that year. The unemployment rate in Sheshatshiu is slightly less than double the provincial rate.

Table 3. Population Employment Characteristics
Innu Communities and Province - 1996 Data

	Utshimassit	Sheshatshiu	Province
Population 15 Years and Older	330	575	437340
In the Labour Force	225	240	246065
Employed	203	135	184330
Unemployed	22	105	61735
Not in Labour Force	105	315	191285
Participation Rate(%)	68	43	56
Employment-Population Ratio	62	24	42
Unemployment Rate(%)	10	44	25

The available data also indicates that 43% of males in the 15 - 24 age group and 82% of males in the 25 years plus age group in Utshimassit participate in the labour force. These figures compare with 44% and 47% for the same male age groups in Sheshatshiu. The discrepancy is believed attributable to the fact that many men in this age group from Utshimassit were in the country during the census period.

In addition to a relatively low participation rate, unemployment in Sheshatshiu was 63% for males aged 15 - 24 and 39% for males in the 25 years plus age

group. In the data sets presented the aboriginal and non-aboriginal populations in the respective communities must be considered. Table 4 reveals that seventy-five non-aboriginal individuals resided in the two communities in the census period.

Table 4. Aboriginal/Non-Aboriginal Population in Innu Communities - 1996 Data

	Utshimassit		Sheshatshiu	Newfoundland & Labrador
Aboriginal	550		973	18,837
Non-Aboriginal	30		45	532,955
Total	580		1,018	551,792

II.1.c. Occupational/Employment Characteristics

Approximately 85% of employment in Utshimassit and 50% in Sheshatshiu is associated with government services. Occupations in childcare, home support and protective services are predominant in Utshimassit and to a lesser extent in Sheshatshiu. These are followed by education, health and social service industries and government administration. Ten to fifteen individuals in each community are engaged in occupations in forestry, quarrying and fishing industries. Retail trade, construction and transportation industries also provide employment for individuals in these communities.

The entire labour force in Utshimassit consists of paid workers or employees. Sheshatshiu had ten individuals recorded as self-employed. As determined from Table 5, average employment income in the selected communities is 67% and 62%, respectively, of the provincial average. Family

income is 62% and 54% of the provincial average. Median income in both communities was less than 50% of the provincial average.

Table 5. Income Characteristics
Selected Communities and Province - 1996 Data

	Utshimassit	Sheshatshiu	Province
	$	$	$
Average Employment Income	13,949	12,383	20,828
Full-time Employment	29,354	21,419	34,142
Part-time Employment	7,987	8,726	12,106
Male-Average	16,800	14,035	25,355
Female Average	10,690	10,343	15,339
Average Family Income	26,980	23,065	42,993
Median Family Income	18,112	17,600	36,399

It is interesting to note the composition of total income, summarized in Table 6. The data indicates that earned income, as a percentage of total income, was 83.7% in Utshimassit versus 68.1% for the province. Similarly, transfer payments at 16.1% of total income is considerably less than the provincial average of 24.6%. The families that were not enumerated in Utshimassit may have impacted on this section of the analysis. While this would not materially change average and family income numbers, the degree to which it may change the data relating to composition of income is entirely unknown. Indeed, it is a reasonable assumption that many incomes may be too low to avail of transfer payments. The Innu tend not to avail of provincial social assistance payments, as perennially the bulk of income is received from Indian Affairs and Northern Development. Transfers from the province would be "clawed back" accordingly.

Table 6. Composition of Total Income Selected Communities and Province - 1996 Data			
	Utshimassit	Sheshatshiu	Province
Employment Income (%)	83.7	57.8	68.1
Government Transfer Payments (%)	16.1	39.9	24.6
Other (%)	0.1	2.3	7.3

The data are sufficient to provide an indication of the incidence of low family income, the percentage of families in a census area in which family income is below an established threshold. The incidence of low income is 19.9% for the province, 47.1% for Sheshatshiu and 57.6% for Utshimassit.

In summary, there is a significant under-utilized workforce and need for employment opportunities in both Innu communities. The absence of significant employment in primary resource areas points to a glaring deficiency in the economic systems necessary for community survival. The data indicates a labour force in both communities that is underemployed, which depends on government services for the bulk of its employment opportunities, and based on education profiles presented in the next section, is constrained in pursuing opportunities that support and contribute to economic growth.

II.2 Human Resource Development

II.2.a. Pending Industrial Development – A Human Resource Development Strategy

It is clear that the Innu face an economic development crisis. The Innu focus much energy, human and financial resources on protecting their culture and traditional resource use areas from encroaching industrial development in (e.g. Lower Churchill, Voisey's Bay, Low-level Flying, & Trans-Labrador

Highway). At the same time the Innu are burdened with the reality of the demographic data and that community growth must occur through meaningful employment and extraction of revenues from these very same developments.

Of the economic opportunities that will become available to the Innu over the next several years, the fishery offers perhaps the best opportunity to balance the countering forces of environmental preservation and development. However, the transition from subsistence oriented harvesting to modern commercial fishing operations and contemporary forms of management will demand various skill sets. The Atlantic Canadian fishery has become complex and highly technical and in reality can no longer be pursued on an artisan basis.

Responsibilities arising from a land rights agreement will increase pressure on existing Innu institutions and human resources. A needs assessment would appear to be a logical first response to addressing future personnel, education and training requirements. Table 7 provides detail on education and training levels in the Innu communities[3].

The significant under-employment problems of the Innu are exacerbated by the distressing educational circumstances. In Utshimassit and Sheshatshiu 57% and 49%, respectively, of people in the 15 and over age group have an education level below grade nine. This is more than double the provincial level in total and by gender for the same age grouping.

[3] Because random rounding is applied to ensure confidentiality, numbers in table 7 may not reconcile.

Table 7. Education and Training Profile for the Communities of Sheshatshiu and Utshimassit, 1996 Census Data

Characteristics	Utshimassit			Sheshatshiu			Newfoundland		
Highest level of schooling- population age 15 and over	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total - All persons Age 15 and over	220	115	110	555	285	270	437,345	214,655	222,685
without a high school certificate	170	80	85	425	215	210	198,525	96,715	101,810
With a high school certificate	0	0	0	20	10	10	43,045	20,350	22,695
with some post-secondary education (post-secondary not completed)	25	15	10	50	25	25	40,445	19,365	21,080
with trades or non-university certificate or diploma	35	25	10	55	30	20	112,075	57,460	54,615
Who have completed university	15	10	10	10	0	0	43,255	20,765	22,495
Highest level of schooling - % of the population age 25 and over									
With less than grade nine	57	50	53	49	44	51	21	23	20
with a high school certificate or higher	30	37	26	27	28	28	55	56	54
with trades or non-university certificate or diploma or higher	23	31	20	14	15	13	40	42	38
who have completed university	10	12	0	3	0	5	11	11	11

Source : Economics and Statistics Branch (Newfoundland Statistics Agency, 2001), Statistics Canada, 1996.

It is the opinion of Innu representatives that Statistics Canada education data are not truly reflective of community circumstances (D. Penner, G. Nuna, personal communication, July 11, 2001). Specifically, it is believed that actual numbers of Innu high school graduates, those holding trades and non-university certificates, and those having completed university are considerably lower than stated. A number of factors bias the estimates for each community. Cultural and language barriers result in improper interpretation and completion of census documents and non-aboriginal resident contributions to the data skew the population profile.

While the education demographics are troubling, it is necessary to place Innu situation in an appropriate temporal context. Newfoundland and Canadian education systems are extensions of those of Europe, which have been in practice for centuries. The Labrador Inuit population was exposed to a structured education setting by Moravian missionaries some 200+ years ago. By comparison Innu exposure to formalized education systems is considerably more recent, effectively the latter half of the 20th century. Hence, few generations of Innu have passed through what is still an evolving education process.

Unlike the Inuit, the Innu have resisted integration into "white" education systems. The Innu have openly discouraged their children from Euro-Canadian education and assimilation in to western culture based on some traumatic experiences under oblate missionaries (Samson, 2000; Ryan, 1998). Some would suggest that their actions are achieving the desired affect; the Innu language remains largely intact in young and old, while the same cannot be said in Labrador Inuit communities where many baby boomers and most young Inuit are unable to speak their mother tongue. The unfortunate consequence of resisting formal education is that very few Innu finish school or pursue higher learning. While a "white" education is resisted, the ability to communicate and interact in business dealings with non-aboriginals is becoming necessary for the Innu. A possible remedy to the education circumstances is a radically revised educational system, which is responsive to Innu culture, language and seasonal priorities. This would provide Innu parents, elders and leaders confidence that the Innu language and culture is protected. There have been positive

developments in this regard since 1999, when the first Innu principal was appointed at Peenamin Mackenzie School in Sheshatshiu. (Samson, 2001)

The Innu must be adequately prepared to advance their interests in the midst of ever changing renewable and non-renewable resource environments. While economic opportunities appear virtually unlimited, human resource issues are simply staggering and unquestionably the paramount strategic concern for the Innu to grapple with over the next several decades. As a pre-emptive measure the Innu Nation should consider engaging an individual, preferably an Innu, whose role is to act as a liaison with schools, Innu corporate partners, training and certification agencies, and governments to advance and coordinate Innu specific education and training initiatives.

II.2.b. Basic Education and Fisheries Related Training

In respect of fisheries related training, disruption of traditional pursuits and prolonged absence from family life need not occur. Many education and training programs are modular, community based and can be designed to accommodate the lifestyles and schedules of the Innu. The Marine Institute of Memorial University of Newfoundland through a memorandum of understanding with the College of the North Atlantic (CONA) are positioned to provide distributed learning of fishery training programs to the Innu. Details of CONA's customized training program and their service delivery model is contained in Appendix 3.

II.3 The Resource Environment

The Newfoundland and Labrador fishery has adjusted to the depletion of groundfish resources during the late 1980s and 1990s, which are overshadowed by the shellfish boom since 1995. As can be seen from figures 6 and 7 record

harvests and high prices of snow crab and access to substantial quotas of northern shrimp since 1997 have offset the industry crisis of the early 1990s

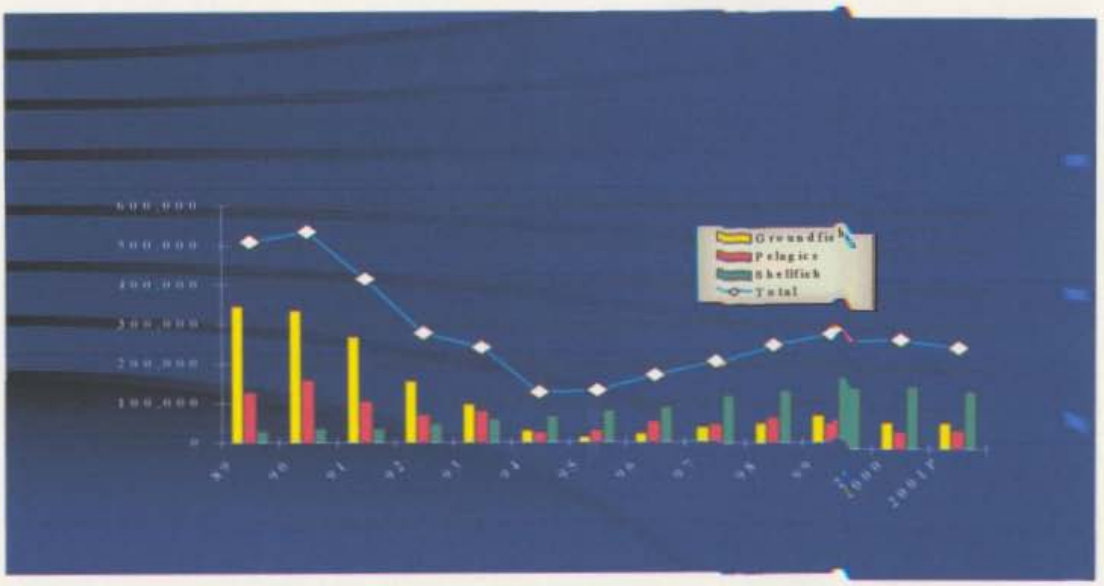

Figure 6. Fish Landings by Species Group: Newfoundland and Labrador, 1989-2001

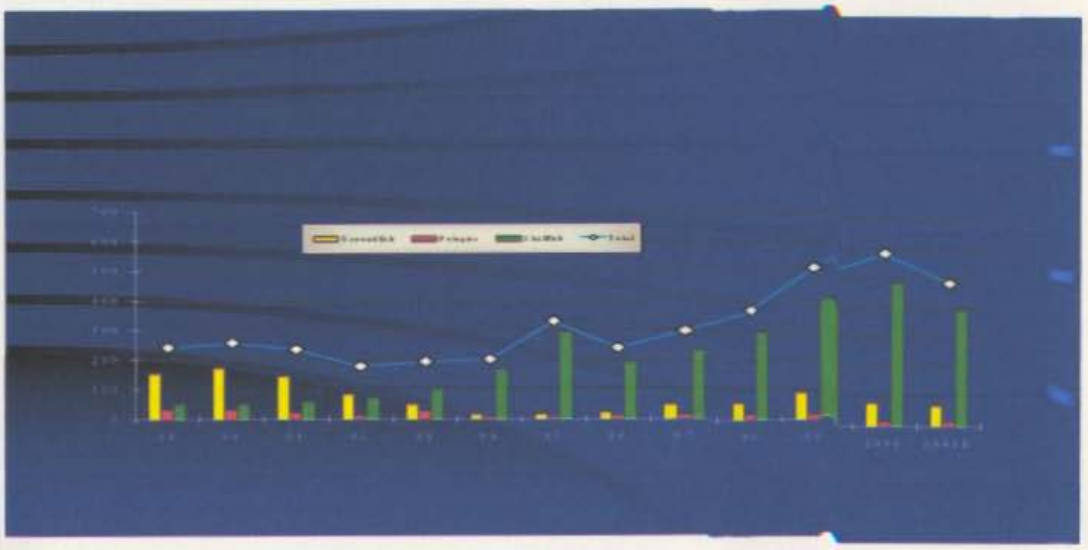

Figure 7. Landed Value ($ mil) by Species Group: Newfoundland and Labrador, 1989-2001

For the Innu, who historically accessed cod at the northern extreme of its range, "fish " disappeared during the 1960s. The Innu have not benefited from the lucrative snow crab fishery off Labrador. It is only 5 years since the Innu were

provided access to the northern shrimp fishery and then on a temporary basis, at levels substantially below other non-adjacent interests. This is almost unconceivable given the fishery commenced in the late 1970s in areas immediately adjacent to Utshimassit. The general location of groundfish, snow crab and shrimp fishing grounds are illustrated in figure 8.

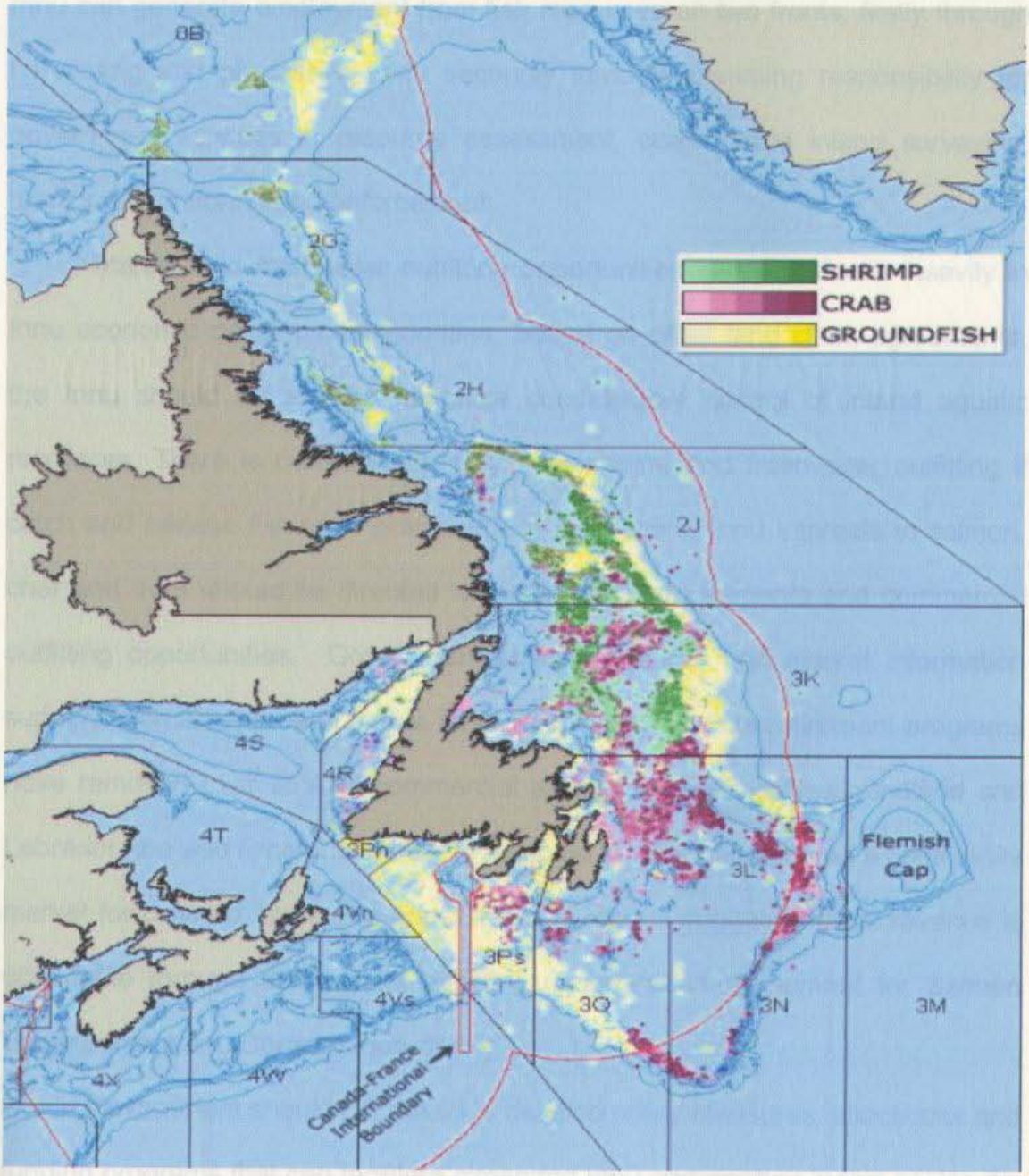

Figure 8. Newfoundland Fishing Grounds

A full understanding of the resource landscape and access to various fish species is critical to the development of an Innu fishery strategy. Local fish stocks and adjacent marine resources will be expected to form the basis of a development plan and wealth generation in Sheshatshiu and Utshimassit. The Innu can generate employment from fish resources on two fronts; firstly through harvesting and processing, and secondly through assuming responsibility for government services in resource assessment, coastal and inland surveying, mapping, monitoring and enforcement.

Marine and freshwater outfitting opportunities can also factor heavily in Innu economic development priorities. Based on other land claim agreements, the Innu should be able to negotiate considerable control of inland aquatic resources. There is considerable scope for marine and freshwater outfitting if catch and release fishing is practiced. In this regard, Innu interests in salmon, char and trout should be directed to subsistence requirements and commercial outfitting opportunities. Government policy measures and market information support such an approach by the Innu. Specifically, license retirement programs have removed over 95% of commercial salmon licences in Newfoundland and Labrador, the wild fishery is unable to compete in what has become a commodity market for cultured salmonids and numerous reports suggest greater revenue is obtainable through commercial outfitting (Cooperation Agreement for Salmon Enhancement and Conservation, 1994).

Government should be tasked to develop policy measures, allocations and funding programs that can facilitate expanded Innu participation in this sector. To

this end it would serve the Innu well to commission an Innu Recreational Fishery Strategy.

II.4 Resource Access (Licensing & Allocation Policies)

Fishery development for the Innu hinges on access to resources. Although all Canadians are ostensibly the owners of marine resources, in reality there are a select few who are the real beneficiaries of the fishery and its attendant management processes. From a legal and operational point of view the Department of Fisheries and Ocean's can really only interact with the holder of a "fishing licence[4]".

Allocation of marine resources, which is the sharing of fishery resources among licence holders, takes many forms. Common allocation types in Canadian fisheries' jurisdictions include competitive quotas, individual quotas (IQs), individual transferable quotas (ITQs), enterprise allocations (EAs), exploratory, and developmental quotas (Parsons, 1995). Recent variants including "community", "temporary" and "communal" allocations have been used to provide access that would not otherwise be expected under standard licensing and allocation practices.

Formal licensing in the fisheries of Atlantic Canada commenced with the inaugural Commercial Fisheries Licensing Policy for Eastern Canada in 1976. This policy set the stage for the registration of fishermen and limited entry licensing and also the gradual and systematic exclusion of aboriginal groups from

[4] A fishing license is "an instrument by which the Minister of Fisheries and Oceans, pursuant to his/her discretionary authority under the Fisheries Act, grants permission to a person, including an aboriginal organization, to harvest certain species of fish or marine plants subject to the conditions attached to the license" (DFO, 1996, p.3).

the Atlantic Fishery. Aboriginal representatives often recount occasions where concerns were expressed to authorities over licensing policies and management practices that were quietly eroding their interests and how they were reassured that the changes were to bring the mammoth fishing machine of the south under control.

At the political level the Innu lacked familiarity with effective lobbying and industry tactics and, combined with their predisposition for fair play and quiet demeanour, were easily overlooked. Perhaps aboriginal groups were somewhat naïve to expect the authorities to protect their interests and accept their "colour of right[5]" to fish resources.

History now bares witness to how licensing policies, cultural barriers, lack of access to programs and decision makers, and inadequate representation have acted in concert to relegate aboriginal groups to the margins of the fishery. Aboriginals were further victimized in that they were precluded from the benefits of many fishery development, compensation and response programs, which were linked with eligibility for a specific license, fishery, gear or fleet sector. The author recounts the disappointment of project administrators over the poor response to fleet development programs in northern Labrador during the early 1990's. There was never any consideration of the fact that fish had been gone from the area for years and investment in larger or new vessels made no sense.

The rigidity in the system ultimately precipitated court challenges during the 1990s over access to fish. The ensuing decisions have been a vindication for aboriginal fishers and have led to the recent radical shift in DFO fisheries policy

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[5] Generally, colour of right is *defined as "an honest belief in a state of facts which, if it existed, would be a legal justification."* See R. v. Penashue (1991), 90 Nfld. & P.E.I.R. 207 (Nfld/ Prov. Ct.).

in respect of first nations. The "Aboriginal Communal Fishing Licenses Regulations" provided in Appendix 4 were promulgated in 1993 to facilitate aboriginal access to fish and resources and to ensure long-term benefits to the aboriginal community as a whole.

That the situation would escalate to conflict and the high courts to bring about corrective action is lamentable, albeit a testimonial to the failure of the existing process. It has been a wake up call for first nations to ensure their participation in all aspects of the fishery is clearly defined in management or land claim agreements and to avoid general policy provisions at all cost.

The Commercial Fisheries Licensing Policy for Eastern Canada has undergone several revisions since 1976, which reflect the changing vision for the fishery. Changes during 1996 included the introduction of the "Core" concept, revision of antiquated vessel replacement rules, a framework for industry self-reliance, partnerships and exemptions for aboriginal peoples with respect to issuance of replacement licences. Another major policy review initiated in 1999 is expected to bring sweeping changes of importance to aboriginal groups. The Independent Panel on Access Criteria completed an important component of this policy review with the release of its report in April 2002. Sections 8, 9, and 11.7 of the report address the aboriginal participation in detail (See Appendix 5).

The federal governments present policy direction with respect to the aboriginal community is articulated in Section 2.1.5 of the report "A Discussion Document on Policy Direction and Principles" (DF0, 2001, p. 65-66):

"DFO manages fisheries in a way that is consistent with the constitutional protection afforded Aboriginal and treaty rights. Once the Department determines that it is acceptable to harvest a given stock or species, Aboriginal rights to fish for food, social and ceremonial purposes

take precedence over other uses of the resource. Moreover, the Department is expected to manage the fisheries in a manner consistent with the provisions of existing treaties and land claims agreements.

This document envisages the development of broad principles that are meaningful to both Aboriginal and non-Aboriginal fisheries. Although other processes will be used to address increased Aboriginal involvement in the fisheries and Aboriginal rights to harvest the resource, it is recognized that the principles of shared decision-making will be especially relevant in Aboriginal fisheries. In fact, many Aboriginal groups have already expressed a strong interest in fisheries management decision-making. It will be important that Aboriginal groups participate in the process and share responsibility for a sustainable fishery. This goal will require supporting and developing the expertise in Aboriginal groups to take on the added responsibilities. This broad approach to shared stewardship, along with the specific implementation strategies will be developed with Aboriginal groups.

For now, DFO will continue to work with Aboriginal communities through the Aboriginal Fishery Strategy and other mechanisms to establish, among other things, an appropriate regulatory framework for management of the Aboriginal fishery. The activities currently carried out by Aboriginal communities under the AFS (including catch monitoring, enforcement, habitat assessment and monitoring, habitat enhancement, and other community-based surveys and assessment projects) will continue."

In summary DFO's current approach is to address aboriginal needs on the basis of negotiated land claims agreements or, where claims have not concluded, through fisheries agreements under the aboriginal fishery strategy.

II.4.a Temporary Access Policy and the Northern Shrimp Fishery

The temporary access policy[6] is in principle a reasonable fishery management tool, whereby temporary access to a fishery or fish resource is provided where resource growth and value has increased significantly and where the viability of the existing license holders is not jeopardized. This policy has

[6] The temporary access policy was first implemented in the Newfoundland and Labrador in the snow crab Fishery in 1995, wherein the <35' sector received temporary fishing permits. Temporary access to the northern shrimp fishery was introduced in the 1997-1999 Northern Shrimp Plan.

enabled many inshore fishers displaced by the groundfish collapse in Gulf, Scotia-Fundy, Laurentian and Newfoundland fishery management regions to access the lucrative snow crab and shrimp fisheries. Temporary access ceases when the resource returns to traditional or threshold levels. For example, Innu access to the northern shrimp fishery will terminate when the TAC falls below the 37,600 tonnes threshold established in 1997.

A troublesome provision[7] of the temporary access policy for the Innu is the requirement to joint venture with existing participants in the northern shrimp fishery. Government and the Innu do not disagree that technology and expertise transfer can be best achieved through such ventures. However, the Innu contend that the freedom to choose is limited and they are unable to take full advantage of their fishing opportunity, as it is structured to benefit established licence holders.

II.4.b Processing (Freezing) at Sea - <65' Enterprises

The processing at sea policy for <65' enterprises has important implications for aboriginal fishers in Northern Labrador and Nunavut. In addition to standard concerns with ice making, discharging, and transportation services, northern-based fishers deal with poor nautical charts, insufficient navigational aids and too few safe harbours. The distance between fishing grounds and safe landing locations can be measured in the hundreds of miles in northern Labrador.

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[7] Perhaps the most contentious issue around the temporary access policy for the Innu Nation is the interpretation of correspondence received in 1995 from a past Minister of DFO, wherein it is indicated that the Innu Nation would receive priority consideration in the issuance of new offshore northern shrimp licences. The Innu view the temporary access policy as an anachronism in respect of this commitment and their aboriginal history. Interestingly, in the intervening period since this commitment was made, the Northern Shrimp TAC has more than tripled from approximately 36,400 tonnes in 1994 to its current level over 110,000 tonnes.

Beginning of season ice delays and early onset of severe fall weather conditions are impediments to the viability of typical inshore enterprises. Otherwise lucrative fisheries on the northern Labrador coast are rendered uneconomical or impractical for <65' vessels because it is virtually impossible to land a quality "wet" product.

Essentially there are two ways in which northern license holders can overcome the identified obstacles; acquire >65' enterprises which are permitted to process at sea or seek authorization to process onboard using <65' vessels. The latter requires a variance of the Fleet Separation Policy[8], which in itself is a very controversial area of fisheries management. Neither is a present option because no new >65' (i.e. middle distance) vessel registrations and licences are being issued, the purchase price of an existing middle distance enterprise is prohibitive, and processing at sea licenses for <65' vessels have been limited since 1995. Policy variances will be required to address basic viability and safety issues in aboriginal fisheries prosecuted in areas of Labrador north of 2J. Of the options identified above the most tenable for the Innu at the present time, at least from a cost basis, would appear to be relaxation of the licensing policy provision on processing at sea by <65' vessels.

II.4.c Aboriginal Fisheries Strategy (AFS)

In 1992 the Department of Fisheries and Oceans introduced its Aboriginal Fisheries Strategy, perhaps the most important initiative to date to increase Aboriginal participation in the fishery sector. The strategy is a response to

[8] Fleet Separation Policy – One of the objectives of the Commercial Fisheries Licencing Policy for Eastern Canada is to separate the harvesting and processing sectors of the industry, particularly in those fisheries where licence holders are restricted to using less vessels less than 19.8m (65') length over all.

mounting conflict with Aboriginal peoples over the regulation of the Aboriginal fishery, the Sparrow and subsequent decisions of the Supreme Court of Canada, the need to improve the economic circumstances of Aboriginal communities, and an experiment in innovative fisheries management arrangements (http://www.DFO-MPO.gc.ca, 2001).

The AFS is a comprehensive program for cooperative management of Aboriginal harvesting. It is applicable where DFO manages the fishery, and where land claim settlements have not already put a fisheries management regime in place. Through negotiation with Aboriginal groups DFO seeks to achieve co-management agreements that result in effective management of Aboriginal fisheries and community-based development.

The objective of these negotiations is to set conditions for harvesting and to establish financial contribution arrangements for a variety of fisheries management activities undertaken by the Aboriginal group. These activities may include stock assessments, harvest monitoring, enforcement, enhancement and fisheries-related economic activity.

II.4.c1 The Allocation Transfer Program (ATP)

Perhaps the most important component of the AFS is the Allocation Transfer Program (ATP). This program facilitates the voluntary retirement of commercial licenses and the re-issuance of licenses to eligible Aboriginal groups in a manner that does not add to the existing fishing effort, thereby providing Aboriginal groups with much needed employment and income.

To ensure that the economic opportunity generated by the issuance of new licences and enterprises is for the long-term benefit of the Aboriginal community, enterprises will be issued to the Aboriginal Organization and not individuals.

The ATP is the principal pre-land claim mechanism by which Innu can advance their interests in all aspects of the commercial fisheries. An immediate priority for the Innu is to take full advantage of ATP funds to acquire the maximum fishery infrastructure possible prior to a land rights settlement, particularly those program components dealing with enterprise acquisition, resource assessments, allocations and management.

II.4.c2 Pre and Post Land Claim Settlement

Access to the ATP is restricted to Aboriginal organizations whose members are not beneficiaries of completed land claim agreements and who are in compliance with conservation and management measures outlined in fisheries agreements. The principal elements of an Innu fishery strategy need to be consistent with an Innu Nation fisheries article to a land claims agreement, in order that there is a smooth transition as implementation transfers from a largely DFO managed regime to one where an Innu Government assumes financial responsibility and control.

Aboriginal groups typically receive compensation in the form of land, renewable resources, provisions for self-governance, and cash as major benefits of a land claim agreement. The Innu must be cognizant that previously available federal programs and services may be inaccessible after the signing of a land claim agreement. For example, the Inuit of Nunavut overlooked the significance of the Small Craft Harbours Program administered by Fisheries and Oceans

Canada and are now struggling to acquire funding for basic harbour infrastructure (C. Bonnell, Personal Communication, January 26, 2001)

II.4.d. Seasonality and Competitive Advantage

A reality of the northern marine environment is that fishing operations for <65' vessels begin later and are often delayed by ice conditions. Region wide competitive fisheries are often well progressed or sometimes closed before northern operators are in a position to participate. In important groundfish fisheries such as turbot and cod, Innu inshore harvesting and processing enterprises will face a distinct disadvantage in securing raw material. This could prove to be a significant problem for northern aboriginal operators if groundfish recover, as it appears they may be (DFO Stock Status Report A2-21, 2002). Communal allocations and individual quotas have alleviated this problem in shrimp and snow crab but this is not the case for the turbot (*Reinhardtius hippoglossoides*) fishery, nor 2GH cod (*Gadus morhua*) or 2+3K redfish (Sebastes mentella).

This issue could be rectified with creative resource management measures such as implementing individual quotas in remaining competitive fisheries, area specific quotas, or staggered quotas (e.g. 50% before and 50% after a specified date). However, there are a number of operational and administrative issues surrounding each of these alternate systems. The disadvantage can be overcome if the Innu fleet is sufficiently mobile that it is not so constrained by seasonality effects. Modifications to species management plans and quota sharing keys would appear sufficient to ensure equitable access

without impeding traditional fleet mobility. However, such changes are difficult to achieve in over-capitalized fisheries.

II.5 Fleet Structure/Development

With the exception of the acquisition of the offshore shrimp trawler the F.V. Katsheshuk[9] in January of 2001, the Innu had no existing fleet. It would seem most practical to have a fleet development plan that is sensitive to labour availability, Innu culture, safety and the realities of harvesting in a harsh marine environment, all which were outlined in previous sections.

Based on the demographic profile outlined earlier, a reasonable estimate of the effective labour force in Utshimassit and Sheshatshiu is closer to 100 and 125 individuals, respectively, comprised of an equal number by gender. It should again be noted that it is an unskilled labour force. If the objective is to have 50% of the current estimated labour force (a maximum target) engaged in direct fishing and fishery related functions, the creation of approximately 100 – 110 fishing related positions should be the target of an Innu planning exercise.

If over a ten year period 4 large inshore enterprises (25 positions), purpose built vessels for Smallwood Reservoir (reference section II.6.b.) and Lake Melville (10 positions), and one middle distance vessel (12 positions) were acquired and crewed with trained Innu fishers, a modest harvesting sector would result. This is an ambitious plan given the present circumstances in Innu communities but not unreasonable as a long-term objective. The remaining 50 individuals would be placed in processing, resource management and administrative functions.

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[9] The sinking of this vessel in March 2002 was a considerable set back for the Innu but a replacement vessel is being sought.

The Allocation and Transfer Program of the Aboriginal Fishery Strategy is the primary means through which an inshore/freshwater fleet development plan can be mobilized. Inshore enterprises could also be obtained through regular channels, such as enterprise/license re-issuance (transfers). A middle distance enterprise could be obtained through existing channels or by special provisions under a land claims agreement. It is imperative on safety more than economic or employment grounds that the identified inshore vessels are in the 55' to 64'11" category. The acquisition of complete enterprises of this order could generate meaningful economic benefits to Innu communities in relatively short order.

II.6 Processing Sector/Development

The fleet structure identified in Section II.6 will take considerable time to develop. Innu fishers must obtain training and gain necessary skills in operating large fishing enterprises. Consequently, raw material supply for an Innu processing operation during the next several years is uncertain. At this stage the only resource allocation the Innu possess is a temporary quota of northern shrimp, which is committed to the Innu offshore venture. Inshore and middle distance vessels acquired by the Innu over the next several years can supply shrimp, crab and groundfish for onshore processing over the medium to long-term. However, the Innu will need interim measures with respect to processing in the short to medium term.

II.6.a. Coastal Operations (Utshimassit and Sheshatshiu)

The immediate construction of fish processing facilities in either Sheshatshiu or Utshimassit would be folly in the absence of a clearly defined raw material procurement plan. At this point an Innu owned operation would have to

compete for the existing raw material base with current operators in Labrador and the Island, where there is already substantial over-capacity and undisciplined buying practices. It would be fiscally irresponsible of government or the Innu to commit funds to an operation that would add to this problem.

There are several options that can be explored with respect to the disposition of landings from the first few Innu enterprises. Coastal Labrador Fisheries' processing operation at St. Lewis, Labrador can serve as an interim landing point and training facility for Innu fisheries and plant personnel. An equally plausible alternative is to land raw product through arrangements with the Torngat Fishermen's Cooperative Society Limited or other local operator. The Torngat Coop could reactivate its buying station at Davis Inlet or Innu catches could be landed directly at Hopedale, Nain or Makkovik. Ideally, catches could be landed where appropriate if the Innu are in a position to process (i.e. freeze-at-sea) on-board.

When Innu harvesting capacity progresses to the point where a stand-alone processing facility is feasible, plant workers and supervisory personnel will have to be identified and readied. Appropriate education and training must then occur in concert with the construction of the facility.

II.6.b. Inland Processing Operations (Smallwood Reservoir)

The Smallwood reservoir presents the most realistic opportunity at the present time (Durnford, 1990). The fishable whitefish resource in this water body, estimated conservatively at 295,000 kilograms in 1984, has gone untapped and alone could support a small processing operation. There are also sizable lake trout and mullet populations in the reservoir, which could supplement an

operation. If the operation could be supplemented with what could be substantial amounts of rock cod, mullet, whitefish and other species from Upper Lake Melville and vicinity, a modest operation is possible.

Conceptually, a turn key operation based at or near Lobstick Lake, close to the Trans Labrador Highway, would include the construction of a new wharf with offloading apparatus, a building, ice making facilities, plate and blast freezers, processing line and cold storage. A rough cost estimate for such an operation is $3 million (B. Sullivan – Personal Communication, January 22, 2002).

II.6.c. Provincial Licensing Policy

The Provincial Department of Fisheries and Aquaculture would have to furnish the licences for each of the identified processing opportunities. While there is a freeze on the issuance of primary processing licenses, the Department of Fisheries and Aquaculture has applied flexibility in the application of its licensing policy in Labrador, in response to the lag of fisheries development in this region. A prerequisite to the issuance of processing licenses is the submission and acceptance of financially sound business plans (http://www.gov.nf.ca/fishaq/licencing/overview.htm#primary, 2001).

II.7 Resource Management and Conservation

Identification of fishing opportunities and addressing immediate and long-term human resource issues must be key themes of an Innu strategy document. The development of Innu capacity to manage their own subsistence and

commercial fisheries and to participate in fisheries management processes at the local, regional, national and international level is also a principle objective.

The Innu will eventually enjoy considerable control over various fish resources and governments expect the Innu to take a lead role in managing subsistence harvests, marine commercial and recreational fisheries through provisions of a land rights agreement. It is critical that the Innu develop expertise over an accelerated timeframe in order that they are prepared for the transfer of these responsibilities.

A thorough understanding of conservation rules and regulations, the roles of various consultative bodies, and liaison with fishery managers and industry participants is as important as understanding the behaviour of fish, plant productivity and the workings of a modern inshore or offshore fishing enterprise. Many in the fishing industry can attest that the time and effort committed to the annual fishery consultative process is equally challenging as fishing.

All industry players desire a fishery management system where decision-making processes are based on clear rules and policies. The truth is that decision-making is very fluid, based on precedence, past performance, and latest available information in science and economics, and socio-political priorities of the day. Under this system acquired knowledge and corporate memory become very important in a business's success.

II.7.a. Management Capacity Building (Pre and Post Land Claim Agreement)

Innu representatives are learning aspects of the fisheries management process through the Northern Shrimp Advisory Committee (NSAC) process and managing their allocations of northern shrimp. NSAC demands considerable

attention but is only one of many domestic fishery files in which the Innu must become well versed. It is considerably more challenging to understand the history, agendas, and comfortably participate in regional and international bodies such as the Fisheries Resource Conservation Council (FRCC), the Northwest Atlantic Fisheries Organization (NAFO) and the North Atlantic Salmon Conservation Organization (NASCO) whose decisions will impact on Innu commercial and subsistence interests. The commitment to these files demands a dedicated individual with experience in areas related to liaison with government and industry, resource & policy analysis, fisheries planning, and proposal development and project coordination.

Given their long-term interests in fish, it would be imprudent for the Innu to proceed further without developing this expertise within Innu ranks. An approach would be for the Innu Nation or IDLP to identify an individual, preferably an Innu, who would work with representatives of CLF and Katsheshuk Fisheries Ltd. to get industry exposure while simultaneously receiving academic training in these disciplines.

II.7.b. Co-management Agencies (Pre and Post Land Claim)

As indicated the Aboriginal Fisheries Strategy (AFS) precipitated from the 1990 Supreme Court of Canada ruling on *Sparrow*. The AFS applies where DFO manages the fishery and there is no land claim agreement wherein fishery management regimes would be defined. Under the AFS Fisheries and Oceans Canada seeks to establish a regulatory framework for the management of the aboriginal fishery, as the aboriginal right to fish for subsistence purposes supersedes all other uses, except conservation of the resource. Aboriginal

commercial harvesting rights are evolving, with the *Marshall* case resulting in ongoing policy development in this area.

Fishery agreements created under the AFS incorporate various economic and fishery development needs, with specific provisions for resource management. The temporary (i.e. pre-land claim) agreements devised under the AFS are useful tools, as there is considerable scope to negotiate "test" projects and fine-tune various approaches to fisheries management that incorporate Innu traditional knowledge and values.

In the past the DFO played the role of overseer and champion of conservation, with full responsibility for the protection of the resource and control of those who relied on it. As evidenced by Atlantic coast groundfish and Pacific coast salmon resource collapses, these tasks were too great to be accomplished alone. This management approach was paternalistic and engendered a culture of chicanery in the industry where DFO played Sheriff of Nottingham to harvester's Band of Merry Men. The ongoing challenge to change this "we-they" attitude in the industry and some undesirable harvesting practices is an artifact of the past regime.

Interest groups have called for increasing levels of participation in the management of the fishery based on their feelings of alienation by the past process. Partnerships and co-management are now the operative words in the fishery, as resource managers and user groups recognize that neither alone possesses the resources or fail-safe system to ensure sustainability. The promulgation of the Oceans Act and the Aboriginal Communal Fishing License

Regulations provide the legislative instruments to allow innovative approaches to management.

There is now considerable scope for the Innu to experiment with management approaches that balance cultural pursuits and subsistence and commercial harvests with innovative conservation and protection regimes. With respect to this specific item the Innu of Labrador would be well served to engage resource management consulting services to assist them in developing management and co-management regimes, which can be implemented on a trial basis under the AFS.

II.7.c. Role of the Innu in Conservation

In addition to the economic development opportunities in fishing and fish processing, there are long-term employment opportunities for the Innu in resource management, specifically in the field of conservation, protection and interpretation of fish and other renewable resources.

With their knowledge of the inland and coastal regions of Labrador and a land ethic nurtured over eons, the Innu are naturally predisposed for roles in resource management and conservation.

Proposed parks in the Mealy Mountains and the opening of the Labrador interior by the construction of the Trans Labrador Highway will demand an expanded and enhanced regulatory presence. Interpretive services relating to aboriginal land use and habitat and resource conservation will take on greater priority. Given the importance of coastal and inland renewable resources and Innu Nation concerns with respect to the impacts of development on Innu land, subsistence and culture, they have a clear interest in protecting these resources.

The Innu are currently involved in the aboriginal guardian program under the AFS. Three aboriginal officers are assigned to Sheshatshiu and two to Utshimassit (L. Innes, Personal Communication, October 23, 2001). These officers currently carry out monitoring and enforcement activities as described in the Aboriginal Guardian Program of the Aboriginal Fisheries Strategy (See Appendix 6)

Increasing third party access to natural resources, arising from mineral exploration, hyrdo-electric development, highway construction and the national parks program warrants increased monitoring and control of coastal and inland areas. The Innu Nation should explore with government the potential of converting the Aboriginal Fisheries Guardian Program to a cross jurisdictional Innu Natural Resource Officer Program, that incorporates contemporary approaches to resource management with Innu values and traditional ecological knowledge.

Graduates from such a program could be employed on a permanent basis to perform multiple roles in interpretation, conservation and protection of fish, wildlife and plants in Innu land claim areas, within Heritage Canada's-National Park areas, and other agreed Provincial and Federal Crown Lands.

II.7.d. Effective Resource Management: Balancing Innu Resource Needs and Third Party Interests

The change from a strictly nomadic to a more sedentary lifestyle has meant that Innu subsistence and commercial harvesting is more confined to areas around Innu communities. In far removed areas such as Atshuku-nipi (Seal Lake), Mininipi, and Ashuapun (Border Beacon area), where the Innu of Utshimassit and Sheshatshiu travel to enjoy virtual exclusivity in harvesting fish

and wildlife, traditional rules and practices should be encouraged by governments.

An ongoing source of debate between aboriginal groups, "settlers" and resource managers in Labrador is balancing present-day resource management imperatives of conservation, public health and safety with existing commercial fishing activity and the aboriginal right to subsistence harvesting (and recently commercial harvesting), recognized in the *Sparrow, Gladstone*, *Marshall* and subsequent decisions of the Supreme Court of Canada (Rush, 1999, p.9; Allain et al, 1993). In overlap areas where extensive Innu and non-Innu harvesting is harming the resource, government must use a consultative approach to balance the competing uses (CBC, 2001).

The Upper Lake Melville area is one location where special control measures are required. The widely divergent views on the best use of fishery resources in this area and which groups should receive priority is the fodder for interesting debate (Innu Nation, 2000). Upper Lake Melville is a very important subsistence harvesting area, used extensively by Innu, Inuit, Metis and non-aboriginal resource users. It has always been an important staging area for waterfowl, the watersheds are the home of numerous furbearers, the rivers and lakes once produced abundant salmon and trout resources, and the plateaus, surrounding mountains and valleys are home to small and large game and furbearers.

The Innu and Inuit have already taken action to limit and monitor subsistence harvesting around Sheshatshiu and Happy Valley - Goose Bay (Innu Nation, 2000). An Innu developed fishery management plan that addresses

maximum removals was in place for the 2001 season, and Innu guardians are actively involved in the monitoring and control of the subsistence fishery (L. Innes, Personal Communication).

However, more is possible in Upper Lake Melville. The Innu Nation is interested in approaching both the LIA and governments to explore the establishment of appropriate management boards in co-management areas identified in figure 9 below, whose purpose will be to balance priority subsistence harvesting rights with other development plans for the Lake Melville watershed (G. Nuna, L. Innes, personal communication, January 7, 2002).

Figure 9. Proposed Innu Land Designations in Upper Lake Melville Area

Several resource agencies (DFO, DFA, & NRC) have expressed an interest in providing technical and financial support for such an initiative. The long-term employment potential from such a project could be considerable,

including opportunities in science and monitoring, conservation and protection, and eventually commercial fishery and outfitting operations

As a first step a resource assessment and monitoring program is needed in the area. Such a program would include the identification of least one key river (watershed), as well as exploratory fishing and research projects in Lake Melville. The Kenamu and Naskaupi watersheds continue to have cultural and subsistence importance for the Innu. There appears to be substantially more historical electro-fishing, gillnet and limnological data available for the latter (Anderson, 1985, p. 187), while the former is very important in terms of current subsistence activity. The Kenamu is widely used and much closer to the communities in the area, visible from Sheshatshiu and thus more attractive for promotional and monitoring purposes.

The Innu will continue to enjoy constitutionally protected priority rights to harvest for subsistence purposes within the Land Claim Settlement Area as a whole. These rights will take priority over any rights enjoyed by other users, except as guaranteed in other treaties. The Upper Lake Mellville area appears to be an overlap area where, in the absence of a mutually acceptable development plan, this right will be of little value.

III.0 Comparisons and Epilogue

III.1 Other Aboriginal Fishery Development Experiences

III.1.a. United States (Alaska) – Community Development Quotas

The Community Development Quota (CDQ) program was implemented in December 1992 by the North Pacific Fishery Management Council. The CDQ program allocates a portion of the annual fish harvest of certain commercial

species directly to coalitions of villages, which because of geographic isolation and dependence on subsistence lifestyles have had limited economic opportunities. The program is an innovative attempt to accomplish community development in rural coastal (largely aboriginal) communities in western Alaska, and in many ways it appears to be succeeding. The CDQ program has fostered greater involvement of the residents of western Alaska in the fishing industry and has brought both economic and social benefits. The program is not without its problems, but most can be attributed to the inexperience of participants. Overall the program appears on track to accomplishing the goals set out in the authorizing legislation: to provide the participating communities with the means to develop ongoing commercial fishing activities, create employment opportunities, attract capital, develop infrastructure, and generally promote positive social and economic conditions.

III.1.b. New Zealand & The Maori

Following the comprehensive settlement of Maori fisheries claims against the Crown in 1992, and the passing of the Treaty of Waitangi (Fisheries Claims) Settlement Act, dated 23 September 1992, Maori have become the biggest player in New Zealand's commercial fishing industry, controlling well over half of all commercial fishing quota. The Crown agreed to fund Maori into a 50/50 joint venture with Brierley Investments Limited to bid for Sealord Products Ltd, New Zealand's biggest fishing company, holding 27 per cent by volume of the New Zealand quota resource. In return, Maori agreed that all their current and future claims in respect of commercial fishing rights were fully satisfied, and discharged. The $350 million purchase of a half share of Sealord gave Maori control of

roughly a third of the New Zealand fishing quota. And, in addition to acquiring a half-share in Sealord, the Deed of Settlement promised Maori 20 percent of quota for all species not yet in the quota management system.

Maori signatories also agreed that Maori customary fishing rights claimed on the basis of both customary law and the Treaty of Waitangi were extinguished and, pending litigation, would be discontinued. New regulations provide for customary food gathering by Maori through the establishment of a framework for the issuing of customary food gathering permits. The regulations will also recognise the special relationship between Maori and those places of customary food gathering importance by providing for the establishment of mataitai reserves, areas to be managed by local Maori through the making of bylaws governing the taking of fish within those areas.

The Fisheries Act 1996 recognizes Maori as one of the key stakeholder groups in New Zealand's fisheries, providing for the input and participation of Maori in fisheries management decision-making processes.

Although the Maori settlement was not universally accepted as the best possible outcome, it shows that the land claim mechanism allows agreements to be reached and certainty of interests achieved.

III.2 Prognostications and Epilogue

At the time of writing the Government of Canada had just announced a $26 million response program to deal with substance abuse in Utshimassit and Sheshatshiu (MacDonald, 2002). It is the author's personal observation that the present circumstances in Innu communities have spiraled out of control over at

least the past two decades despite a succession of well-intended government programs and repeated infusions of money. Indeed, stopping the flow of ever-available money may be a significant contributor to reversing current and past problems. To paraphrase earlier statements of Chief Paul Rich of Sheshatshiu (Clancy, 2000) the Innu must solve the chronic substance abuse and child neglect problems by enlightenment at the individual and family level in the first instance and, where circumstances are most serious, by the intervention and support of the community and state. Innu efforts to focus community energy into recreational activities and engage in traditional pursuits that restore self-worth are important first steps. Capacity building through resource stewardship and development is also critical to a revitalization process that will take generations.

The implementation and success of an Innu fishery strategy may ultimately be constrained by a lack of momentum. Innu political and corporate leaders are already over-burdened with issues and the reality is there is no one in the Innu community available to carry the fishery file forward. While the resource and policy environment is favourable for increasing aboriginal capacity in the Atlantic Canadian fishery, the Innu and other aboriginal peoples in a similar position will require considerable external support to advance their fishery interests. In the case of the Innu this support must come primarily through the mentoring of their corporate partners.

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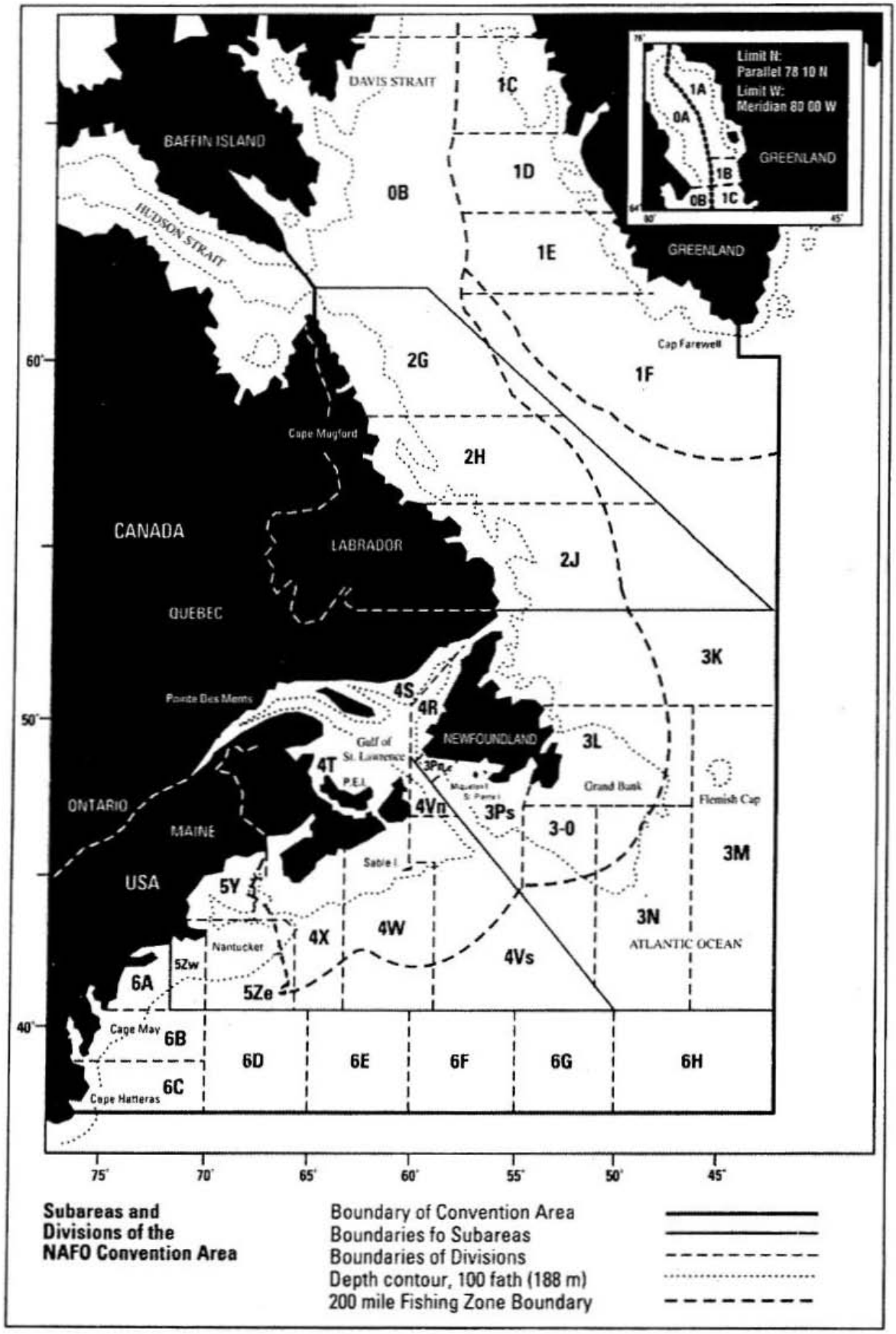

Subareas and Divisions of the NAFO Convention Area

Boundary of Convention Area
Boundaries fo Subareas
Boundaries of Divisions
Depth contour, 100 fath (188 m)
200 mile Fishing Zone Boundary

2

1996 Census Profiles
Selected Communities, Newfoundland and Canada

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Population, 1991 (100% data)	27,296,859.0	568,474.0	912.0	465.0
Population, 1996 (100% data)	28,846,761.0	551,792.0	1,018.0	386.0
Population percentage change, 1991-1996	5.7	-2.9	11.6	-17.0
Land area in square kilometres, 1996	9,203,210.5	371,634.6	72,427.3	80,927.6
Total population by sex and age groups (100% data)	28,846,760.0	551,795.0	1,020.0	385.0
Male, total	14,170,025.0	272,575.0	515.0	190.0
0-4	982,560.0	15,800.0	80.0	30.0
5-9	1,019,290.0	18,705.0	65.0	20.0
10-14	1,023,360.0	21,690.0	75.0	20.0
15	205,905.0	4,485.0	15.0	5.0
16	204,840.0	4,690.0	10.0	0.0
17	200,160.0	4,730.0	5.0	5.0
18	196,295.0	4,660.0	5.0	10.0
19	196,150.0	4,620.0	10.0	0.0
15-19	1,003,355.0	23,185.0	45.0	15.0
20-24	951,830.0	21,560.0	45.0	20.0
25-29	1,005,280.0	19,570.0	30.0	25.0
30-34	1,221,685.0	21,590.0	45.0	10.0
35-39	1,258,015.0	22,540.0	30.0	10.0
40-44	1,144,995.0	22,465.0	30.0	10.0
45-49	1,040,830.0	20,845.0	20.0	5.0
50-54	806,685.0	15,780.0	15.0	5.0
55-59	643,450.0	12,020.0	10.0	5.0
60-64	580,870.0	10,450.0	5.0	5.0
65-69	523,070.0	8,940.0	10.0	5.0
70-74	420,295.0	7,370.0	0.0	0.0
75-79	276,930.0	5,335.0	0.0	5.0
80-84	167,250.0	3,050.0	5.0	0.0
85+	100,280.0	1,685.0	5.0	0.0
Female, total	14,676,735.0	279,215.0	505.0	195.0
0-4	935,265.0	14,840.0	70.0	35.0
5-9	970,725.0	17,980.0	90.0	30.0
10-14	970,075.0	20,780.0	65.0	30.0
15	195,655.0	4,475.0	5.0	5.0
16	193,355.0	4,485.0	5.0	5.0
17	189,915.0	4,365.0	10.0	0.0
18	187,205.0	4,565.0	10.0	0.0
19	189,635.0	4,560.0	5.0	0.0
15-19	955,765.0	22,450.0	40.0	20.0
20-24	946,225.0	21,175.0	40.0	20.0
25-29	1,025,395.0	20,785.0	45.0	25.0
30-34	1,246,550.0	23,095.0	35.0	5.0
35-39	1,286,015.0	23,690.0	35.0	10.0
40-44	1,172,680.0	23,000.0	25.0	10.0
45-49	1,053,015.0	20,675.0	20.0	5.0
50-54	809,865.0	15,590.0	10.0	5.0
55-59	658,260.0	11,730.0	10.0	5.0
60-64	606,880.0	10,335.0	15.0	5.0
65-69	582,870.0	9,540.0	5.0	0.0
70-74	535,700.0	8,350.0	0.0	0.0
75-79	401,315.0	6,930.0	0.0	5.0
80-84	283,340.0	4,800.0	0.0	0.0
85+	236,795.0	3,475.0	0.0	0.0
Total population 15 years and over by legal marital status (100% data)	22,945,485.0	442,000.0	565.0	220.0
Never married (single)	7,382,585.0	142,735.0	255.0	125.0
Legally married (and not separated)	11,738,700.0	246,060.0	255.0	75.0
Separated, but still legally married	695,675.0	8,010.0	15.0	10.0
Divorced	1,649,900.0	17,490.0	20.0	5.0
Widowed	1,478,615.0	27,710.0	25.0	10.0
Total number of census families in private households by family size (20% sample dat	7,837,865.0	155,750.0	200.0	70.0
Size of census family, 2 persons	3,404,345.0	57,345.0	50.0	20.0
Size of census family, 3 persons	1,768,675.0	40,825.0	35.0	15.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Size of census family, 4 persons	1,805,060.0	40,215.0	30.0	10.0
Size of census family, 5 or more persons	859,780.0	17,365.0	90.0	25.0
Total husband-wife families by family structure (20% sample data)	6,700,355.0	135,270.0	175.0	55.0
Total families of now-married couples	5,779,720.0	121,860.0	120.0	40.0
Total without sons and/or daughters at home	2,244,085.0	38,335.0	15.0	10.0
Total with sons and/or daughters at home	3,535,635.0	83,525.0	105.0	30.0
1 son or daughter	1,211,700.0	30,970.0	15.0	0.0
2 sons and/or daughters	1,556,815.0	36,465.0	10.0	10.0
3 or more sons and/or daughters	767,110.0	16,090.0	70.0	15.0
Total families of common-law couples	920,640.0	13,410.0	55.0	20.0
Total without sons and/or daughters at home	485,685.0	6,305.0	20.0	10.0
Total with sons and/or daughters at home	434,950.0	7,105.0	35.0	10.0
1 son or daughter	219,300.0	4,040.0	0.0	0.0
2 sons and/or daughters	152,275.0	2,240.0	10.0	10.0
3 or more sons and/or daughters	63,375.0	820.0	20.0	10.0
Total lone-parent families by sex of parent (20% sample data)	1,137,510.0	20,480.0	30.0	10.0
Male parent	192,275.0	3,245.0	10.0	0.0
1 son or daughter	126,895.0	2,110.0	0.0	0.0
2 sons and/or daughters	50,350.0	905.0	10.0	0.0
3 or more sons and/or daughters	15,025.0	230.0	10.0	0.0
Female parent	945,235.0	17,235.0	20.0	10.0
1 son or daughter	547,680.0	10,600.0	10.0	0.0
2 sons and/or daughters	287,325.0	4,905.0	10.0	0.0
3 or more sons and/or daughters	110,235.0	1,730.0	10.0	10.0
Total number of never-married sons and/or daughters at home (20% sample data)	9,369,750.0	198,485.0	500.0	135.0
Under 6 years of age	2,257,085.0	35,710.0	150.0	45.0
6 - 14 years	3,504,885.0	70,205.0	225.0	55.0
15 - 17 years	1,138,725.0	26,275.0	40.0	15.0
18 - 24 years	1,684,425.0	45,645.0	55.0	10.0
25 years and over	784,630.0	20,645.0	25.0	10.0
Average number of never-married sons and/or daughters at home per census family	1.2	1.3	2.5	2.0
Total number of persons in private households (20% sample data)	28,390,685.0	545,825.0	1,005.0	390.0
Number of non-family persons	4,482,710.0	56,310.0	135.0	120.0
Living with relatives	842,640.0	18,000.0	90.0	75.0
Living with non-relatives only	1,017,885.0	11,340.0	30.0	40.0
Living alone	2,622,180.0	26,970.0	0.0	10.0
Number of family persons	23,907,975.0	489,510.0	875.0	265.0
Average number of persons per census family	3.1	3.1	4.3	3.9
Total number of persons 65 years and over (20% sample data)	3,252,260.0	54,765.0	30.0	10.0
Number of non-family persons 65 years and over	1,235,005.0	18,830.0	10.0	0.0
Living with relatives	242,110.0	6,460.0	10.0	0.0
Living with non-relatives only	59,225.0	820.0	0.0	0.0
Living alone	933,670.0	11,545.0	0.0	0.0
Number of family persons 65 years and over	2,017,255.0	35,940.0	20.0	0.0
Total number of occupied private dwellings by structural type of dwelling (20% sampl	10,820,050.0	185,495.0	180.0	75.0
Single-detached house	6,120,380.0	137,365.0	175.0	70.0
Semi-detached house	502,095.0	7,170.0	0.0	0.0
Row house	538,365.0	9,980.0	0.0	0.0
Apartment, detached duplex	451,495.0	18,205.0	0.0	0.0
Apartment building, five or more storeys	979,470.0	780.0	0.0	0.0
Apartment building, less than five storeys	2,028,325.0	9,465.0	0.0	0.0
Other single attached house	39,555.0	910.0	10.0	0.0
Movable dwelling	160,370.0	1,625.0	0.0	0.0
Total number of private households by household size (20% sample data)	10,820,050.0	185,500.0	180.0	80.0
1 person	2,622,180.0	26,975.0	10.0	10.0
2 persons	3,420,660.0	53,235.0	20.0	10.0
3 persons	1,828,255.0	40,785.0	15.0	15.0
4 - 5 persons	2,596,305.0	57,965.0	50.0	15.0
6 or more persons	352,660.0	6,540.0	85.0	30.0
Total population by citizenship (20% sample data)	28,528,125.0	547,160.0	1,010.0	385.0
Canadian citizenship	26,984,840.0	543,410.0	1,005.0	390.0
Citizenship other than Canadian	1,543,285.0	3,745.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Total population by place of birth (20% sample data)	28,528,120.0	547,160.0	1,010.0	390.0
Non-immigrant population	23,390,340.0	537,655.0	1,000.0	385.0
Born in province of residence	19,782,600.0	509,160.0	970.0	375.0
Total immigrants by selected countries of birth	4,971,070.0	8,490.0	0.0	0.0
United Kingdom	655,535.0	3,010.0	0.0	0.0
Italy	332,110.0	80.0	0.0	0.0
United States	244,690.0	1,685.0	0.0	0.0
Hong Kong	241,095.0	95.0	0.0	0.0
India	235,935.0	375.0	0.0	0.0
China, People's Republic of	231,050.0	345.0	0.0	0.0
Poland	193,375.0	75.0	0.0	0.0
Philippines	184,550.0	170.0	0.0	0.0
Germany	181,645.0	290.0	0.0	0.0
Portugal	158,815.0	80.0	0.0	0.0
Viet Nam	139,320.0	80.0	0.0	0.0
Netherlands	124,545.0	85.0	0.0	0.0
Jamaica	115,795.0	10.0	0.0	0.0
Greece	79,690.0	55.0	0.0	0.0
Guyana	77,705.0	20.0	0.0	0.0
Sri Lanka	67,425.0	75.0	0.0	0.0
Lebanon	63,135.0	15.0	0.0	0.0
France	62,600.0	85.0	0.0	0.0
Trinidad and Tobago	62,020.0	45.0	0.0	0.0
Yugoslavia	61,230.0	30.0	0.0	0.0
Hungary	54,230.0	55.0	0.0	0.0
Haiti	49,395.0	0.0	0.0	0.0
Taiwan	49,290.0	60.0	0.0	0.0
Iran	47,410.0	15.0	0.0	0.0
Romania	46,400.0	10.0	0.0	0.0
Korea, South	45,895.0	0.0	0.0	0.0
Ukraine	41,880.0	20.0	0.0	0.0
Pakistan	39,245.0	0.0	0.0	0.0
El Salvador	39,020.0	0.0	0.0	0.0
Egypt	33,925.0	135.0	0.0	0.0
Croatia	33,595.0	10.0	0.0	0.0
Russian Federation	31,515.0	80.0	0.0	0.0
Ireland, Republic of (Eire)	28,940.0	240.0	0.0	0.0
South Africa, Republic of	28,465.0	150.0	0.0	0.0
Mexico	27,485.0	10.0	0.0	0.0
Austria	24,600.0	30.0	0.0	0.0
Chile	23,875.0	0.0	0.0	0.0
Belgium	21,800.0	15.0	0.0	0.0
Fiji	20,580.0	0.0	0.0	0.0
Morocco	20,440.0	0.0	0.0	0.0
Denmark	20,365.0	45.0	0.0	0.0
Czechoslovakia, n.i.e.	19,730.0	30.0	0.0	0.0
Malaysia	19,460.0	50.0	0.0	0.0
Cambodia	19,355.0	0.0	0.0	0.0
Switzerland	19,310.0	10.0	0.0	0.0
Tanzania, United Republic of	18,130.0	25.0	0.0	0.0
Kenya	18,005.0	15.0	0.0	0.0
Iraq	16,790.0	15.0	0.0	0.0
Somalia	16,740.0	0.0	0.0	0.0
Israel	15,510.0	0.0	0.0	0.0
All other places of birth	567,415.0	725.0	0.0	0.0
Non-permanent residents	166,715.0	1,020.0	10.0	0.0
Total recent immigrants by selected countries of birth (20% sample data)	1,038,990.0	1,505.0	0.0	0.0
Hong Kong	108,915.0	25.0	0.0	0.0
China, People's Republic of	87,875.0	215.0	0.0	0.0
India	71,335.0	80.0	0.0	0.0
Philippines	71,330.0	30.0	0.0	0.0
Sri Lanka	44,235.0	30.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Poland	36,965.0	0.0	0.0	0.0
Taiwan	32,145.0	0.0	0.0	0.0
Viet Nam	32,060.0	10.0	0.0	0.0
United States	29,025.0	125.0	0.0	0.0
United Kingdom	25,420.0	220.0	0.0	0.0
Yugoslavia	21,975.0	0.0	0.0	0.0
Iran	21,410.0	0.0	0.0	0.0
Jamaica	21,400.0	0.0	0.0	0.0
Lebanon	19,740.0	0.0	0.0	0.0
Romania	17,485.0	0.0	0.0	0.0
Pakistan	17,405.0	0.0	0.0	0.0
Korea, South	16,225.0	0.0	0.0	0.0
Guyana	15,485.0	0.0	0.0	0.0
Trinidad and Tobago	14,320.0	0.0	0.0	0.0
El Salvador	13,240.0	0.0	0.0	0.0
Somalia	13,215.0	0.0	0.0	0.0
France	11,890.0	0.0	0.0	0.0
Haiti	11,585.0	0.0	0.0	0.0
Russian Federation	10,965.0	75.0	0.0	0.0
Iraq	9,780.0	15.0	0.0	0.0
Portugal	9,240.0	10.0	0.0	0.0
Bosnia and Herzegovina	9,170.0	55.0	0.0	0.0
Mexico	8,410.0	0.0	0.0	0.0
Germany	8,400.0	15.0	0.0	0.0
Egypt	7,835.0	60.0	0.0	0.0
Ukraine	7,535.0	10.0	0.0	0.0
Ghana	7,375.0	10.0	0.0	0.0
Ethiopia	7,015.0	0.0	0.0	0.0
South Africa, Republic of	6,845.0	75.0	0.0	0.0
Bangladesh	6,780.0	0.0	0.0	0.0
Afghanistan	5,860.0	0.0	0.0	0.0
Peru	5,815.0	10.0	0.0	0.0
Guatemala	5,680.0	0.0	0.0	0.0
Fiji	5,630.0	0.0	0.0	0.0
Morocco	4,985.0	0.0	0.0	0.0
All other places of birth	156,970.0	415.0	0.0	0.0
Total immigrant population by period of immigration (20% sample data)	4,971,070.0	8,490.0	10.0	0.0
Before 1961, period of immigration	1,054,935.0	1,775.0	10.0	0.0
1961-1970, period of immigration	788,580.0	1,760.0	0.0	0.0
1971-1980, period of immigration	996,165.0	2,010.0	0.0	0.0
1981-1990, period of immigration	1,092,405.0	1,445.0	0.0	0.0
1991-1996, period of immigration	1,038,995.0	1,505.0	0.0	0.0
Total immigrant population by age at immigration (20% sample data)	4,971,070.0	8,490.0	10.0	0.0
0-4 years, age at immigration	505,570.0	1,065.0	0.0	0.0
5-19 years, age at immigration	1,376,255.0	1,945.0	0.0	0.0
20 years and over, age at immigration	3,089,245.0	5,485.0	10.0	0.0
Total population by mother tongue (20% sample data)	28,528,125.0	547,160.0	1,010.0	385.0
Single responses	28,125,565.0	546,435.0	960.0	380.0
English	16,890,615.0	538,695.0	125.0	30.0
French	6,636,655.0	2,275.0	0.0	0.0
Non-official languages	4,598,290.0	5,465.0	835.0	350.0
Italian	484,500.0	125.0	0.0	0.0
Chinese	715,635.0	730.0	0.0	0.0
German	450,140.0	305.0	0.0	0.0
Portuguese	211,290.0	90.0	0.0	0.0
Polish	213,410.0	95.0	0.0	0.0
Ukrainian	162,700.0	40.0	0.0	0.0
Spanish	212,890.0	140.0	0.0	0.0
Dutch	133,800.0	130.0	0.0	0.0
Punjabi	201,785.0	95.0	0.0	0.0
Greek	121,180.0	100.0	0.0	0.0
Arabic	148,555.0	145.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Tagalog (Pilipino)	133,215.0	105.0	0.0	0.0
Hungarian	77,235.0	75.0	0.0	0.0
Vietnamese	106,515.0	105.0	0.0	0.0
Cree	76,835.0	10.0	0.0	0.0
Persian (Farsi)	60,275.0	25.0	0.0	0.0
Croatian	50,105.0	15.0	0.0	0.0
Gujarati	45,185.0	55.0	0.0	0.0
Korean	54,540.0	10.0	0.0	0.0
Russian	57,500.0	165.0	0.0	0.0
Hindi	42,775.0	35.0	0.0	0.0
Tamil	66,835.0	130.0	0.0	0.0
Japanese	33,545.0	15.0	0.0	0.0
Creoles	35,050.0	0.0	0.0	0.0
Finnish	24,735.0	10.0	0.0	0.0
Czech	24,985.0	30.0	0.0	0.0
Armenian	26,295.0	0.0	0.0	0.0
Yiddish	21,415.0	0.0	0.0	0.0
Urdu	39,770.0	0.0	0.0	0.0
Inuktitut (Eskimo)	26,960.0	435.0	0.0	0.0
Romanian	35,715.0	0.0	0.0	0.0
Ojibway	22,710.0	10.0	0.0	0.0
Danish	20,285.0	45.0	0.0	0.0
Slovak	18,285.0	0.0	0.0	0.0
Macedonian	19,300.0	0.0	0.0	0.0
Khmer (Cambodian)	15,160.0	0.0	0.0	0.0
Norwegian	10,240.0	280.0	0.0	0.0
Hebrew	13,125.0	0.0	0.0	0.0
Estonian	10,685.0	10.0	0.0	0.0
Swedish	9,760.0	0.0	0.0	0.0
Lao	12,685.0	0.0	0.0	0.0
Lithuanian	9,385.0	10.0	0.0	0.0
Serbian	28,620.0	15.0	0.0	0.0
Latvian (Lettish)	9,635.0	15.0	0.0	0.0
Slovenian	14,085.0	10.0	0.0	0.0
Turkish	11,850.0	10.0	0.0	0.0
Bengali	15,780.0	0.0	0.0	0.0
Maltese	7,115.0	0.0	0.0	0.0
Flemish	6,980.0	10.0	0.0	0.0
Montagnais-Naskapi	8,745.0	1,220.0	830.0	350.0
Bulgarian	6,330.0	90.0	0.0	0.0
Micmac	6,755.0	0.0	0.0	0.0
Gaelic languages	2,175.0	15.0	0.0	0.0
South Slave	2,470.0	0.0	0.0	0.0
Chipewyan	1,310.0	0.0	0.0	0.0
Dogrib	2,040.0	0.0	0.0	0.0
Kutchin-Gwich'in (Loucheux)	350.0	0.0	0.0	0.0
Tlingit	110.0	0.0	0.0	0.0
Serbo-Croatian	17,940.0	50.0	0.0	0.0
Dakota/Sioux	4,030.0	0.0	0.0	0.0
Malay-Bahasa	4,920.0	10.0	0.0	0.0
Blackfoot	3,460.0	0.0	0.0	0.0
Malayalam	4,795.0	30.0	0.0	0.0
Thai	2,650.0	0.0	0.0	0.0
Kurdish	4,090.0	0.0	0.0	0.0
Pashto	2,365.0	0.0	0.0	0.0
Other languages	172,710.0	410.0	0.0	0.0
Multiple responses	402,560.0	725.0	45.0	10.0
English and French	107,945.0	300.0	0.0	0.0
English and non-official language	249,540.0	405.0	35.0	10.0
French and non-official language	35,845.0	20.0	15.0	0.0
English, French and non-official language	9,230.0	0.0	0.0	0.0
Total population by knowledge of official languages (20% sample data)	28,528,125.0	547,160.0	1,005.0	385.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
English only	19,134,250.0	525,190.0	900.0	335.0
French only	4,079,085.0	155.0	0.0	0.0
English and French	4,841,320.0	21,260.0	15.0	0.0
Neither English nor French	473,475.0	550.0	90.0	50.0
Total population by first official language spoken (20% sample data)	28,528,125.0	547,160.0	1,005.0	385.0
English	20,921,770.0	544,360.0	905.0	335.0
French	6,890,880.0	2,180.0	15.0	0.0
English and French	254,345.0	185.0	0.0	0.0
Neither English nor French	461,130.0	435.0	85.0	50.0
Official language minority - (number)	7,018,050.0	2,270.0	15.0	0.0
Official language minority - (percentage)	24.6	0.4	1.5	0.0
Total population by home language (20% sample data)	28,528,125.0	547,160.0	1,010.0	385.0
Single responses	27,947,670.0	546,420.0	940.0	380.0
English	19,031,335.0	542,270.0	130.0	35.0
French	6,359,500.0	875.0	0.0	0.0
Non-official languages	2,556,835.0	3,275.0	810.0	345.0
Chinese	586,810.0	520.0	0.0	0.0
Italian	215,100.0	20.0	0.0	0.0
Portuguese	123,325.0	40.0	0.0	0.0
Spanish	141,645.0	30.0	0.0	0.0
German	114,085.0	40.0	0.0	0.0
Polish	119,640.0	60.0	0.0	0.0
Punjabi	154,490.0	50.0	0.0	0.0
Greek	68,705.0	45.0	0.0	0.0
Vietnamese	93,775.0	90.0	0.0	0.0
Arabic	91,580.0	100.0	0.0	0.0
Cree	49,850.0	0.0	0.0	0.0
Tagalog (Pilipino)	72,505.0	35.0	0.0	0.0
Ukrainian	32,010.0	0.0	0.0	0.0
Persian (Farsi)	44,490.0	10.0	0.0	0.0
Korean	41,985.0	0.0	0.0	0.0
Hungarian	24,650.0	15.0	0.0	0.0
Tamil	55,675.0	35.0	0.0	0.0
Gujarati	26,675.0	15.0	0.0	0.0
Croatian	24,200.0	35.0	0.0	0.0
Armenian	19,540.0	0.0	0.0	0.0
Inuktitut (Eskimo)	22,460.0	135.0	0.0	0.0
Hindi	23,235.0	0.0	0.0	0.0
Urdu	27,080.0	0.0	0.0	0.0
Japanese	17,685.0	0.0	0.0	0.0
Russian	33,765.0	70.0	0.0	0.0
Creoles	17,580.0	0.0	0.0	0.0
Dutch	12,890.0	15.0	0.0	0.0
Khmer (Cambodian)	11,315.0	0.0	0.0	0.0
Ojibway	11,015.0	0.0	0.0	0.0
Romanian	20,880.0	0.0	0.0	0.0
Czech	8,395.0	20.0	0.0	0.0
Lao	9,500.0	0.0	0.0	0.0
Macedonian	10,515.0	0.0	0.0	0.0
Finnish	6,315.0	0.0	0.0	0.0
Montagnais-Naskapi	8,155.0	1,195.0	805.0	340.0
Hebrew	6,810.0	0.0	0.0	0.0
Yiddish	6,705.0	0.0	0.0	0.0
Serbian	19,935.0	15.0	0.0	0.0
Bengali	11,820.0	10.0	0.0	0.0
Slovak	5,735.0	0.0	0.0	0.0
Estonian	4,220.0	10.0	0.0	0.0
Turkish	7,300.0	10.0	0.0	0.0
Lithuanian	3,410.0	0.0	0.0	0.0
Latvian (Lettish)	3,505.0	0.0	0.0	0.0
Micmac	4,510.0	0.0	0.0	0.0
Slovenian	4,080.0	0.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Bulgarian	4,120.0	45.0	0.0	0.0
Serbo-Croatian	14,100.0	20.0	0.0	0.0
Dakota/Sioux	2,570.0	0.0	0.0	0.0
South Slave	1,285.0	0.0	0.0	0.0
Malay-Bahasa	1,970.0	0.0	0.0	0.0
Maltese	1,520.0	0.0	0.0	0.0
Blackfoot	1,740.0	0.0	0.0	0.0
Dogrib	1,370.0	0.0	0.0	0.0
Danish	1,310.0	10.0	0.0	0.0
Swedish	1,205.0	0.0	0.0	0.0
Malayalam	1,935.0	10.0	0.0	0.0
Thai	950.0	0.0	0.0	0.0
Kurdish	3,125.0	0.0	0.0	0.0
Pashto	1,885.0	0.0	0.0	0.0
Flemish	670.0	0.0	0.0	0.0
Chipewyan	530.0	0.0	0.0	0.0
Kutchin-Gwich'in (Loucheux)	75.0	0.0	0.0	0.0
Norwegian	575.0	205.0	0.0	0.0
Gaelic languages	130.0	0.0	0.0	0.0
Tlingit	10.0	0.0	0.0	0.0
Other languages	96,225.0	370.0	0.0	0.0
Multiple responses	580,455.0	735.0	60.0	0.0
English and French	119,965.0	255.0	0.0	0.0
English and non-official language	397,435.0	460.0	50.0	0.0
French and non-official language	48,660.0	20.0	10.0	0.0
English, French and non-official language	14,395.0	0.0	0.0	0.0
Knowledge of non-official languages (20% sample data): Italian	694,125.0	280.0	0.0	0.0
German	654,260.0	1,245.0	0.0	0.0
Chinese	791,160.0	840.0	0.0	0.0
Spanish	505,775.0	870.0	0.0	0.0
Portuguese	259,490.0	195.0	0.0	0.0
Ukrainian	218,320.0	65.0	0.0	0.0
Polish	258,470.0	115.0	0.0	0.0
Dutch	165,610.0	170.0	0.0	0.0
Punjabi	248,695.0	140.0	0.0	0.0
Arabic	222,660.0	225.0	0.0	0.0
Greek	161,765.0	110.0	0.0	0.0
Tagalog (Pilipino)	191,970.0	160.0	0.0	0.0
Vietnamese	147,780.0	115.0	0.0	0.0
Hindi	152,975.0	220.0	0.0	0.0
Hungarian	93,685.0	80.0	0.0	0.0
Cree	102,220.0	15.0	0.0	0.0
Russian	112,020.0	380.0	0.0	0.0
Gujarati	65,340.0	70.0	0.0	0.0
Yiddish	46,635.0	20.0	0.0	0.0
Hebrew	60,740.0	40.0	0.0	0.0
Urdu	76,535.0	80.0	0.0	0.0
Creoles	70,500.0	10.0	0.0	0.0
Persian (Farsi)	72,815.0	25.0	0.0	0.0
Croatian	63,905.0	45.0	0.0	0.0
Japanese	56,780.0	85.0	0.0	0.0
Korean	59,285.0	0.0	0.0	0.0
Tamil	80,635.0	135.0	0.0	0.0
Finnish	28,325.0	10.0	0.0	0.0
Armenian	31,705.0	0.0	0.0	0.0
Romanian	44,440.0	0.0	0.0	0.0
Ojibway	31,625.0	0.0	0.0	0.0
Czech	31,080.0	25.0	0.0	0.0
Danish	25,190.0	90.0	0.0	0.0
Non-verbal languages	40,620.0	875.0	0.0	0.0
Inuktitut (Eskimo)	30,410.0	715.0	0.0	0.0
Turkish	25,110.0	35.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Macedonian	25,845.0	0.0	0.0	0.0
Slovak	22,340.0	0.0	0.0	0.0
Khmer (Cambodian)	21,870.0	0.0	0.0	0.0
Swedish	17,565.0	25.0	0.0	0.0
Swahili	21,355.0	90.0	0.0	0.0
Norwegian	14,275.0	395.0	0.0	0.0
Lao	18,380.0	0.0	0.0	0.0
Malay-Bahasa	16,965.0	75.0	0.0	0.0
Serbian	35,380.0	55.0	0.0	0.0
Lithuanian	11,210.0	10.0	0.0	0.0
Estonian	11,460.0	15.0	0.0	0.0
Latvian (Lettish)	10,605.0	15.0	0.0	0.0
Bengali	19,510.0	10.0	0.0	0.0
Maltese	10,070.0	0.0	0.0	0.0
Flemish	8,695.0	10.0	0.0	0.0
Slovenian	16,515.0	10.0	0.0	0.0
Gaelic languages	7,855.0	95.0	0.0	0.0
Sinhalese	11,180.0	15.0	0.0	0.0
Montagnais-Naskapi	9,425.0	1,290.0	890.0	350.0
Serbo-Croatian	21,545.0	20.0	0.0	0.0
Thai	8,020.0	10.0	0.0	0.0
Micmac	8,145.0	25.0	0.0	0.0
Blackfoot	5,600.0	0.0	0.0	0.0
Bulgarian	7,665.0	115.0	0.0	0.0
Malayalam	6,155.0	55.0	0.0	0.0
Dakota/Sioux	4,755.0	0.0	0.0	0.0
South Slave	3,260.0	0.0	0.0	0.0
Icelandic	3,170.0	10.0	0.0	0.0
Nishga	1,165.0	0.0	0.0	0.0
Frisian	3,655.0	15.0	0.0	0.0
Chipewyan	1,865.0	0.0	0.0	0.0
Kutchin-Gwich'in (Loucheux)	490.0	0.0	0.0	0.0
Tlingit	185.0	0.0	0.0	0.0
Dogrib	2,465.0	0.0	0.0	0.0
Kurdish	5,290.0	0.0	0.0	0.0
Pashto	3,980.0	0.0	0.0	0.0
Other languages	243,690.0	515.0	0.0	0.0
Total population by Aboriginal groups and non-Aboriginal population (20% sample da	28,528,125.0	547,160.0	1,005.0	385.0
Total Aboriginal population	799,010.0	14,200.0	960.0	360.0
North American Indian single response	529,035.0	4,355.0	875.0	350.0
Métis single response	204,115.0	4,555.0	25.0	0.0
Inuit single response	40,225.0	4,120.0	30.0	10.0
Multiple Aboriginal responses	6,415.0	180.0	10.0	10.0
Other Aboriginal response	19,215.0	995.0	25.0	0.0
Total non-Aboriginal population	27,729,115.0	532,955.0	45.0	20.0
Total population by ethnic origin (single and multiple responses) (20% sample data)	28,528,125.0	547,160.0	1,005.0	385.0
Total population - Single responses	18,303,630.0	400,345.0	885.0	380.0
Total population - Multiple responses	10,224,495.0	146,815.0	120.0	10.0
Canadian - Total responses	8,806,275.0	168,080.0	15.0	10.0
Canadian - Single responses	5,326,995.0	114,660.0	0.0	15.0
Canadian - Multiple responses	3,479,285.0	53,420.0	10.0	0.0
French - Total responses	5,597,845.0	37,260.0	55.0	0.0
French - Single responses	2,665,250.0	7,015.0	10.0	0.0
French - Multiple responses	2,932,595.0	30,245.0	50.0	0.0
English - Total responses	6,832,095.0	327,300.0	50.0	10.0
English - Single responses	2,048,275.0	211,180.0	10.0	10.0
English - Multiple responses	4,783,825.0	116,120.0	35.0	0.0
Chinese - Total responses	921,585.0	1,410.0	0.0	0.0
Chinese - Single responses	800,475.0	890.0	0.0	0.0
Chinese - Multiple responses	121,110.0	520.0	0.0	0.0
Italian - Total responses	1,207,475.0	1,505.0	0.0	0.0
Italian - Single responses	729,455.0	230.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Italian - Multiple responses	478,020.0	1,275.0	0.0	0.0
German - Total responses	2,757,140.0	7,660.0	0.0	0.0
German - Single responses	726,145.0	1,025.0	0.0	0.0
German - Multiple responses	2,030,990.0	6,640.0	10.0	0.0
Scottish - Total responses	4,260,840.0	38,170.0	10.0	10.0
Scottish - Single responses	642,970.0	6,305.0	10.0	10.0
Scottish - Multiple responses	3,617,870.0	31,865.0	10.0	10.0
Irish - Total responses	3,767,615.0	121,535.0	10.0	0.0
Irish - Single responses	504,030.0	46,000.0	10.0	0.0
Irish - Multiple responses	3,263,580.0	75,530.0	15.0	0.0
East Indian - Total responses	548,085.0	870.0	0.0	0.0
East Indian - Single responses	438,770.0	640.0	0.0	0.0
East Indian - Multiple responses	109,310.0	230.0	0.0	0.0
North American Indian - Total responses	867,225.0	14,330.0	905.0	355.0
North American Indian - Single responses	394,555.0	3,860.0	810.0	345.0
North American Indian - Multiple responses	472,675.0	10,470.0	95.0	10.0
Ukrainian - Total responses	1,026,475.0	680.0	0.0	0.0
Ukrainian - Single responses	331,680.0	120.0	0.0	0.0
Ukrainian - Multiple responses	694,795.0	560.0	0.0	0.0
Dutch (Netherlands) - Total responses	916,215.0	1,525.0	0.0	0.0
Dutch (Netherlands) - Single responses	313,880.0	260.0	10.0	0.0
Dutch (Netherlands) - Multiple responses	602,340.0	1,265.0	0.0	0.0
Polish - Total responses	786,735.0	785.0	0.0	0.0
Polish - Single responses	265,930.0	145.0	0.0	0.0
Polish - Multiple responses	520,805.0	640.0	0.0	0.0
Portuguese - Total responses	335,110.0	865.0	0.0	0.0
Portuguese - Single responses	252,635.0	200.0	0.0	0.0
Portuguese - Multiple responses	82,470.0	660.0	0.0	0.0
Filipino - Total responses	242,880.0	265.0	0.0	0.0
Filipino - Single responses	198,420.0	180.0	0.0	0.0
Filipino - Multiple responses	44,460.0	85.0	0.0	0.0
Jewish - Total responses	351,710.0	420.0	0.0	0.0
Jewish - Single responses	195,810.0	95.0	0.0	0.0
Jewish - Multiple responses	155,900.0	320.0	0.0	0.0
Greek - Total responses	203,345.0	285.0	0.0	0.0
Greek - Single responses	144,940.0	125.0	0.0	0.0
Greek - Multiple responses	58,405.0	160.0	0.0	0.0
Jamaican - Total responses	188,770.0	90.0	0.0	0.0
Jamaican - Single responses	128,570.0	10.0	0.0	0.0
Jamaican - Multiple responses	60,200.0	80.0	0.0	0.0
Vietnamese - Total responses	136,810.0	110.0	0.0	0.0
Vietnamese - Single responses	110,390.0	80.0	0.0	0.0
Vietnamese - Multiple responses	26,415.0	30.0	0.0	0.0
Hungarian (Magyar) - Total responses	250,525.0	260.0	0.0	0.0
Hungarian (Magyar) - Single responses	94,185.0	45.0	0.0	0.0
Hungarian (Magyar) - Multiple responses	156,335.0	210.0	0.0	0.0
Lebanese - Total responses	131,385.0	800.0	0.0	0.0
Lebanese - Single responses	87,670.0	135.0	0.0	0.0
Lebanese - Multiple responses	43,715.0	665.0	0.0	0.0
Spanish - Total responses	204,365.0	890.0	0.0	0.0
Spanish - Single responses	72,470.0	120.0	0.0	0.0
Spanish - Multiple responses	131,895.0	765.0	0.0	0.0
Haitian - Total responses	83,680.0	60.0	0.0	0.0
Haitian - Single responses	72,330.0	10.0	0.0	0.0
Haitian - Multiple responses	11,350.0	50.0	0.0	0.0
Korean - Total responses	66,655.0	10.0	0.0	0.0
Korean - Single responses	63,060.0	10.0	0.0	0.0
Korean - Multiple responses	3,595.0	0.0	0.0	0.0
Québécois - Total responses	80,400.0	10.0	0.0	0.0
Québécois - Single responses	55,640.0	0.0	0.0	0.0
Québécois - Multiple responses	24,760.0	10.0	0.0	0.0
Croatian - Total responses	84,495.0	40.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Croatian - Single responses	55,275.0	20.0	0.0	0.0
Croatian - Multiple responses	29,220.0	20.0	0.0	0.0
Iranian - Total responses	64,405.0	30.0	0.0	0.0
Iranian - Single responses	53,545.0	25.0	0.0	0.0
Iranian - Multiple responses	10,860.0	10.0	0.0	0.0
Japanese - Total responses	77,130.0	45.0	0.0	0.0
Japanese - Single responses	51,800.0	25.0	0.0	0.0
Japanese - Multiple responses	25,330.0	15.0	0.0	0.0
Métis - Total responses	220,735.0	4,560.0	30.0	0.0
Métis - Single responses	49,800.0	1,480.0	15.0	10.0
Métis - Multiple responses	170,935.0	3,080.0	10.0	0.0
Norwegian - Total responses	346,305.0	1,700.0	0.0	10.0
Norwegian - Single responses	47,810.0	425.0	0.0	0.0
Norwegian - Multiple responses	298,500.0	1,275.0	0.0	0.0
Russian - Total responses	272,335.0	435.0	10.0	0.0
Russian - Single responses	46,885.0	70.0	0.0	0.0
Russian - Multiple responses	225,450.0	365.0	10.0	0.0
British, n.i.e. - Total responses	150,230.0	1,300.0	0.0	0.0
British, n.i.e. - Single responses	44,330.0	680.0	0.0	0.0
British, n.i.e. - Multiple responses	105,895.0	620.0	10.0	0.0
Romanian - Total responses	107,150.0	40.0	10.0	0.0
Romanian - Single responses	39,140.0	10.0	0.0	0.0
Romanian - Multiple responses	68,010.0	35.0	0.0	0.0
Danish - Total responses	163,130.0	465.0	0.0	0.0
Danish - Single responses	36,115.0	85.0	0.0	0.0
Danish - Multiple responses	127,015.0	380.0	0.0	0.0
Finnish - Total responses	108,725.0	150.0	0.0	0.0
Finnish - Single responses	33,590.0	25.0	0.0	0.0
Finnish - Multiple responses	75,130.0	125.0	0.0	0.0
Inuit - Total responses	49,845.0	7,100.0	60.0	10.0
Inuit - Single responses	33,275.0	2,425.0	25.0	10.0
Inuit - Multiple responses	16,570.0	4,675.0	30.0	10.0
Arab, n.i.e. - Total responses	48,935.0	25.0	0.0	0.0
Arab, n.i.e. - Single responses	32,750.0	15.0	0.0	0.0
Arab, n.i.e. - Multiple responses	16,180.0	10.0	0.0	0.0
Sri Lankan - Total responses	46,585.0	105.0	0.0	0.0
Sri Lankan - Single responses	32,640.0	65.0	0.0	0.0
Sri Lankan - Multiple responses	13,945.0	45.0	0.0	0.0
Belgian - Total responses	123,595.0	105.0	0.0	0.0
Belgian - Single responses	31,375.0	20.0	0.0	0.0
Belgian - Multiple responses	92,225.0	80.0	0.0	0.0
West Indian - Total responses	54,475.0	70.0	0.0	0.0
West Indian - Single responses	31,255.0	10.0	0.0	0.0
West Indian - Multiple responses	23,220.0	65.0	0.0	0.0
Swedish - Total responses	278,975.0	645.0	0.0	0.0
Swedish - Single responses	31,200.0	40.0	0.0	0.0
Swedish - Multiple responses	247,770.0	600.0	0.0	0.0
Punjabi - Total responses	49,835.0	20.0	0.0	0.0
Punjabi - Single responses	31,160.0	0.0	0.0	0.0
Punjabi - Multiple responses	18,675.0	25.0	0.0	0.0
African (Black), n.i.e. - Total responses	75,445.0	150.0	0.0	0.0
African (Black), n.i.e. - Single responses	30,990.0	70.0	0.0	0.0
African (Black), n.i.e. - Multiple responses	44,460.0	80.0	0.0	0.0
Serbian - Total responses	40,195.0	60.0	0.0	0.0
Serbian - Single responses	28,415.0	35.0	0.0	0.0
Serbian - Multiple responses	11,780.0	30.0	0.0	0.0
Somali - Total responses	30,195.0	0.0	0.0	0.0
Somali - Single responses	28,300.0	0.0	0.0	0.0
Somali - Multiple responses	1,895.0	0.0	0.0	0.0
Austrian - Total responses	140,520.0	205.0	0.0	0.0
Austrian - Single responses	28,085.0	30.0	0.0	0.0
Austrian - Multiple responses	112,430.0	175.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Yugoslav, n.i.e. - Total responses	66,940.0	80.0	0.0	0.0
Yugoslav, n.i.e. - Single responses	28,060.0	10.0	0.0	0.0
Yugoslav, n.i.e. - Multiple responses	38,880.0	70.0	0.0	0.0
Black - Total responses	47,340.0	100.0	0.0	0.0
Black - Single responses	27,920.0	55.0	0.0	0.0
Black - Multiple responses	19,420.0	45.0	0.0	0.0
Welsh - Total responses	338,910.0	3,375.0	0.0	0.0
Welsh - Single responses	27,915.0	515.0	0.0	0.0
Welsh - Multiple responses	310,995.0	2,855.0	0.0	0.0
Pakistani - Total responses	38,655.0	20.0	0.0	0.0
Pakistani - Single responses	27,770.0	15.0	0.0	0.0
Pakistani - Multiple responses	10,885.0	0.0	0.0	0.0
South Asian, n.i.e. - Total responses	31,335.0	25.0	0.0	0.0
South Asian, n.i.e. - Single responses	26,750.0	20.0	0.0	0.0
South Asian, n.i.e. - Multiple responses	4,580.0	10.0	0.0	0.0
Armenian - Total responses	37,500.0	0.0	0.0	0.0
Armenian - Single responses	25,810.0	0.0	0.0	0.0
Armenian - Multiple responses	11,690.0	0.0	0.0	0.0
Czech - Total responses	71,910.0	95.0	0.0	0.0
Czech - Single responses	24,245.0	30.0	0.0	0.0
Czech - Multiple responses	47,665.0	65.0	0.0	0.0
Egyptian - Total responses	35,575.0	185.0	0.0	0.0
Egyptian - Single responses	24,125.0	115.0	0.0	0.0
Egyptian - Multiple responses	11,450.0	75.0	0.0	0.0
Chilean - Total responses	33,830.0	0.0	0.0	0.0
Chilean - Single responses	23,230.0	0.0	0.0	0.0
Chilean - Multiple responses	10,600.0	0.0	0.0	0.0
Swiss - Total responses	104,240.0	125.0	0.0	0.0
Swiss - Single responses	22,915.0	10.0	0.0	0.0
Swiss - Multiple responses	81,325.0	120.0	0.0	0.0
Trinidadian/Tobagonian - Total responses	44,025.0	105.0	0.0	0.0
Trinidadian/Tobagonian - Single responses	22,705.0	10.0	0.0	0.0
Trinidadian/Tobagonian - Multiple responses	21,320.0	95.0	0.0	0.0
Guyanese - Total responses	40,520.0	15.0	0.0	0.0
Guyanese - Single responses	22,115.0	0.0	0.0	0.0
Guyanese - Multiple responses	18,405.0	10.0	0.0	0.0
American - Total responses	211,785.0	930.0	0.0	0.0
American - Single responses	22,080.0	65.0	0.0	0.0
American - Multiple responses	189,705.0	865.0	0.0	0.0
Latin/Central/South American, n.i.e. - Total responses	30,365.0	15.0	0.0	0.0
Latin/Central/South American, n.i.e. - Single responses	21,460.0	10.0	0.0	0.0
Latin/Central/South American, n.i.e. - Multiple responses	8,900.0	10.0	0.0	0.0
Slovak - Total responses	45,230.0	15.0	0.0	0.0
Slovak - Single responses	20,160.0	0.0	0.0	0.0
Slovak - Multiple responses	25,065.0	15.0	0.0	0.0
Salvadorean - Total responses	24,125.0	0.0	0.0	0.0
Salvadorean - Single responses	19,455.0	0.0	0.0	0.0
Salvadorean - Multiple responses	4,675.0	0.0	0.0	0.0
Macedonian - Total responses	30,915.0	0.0	0.0	0.0
Macedonian - Single responses	19,080.0	0.0	0.0	0.0
Macedonian - Multiple responses	11,835.0	0.0	0.0	0.0
Acadian - Total responses	57,420.0	120.0	0.0	0.0
Acadian - Single responses	18,590.0	10.0	0.0	0.0
Acadian - Multiple responses	38,830.0	105.0	0.0	0.0
Tamil - Total responses	30,065.0	50.0	0.0	0.0
Tamil - Single responses	18,375.0	30.0	0.0	0.0
Tamil - Multiple responses	11,690.0	20.0	0.0	0.0
Cambodian - Total responses	21,435.0	0.0	0.0	0.0
Cambodian - Single responses	16,840.0	0.0	0.0	0.0
Cambodian - Multiple responses	4,590.0	0.0	0.0	0.0
Slovenian - Total responses	25,875.0	10.0	0.0	0.0
Slovenian - Single responses	15,605.0	0.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Slovenian - Multiple responses	10,270.0	0.0	0.0	0.0
Maltese - Total responses	29,820.0	25.0	0.0	0.0
Maltese - Single responses	14,150.0	0.0	0.0	0.0
Maltese - Multiple responses	15,670.0	25.0	0.0	0.0
Laotian - Total responses	17,315.0	0.0	0.0	0.0
Laotian - Single responses	13,695.0	0.0	0.0	0.0
Laotian - Multiple responses	3,625.0	0.0	0.0	0.0
Ethiopian - Total responses	14,955.0	0.0	0.0	0.0
Ethiopian - Single responses	13,005.0	0.0	0.0	0.0
Ethiopian - Multiple responses	1,945.0	0.0	0.0	0.0
Ghanaian - Total responses	14,935.0	10.0	0.0	0.0
Ghanaian - Single responses	12,820.0	0.0	0.0	0.0
Ghanaian - Multiple responses	2,110.0	0.0	0.0	0.0
Lithuanian - Total responses	35,840.0	45.0	0.0	0.0
Lithuanian - Single responses	12,670.0	0.0	0.0	0.0
Lithuanian - Multiple responses	23,170.0	50.0	0.0	0.0
Afghan - Total responses	13,245.0	0.0	0.0	0.0
Afghan - Single responses	11,640.0	0.0	0.0	0.0
Afghan - Multiple responses	1,600.0	0.0	0.0	0.0
Icelandic - Total responses	70,685.0	40.0	0.0	0.0
Icelandic - Single responses	11,475.0	10.0	0.0	0.0
Icelandic - Multiple responses	59,205.0	30.0	0.0	0.0
Estonian - Total responses	22,695.0	30.0	0.0	0.0
Estonian - Single responses	11,245.0	10.0	0.0	0.0
Estonian - Multiple responses	11,450.0	20.0	0.0	0.0
Turk - Total responses	18,130.0	45.0	0.0	0.0
Turk - Single responses	10,720.0	10.0	0.0	0.0
Turk - Multiple responses	7,410.0	40.0	0.0	0.0
Latvian - Total responses	24,120.0	60.0	0.0	0.0
Latvian - Single responses	10,560.0	20.0	0.0	0.0
Latvian - Multiple responses	13,565.0	40.0	0.0	0.0
Barbadian - Total responses	21,415.0	50.0	0.0	0.0
Barbadian - Single responses	10,235.0	0.0	0.0	0.0
Barbadian - Multiple responses	11,175.0	50.0	0.0	0.0
Syrian - Total responses	19,390.0	125.0	0.0	0.0
Syrian - Single responses	9,300.0	25.0	0.0	0.0
Syrian - Multiple responses	10,095.0	105.0	0.0	0.0
Czechoslovakian - Total responses	39,180.0	40.0	0.0	0.0
Czechoslovakian - Single responses	9,165.0	20.0	0.0	0.0
Czechoslovakian - Multiple responses	30,020.0	25.0	0.0	0.0
Mexican - Total responses	23,300.0	30.0	0.0	0.0
Mexican - Single responses	8,895.0	0.0	0.0	0.0
Mexican - Multiple responses	14,400.0	25.0	0.0	0.0
Peruvian - Total responses	14,160.0	40.0	0.0	0.0
Peruvian - Single responses	8,780.0	25.0	0.0	0.0
Peruvian - Multiple responses	5,380.0	20.0	0.0	0.0
Moroccan - Total responses	14,625.0	10.0	0.0	0.0
Moroccan - Single responses	8,730.0	0.0	0.0	0.0
Moroccan - Multiple responses	5,895.0	10.0	0.0	0.0
Iraqi - Total responses	10,795.0	10.0	0.0	0.0
Iraqi - Single responses	7,805.0	0.0	0.0	0.0
Iraqi - Multiple responses	2,990.0	0.0	0.0	0.0
Bosnian - Total responses	8,980.0	15.0	0.0	0.0
Bosnian - Single responses	7,295.0	10.0	0.0	0.0
Bosnian - Multiple responses	1,685.0	15.0	0.0	0.0
Palestinian - Total responses	11,445.0	0.0	0.0	0.0
Palestinian - Single responses	7,200.0	0.0	0.0	0.0
Palestinian - Multiple responses	4,245.0	0.0	0.0	0.0
Scandinavian, n.i.e. - Total responses	31,170.0	235.0	0.0	0.0
Scandinavian, n.i.e. - Single responses	7,100.0	65.0	0.0	0.0
Scandinavian, n.i.e. - Multiple responses	24,070.0	175.0	0.0	0.0
Caribbean, n.i.e. - Total responses	15,375.0	0.0	0.0	0.0

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Caribbean, n.i.e. - Single responses	6,720.0	0.0	0.0	0.0
Caribbean, n.i.e. - Multiple responses	8,650.0	10.0	0.0	0.0
European, n.i.e. - Total responses	13,950.0	50.0	0.0	0.0
European, n.i.e. - Single responses	6,600.0	20.0	0.0	0.0
European, n.i.e. - Multiple responses	7,350.0	25.0	0.0	0.0
Bulgarian - Total responses	12,390.0	135.0	0.0	0.0
Bulgarian - Single responses	6,380.0	105.0	0.0	0.0
Bulgarian - Multiple responses	6,010.0	30.0	0.0	0.0
Guatemalan - Total responses	8,460.0	0.0	0.0	0.0
Guatemalan - Single responses	6,110.0	0.0	0.0	0.0
Guatemalan - Multiple responses	2,350.0	0.0	0.0	0.0
Bangladeshi - Total responses	6,955.0	0.0	0.0	0.0
Bangladeshi - Single responses	6,045.0	0.0	0.0	0.0
Bangladeshi - Multiple responses	910.0	0.0	0.0	0.0
Taiwanese - Total responses	7,765.0	70.0	0.0	0.0
Taiwanese - Single responses	5,955.0	55.0	0.0	0.0
Taiwanese - Multiple responses	1,810.0	15.0	0.0	0.0
Colombian - Total responses	8,525.0	20.0	0.0	0.0
Colombian - Single responses	5,565.0	0.0	0.0	0.0
Colombian - Multiple responses	2,960.0	15.0	0.0	0.0
Eritrean - Total responses	6,225.0	0.0	0.0	0.0
Eritrean - Single responses	5,505.0	0.0	0.0	0.0
Eritrean - Multiple responses	720.0	0.0	0.0	0.0
Fijian - Total responses	9,435.0	0.0	0.0	0.0
Fijian - Single responses	5,220.0	0.0	0.0	0.0
Fijian - Multiple responses	4,220.0	0.0	0.0	0.0
Ecuadorian - Total responses	6,910.0	10.0	0.0	0.0
Ecuadorian - Single responses	4,845.0	10.0	0.0	0.0
Ecuadorian - Multiple responses	2,065.0	0.0	0.0	0.0
Algerian - Total responses	6,835.0	0.0	0.0	0.0
Algerian - Single responses	4,665.0	0.0	0.0	0.0
Algerian - Multiple responses	2,170.0	0.0	0.0	0.0
Nigerian - Total responses	6,225.0	10.0	0.0	0.0
Nigerian - Single responses	4,295.0	10.0	0.0	0.0
Nigerian - Multiple responses	1,930.0	0.0	0.0	0.0
Hispanic - Total responses	5,275.0	10.0	0.0	0.0
Hispanic - Single responses	3,905.0	0.0	0.0	0.0
Hispanic - Multiple responses	1,370.0	0.0	0.0	0.0
Total - Total population by visible minority population	28,528,120.0	547,155.0	1,005.0	385.0
Total visible minority population	3,197,480.0	3,815.0	10.0	0.0
Black	573,860.0	595.0	0.0	0.0
South Asian	670,585.0	925.0	0.0	0.0
Chinese	860,150.0	1,335.0	0.0	0.0
Korean	64,835.0	0.0	0.0	0.0
Japanese	68,130.0	50.0	0.0	0.0
Southeast Asian	172,760.0	155.0	0.0	0.0
Filipino	234,195.0	280.0	0.0	0.0
Arab/West Asian	244,660.0	230.0	0.0	0.0
Latin American	176,970.0	95.0	0.0	0.0
Visible minority, n.i.e.	69,745.0	90.0	0.0	0.0
Multiple visible minority	61,570.0	45.0	0.0	0.0
All others	25,330,640.0	543,345.0	1,000.0	385.0
Total population 15 years and over by labour force activity (20% sample data)	22,628,925.0	437,340.0	555.0	220.0
In the labour force	14,812,700.0	246,065.0	240.0	150.0
Employed	13,318,740.0	184,330.0	135.0	140.0
Unemployed	1,493,960.0	61,735.0	105.0	15.0
Not in the labour force	7,816,225.0	191,285.0	315.0	70.0
Participation rate	65.5	56.3	43.2	68.2
Employment-population ratio	58.9	42.1	24.3	63.6
Unemployment rate	10.1	25.1	43.8	10.0
Total population 15-24 years by labour force activity (20% sample data)	3,849,025.0	88,240.0	170.0	70.0
In the labour force	2,361,660.0	40,115.0	60.0	35.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Employed	1,943,605.0	25,325.0	20.0	30.0
Unemployed	418,060.0	14,790.0	40.0	0.0
Not in the labour force	1,487,365.0	48,125.0	110.0	40.0
Participation rate	61.4	45.5	35.3	50.0
Employment-population ratio	50.5	28.7	11.8	42.9
Unemployment rate	17.7	36.9	66.7	0.0
Total population 25 years and over by labour force activity (20% sample data)	18,779,900.0	349,105.0	385.0	150.0
In the labour force	12,451,040.0	205,950.0	175.0	120.0
Employed	11,375,140.0	159,000.0	110.0	105.0
Unemployed	1,075,900.0	46,950.0	65.0	10.0
Not in the labour force	6,328,860.0	143,155.0	210.0	30.0
Participation rate	66.3	59.0	45.5	80.0
Employment-population ratio	60.6	45.5	28.6	70.0
Unemployment rate	8.6	22.8	37.1	8.3
Males 15 years and over by labour force activity (20% sample data)	11,022,455.0	214,655.0	285.0	115.0
In the labour force	8,007,955.0	135,320.0	130.0	80.0
Employed	7,191,125.0	98,895.0	70.0	75.0
Unemployed	816,830.0	36,425.0	60.0	10.0
Not in the labour force	3,014,500.0	79,335.0	155.0	35.0
Participation rate	72.7	63.0	45.6	69.6
Employment-population ratio	65.2	46.1	24.6	65.2
Unemployment rate	10.2	26.9	46.2	12.5
Males 15-24 years by labour force activity (20% sample data)	1,955,240.0	44,835.0	90.0	35.0
In the labour force	1,228,635.0	21,125.0	40.0	15.0
Employed	1,003,020.0	12,740.0	15.0	15.0
Unemployed	225,615.0	8,385.0	25.0	0.0
Not in the labour force	726,605.0	23,710.0	55.0	20.0
Participation rate	62.8	47.1	44.4	42.9
Employment-population ratio	51.3	28.4	16.7	42.9
Unemployment rate	18.4	39.7	62.5	0.0
Males 25 years and over by labour force activity (20% sample data)	9,067,215.0	169,815.0	190.0	80.0
In the labour force	6,779,320.0	114,195.0	90.0	65.0
Employed	6,188,105.0	86,155.0	55.0	60.0
Unemployed	591,220.0	28,040.0	35.0	10.0
Not in the labour force	2,287,895.0	55,620.0	105.0	10.0
Participation rate	74.8	67.2	47.4	81.2
Employment-population ratio	68.2	50.7	28.9	75.0
Unemployment rate	8.7	24.6	38.9	15.4
Females 15 years and over by labour force activity (20% sample data)	11,606,470.0	222,690.0	270.0	110.0
In the labour force	6,804,745.0	110,740.0	105.0	70.0
Employed	6,127,615.0	85,430.0	65.0	65.0
Unemployed	677,130.0	25,310.0	45.0	10.0
Not in the labour force	4,801,725.0	111,950.0	160.0	35.0
Participation rate	58.6	49.7	38.9	63.6
Employment-population ratio	52.8	38.4	24.1	59.1
Unemployment rate	10.0	22.9	42.9	14.3
Females 15-24 years by labour force activity (20% sample data)	1,893,790.0	43,400.0	75.0	35.0
In the labour force	1,133,030.0	18,990.0	25.0	15.0
Employed	940,580.0	12,585.0	10.0	20.0
Unemployed	192,445.0	6,400.0	15.0	0.0
Not in the labour force	760,760.0	24,410.0	55.0	20.0
Participation rate	59.8	43.8	33.3	42.9
Employment-population ratio	49.7	29.0	13.3	57.1
Unemployment rate	17.0	33.7	60.0	0.0
Females 25 years and over by labour force activity (20% sample data)	9,712,680.0	179,290.0	195.0	70.0
In the labour force	5,671,720.0	91,755.0	90.0	50.0
Employed	5,187,035.0	72,845.0	60.0	50.0
Unemployed	484,685.0	18,910.0	30.0	0.0
Not in the labour force	4,040,965.0	87,535.0	110.0	20.0
Participation rate	58.4	51.2	46.2	71.4
Employment-population ratio	53.4	40.6	30.8	71.4
Unemployment rate	8.5	20.6	33.3	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Population 15 years and over in private households by presence of children and labour	22,506,430.0	436,085.0	555.0	220.0
In the labour force	14,749,325.0	245,530.0	235.0	150.0
Employed	13,265,000.0	183,885.0	135.0	140.0
Unemployed	1,484,325.0	61,645.0	105.0	15.0
Not in the labour force	7,757,105.0	190,555.0	320.0	70.0
Participation rate	65.5	56.3	42.3	68.2
Employment-population ratio	58.9	42.2	24.3	63.6
Unemployment rate	10.1	25.1	44.7	10.0
Population 15 years and over in private households with no children at home	13,427,755.0	234,335.0	250.0	130.0
In the labour force	7,678,830.0	107,165.0	85.0	70.0
Employed	6,780,925.0	77,600.0	40.0	60.0
Unemployed	897,905.0	29,560.0	40.0	10.0
Not in the labour force	5,748,930.0	127,170.0	170.0	60.0
Participation rate	57.2	45.7	34.0	53.8
Employment-population ratio	50.5	33.1	16.0	46.2
Unemployment rate	11.7	27.6	47.1	14.3
Population 15 years and over in private households with children at home	9,078,675.0	201,750.0	305.0	95.0
In the labour force	7,070,495.0	138,365.0	160.0	80.0
Employed	6,484,075.0	106,280.0	90.0	80.0
Unemployed	586,420.0	32,080.0	60.0	10.0
Not in the labour force	2,008,175.0	63,385.0	150.0	15.0
Participation rate	77.9	68.6	52.5	84.2
Employment-population ratio	71.4	52.7	29.5	84.2
Unemployment rate	8.3	23.2	37.5	12.5
Population 15 years and over in private households with children under 6 years only	1,773,600.0	28,900.0	50.0	20.0
In the labour force	1,426,490.0	21,565.0	30.0	15.0
Employed	1,282,050.0	16,250.0	20.0	15.0
Unemployed	144,435.0	5,315.0	10.0	0.0
Not in the labour force	347,105.0	7,335.0	20.0	0.0
Participation rate	80.4	74.6	60.0	75.0
Employment-population ratio	72.3	56.2	40.0	75.0
Unemployment rate	10.1	24.6	33.3	0.0
Population 15 years and over in private households with children under 6 years and chi	1,281,435.0	23,920.0	115.0	35.0
In the labour force	1,002,360.0	17,170.0	55.0	35.0
Employed	909,545.0	12,665.0	40.0	30.0
Unemployed	92,815.0	4,505.0	20.0	0.0
Not in the labour force	279,075.0	6,755.0	60.0	0.0
Participation rate	78.2	71.8	47.8	100.0
Employment-population ratio	71.0	52.9	34.8	85.7
Unemployment rate	9.3	26.2	36.4	0.0
Population 15 years and over in private households with children 6 years and over only	6,023,640.0	148,925.0	140.0	40.0
In the labour force	4,641,650.0	99,630.0	70.0	30.0
Employed	4,292,480.0	77,365.0	40.0	30.0
Unemployed	349,165.0	22,260.0	30.0	0.0
Not in the labour force	1,381,990.0	49,295.0	75.0	10.0
Participation rate	77.1	66.9	50.0	75.0
Employment-population ratio	71.3	51.9	28.6	75.0
Unemployment rate	7.5	22.3	42.9	0.0
Males 15 years and over in private households by presence of children and labour force	10,954,475.0	214,060.0	290.0	115.0
In the labour force	7,966,195.0	134,995.0	125.0	80.0
Employed	7,156,700.0	98,625.0	70.0	75.0
Unemployed	809,490.0	36,365.0	60.0	10.0
Not in the labour force	2,988,280.0	79,070.0	155.0	30.0
Participation rate	72.7	63.1	43.1	69.6
Employment-population ratio	65.3	46.1	24.1	65.2
Unemployment rate	10.2	26.9	48.0	12.5
Males 15 years and over in private households with no children at home	6,791,615.0	120,180.0	140.0	70.0
In the labour force	4,298,510.0	60,800.0	50.0	40.0
Employed	3,746,025.0	41,695.0	25.0	35.0
Unemployed	552,490.0	19,100.0	25.0	0.0
Not in the labour force	2,493,105.0	59,380.0	90.0	30.0
Participation rate	63.3	50.6	35.7	57.1

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Employment-population ratio	55.2	34.7	17.9	50.0
Unemployment rate	12.9	31.4	50.0	0.0
Males 15 years and over in private households with children at home	4,162,860.0	93,880.0	145.0	45.0
In the labour force	3,667,680.0	74,190.0	80.0	40.0
Employed	3,410,675.0	56,925.0	50.0	40.0
Unemployed	257,000.0	17,265.0	35.0	0.0
Not in the labour force	495,175.0	19,685.0	65.0	0.0
Participation rate	88.1	79.0	55.2	88.9
Employment-population ratio	81.9	60.6	34.5	88.9
Unemployment rate	7.0	23.3	43.8	0.0
Males 15 years and over in private households with children under 6 years only	820,025.0	13,260.0	25.0	0.0
In the labour force	771,875.0	11,640.0	15.0	10.0
Employed	712,295.0	8,805.0	15.0	10.0
Unemployed	59,580.0	2,830.0	0.0	0.0
Not in the labour force	48,145.0	1,625.0	10.0	0.0
Participation rate	94.1	87.8	60.0	0.0
Employment-population ratio	86.9	66.4	60.0	0.0
Unemployment rate	7.7	24.3	0.0	0.0
Males 15 years and over in private households with children under 6 years and childre	600,585.0	11,325.0	60.0	15.0
In the labour force	560,985.0	9,605.0	30.0	15.0
Employed	518,385.0	7,075.0	20.0	20.0
Unemployed	42,600.0	2,530.0	10.0	0.0
Not in the labour force	39,605.0	1,720.0	25.0	0.0
Participation rate	93.4	84.8	50.0	100.0
Employment-population ratio	86.3	62.5	33.3	100.0
Unemployment rate	7.6	26.3	33.3	0.0
Males 15 years and over in private households with children 6 years and over only	2,742,245.0	69,290.0	70.0	20.0
In the labour force	2,334,820.0	52,950.0	35.0	15.0
Employed	2,179,995.0	41,050.0	15.0	15.0
Unemployed	154,825.0	11,895.0	15.0	0.0
Not in the labour force	407,425.0	16,345.0	35.0	0.0
Participation rate	85.1	76.4	50.0	75.0
Employment-population ratio	79.5	59.2	21.4	75.0
Unemployment rate	6.6	22.5	42.9	0.0
Females 15 years and over in private households by presence of children and labour fo	11,551,955.0	222,025.0	270.0	110.0
In the labour force	6,783,130.0	110,535.0	110.0	70.0
Employed	6,108,300.0	85,260.0	65.0	65.0
Unemployed	674,835.0	25,275.0	45.0	10.0
Not in the labour force	4,768,825.0	111,490.0	160.0	35.0
Participation rate	58.7	49.8	40.7	63.6
Employment-population ratio	52.9	38.4	24.1	59.1
Unemployment rate	9.9	22.9	40.9	14.3
Females 15 years and over in private households with no children at home	6,636,140.0	114,155.0	110.0	60.0
In the labour force	3,380,315.0	46,360.0	30.0	30.0
Employed	3,034,900.0	35,905.0	15.0	25.0
Unemployed	345,415.0	10,460.0	15.0	0.0
Not in the labour force	3,255,825.0	67,790.0	75.0	30.0
Participation rate	50.9	40.6	27.3	50.0
Employment-population ratio	45.7	31.5	13.6	41.7
Unemployment rate	10.2	22.6	50.0	0.0
Females 15 years and over in private households with children at home	4,915,820.0	107,870.0	160.0	50.0
In the labour force	3,402,815.0	64,175.0	75.0	40.0
Employed	3,073,395.0	49,355.0	45.0	35.0
Unemployed	329,415.0	14,820.0	25.0	0.0
Not in the labour force	1,513,000.0	43,695.0	80.0	10.0
Participation rate	69.2	59.5	46.9	80.0
Employment-population ratio	62.5	45.8	28.1	70.0
Unemployment rate	9.7	23.1	33.3	0.0
Females 15 years and over in private households with children under 6 years only	953,575.0	15,635.0	25.0	10.0
In the labour force	654,610.0	9,930.0	15.0	10.0
Employed	569,750.0	7,440.0	10.0	0.0
Unemployed	84,860.0	2,485.0	10.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Not in the labour force	298,965.0	5,710.0	15.0	0.0
Participation rate	68.6	63.5	60.0	100.0
Employment-population ratio	59.7	47.6	40.0	0.0
Unemployment rate	13.0	25.0	66.7	0.0
Females 15 years and over in private households with children under 6 years and childı	680,845.0	12,600.0	55.0	20.0
In the labour force	441,375.0	7,565.0	25.0	15.0
Employed	391,155.0	5,590.0	15.0	15.0
Unemployed	50,220.0	1,975.0	10.0	0.0
Not in the labour force	239,470.0	5,035.0	35.0	0.0
Participation rate	64.8	60.0	45.5	75.0
Employment-population ratio	57.5	44.4	27.3	75.0
Unemployment rate	11.4	26.1	40.0	0.0
Females 15 years and over in private households with children 6 years and over only	3,281,395.0	79,630.0	75.0	25.0
In the labour force	2,306,830.0	46,680.0	40.0	20.0
Employed	2,112,490.0	36,320.0	25.0	15.0
Unemployed	194,340.0	10,360.0	15.0	0.0
Not in the labour force	974,565.0	32,950.0	35.0	10.0
Participation rate	70.3	58.6	53.3	80.0
Employment-population ratio	64.4	45.6	33.3	60.0
Unemployment rate	8.4	22.2	37.5	0.0
Total labour force 15 years and over by industry divisions (20% sample data)	14,812,700.0	246,060.0	240.0	150.0
Industry - Not applicable	495,160.0	16,815.0	65.0	0.0
All industries	14,317,545.0	229,245.0	170.0	150.0
Division A - Agricultural and related service industries	485,605.0	2,130.0	0.0	0.0
Division B - Fishing and trapping industries	45,695.0	9,375.0	0.0	0.0
Division C - Logging and forestry industries	102,715.0	3,300.0	10.0	0.0
Division D - Mining (including milling), quarrying and oil well industries	168,320.0	4,640.0	0.0	10.0
Division E - Manufacturing industries	2,039,845.0	22,090.0	0.0	0.0
Division F - Construction industries	822,350.0	17,215.0	0.0	0.0
Division G - Transportation and storage industries	598,925.0	10,215.0	10.0	0.0
Division H - Communication and other utility industries	446,770.0	7,300.0	10.0	10.0
Division I - Wholesale trade industries	711,825.0	8,110.0	0.0	0.0
Division J - Retail trade industries	1,781,250.0	31,765.0	0.0	10.0
Division K - Finance and insurance industries	522,065.0	4,250.0	0.0	0.0
Division L - Real estate operator and insurance agent industries	265,725.0	2,715.0	0.0	0.0
Division M - Business service industries	937,635.0	7,320.0	0.0	0.0
Division N - Government service industries	887,450.0	21,485.0	60.0	80.0
Division O - Educational service industries	1,005,585.0	20,715.0	30.0	40.0
Division P - Health and social service industries	1,409,170.0	26,465.0	30.0	10.0
Division Q - Accommodation, food and beverage service industries	988,590.0	14,045.0	0.0	0.0
Division R - Other service industries	1,098,035.0	16,110.0	15.0	10.0
Total labour force 15 years and over by occupational broad categories and occupation ı	14,812,700.0	246,065.0	235.0	155.0
Occupation - Not applicable	495,160.0	16,820.0	65.0	0.0
All occupations	14,317,545.0	229,245.0	175.0	150.0
A Management occupations	1,289,120.0	16,465.0	10.0	0.0
A0 Senior management occupations	145,180.0	1,590.0	10.0	10.0
A1 Specialist managers	282,120.0	2,875.0	0.0	0.0
A2 Managers in retail trade, food and accommodation services	424,105.0	7,005.0	0.0	0.0
A3 Other managers n.e.c.	437,720.0	4,995.0	10.0	0.0
B Business, finance and administrative occupations	2,718,250.0	34,000.0	25.0	0.0
B0 Professional occupations in business and finance	255,805.0	1,960.0	0.0	0.0
B1 Finance and insurance administrative occupations	173,580.0	2,165.0	0.0	0.0
B2 Secretaries	402,690.0	6,285.0	0.0	10.0
B3 Administrative and regulatory occupations	209,255.0	2,490.0	0.0	0.0
B4 Clerical supervisors	93,670.0	1,230.0	0.0	0.0
B5 Clerical occupations	1,583,250.0	19,875.0	10.0	0.0
C Natural and applied sciences and related occupations	712,500.0	9,645.0	0.0	0.0
C0 Professional occupations in natural and applied sciences	385,440.0	3,970.0	0.0	0.0
C1 Technical occupations related to natural and applied sciences	327,060.0	5,675.0	0.0	0.0
D Health occupations	719,455.0	12,425.0	10.0	0.0
D0 Professional occupations in health	144,495.0	2,070.0	0.0	0.0
D1 Nurse supervisors and registered nurses	246,800.0	5,090.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
D2 Technical and related occupations in health	162,770.0	3,675.0	0.0	0.0
D3 Assisting occupations in support of health services	165,385.0	1,580.0	10.0	0.0
E Occupations in social science, education, government service and religion	975,385.0	18,420.0	35.0	20.0
E0 Judges, lawyers, psychologists, social workers, ministers of religion, and policy	278,705.0	4,605.0	20.0	10.0
E1 Teachers and professors	574,805.0	12,075.0	10.0	15.0
E2 Paralegals, social services workers and occupations in education and religion n.e	121,875.0	1,740.0	0.0	10.0
F Occupations in art, culture, recreation and sport	386,315.0	4,325.0	10.0	0.0
F0 Professional occupations in art and culture	166,165.0	1,850.0	0.0	0.0
F1 Technical occupations in art, culture, recreation and sport	220,150.0	2,475.0	0.0	0.0
G Sales and service occupations	3,724,430.0	63,200.0	40.0	60.0
G0 Sales and service supervisors	85,875.0	1,685.0	0.0	0.0
G1 Wholesale, technical, insurance, real estate sales specialists, and retail, wholesal	393,335.0	3,190.0	0.0	0.0
G2 Retail salespersons and sales clerks	554,375.0	9,345.0	0.0	0.0
G3 Cashiers	274,390.0	6,145.0	10.0	0.0
G4 Chefs and cooks	221,455.0	3,425.0	0.0	0.0
G5 Occupations in food and beverage service	286,535.0	3,775.0	0.0	0.0
G6 Occupations in protective services	245,820.0	4,545.0	0.0	15.0
G7 Occupations in travel and accommodation including attendants in recreation and	114,335.0	1,830.0	0.0	0.0
G8 Childcare and home support workers	356,635.0	10,160.0	20.0	30.0
G9 Sales and service occupations n.e.c.	1,191,675.0	19,115.0	0.0	10.0
H Trades, transport and equipment operators and related occupations	2,018,355.0	39,475.0	30.0	30.0
H0 Contractors and supervisors in trades and transportation	140,280.0	1,985.0	0.0	0.0
H1 Construction trades	308,335.0	6,990.0	10.0	10.0
H2 Stationary engineers, power station operators and electrical trades and telecomm	150,250.0	3,070.0	0.0	0.0
H3 Machinists, metal forming, shaping and erecting occupations	94,255.0	1,540.0	0.0	0.0
H4 Mechanics	335,550.0	5,465.0	0.0	0.0
H5 Other trades n.e.c.	121,360.0	1,250.0	0.0	10.0
H6 Heavy equipment and crane operators including drillers	100,055.0	2,990.0	0.0	0.0
H7 Transportation equipment operators and related workers, excluding labourers	465,245.0	8,105.0	10.0	0.0
H8 Trades helpers, construction, and transportation labourers and related occupatio	303,025.0	8,075.0	10.0	0.0
I Occupations unique to primary industry	680,685.0	16,650.0	10.0	0.0
I0 Occupations unique to agriculture excluding labourers	424,925.0	1,775.0	0.0	0.0
I1 Occupations unique to forestry operations, mining, oil and gas extraction, and fis	135,475.0	12,790.0	10.0	10.0
I2 Primary production labourers	120,285.0	2,090.0	0.0	0.0
J Occupations unique to processing, manufacturing and utilities	1,093,045.0	14,640.0	0.0	0.0
J0 Supervisors in manufacturing	94,535.0	910.0	0.0	0.0
J1 Machine operators in manufacturing	519,980.0	7,975.0	0.0	10.0
J2 Assemblers in manufacturing	218,530.0	910.0	0.0	0.0
J3 Labourers in processing, manufacturing and utilities	260,000.0	4,840.0	0.0	0.0
Male labour force 15 years and over by occupational broad categories and occupation	8,007,955.0	135,320.0	130.0	80.0
Occupation - Not applicable	239,465.0	8,400.0	30.0	0.0
All occupations	7,768,485.0	126,915.0	100.0	80.0
A Management occupations	880,240.0	10,980.0	10.0	0.0
A0 Senior management occupations	115,645.0	1,105.0	0.0	0.0
A1 Specialist managers	199,640.0	2,340.0	0.0	0.0
A2 Managers in retail trade, food and accommodation services	253,845.0	3,875.0	0.0	0.0
A3 Other managers n.e.c.	311,110.0	3,660.0	0.0	10.0
B Business, finance and administrative occupations	766,570.0	9,265.0	10.0	10.0
B0 Professional occupations in business and finance	147,015.0	1,260.0	10.0	0.0
B1 Finance and insurance administrative occupations	40,525.0	445.0	0.0	0.0
B2 Secretaries	6,740.0	55.0	0.0	0.0
B3 Administrative and regulatory occupations	69,985.0	960.0	0.0	0.0
B4 Clerical supervisors	42,150.0	490.0	0.0	0.0
B5 Clerical occupations	460,160.0	6,050.0	0.0	0.0
C Natural and applied sciences and related occupations	585,415.0	8,545.0	0.0	0.0
C0 Professional occupations in natural and applied sciences	309,040.0	3,395.0	0.0	0.0
C1 Technical occupations related to natural and applied sciences	276,375.0	5,150.0	0.0	10.0
D Health occupations	152,825.0	2,520.0	10.0	0.0
D0 Professional occupations in health	76,710.0	1,165.0	0.0	0.0
D1 Nurse supervisors and registered nurses	13,035.0	165.0	0.0	10.0
D2 Technical and related occupations in health	39,290.0	985.0	0.0	0.0
D3 Assisting occupations in support of health services	23,795.0	205.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
E Occupations in social science, education, government service and religion	393,715.0	8,075.0	15.0	15.0
E0 Judges, lawyers, psychologists, social workers, ministers of religion, and policy	138,730.0	2,360.0	10.0	0.0
E1 Teachers and professors	219,715.0	5,150.0	0.0	10.0
E2 Paralegals, social services workers and occupations in education and religion n.e	35,270.0	570.0	0.0	0.0
F Occupations in art, culture, recreation and sport	179,925.0	1,980.0	10.0	0.0
F0 Professional occupations in art and culture	72,790.0	705.0	0.0	0.0
F1 Technical occupations in art, culture, recreation and sport	107,135.0	1,275.0	0.0	0.0
G Sales and service occupations	1,609,510.0	23,065.0	15.0	25.0
G0 Sales and service supervisors	41,845.0	705.0	0.0	0.0
G1 Wholesale, technical, insurance, real estate sales specialists, and retail, wholesal	268,585.0	2,325.0	0.0	0.0
G2 Retail salespersons and sales clerks	215,345.0	3,085.0	0.0	0.0
G3 Cashiers	38,805.0	515.0	0.0	0.0
G4 Chefs and cooks	121,290.0	1,510.0	0.0	0.0
G5 Occupations in food and beverage service	64,475.0	670.0	0.0	0.0
G6 Occupations in protective services	205,840.0	4,040.0	0.0	10.0
G7 Occupations in travel and accommodation including attendants in recreation and	48,615.0	960.0	0.0	0.0
G8 Childcare and home support workers	21,320.0	625.0	10.0	10.0
G9 Sales and service occupations n.e.c.	583,400.0	8,630.0	10.0	0.0
H Trades, transport and equipment operators and related occupations	1,896,255.0	38,065.0	25.0	20.0
H0 Contractors and supervisors in trades and transportation	133,545.0	1,930.0	0.0	0.0
H1 Construction trades	300,200.0	6,885.0	10.0	0.0
H2 Stationary engineers, power station operators and electrical trades and telecomm	145,210.0	3,015.0	0.0	0.0
H3 Machinists, metal forming, shaping and erecting occupations	91,075.0	1,490.0	0.0	0.0
H4 Mechanics	330,815.0	5,430.0	0.0	10.0
H5 Other trades n.e.c.	92,425.0	980.0	0.0	10.0
H6 Heavy equipment and crane operators including drillers	98,740.0	2,975.0	0.0	0.0
H7 Transportation equipment operators and related workers, excluding labourers	424,835.0	7,800.0	10.0	10.0
H8 Trades helpers, construction, and transportation labourers and related occupatio	279,415.0	7,570.0	10.0	0.0
I Occupations unique to primary industry	534,015.0	14,705.0	10.0	0.0
I0 Occupations unique to agriculture excluding labourers	304,870.0	1,345.0	0.0	0.0
I1 Occupations unique to forestry operations, mining, oil and gas extraction, and fis	127,835.0	11,505.0	10.0	0.0
I2 Primary production labourers	101,315.0	1,855.0	0.0	0.0
J Occupations unique to processing, manufacturing and utilities	770,010.0	9,710.0	0.0	0.0
J0 Supervisors in manufacturing	80,645.0	815.0	0.0	0.0
J1 Machine operators in manufacturing	363,285.0	5,190.0	0.0	0.0
J2 Assemblers in manufacturing	157,880.0	780.0	0.0	0.0
J3 Labourers in processing, manufacturing and utilities	168,205.0	2,920.0	0.0	0.0
Female labour force 15 years and over by occupational broad categories and occupatio	6,804,745.0	110,740.0	110.0	70.0
Occupation - Not applicable	255,690.0	8,410.0	35.0	0.0
All occupations	6,549,060.0	102,325.0	75.0	70.0
A Management occupations	408,880.0	5,485.0	0.0	0.0
A0 Senior management occupations	29,535.0	480.0	0.0	0.0
A1 Specialist managers	82,475.0	530.0	0.0	0.0
A2 Managers in retail trade, food and accommodation services	170,260.0	3,135.0	0.0	0.0
A3 Other managers n.e.c.	126,605.0	1,330.0	0.0	0.0
B Business, finance and administrative occupations	1,951,680.0	24,735.0	10.0	0.0
B0 Professional occupations in business and finance	108,785.0	700.0	0.0	0.0
B1 Finance and insurance administrative occupations	133,055.0	1,720.0	0.0	0.0
B2 Secretaries	395,955.0	6,225.0	0.0	10.0
B3 Administrative and regulatory occupations	139,270.0	1,530.0	0.0	0.0
B4 Clerical supervisors	51,520.0	735.0	0.0	0.0
B5 Clerical occupations	1,123,095.0	13,820.0	10.0	0.0
C Natural and applied sciences and related occupations	127,085.0	1,100.0	0.0	0.0
C0 Professional occupations in natural and applied sciences	76,400.0	585.0	0.0	0.0
C1 Technical occupations related to natural and applied sciences	50,685.0	520.0	0.0	0.0
D Health occupations	566,625.0	9,905.0	0.0	0.0
D0 Professional occupations in health	67,785.0	910.0	0.0	0.0
D1 Nurse supervisors and registered nurses	233,765.0	4,925.0	0.0	10.0
D2 Technical and related occupations in health	123,480.0	2,690.0	0.0	0.0
D3 Assisting occupations in support of health services	141,590.0	1,375.0	10.0	0.0
E Occupations in social science, education, government service and religion	581,670.0	10,345.0	20.0	10.0
E0 Judges, lawyers, psychologists, social workers, ministers of religion, and policy	139,975.0	2,245.0	10.0	10.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
E1 Teachers and professors	355,095.0	6,925.0	10.0	10.0
E2 Paralegals, social services workers and occupations in education and religion n.e	86,600.0	1,170.0	0.0	0.0
F Occupations in art, culture, recreation and sport	206,390.0	2,345.0	0.0	10.0
F0 Professional occupations in art and culture	93,370.0	1,140.0	0.0	0.0
F1 Technical occupations in art, culture, recreation and sport	113,015.0	1,200.0	0.0	0.0
G Sales and service occupations	2,114,920.0	40,135.0	25.0	30.0
G0 Sales and service supervisors	44,035.0	975.0	0.0	0.0
G1 Wholesale, technical, insurance, real estate sales specialists, and retail, wholesal	124,755.0	860.0	0.0	0.0
G2 Retail salespersons and sales clerks	339,025.0	6,255.0	0.0	0.0
G3 Cashiers	235,585.0	5,620.0	10.0	10.0
G4 Chefs and cooks	100,170.0	1,915.0	0.0	0.0
G5 Occupations in food and beverage service	222,060.0	3,105.0	0.0	0.0
G6 Occupations in protective services	39,985.0	500.0	0.0	0.0
G7 Occupations in travel and accommodation including attendants in recreation and	65,725.0	870.0	0.0	0.0
G8 Childcare and home support workers	335,310.0	9,535.0	15.0	20.0
G9 Sales and service occupations n.e.c.	608,275.0	10,485.0	10.0	0.0
H Trades, transport and equipment operators and related occupations	122,100.0	1,405.0	0.0	10.0
H0 Contractors and supervisors in trades and transportation	6,735.0	55.0	0.0	0.0
H1 Construction trades	8,135.0	110.0	0.0	10.0
H2 Stationary engineers, power station operators and electrical trades and telecomm	5,040.0	60.0	0.0	0.0
H3 Machinists, metal forming, shaping and erecting occupations	3,180.0	50.0	0.0	0.0
H4 Mechanics	4,730.0	40.0	0.0	0.0
H5 Other trades n.e.c.	28,940.0	265.0	0.0	0.0
H6 Heavy equipment and crane operators including drillers	1,315.0	15.0	0.0	0.0
H7 Transportation equipment operators and related workers, excluding labourers	40,410.0	310.0	0.0	0.0
H8 Trades helpers, construction, and transportation labourers and related occupation	23,605.0	500.0	0.0	0.0
I Occupations unique to primary industry	146,670.0	1,945.0	0.0	0.0
I0 Occupations unique to agriculture excluding labourers	120,055.0	425.0	0.0	0.0
I1 Occupations unique to forestry operations, mining, oil and gas extraction, and fis	7,640.0	1,280.0	0.0	10.0
I2 Primary production labourers	18,970.0	235.0	0.0	10.0
J Occupations unique to processing, manufacturing and utilities	323,035.0	4,925.0	10.0	0.0
J0 Supervisors in manufacturing	13,890.0	100.0	0.0	0.0
J1 Machine operators in manufacturing	156,690.0	2,780.0	0.0	10.0
J2 Assemblers in manufacturing	60,650.0	130.0	0.0	0.0
J3 Labourers in processing, manufacturing and utilities	91,795.0	1,920.0	0.0	0.0
Total labour force 15 years and over by class of worker (20% sample data)	14,812,700.0	246,060.0	235.0	155.0
Class of worker - Not applicable	495,160.0	16,820.0	65.0	0.0
All classes of worker	14,317,545.0	229,245.0	175.0	150.0
Paid workers	13,036,190.0	215,310.0	170.0	150.0
Employees	12,443,455.0	210,330.0	170.0	150.0
Self-employed (incorporated)	592,730.0	4,985.0	10.0	0.0
Without paid help	219,895.0	1,435.0	0.0	0.0
With paid help	372,835.0	3,550.0	0.0	0.0
Self-employed (unincorporated)	1,209,630.0	13,490.0	0.0	0.0
Without paid help	850,470.0	7,980.0	0.0	0.0
With paid help	359,160.0	5,515.0	0.0	0.0
Unpaid family workers	71,730.0	440.0	0.0	0.0
Male labour force 15 years and over by class of worker (20% sample data)	8,007,955.0	135,320.0	130.0	80.0
Class of worker - Not applicable	239,465.0	8,400.0	30.0	0.0
All classes of worker	7,768,485.0	126,920.0	95.0	80.0
Paid workers	6,959,735.0	117,390.0	95.0	85.0
Employees	6,523,955.0	113,690.0	95.0	80.0
Self-employed (incorporated)	435,780.0	3,695.0	0.0	0.0
Without paid help	158,495.0	1,070.0	0.0	0.0
With paid help	277,285.0	2,625.0	0.0	0.0
Self-employed (unincorporated)	787,565.0	9,385.0	0.0	0.0
Without paid help	526,910.0	5,290.0	0.0	0.0
With paid help	260,655.0	4,100.0	0.0	0.0
Unpaid family workers	21,185.0	145.0	0.0	0.0
Female labour force 15 years and over by class of worker (20% sample data)	6,804,750.0	110,740.0	110.0	70.0
Class of worker - Not applicable	255,690.0	8,410.0	35.0	10.0
All classes of worker	6,549,055.0	102,325.0	75.0	70.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Paid workers	6,076,450.0	97,925.0	75.0	70.0
Employees	5,919,500.0	96,640.0	75.0	70.0
Self-employed (incorporated)	156,955.0	1,285.0	0.0	0.0
Without paid help	61,400.0	365.0	0.0	0.0
With paid help	95,555.0	920.0	0.0	0.0
Self-employed (unincorporated)	422,065.0	4,110.0	0.0	0.0
Without paid help	323,560.0	2,690.0	0.0	0.0
With paid help	98,505.0	1,415.0	0.0	0.0
Unpaid family workers	50,545.0	295.0	0.0	0.0
Population 15 years and over by hours of unpaid housework (20% sample data)	22,628,925.0	437,345.0	560.0	225.0
No hours of housework	2,612,070.0	65,405.0	70.0	60.0
Less than 5 hours of housework	5,138,765.0	69,640.0	50.0	40.0
5 to 14 hours of housework	6,867,640.0	110,820.0	105.0	40.0
15 to 29 hours of housework	4,348,355.0	83,350.0	70.0	50.0
30 to 59 hours of housework	2,582,905.0	66,710.0	70.0	20.0
60 or more hours of housework	1,079,180.0	41,420.0	185.0	10.0
Males 15 years and over by hours of unpaid housework (20% sample data)	11,022,455.0	214,655.0	290.0	115.0
No hours of housework	1,714,475.0	43,350.0	50.0	40.0
Less than 5 hours of housework	3,319,100.0	45,250.0	40.0	25.0
5 to 14 hours of housework	3,604,565.0	62,585.0	70.0	20.0
15 to 29 hours of housework	1,572,235.0	34,710.0	35.0	15.0
30 to 59 hours of housework	617,410.0	20,000.0	45.0	10.0
60 or more hours of housework	194,660.0	8,755.0	50.0	0.0
Females 15 years and over by hours of unpaid housework (20% sample data)	11,606,470.0	222,690.0	270.0	110.0
No hours of housework	897,600.0	22,055.0	20.0	20.0
Less than 5 hours of housework	1,819,670.0	24,390.0	10.0	15.0
5 to 14 hours of housework	3,263,075.0	48,235.0	40.0	20.0
15 to 29 hours of housework	2,776,115.0	48,635.0	35.0	35.0
30 to 59 hours of housework	1,965,490.0	46,710.0	30.0	15.0
60 or more hours of housework	884,520.0	32,660.0	140.0	0.0
Population 15 years and over by hours of unpaid childcare (20% sample data)	22,628,925.0	437,345.0	555.0	225.0
No hours of childcare	13,937,410.0	265,720.0	170.0	115.0
Less than 5 hours of childcare	2,205,130.0	34,625.0	30.0	25.0
5 to 14 hours of childcare	2,310,710.0	41,930.0	80.0	35.0
15 to 29 hours of childcare	1,534,260.0	29,885.0	50.0	25.0
30 to 59 hours of childcare	1,174,445.0	24,235.0	30.0	0.0
60 or more hours of childcare	1,466,965.0	40,945.0	200.0	15.0
Males 15 years and over by hours of unpaid childcare (20% sample data)	11,022,455.0	214,655.0	285.0	115.0
No hours of childcare	7,240,690.0	142,280.0	120.0	80.0
Less than 5 hours of childcare	1,200,415.0	18,485.0	20.0	15.0
5 to 14 hours of childcare	1,196,930.0	21,635.0	45.0	0.0
15 to 29 hours of childcare	698,160.0	13,640.0	25.0	15.0
30 to 59 hours of childcare	385,645.0	8,465.0	15.0	0.0
60 or more hours of childcare	300,605.0	10,140.0	65.0	0.0
Females 15 years and over by hours of unpaid childcare (20% sample data)	11,606,470.0	222,685.0	270.0	110.0
No hours of childcare	6,696,720.0	123,440.0	50.0	40.0
Less than 5 hours of childcare	1,004,710.0	16,140.0	10.0	10.0
5 to 14 hours of childcare	1,113,780.0	20,290.0	30.0	25.0
15 to 29 hours of childcare	836,100.0	16,245.0	20.0	15.0
30 to 59 hours of childcare	788,795.0	15,765.0	20.0	10.0
60 or more hours of childcare	1,166,360.0	30,810.0	130.0	10.0
Population 15 years and over by hours of unpaid care to seniors (20% sample data)	22,628,925.0	437,345.0	555.0	225.0
No hours of care to seniors	18,905,470.0	367,170.0	380.0	210.0
Less than 5 hours of care to seniors	2,443,210.0	38,705.0	40.0	10.0
5 to 9 hours of care to seniors	735,680.0	15,895.0	25.0	10.0
10 or more hours of care to seniors	544,560.0	15,580.0	105.0	0.0
Males 15 years and over by hours of unpaid care to seniors (20% sample data)	11,022,455.0	214,655.0	290.0	115.0
No hours of care to seniors	9,523,430.0	186,835.0	190.0	110.0
Less than 5 hours of care to seniors	1,054,310.0	16,865.0	20.0	0.0
5 to 9 hours of care to seniors	262,035.0	6,005.0	10.0	0.0
10 or more hours of care to seniors	182,675.0	4,955.0	60.0	0.0
Females 15 years and over by hours of unpaid care to seniors (20% sample data)	11,606,470.0	222,685.0	270.0	110.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
No hours of care to seniors	9,382,045.0	180,335.0	190.0	100.0
Less than 5 hours of care to seniors	1,388,895.0	21,835.0	20.0	0.0
5 to 9 hours of care to seniors	473,645.0	9,890.0	15.0	0.0
10 or more hours of care to seniors	361,880.0	10,620.0	50.0	0.0
Total employed labour force 15 years and over by place of work status (20% sample da	13,318,740.0	184,330.0	135.0	135.0
Males	7,191,125.0	98,895.0	70.0	75.0
Usual place of work	5,807,585.0	80,940.0	55.0	65.0
In CSD of residence	2,726,845.0	46,205.0	35.0	65.0
In different CSD	3,080,740.0	34,735.0	15.0	0.0
In same CD	1,829,565.0	27,440.0	15.0	0.0
At home	566,165.0	6,115.0	10.0	10.0
Outside Canada	33,550.0	315.0	0.0	0.0
No fixed workplace	783,825.0	11,530.0	10.0	0.0
Females	6,127,615.0	85,430.0	65.0	60.0
Usual place of work	5,365,140.0	76,610.0	60.0	55.0
In CSD of residence	2,861,580.0	49,915.0	45.0	55.0
In different CSD	2,503,560.0	26,700.0	10.0	0.0
In same CD	1,649,460.0	23,910.0	10.0	10.0
At home	519,885.0	6,045.0	0.0	0.0
Outside Canada	15,730.0	70.0	0.0	0.0
No fixed workplace	226,860.0	2,705.0	0.0	10.0
Total employed labour force 15 years and over by mode of transportation (20% sample	12,183,410.0	171,785.0	125.0	135.0
Males with usual place of work or no fixed workplace	6,591,415.0	92,470.0	65.0	70.0
Car, truck, van as driver	5,181,095.0	72,450.0	25.0	0.0
Car, truck, van as passenger	355,720.0	7,385.0	0.0	0.0
Public transit	496,495.0	1,645.0	0.0	0.0
Walked to work	379,510.0	6,900.0	25.0	40.0
Bicycle	102,210.0	360.0	0.0	0.0
Motorcycle	10,430.0	95.0	0.0	0.0
Taxicab	9,725.0	255.0	0.0	0.0
Other method	56,220.0	3,370.0	10.0	35.0
Females with usual place of work or no fixed workplace	5,592,000.0	79,315.0	60.0	60.0
Car, truck, van as driver	3,752,935.0	55,985.0	10.0	0.0
Car, truck, van as passenger	543,620.0	11,750.0	15.0	0.0
Public transit	737,370.0	1,185.0	0.0	0.0
Walked to work	471,345.0	8,855.0	35.0	45.0
Bicycle	35,225.0	140.0	0.0	0.0
Motorcycle	1,110.0	10.0	0.0	0.0
Taxicab	13,565.0	475.0	0.0	0.0
Other method	36,835.0	910.0	0.0	20.0
Total population, 15 to 24 years by school attendance (20% sample data)	3,849,025.0	88,235.0	165.0	70.0
Not attending school	1,338,310.0	31,690.0	145.0	70.0
Attending school full-time	2,275,135.0	53,385.0	25.0	0.0
Attending school part-time	235,590.0	3,160.0	10.0	0.0
Total population 15 years and over by highest level of schooling (20% sample data)	22,628,925.0	437,345.0	555.0	220.0
Less than grade 9	2,727,210.0	76,465.0	265.0	110.0
Grades 9 to 13	8,379,380.0	165,105.0	180.0	65.0
Without secondary school graduation certificate	5,140,790.0	122,065.0	160.0	60.0
With secondary school graduation certificate	3,238,590.0	43,040.0	15.0	10.0
Trades certificate or diploma	837,155.0	12,810.0	15.0	10.0
Other non-university education only	5,487,505.0	100,805.0	70.0	25.0
Without certificate or diploma	1,474,925.0	17,360.0	30.0	10.0
With certificate or diploma	4,012,580.0	83,440.0	35.0	20.0
University	5,197,665.0	82,160.0	30.0	20.0
Without degree	2,196,890.0	46,645.0	20.0	10.0
Without certificate or diploma	967,300.0	23,075.0	15.0	0.0
With certificate or diploma	1,229,585.0	23,570.0	10.0	0.0
With bachelor's degree or higher	3,000,780.0	35,520.0	0.0	15.0
Males with postsecondary qualifications by major field of study (20% sample data)	4,595,470.0	78,225.0	35.0	25.0
Educational, recreational and counselling services	259,290.0	6,430.0	0.0	10.0
Fine and applied arts	159,050.0	1,240.0	0.0	0.0
Humanities and related fields	247,840.0	2,665.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Social sciences and related fields	415,585.0	4,645.0	10.0	10.0
Commerce, management and business administration	726,920.0	8,935.0	0.0	0.0
Agricultural and biological sciences/technologies	227,230.0	3,730.0	0.0	0.0
Engineering and applied sciences	328,300.0	2,700.0	0.0	0.0
Engineering and applied science technologies and trades	1,816,680.0	42,560.0	20.0	0.0
Health professions, sciences and technologies	198,810.0	3,115.0	0.0	0.0
Mathematics and physical sciences	207,435.0	2,130.0	0.0	0.0
No specialization and all other, n.e.c.	8,330.0	70.0	0.0	0.0
Females with postsecondary qualifications by major field of study (20% sample data)	4,484,630.0	77,105.0	25.0	10.0
Educational, recreational and counselling services	700,870.0	12,415.0	10.0	0.0
Fine and applied arts	350,670.0	4,895.0	0.0	0.0
Humanities and related fields	324,275.0	2,975.0	0.0	10.0
Social sciences and related fields	454,820.0	4,195.0	10.0	0.0
Commerce, management and business administration	1,288,150.0	29,420.0	0.0	0.0
Agricultural and biological sciences/technologies	201,000.0	2,595.0	10.0	0.0
Engineering and applied sciences	45,325.0	285.0	0.0	0.0
Engineering and applied science technologies and trades	183,040.0	4,550.0	10.0	0.0
Health professions, sciences and technologies	828,250.0	14,575.0	0.0	0.0
Mathematics and physical sciences	99,425.0	1,150.0	0.0	0.0
No specialization and all other, n.e.c.	8,795.0	55.0	0.0	0.0
Total by mobility status 1 year ago (20% sample data)	28,155,225.0	541,625.0	980.0	380.0
Non-movers	23,802,645.0	482,490.0	830.0	345.0
Movers	4,352,585.0	59,140.0	145.0	30.0
Non-migrants	2,540,400.0	32,440.0	100.0	25.0
Migrants	1,812,180.0	26,700.0	45.0	10.0
Internal migrants	1,583,490.0	25,700.0	45.0	10.0
Intraprovincial migrants	1,290,145.0	18,415.0	35.0	10.0
Interprovincial migrants	293,345.0	7,285.0	10.0	0.0
External migrants	228,690.0	1,000.0	0.0	0.0
Total by mobility status 5 years ago (20% sample data)	26,604,135.0	516,455.0	850.0	325.0
Non-movers	15,079,415.0	378,835.0	695.0	190.0
Movers	11,524,725.0	137,615.0	155.0	130.0
Non-migrants	6,130,735.0	75,370.0	110.0	110.0
Migrants	5,393,985.0	62,240.0	45.0	20.0
Internal migrants	4,465,295.0	59,560.0	35.0	20.0
Intraprovincial migrants	3,575,025.0	43,335.0	30.0	20.0
Interprovincial migrants	890,270.0	16,225.0	0.0	0.0
External migrants	928,690.0	2,680.0	10.0	0.0
All persons with employment income by work activity (20% sample data)	14,996,115.0	249,930.0	245.0	150.0
Average employment income $	26,474.0	20,828.0	12,383.0	13,949.0
Standard error of average employment income $	16.0	86.0	0.0	0.0
Worked full year, full time	7,513,790.0	100,075.0	95.0	40.0
Average employment income $	37,556.0	34,142.0	21,419.0	29,354.0
Standard error of average employment income $	26.0	150.0	0.0	0.0
Worked part year or part time	7,042,420.0	141,625.0	95.0	100.0
Average employment income $	15,538.0	12,106.0	8,726.0	7,987.0
Standard error of average employment income $	16.0	80.0	0.0	0.0
Males with employment income by work activity (20% sample data)	8,051,900.0	136,965.0	135.0	80.0
Average employment income $	31,917.0	25,355.0	14,035.0	16,800.0
Standard error of average employment income $	26.0	135.0	0.0	0.0
Worked full year, full time	4,514,850.0	56,850.0	50.0	25.0
Average employment income $	42,488.0	40,064.0	24,791.0	34,594.0
Standard error of average employment income $	39.0	228.0	0.0	0.0
Worked part year or part time	3,329,880.0	76,110.0	55.0	55.0
Average employment income $	18,672.0	15,153.0	8,941.0	8,364.0
Standard error of average employment income $	28.0	130.0	0.0	0.0
Females with employment income by work activity (20% sample data)	6,944,210.0	112,970.0	110.0	70.0
Average employment income $	20,162.0	15,339.0	10,343.0	10,690.0
Standard error of average employment income $	14.0	88.0	0.0	0.0
Worked full year, full time	2,998,940.0	43,220.0	40.0	20.0
Average employment income $	30,130.0	26,353.0	17,263.0	21,167.0
Standard error of average employment income $	22.0	147.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Worked part year or part time	3,712,545.0	65,520.0	40.0	45.0
Average employment income $	12,727.0	8,568.0	8,438.0	7,563.0
Standard error of average employment income $	15.0	75.0	0.0	0.0
Total - Composition of total income % (20% sample data)	100.0	100.0	100.0	100.0
Employment income %	75.3	68.1	57.8	83.7
Government transfer payments %	14.0	24.6	39.9	16.1
Other %	10.7	7.3	2.3	0.1
Total income of population 15 years and over (20% sample data)	22,628,925.0	437,345.0	560.0	220.0
Without income	1,712,165.0	49,515.0	95.0	25.0
With income	20,916,755.0	387,825.0	465.0	195.0
Under $1,000	1,178,905.0	27,140.0	60.0	35.0
$ 1,000 - $ 2,999	1,058,310.0	27,605.0	65.0	15.0
$ 3,000 - $ 4,999	918,450.0	20,640.0	40.0	20.0
$ 5,000 - $ 6,999	1,078,420.0	21,725.0	35.0	25.0
$ 7,000 - $ 9,999	1,586,060.0	38,685.0	60.0	25.0
$10,000 - $11,999	1,268,550.0	30,815.0	25.0	10.0
$12,000 - $14,999	1,650,315.0	38,515.0	50.0	10.0
$15,000 - $19,999	2,083,105.0	40,080.0	30.0	10.0
$20,000 - $24,999	1,784,845.0	33,085.0	35.0	10.0
$25,000 - $29,999	1,597,870.0	25,135.0	15.0	10.0
$30,000 - $34,999	1,461,340.0	20,100.0	20.0	10.0
$35,000 - $39,999	1,127,755.0	15,515.0	10.0	10.0
$40,000 - $44,999	974,625.0	13,195.0	10.0	0.0
$45,000 - $49,999	690,860.0	9,325.0	0.0	0.0
$50,000 - $59,999	1,051,110.0	11,895.0	0.0	10.0
$60,000 and over	1,406,235.0	14,375.0	0.0	0.0
Average income $	25,196.0	19,710.0	11,452.0	12,878.0
Median income $	18,891.0	13,972.0	7,920.0	7,616.0
Standard error of average income $	13.0	63.0	0.0	0.0
Total income of males 15 years and over (20% sample data)	11,022,455.0	214,655.0	285.0	115.0
Without income	505,650.0	15,195.0	45.0	10.0
With income	10,516,800.0	199,460.0	245.0	105.0
Under $1,000	533,690.0	11,490.0	25.0	15.0
$ 1,000 - $ 2,999	417,960.0	12,100.0	40.0	10.0
$ 3,000 - $ 4,999	350,295.0	7,715.0	15.0	0.0
$ 5,000 - $ 6,999	416,570.0	7,755.0	15.0	15.0
$ 7,000 - $ 9,999	604,335.0	14,275.0	30.0	15.0
$10,000 - $11,999	452,425.0	11,580.0	10.0	10.0
$12,000 - $14,999	640,550.0	16,850.0	20.0	0.0
$15,000 - $19,999	908,505.0	21,655.0	20.0	0.0
$20,000 - $24,999	863,090.0	18,830.0	20.0	0.0
$25,000 - $29,999	819,790.0	15,535.0	10.0	0.0
$30,000 - $34,999	814,740.0	13,435.0	15.0	10.0
$35,000 - $39,999	687,380.0	10,205.0	10.0	10.0
$40,000 - $44,999	638,445.0	9,080.0	0.0	0.0
$45,000 - $49,999	471,810.0	6,765.0	0.0	0.0
$50,000 - $59,999	769,660.0	9,555.0	0.0	0.0
$60,000 and over	1,127,560.0	12,630.0	0.0	0.0
Average income $	31,117.0	24,602.0	13,199.0	15,272.0
Median income $	25,270.0	19,013.0	9,504.0	8,784.0
Standard error of average income $	23.0	104.0	0.0	0.0
Total income of females 15 years and over (20% sample data)	11,606,470.0	222,690.0	270.0	105.0
Without income	1,206,520.0	34,325.0	50.0	15.0
With income	10,399,950.0	188,365.0	220.0	90.0
Under $1,000	645,215.0	15,655.0	40.0	15.0
$ 1,000 - $ 2,999	640,345.0	15,505.0	30.0	10.0
$ 3,000 - $ 4,999	568,155.0	12,925.0	20.0	15.0
$ 5,000 - $ 6,999	661,850.0	13,970.0	20.0	10.0
$ 7,000 - $ 9,999	981,730.0	24,410.0	30.0	15.0
$10,000 - $11,999	816,130.0	19,230.0	15.0	10.0
$12,000 - $14,999	1,009,765.0	21,665.0	25.0	0.0
$15,000 - $19,999	1,174,600.0	18,420.0	10.0	10.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
$20,000 - $24,999	921,755.0	14,250.0	20.0	0.0
$25,000 - $29,999	778,080.0	9,600.0	10.0	10.0
$30,000 - $34,999	646,600.0	6,670.0	0.0	10.0
$35,000 - $39,999	440,375.0	5,310.0	10.0	10.0
$40,000 - $44,999	336,180.0	4,120.0	0.0	0.0
$45,000 - $49,999	219,045.0	2,555.0	0.0	0.0
$50,000 - $59,999	281,445.0	2,335.0	0.0	0.0
$60,000 and over	278,670.0	1,745.0	0.0	0.0
Average income $	19,208.0	14,529.0	9,515.0	10,168.0
Median income $	14,508.0	11,513.0	7,056.0	6,456.0
Standard error of average income $	12.0	61.0	0.0	0.0
Census family income of all families (20% sample data)	7,837,865.0	155,755.0	200.0	65.0
Under $10,000	435,760.0	12,160.0	45.0	20.0
$ 10,000 - $19,999	795,895.0	24,295.0	70.0	25.0
$ 20,000 - $29,999	1,007,840.0	26,475.0	35.0	10.0
$ 30,000 - $39,999	992,020.0	23,050.0	25.0	10.0
$ 40,000 - $49,999	968,900.0	18,890.0	10.0	10.0
$ 50,000 - $59,999	883,515.0	14,905.0	10.0	0.0
$ 60,000 - $69,999	736,990.0	11,815.0	10.0	10.0
$ 70,000 - $79,999	568,055.0	8,155.0	0.0	10.0
$ 80,000 - $89,999	416,740.0	5,290.0	0.0	0.0
$ 90,000 - $99,999	286,875.0	3,635.0	0.0	0.0
$100,000 and over	745,265.0	7,080.0	0.0	0.0
Average family income $	54,583.0	42,993.0	23,065.0	26,980.0
Median family income $	46,951.0	36,339.0	17,600.0	18,112.0
Standard error of average family income $	36.0	162.0	0.0	0.0
Census family income of husband-wife families (20% sample data)	6,700,360.0	135,270.0	170.0	55.0
Under $10,000	259,135.0	7,715.0	30.0	10.0
$ 10,000 - $19,999	489,995.0	17,330.0	60.0	25.0
$ 20,000 - $29,999	809,325.0	23,030.0	25.0	10.0
$ 30,000 - $39,999	833,225.0	20,715.0	25.0	0.0
$ 40,000 - $49,999	856,125.0	17,520.0	15.0	10.0
$ 50,000 - $59,999	809,405.0	13,995.0	10.0	10.0
$ 60,000 - $69,999	691,465.0	11,355.0	10.0	0.0
$ 70,000 - $79,999	542,965.0	7,900.0	0.0	0.0
$ 80,000 - $89,999	401,820.0	5,195.0	0.0	0.0
$ 90,000 - $99,999	278,785.0	3,570.0	0.0	0.0
$100,000 and over	728,110.0	6,935.0	0.0	0.0
Average family income $	58,763.0	45,914.0	25,092.0	28,419.0
Median family income $	51,108.0	39,421.0	19,456.0	18,624.0
Standard error of average family income $	40.0	176.0	0.0	0.0
All census families (20% sample data)	7,837,865.0	155,750.0	205.0	65.0
Average family income $	54,583.0	42,993.0	23,065.0	26,980.0
Standard error of average family income $	36.0	162.0	0.0	0.0
Husband-wife families	6,700,355.0	135,270.0	175.0	60.0
Average family income $	58,763.0	45,914.0	25,092.0	28,419.0
Standard error of average family income $	40.0	176.0	0.0	0.0
Male lone-parent families	192,270.0	3,245.0	10.0	0.0
Average family income $	40,974.0	32,814.0	0.0	0.0
Standard error of average family income $	153.0	972.0	0.0	0.0
Female lone-parent families	945,235.0	17,235.0	25.0	10.0
Average family income $	27,721.0	21,989.0	13,225.0	0.0
Standard error of average family income $	46.0	274.0	0.0	0.0
Total income of non-family persons 15 years and over (20% sample data)	4,360,430.0	52,495.0	60.0	65.0
Under $1,000	278,645.0	3,895.0	15.0	15.0
$ 1,000 - $ 2,999	119,070.0	2,270.0	0.0	10.0
$ 3,000 - $ 4,999	122,845.0	2,455.0	0.0	10.0
$ 5,000 - $ 6,999	208,865.0	2,680.0	0.0	10.0
$ 7,000 - $ 9,999	309,645.0	3,305.0	10.0	0.0
$10,000 - $11,999	427,240.0	7,260.0	10.0	0.0
$12,000 - $14,999	518,610.0	9,580.0	10.0	0.0
$15,000 - $19,999	538,970.0	6,775.0	0.0	0.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
$20,000 - $24,999	382,880.0	3,605.0	10.0	0.0
$25,000 - $29,999	321,215.0	2,565.0	0.0	0.0
$30,000 - $34,999	281,880.0	2,105.0	0.0	0.0
$35,000 - $39,999	207,515.0	1,525.0	0.0	0.0
$40,000 - $44,999	172,695.0	1,190.0	0.0	0.0
$45,000 - $49,999	117,635.0	980.0	0.0	0.0
$50,000 - $59,999	163,195.0	1,090.0	0.0	0.0
$60,000 and over	189,520.0	1,195.0	0.0	0.0
Average income $	22,366.0	17,545.0	10,892.0	10,369.0
Median income $	16,195.0	13,065.0	9,760.0	5,264.0
Standard error of average income $	22.0	150.0	0.0	0.0
Total income of male non-family persons 15 years and over (20% sample data)	2,033,045.0	23,095.0	30.0	35.0
Under $1,000	142,990.0	2,070.0	10.0	10.0
$ 1,000 - $ 2,999	60,025.0	1,170.0	0.0	0.0
$ 3,000 - $ 4,999	64,765.0	1,225.0	0.0	0.0
$ 5,000 - $ 6,999	115,910.0	1,420.0	0.0	0.0
$ 7,000 - $ 9,999	154,120.0	1,750.0	0.0	10.0
$10,000 - $11,999	134,170.0	1,920.0	0.0	0.0
$12,000 - $14,999	169,215.0	3,055.0	10.0	0.0
$15,000 - $19,999	211,655.0	2,800.0	0.0	0.0
$20,000 - $24,999	181,960.0	1,860.0	0.0	0.0
$25,000 - $29,999	155,615.0	1,330.0	0.0	10.0
$30,000 - $34,999	145,820.0	1,075.0	0.0	0.0
$35,000 - $39,999	111,985.0	750.0	0.0	10.0
$40,000 - $44,999	98,530.0	605.0	0.0	0.0
$45,000 - $49,999	67,370.0	560.0	0.0	0.0
$50,000 - $59,999	98,365.0	665.0	0.0	0.0
$60,000 and over	120,545.0	825.0	0.0	0.0
Average income $	24,629.0	19,177.0	11,693.0	13,406.0
Median income $	18,804.0	13,788.0	9,408.0	7,440.0
Standard error of average income $	39.0	265.0	0.0	0.0
Total income of female non-family persons 15 years and over (20% sample data)	2,327,385.0	29,400.0	25.0	30.0
Under $1,000	135,650.0	1,830.0	10.0	10.0
$ 1,000 - $ 2,999	59,045.0	1,100.0	0.0	0.0
$ 3,000 - $ 4,999	58,075.0	1,230.0	0.0	0.0
$ 5,000 - $ 6,999	92,955.0	1,265.0	0.0	0.0
$ 7,000 - $ 9,999	155,525.0	1,555.0	0.0	10.0
$10,000 - $11,999	293,070.0	5,335.0	10.0	0.0
$12,000 - $14,999	349,395.0	6,525.0	0.0	0.0
$15,000 - $19,999	327,310.0	3,975.0	0.0	0.0
$20,000 - $24,999	200,915.0	1,745.0	10.0	0.0
$25,000 - $29,999	165,600.0	1,235.0	0.0	0.0
$30,000 - $34,999	136,065.0	1,030.0	0.0	0.0
$35,000 - $39,999	95,535.0	775.0	0.0	0.0
$40,000 - $44,999	74,170.0	585.0	10.0	0.0
$45,000 - $49,999	50,260.0	415.0	0.0	0.0
$50,000 - $59,999	64,830.0	425.0	0.0	0.0
$60,000 and over	68,975.0	370.0	0.0	0.0
Average income $	20,390.0	16,263.0	9,757.0	6,465.0
Median income $	15,207.0	12,827.0	10,624.0	3,880.0
Standard error of average income $	24.0	165.0	0.0	0.0
Total - Economic families (20% sample data)	7,784,865.0	155,255.0	170.0	65.0
Low income	1,267,205.0	30,875.0	80.0	35.0
Other	6,517,660.0	124,380.0	90.0	30.0
Incidence of low income %	16.3	19.9	47.1	57.6
Total - Unattached individuals (20% sample data)	3,584,510.0	37,820.0	15.0	40.0
Low income	1,511,570.0	16,160.0	10.0	25.0
Other	2,072,940.0	21,660.0	10.0	15.0
Incidence of low income %	42.2	42.7	55.6	60.5
Total - Population in private households (20% sample data)	28,011,350.0	544,610.0	985.0	375.0
Low income	5,514,190.0	116,440.0	455.0	200.0
Other	22,497,160.0	428,165.0	525.0	180.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
Incidence of low income %	19.7	21.4	46.3	52.7
Household income of all private households (20% sample data)	10,820,050.0	185,500.0	175.0	75.0
Under $10,000	865,955.0	16,420.0	15.0	10.0
$ 10,000 - $19,999	1,724,510.0	36,215.0	45.0	20.0
$ 20,000 - $29,999	1,453,675.0	29,455.0	40.0	10.0
$ 30,000 - $39,999	1,340,905.0	25,470.0	35.0	10.0
$ 40,000 - $49,999	1,215,060.0	21,165.0	15.0	10.0
$ 50,000 - $59,999	1,053,970.0	16,640.0	10.0	10.0
$ 60,000 - $69,999	849,865.0	12,835.0	10.0	0.0
$ 70,000 - $79,999	645,280.0	8,950.0	0.0	10.0
$ 80,000 - $89,999	473,285.0	5,930.0	0.0	0.0
$ 90,000 - $99,999	329,945.0	4,185.0	10.0	0.0
$100,000 and over	867,605.0	8,230.0	0.0	0.0
Average household income $	48,552.0	41,064.0	29,687.0	32,445.0
Median household income $	40,209.0	34,036.0	25,280.0	25,792.0
Standard error of average household income $	29.0	149.0	0.0	0.0
Household income of one person households (20% sample data)	2,622,180.0	26,975.0	10.0	10.0
Under $10,000	454,960.0	4,945.0	0.0	0.0
$ 10,000 - $19,999	942,780.0	13,245.0	0.0	0.0
$ 20,000 - $29,999	433,160.0	3,445.0	0.0	0.0
$ 30,000 - $39,999	319,040.0	2,150.0	0.0	0.0
$ 40,000 - $49,999	203,325.0	1,465.0	0.0	0.0
$ 50,000 - $59,999	121,330.0	800.0	0.0	0.0
$ 60,000 - $69,999	63,195.0	350.0	0.0	0.0
$ 70,000 - $79,999	30,100.0	220.0	0.0	0.0
$ 80,000 - $89,999	16,340.0	50.0	0.0	0.0
$ 90,000 - $99,999	9,515.0	50.0	0.0	0.0
$100,000 and over	28,440.0	250.0	0.0	0.0
Average household income $	25,050.0	20,726.0	0.0	25,308.0
Median household income $	18,258.0	14,435.0	0.0	32,320.0
Standard error of average household income $	32.0	245.0	0.0	0.0
Household income of two or more person households (20% sample data)	8,197,875.0	158,525.0	170.0	65.0
Under $10,000	411,000.0	11,475.0	15.0	10.0
$ 10,000 - $19,999	781,725.0	22,970.0	40.0	20.0
$ 20,000 - $29,999	1,020,515.0	26,010.0	40.0	10.0
$ 30,000 - $39,999	1,021,865.0	23,320.0	35.0	10.0
$ 40,000 - $49,999	1,011,735.0	19,700.0	15.0	10.0
$ 50,000 - $59,999	932,640.0	15,835.0	10.0	0.0
$ 60,000 - $69,999	786,670.0	12,485.0	15.0	0.0
$ 70,000 - $79,999	615,175.0	8,735.0	0.0	10.0
$ 80,000 - $89,999	456,945.0	5,880.0	0.0	0.0
$ 90,000 - $99,999	320,435.0	4,130.0	0.0	0.0
$100,000 and over	839,160.0	7,980.0	0.0	0.0
Average household income $	56,070.0	44,525.0	30,117.0	33,510.0
Median household income $	48,432.0	37,994.0	25,536.0	24,512.0
Standard error of average household income $	35.0	163.0	0.0	0.0
Total number of economic families in private households (20% sample data)	7,865,030.0	155,430.0	175.0	65.0
Size of economic family, 2 persons	3,242,460.0	52,145.0	20.0	15.0
Size of economic family, 3 persons	1,761,645.0	40,175.0	20.0	10.0
Size of economic family, 4 persons	1,805,635.0	40,915.0	25.0	10.0
Size of economic family, 5 or more persons	1,055,295.0	22,195.0	110.0	35.0
Total number of persons in economic families	24,750,615.0	507,515.0	965.0	335.0
Average number of persons per economic family	3.1	3.3	5.6	5.1
Total number of unattached individuals	3,640,065.0	38,310.0	40.0	50.0
Total number of census families in private households by number and status of family	7,837,865.0	155,750.0	205.0	70.0
Number of now-married and common-law couple families	6,700,355.0	135,270.0	175.0	60.0
No member in the labour force	1,142,435.0	28,130.0	50.0	10.0
Some members in the labour force	5,557,920.0	107,140.0	120.0	55.0
One member only	1,317,925.0	30,180.0	60.0	15.0
Two or more members	4,239,990.0	76,960.0	65.0	40.0
Both spouses/partners in the labour force	3,925,805.0	67,715.0	55.0	35.0
Number of lone-parent families	1,137,505.0	20,485.0	30.0	10.0

Characteristics	Canada (00)	Newfoundland (10)	Division No. 10, Subd. C (1010020) SUN	Division No. 10, Subd. E (1010042) SUN 00101
No member in the labour force	258,375.0	7,415.0	15.0	0.0
Some members in the labour force	879,135.0	13,065.0	20.0	10.0
Parent in labour force	717,385.0	9,070.0	10.0	10.0
Total number of occupied private dwellings (20% sample data)	10,820,050.0	185,495.0	180.0	80.0
Average number of rooms per dwelling	6.1	6.8	5.1	4.0
Average number of bedrooms per dwelling	2.6	3.0	2.6	1.8
Average value of dwelling $	147,877.0	70,835.0	34,640.0	34,648.0
Owned	6,877,780.0	143,060.0	100.0	50.0
Rented	3,905,145.0	42,360.0	15.0	10.0
Band housing	37,125.0	85.0	65.0	15.0
Regular maintenance only	7,081,710.0	123,215.0	40.0	15.0
Minor repairs	2,837,000.0	46,520.0	40.0	30.0
Major repairs	901,345.0	15,765.0	100.0	35.0
Period of construction, before 1946	1,723,745.0	23,565.0	0.0	0.0
Period of construction, 1946-1960	1,807,700.0	30,860.0	10.0	0.0
Period of construction, 1961-1970	1,830,645.0	31,265.0	30.0	20.0
Period of construction, 1971-1980	2,446,710.0	45,540.0	20.0	10.0
Period of construction, 1981-1990	2,084,225.0	37,815.0	95.0	25.0
Period of construction, 1991-1996	927,025.0	16,450.0	20.0	15.0
Total number of private households by household type (20% sample data)	10,820,050.0	185,500.0	180.0	75.0
One-family households	7,540,625.0	149,880.0	140.0	45.0
Multiple-family households	144,850.0	2,910.0	30.0	10.0
Non-family households	3,134,585.0	32,710.0	10.0	20.0
Number of persons in private households (20% sample data)	28,390,685.0	545,825.0	1,005.0	385.0
Average number of persons in private households	2.6	2.9	5.6	5.0
Tenant one-family households without additional persons	1,808,505.0	26,275.0	10.0	0.0
Average gross rent $	595.0	497.0	348.0	372.0
Gross rent spending 30% or more of household income on shelter costs	1,670,775.0	18,285.0	10.0	0.0
Owner one-family households without additional persons	4,938,815.0	109,265.0	60.0	10.0
Average owner's major payments $	754.0	469.0	237.0	184.0
Owner's major payments spending 30% or more of household income on shelter costs	1,129,000.0	17,055.0	10.0	0.0

Note: Division No. 10, Subd. C includes: Mud Lake, Sheshatshit and Between Communities
Division no. 10, Subd. E includes: Davis Inlet

Source: Statistics Canada, Census 1996

CD / Community	Newfoundland	Labrador Division No. 10	North West River
CSD Type			T
Population, 1991 (100% data)	568,474	30,375	528
Population, 1996 (100% data)	551,792	29,190	567
Population percentage change, 1991-1996	-2.9	-3.9	7.4
Land area in square kilometres, 1996	371,634.56	265,437.43	2.64
Total population by sex and age groups (100% data)	551,795	29,190	570
Male, total	272,575	14,945	290
0-4	15,800	1,125	15
5-9	18,705	1,200	25
10-14	21,690	1,300	20
15	4,485	270	0
16	4,690	280	0
17	4,730	270	5
18	4,660	275	10
19	4,620	295	5
15-19	23,185	1,390	15
20-24	21,560	1,320	30
25-29	19,570	1,240	20
30-34	21,590	1,300	35
35-39	22,540	1,220	20
40-44	22,465	1,300	25
45-49	20,845	1,200	15
50-54	15,780	830	10
55-59	12,020	555	10
60-64	10,450	395	15
65-69	8,940	250	15
70-74	7,370	155	10
75-79	5,335	90	0
80-84	3,050	40	0
85+	1,685	35	0
Female, total	279,215	14,250	280
0-4	14,840	1,050	20
5-9	17,980	1,195	15
10-14	20,780	1,260	20
15	4,475	255	0
16	4,485	235	10
17	4,365	270	10
18	4,565	265	5
19	4,560	295	10
15-19	22,450	1,315	25
20-24	21,175	1,265	15
25-29	20,785	1,225	20
30-34	23,095	1,290	15
35-39	23,690	1,275	35
40-44	23,000	1,290	25
45-49	20,675	1,090	10
50-54	15,590	740	20
55-59	11,730	425	10
60-64	10,335	275	15
65-69	9,540	230	10
70-74	8,350	150	5
75-79	6,930	95	5
80-84	4,800	40	5
85+	3,475	40	5
Total population 15 years and over by legal marital status (100% data)	442,000	22,055	455
Never married (single)	142,735	8,245	190
Legally married (and not separated)	246,060	11,870	205
Separated, but still legally married	8,010	425	15
Divorced	17,490	825	20
Widowed	27,710	690	25
Total number of census families in private households by family size (20% sample	155,750	7,875	145
Size of census family, 2 persons	57,345	2,270	35
Size of census family, 3 persons	40,825	2,195	60
Size of census family, 4 persons	40,215	2,240	25
Size of census family, 5 or more persons	17,365	1,165	25

Source: 1996 Census of Canada

CD / Community	Newfoundland	Labrador Division No. 10	North West River
Total husband-wife families by family structure (20% sample data)	135,270	6,960	115
Total families of now-married couples	121,860	5,875	100
Total without sons and/or daughters at home	38,335	1,350	30
Total with sons and/or daughters at home	83,525	4,520	75
1 son or daughter	30,970	1,545	30
2 sons and/or daughters	36,465	1,970	30
3 or more sons and/or daughters	16,090	1,000	15
Total families of common-law couples	13,410	1,090	15
Total without sons and/or daughters at home	6,305	405	10
Total with sons and/or daughters at home	7,105	680	0
1 son or daughter	4,040	395	0
2 sons and/or daughters	2,240	175	0
3 or more sons and/or daughters	820	115	10
Total lone-parent families by sex of parent (20% sample data)	20,480	915	30
Male parent	3,245	220	0
1 son or daughter	2,110	130	0
2 sons and/or daughters	905	50	0
3 or more sons and/or daughters	230	35	0
Female parent	17,235	695	25
1 son or daughter	10,600	385	0
2 sons and/or daughters	4,905	200	20
3 or more sons and/or daughters	1,730	105	0
Total number of never-married sons and/or daughters at home (20% sample data	198,485	11,595	220
Under 6 years of age	35,710	2,435	40
6 - 14 years	70,205	4,205	65
15 - 17 years	26,275	1,545	15
18 - 24 years	45,645	2,595	55
25 years and over	20,645	800	40
Average number of never-married sons and/or daughters at home per census fan	1.3	1.5	1.5
Total number of persons in private households (20% sample data)	545,825	29,020	555
Number of non-family persons	56,310	2,590	75
Living with relatives	18,000	1,010	10
Living with non-relatives only	11,340	540	0
Living alone	26,970	1,040	60
Number of family persons	489,510	26,430	480
Average number of persons per census family	3.1	3.4	3.3
Total number of persons 65 years and over (20% sample data)	54,765	1,015	60
Number of non-family persons 65 years and over	18,830	315	10
Living with relatives	6,460	155	0
Living with non-relatives only	820	15	0
Living alone	11,545	145	10
Number of family persons 65 years and over	35,940	705	50
Total number of occupied private dwellings by structural type of dwelling (20% sa	185,495	8,915	200
Single-detached house	137,365	5,250	180
Semi-detached house	7,170	1,130	0
Row house	9,980	1,305	0
Apartment, detached duplex	18,205	75	0
Apartment building, five or more storeys	780	45	0
Apartment building, less than five storeys	9,465	490	20
Other single attached house	910	40	0
Movable dwelling	1,625	575	0
Total number of private households by household size (20% sample data)	185,500	8,920	200
1 person	26,975	1,040	60
2 persons	53,235	2,090	35
3 persons	40,785	1,985	40
4 - 5 persons	57,965	3,215	35
6 or more persons	6,540	585	20

Source: 1996 Census of Canada

Profile of Labour Force Characteristics
Communities of Newfoundland
1996 Census

Geography	Total population 15 years and over by labour force activity (20% sample data)	In the labour force	Employed	Unemployed	Not in the labour force	Participation rate	Employment-population ratio	Unemployment rate
						%	%	%
Canada	**22,628,925**	**14,812,700**	**13,318,740**	**1,493,960**	**7,816,225**	**65.5**	**58.9**	**10.1**
Newfoundland - Terre-Neuve	**437,340**	**246,065**	**184,330**	**61,735**	**191,285**	**56.3**	**42.1**	**25.1**
North West River	445	265	170	90	185	59.6	38.2	34.0

Aboriginal Population
1996 Census

Geography	Total Aboriginal population	North American Indian single response	Métis single response	Inuit single response	Multiple Aboriginal responses	Other Aboriginal response	Total non-Aboriginal population
Canada	**799,010**	**529,035**	**204,115**	**40,225**	**6,415**	**19,215**	**27,729,115**
Newfoundland	**14,200**	**4,355**	**4,555**	**4,120**	**180**	**995**	**532,955**
Division No. 10 - Labrador	**8,780**	**1,385**	**3,555**	**3,690**	**120**	**25**	**20,300**
Division No. 10, Subd. A	0	0	0	0	0	0	90
L'Anse au Loup	80	0	80	0	0	0	565
Red Bay	0	0	0	0	0	0	285
L'Anse au Clair	10	0	10	0	0	0	250
Forteau	45	0	35	10	0	0	455
West St. Modeste	15	10	10	0	0	0	150
Pinware	0	0	0	0	0	0	120
Division No. 10, Subd. B	320	0	315	10	0	0	230
Port Hope Simpson	460	0	435	25	0	0	115
St. Lewis	210	0	205	0	0	0	105
Mary's Harbour	160	0	160	0	0	0	315
Cartwright	550	0	500	40	0	0	85
Charlottetown	260	0	255	0	0	0	70
Division No. 10, Subd. C	960	875	25	30	10	25	45
Rigolet	230	0	0	220	0	0	30
North West River	**310**	**10**	**100**	**195**	**10**	**0**	**255**
Happy Valley-Goose Bay	2,700	65	1,315	1,225	90	0	5,860
Division No. 10, Subd. D	30	25	0	0	0	0	685
Labrador City	140	50	55	30	10	0	8,305
Wabush	20	0	10	0	0	0	1,995
Division No. 10, Subd. E	360	350	0	10	10	0	20
Makkovik	255	0	0	250	0	0	115
Hopedale	545	0	10	540	0	0	45
Nain	910	0	10	900	0	0	85
Postville	200	0	10	195	0	0	25

Source: 1996 Census of Canada

E.I. Beneficiaries by Age, Davis Inlet, 1998 & 2000

	1998	2000
24 or less	10	15
25-34	45	55
35-44	25	40
45-54	10	15
55+	10	15
Total	**100**	**140**

Note: The Employment Insurance data reported here includes only claims related to job loss and fishing activity. All other types of claims are excluded (maternity leave, sickness, parental/adoption, work sharing, job creation, training and self-employment). Figures may not add to totals due to random rounding.

Source: Special Tabulation by Newfoundland Statistics Agency

E.I. Beneficiaries by Gender, Davis Inlet, 1998 & 2000

	1998	2000
Female	40	60
Male	60	80
Total		

Note: The Employment Insurance data reported here includes only claims related to job loss and fishing activity. All other types of claims are excluded (maternity leave, sickness, parental/adoption, work sharing, job creation, training and self-employment). Figures may not add to totals due to random rounding.

Source: Special Tabulation by Newfoundland Statistics Agency

E.I. Beneficiaries by Occupation Type, Davis Inlet, 1998 & 2000

	1998	2000
Management	..	10
Business, Finance and Administrative	5	5
Clerical	5	5
Natural and Applied Sciences and Related	..	..
Health	..	..
Social Science, Education, Government and Religion	5	5
Art, Culture, Recreation and Sport	5	10
Sales and Service	30	50
Trades, Transport and Equipment Operator and Related	35	20
Construction Labourer and Related	15	20
Fish Harvester	..	5
Other Primary	..	..
Fish Plant Worker	..	..
Manufacturing and Other Processing	..	..
Total	**100**	**140**

Note: The Employment Insurance data reported here includes only claims related to job loss and fishing activity. All other types of claims are excluded (maternity leave, sickness, parental/adoption, work sharing, job creation, training and self-employment). Figures may not add to totals due to random rounding.

Source: Special Tabulation by Newfoundland Statistics Agency

E.I. Beneficiaries by Age, Sheshatshiu/North West River, 1998 & 2000

	1998	2000
24 or less	35	30
25-34	70	90
35-44	80	70
45-54	40	45
55+	15	20
Total	**235**	**255**

Note: The Employment Insurance data reported here includes only claims related to job loss and fishing activity. All other types of claims are excluded (maternity leave, sickness, parental/adoption, work sharing, job creation, training and self-employment). Figures may not add to totals due to random rounding.

Source: Special Tabulation by Newfoundland Statistics Agency

E.I. Beneficiaries by Gender, Sheshatshiu/North West River, 1998 & 2000

	1998	2000
Female	60	80
Male	175	175
Total	**235**	**255**

Note: The Employment Insurance data reported here includes only claims related to job loss and fishing activity. All other types of claims are excluded (maternity leave, sickness, parental/adoption, work sharing, job creation, training and self-employment). Figures may not add to totals due to random rounding.

Source: Special Tabulation by Newfoundland Statistics Agency

E.I. Beneficiaries by Occupation Type, Sheshatshiu/North West River, 1998 & 2000

	1998	2000
Management	5	5
Business, Finance and Administrative	5	5
Clerical	5	10
Natural and Applied Sciences and Related	10	15
Health	5	..
Social Science, Education, Government and Religion	30	25
Art, Culture, Recreation and Sport	8	10
Sales and Service	30	55
Trades, Transport and Equipment Operator and Related	55	50
Construction Labourer and Related	70	60
Fish Harvester	..	5
Other Primary	5	10
Fish Plant Worker	0	0
Manufacturing and Other Processing	..	..
Total	**235**	**255**

Note: The Employment Insurance data reported here includes only claims related to job loss and fishing activity. All other types of claims are excluded (maternity leave, sickness, parental/adoption, work sharing, job creation, training and self-employment). Figures may not add to totals due to random rounding.

Source: Special Tabulation by Newfoundland Statistics Agency

E.I. Beneficiaries by Age, Newfoundland and Labrador, 1998 & 2000

	1998	2000
24 or less	10,650	10,435
25-34	28,165	25,840
35-44	29,260	29,255
45-54	21,930	23,910
55+	9,485	10,610
Total	**99,490**	**100,055**

Note: The Employment Insurance data reported here includes only claims related to job loss and fishing activity. All other types of claims are excluded (maternity leave, sickness, parental/adoption, work sharing, job creation, training and self-employment). Figures may not add to totals due to random rounding.

Source: Special Tabulation by Newfoundland Statistics Agency

E.I. Beneficiaries by Gender, Newfoundland and Labrador, 1998 & 2000

	1998	2000
Female	36,815	37,205
Male	62,670	62,855
Total	**99,490**	**100,055**

Note: The Employment Insurance data reported here includes only claims related to job loss and fishing activity. All other types of claims are excluded (maternity leave, sickness, parental/adoption, work sharing, job creation, training and self-employment). Figures may not add to totals due to random rounding.

Source: Special Tabulation by Newfoundland Statistics Agency

E.I. Beneficiaries by Occupation Type, Newfoundland and Labrador, 1998 & 2000

	1998	2000
Management	2,030	1,990
Business, Finance and Administrative	3,225	2,975
Clerical	4,935	4,535
Natural and Applied Sciences and Related	3,160	3,045
Health	1,900	1,230
Social Science, Education, Government and Religion	3,610	2,950
Art, Culture, Recreation and Sport	785	765
Sales and Service	19,070	18,465
Trades, Transport and Equipment Operator and Related	19,620	19,330
Construction Labourer and Related	12,760	15,130
Fish Harvester	12,135	13,540
Other Primary	4,640	4,205
	9,145	9,580
Manufacturing and Other Processing	2,435	2,305
Undefined or Missing Occupation Code	35	15
Total	**99,490**	**100,055**

Note: The Employment Insurance data reported here includes only claims related to job loss and fishing activity. All other types of claims are excluded (maternity leave, sickness, parental/adoption, work sharing, job creation, training and self-employment). Figures may not add to totals due to random rounding.

Source: Special Tabulation by Newfoundland Statistics Agency

Profile of Labour Force Characteristics
Communities of Newfoundland
1996 Census

Geography	Total population 15 years and over by labour force activity (20% sample data)	In the labour force	Employed	Unemployed	Not in the labour force	Participation rate	Employment-population ratio	Unemployment rate
						%	%	%
Canada	**22,628,925**	**14,812,700**	**13,318,740**	**1,493,960**	**7,816,225**	**65.5**	**58.9**	**10.1**
Newfoundland - Terre-Neuve	**437,340**	**246,065**	**184,330**	**61,735**	**191,285**	**56.3**	**42.1**	**25.1**
North West River	445	265	170	90	185	59.6	38.2	34.0

Aboriginal Population
1996 Census

Geography	Total Aboriginal population	North American Indian single response	Métis single response	Inuit single response	Multiple Aboriginal responses	Other Aboriginal response	Total non-Aboriginal population
Canada	**799,010**	**529,035**	**204,115**	**40,225**	**6,415**	**19,215**	**27,729,115**
Newfoundland	**14,200**	**4,355**	**4,555**	**4,120**	**180**	**995**	**532,955**
Division No. 10 - Labrador	**8,780**	**1,385**	**3,555**	**3,690**	**120**	**25**	**20,300**
Division No. 10, Subd. A	0	0	0	0	0	0	90
L'Anse au Loup	80	0	80	0	0	0	565
Red Bay	0	0	0	0	0	0	285
L'Anse au Clair	10	0	10	0	0	0	250
Forteau	45	0	35	10	0	0	455
West St. Modeste	15	10	10	0	0	0	150
Pinware	0	0	0	0	0	0	120
Division No. 10, Subd. B	320	0	315	10	0	0	230
Port Hope Simpson	460	0	435	25	0	0	115
St. Lewis	210	0	205	0	0	0	105
Mary's Harbour	160	0	160	0	0	0	315
Cartwright	550	0	500	40	0	0	85
Charlottetown	260	0	255	0	0	0	70
Division No. 10, Subd. C	960	875	25	30	10	25	45
Rigolet	230	0	0	220	0	0	30
North West River	**310**	**10**	**100**	**195**	**10**	**0**	**255**
Happy Valley-Goose Bay	2,700	65	1,315	1,225	90	0	5,860
Division No. 10, Subd. D	30	25	0	0	0	0	685
Labrador City	140	50	55	30	10	0	8,305
Wabush	20	0	10	0	0	0	1,995
Division No. 10, Subd. E	360	350	0	10	10	0	20
Makkovik	255	0	0	250	0	0	115
Hopedale	545	0	10	540	0	0	45
Nain	910	0	10	900	0	0	85
Postville	200	0	10	195	0	0	25

Source: 1996 Census of Canada

Table 1:
Income Summary, 1990-1998
Davis Inlet
(on a National Taxable Income basis)

	1990	1991	1992	1993	1994	1995	1996	1997	1998
Population									
Taxfilers and dependents	..	..	530	580	560	570	580	650	590
Taxfilers	180	180	190	220	220	220	210	250	240
Personal Incomes									
Total personal income ($,000)	2,184	2,365	2,641	3,220	3,529	3,971	3,554	4,526	4,728
Market incomes									
Amount ($,000)	1,363	1,494	1,693	2,265	2,243	2,756	2,295	3,523	3,531
Number reporting	150	140	150	190	180	190	180	230	220
Transfer incomes									
Amount ($,000)	821	871	948	955	1,286	1,215	1,259	1,003	1,197
Number reporting	160	150	170	190	190	190	180	200	200
Transfer contribution (%)	37.6	36.8	35.9	29.7	36.4	30.6	35.4	22.2	25.3
Self-reliance ratio (%)	62.4	63.2	64.1	70.3	63.6	69.4	64.6	77.8	74.7
***Deduct:* Personal income taxes**									
To province ($,000)	101	128	128	182	214	299	224	344	366
To federal government ($,000)	56	75	79	122	144	200	149	230	249
***Equals:* Personal disposable income ($,000)**	2,027	2,162	2,434	2,916	3,171	3,472	3,181	3,952	4,113
Economic Indicators of Personal Well-Being									
Median income ($)	11,100	11,300	11,800	12,100	13,400	16,100	14,000	15,000	18,000
Provincial index	80.4	80.1	85.5	88.3	95.7	114.2	100.0	105.6	122.4
Canadian index	58.1	58.5	63.4	67.2	72.4	85.2	73.7	77.3	89.6
Personal income per capita ($)	..	..	5,000	5,600	6,300	7,000	6,100	7,000	8,000
Provincial index	..	..	38.4	41.9	46.0	49.3	42.9	47.6	53.0
Canadian index	..	..	28.2	31.3	35.1	37.7	32.2	35.9	39.5
Disposable income per capita ($)	..	..	4,600	5,000	5,700	6,100	5,500	6,100	7,000
Provincial index	..	..	42.0	45.1	49.5	52.0	46.3	50.0	55.5
Real disposable income per capita ($)	..	..	4,600	4,900	5,500	5,800	5,200	5,600	6,400
Provincial index	..	..	42.0	45.1	49.5	52.0	46.3	50.0	55.5
Family Incomes									
Median family income[c] ($)	16,200	18,000	17,600	17,300	20,700	27,700	23,100	25,400	30,800
Husband-wife families	26,900	24,200	24,500	26,600	32,700	33,400	30,300	34,900	40,800
Lone-parent families	10,600	10,100	10,800	9,900	10,900	16,200	13,100	11,900	18,400
Non-family persons	..	10,100	..	12,100	14,300	14,900	10,500	12,700	13,900

Notes:

[a] The amounts for 1994 to date reflect our adjustment for underreporting of Social Assistance benefits. This increased estimates by $0.2 million in that year.

[b] The market and transfer incomes reported here for 1993 to date have had total NCARP/TAGS payments subtracted from the market incomes reported in the source and added to the transfer incomes. (See the text for our reasoning and for the uncertainties the change created.) The comparable 1992 amounts were not so adjusted because of a lack of data.

[c] Using Census definitions of family types.

Source: Compiled by the Economics and Statistics Branch, based on Canada Customs and Revenue Agency summary information as provided by Small Area and Administrative Data Division, Statistics Canada.

Table 1:
Income Summary, 1990-1998
North West River
(on a National Taxable Income basis)

The figures for North West River include Sheshatshit.

	1990	1991	1992	1993	1994	1995	1996	1997	1998
Population									
Taxfilers and dependents	..	..	1,430	1,460	1,470	1,530	1,580	1,560	1,560
Taxfilers	680	680	700	740	760	770	820	830	830
Personal Incomes									
Total personal income ($,000)	10,557	11,170	11,591	12,193	13,219	13,398	13,987	14,896	17,119
Market incomes									
Amount ($,000)	8,050	8,229	8,170	8,661	9,097	9,321	9,821	11,102	12,670
Number reporting	570	560	580	610	620	590	580	680	690
Transfer incomes									
Amount ($,000)	2,507	2,941	3,421	3,532	4,122	4,077	4,166	3,794	4,449
Number reporting	590	590	620	620	630	630	670	650	680
Transfer contribution (%)	23.7	26.3	29.5	29.0	31.2	30.4	29.8	25.5	26.0
Self-reliance ratio (%)	76.3	73.7	70.5	71.0	68.8	69.6	70.2	74.5	74.0
***Deduct:* Personal income taxes**									
To province ($,000)	773	794	768	838	883	942	972	1,052	1,306
To federal government ($,000)	434	465	473	561	591	630	652	705	898
***Equals:* Personal disposable income ($,000)**	9,350	9,911	10,350	10,794	11,745	11,826	12,363	13,139	14,915
Economic Indicators of Personal Well-Being									
Median income ($)	11,600	12,300	12,200	12,900	13,300	13,200	12,800	13,400	16,200
Provincial index	84.1	87.2	88.4	94.2	95.0	93.6	91.4	94.4	110.2
Canadian index	60.7	63.7	65.6	71.7	71.9	69.8	67.4	69.1	80.6
Personal income per capita ($)	..	..	8,100	8,400	9,000	8,800	8,900	9,500	11,000
Provincial index	..	..	62.5	63.0	65.7	61.9	62.0	65.3	72.5
Canadian index	..	..	45.9	47.2	50.1	47.3	46.5	49.3	54.1
Disposable income per capita ($)	..	..	7,200	7,400	8,000	7,700	7,800	8,400	9,600
Provincial index	..	..	66.1	66.4	69.8	65.9	66.0	69.3	76.1
Real disposable income per capita ($)	..	..	7,200	7,300	7,800	7,400	7,400	7,800	8,800
Provincial index	..	..	66.1	66.4	69.8	65.9	66.0	69.3	76.1
Family Incomes									
Median family income[c] ($)	18,900	20,300	21,200	21,200	23,000	22,400	23,200	24,900	27,700
Husband-wife families	30,400	34,200	32,400	32,100	34,300	33,000	32,600	35,900	40,500
Lone-parent families	9,900	10,400	11,000	14,100	11,700	12,500	11,400	13,500	17,800
Non-family persons	9,300	10,100	10,600	10,800	11,500	12,600	11,300	13,900	13,300

Notes:

[a] The amounts for 1994 to date reflect our adjustment for underreporting of Social Assistance benefits. This increased estimates by $0.6 million in that year.

[b] The market and transfer incomes reported here for 1993 to date have had total NCARP/TAGS payments subtracted from the market incomes reported in the source and added to the transfer incomes. (See the text for our reasoning and for the uncertainties the change created.) The comparable 1992 amounts were not so adjusted because of a lack of data.

[c] Using Census definitions of family types.

Source: Compiled by the Economics and Statistics Branch, based on Canada Customs and Revenue Agency summary information as provided by Small Area and Administrative Data Division, Statistics Canada.

3

Introduction

The College of the North Atlantic is a leader in providing affordable, quality training designed to meet the existing and emerging needs of today's labour market. With the increased interest in the fishing industry in Labrador, the Innu of Labrador are becoming more aware of the need for specific training in order to acquire the necessary knowledge and skills to obtain employment. In order to meet the training needs of this industry, the Happy Valley-Goose Bay (HVGB)Campus has compiled the following information package on what our College system can offer to help develop skill sets within the Innu community of Sheshatshiu.

The College of the North Atlantic, HVGB, welcomes the opportunity to work with representatives of the Innu of Labrador, and Coastal Labrador Fisheries Ltd. in developing human resources that will enable the development of sustainable commercial fishing enterprises that have sound environmental and conservation practices. An affiliation is necessary and can be developed between the Campus and the Innu to develop the skill sets required for the self-sufficiency in fisheries management and planning which will lead to an increase in the quality of life in Labrador Innu communities. The Innu of Labrador must develop their own expertise and there is now a perfect opportunity to begin this process.

College Partnerships

For the past several years, the Happy Valley-Goose Bay Campus of the College of the North Atlantic has established and maintained healthy relationships with many organizations and businesses located throughout Labrador. A large number of students have participated in the various programs and courses offered by the College both on campus and in Coastal learning centres. We have a very well established contact list with many groups, and lines of communication are always open. Training opportunities are well advertised and contact

people are always available for discussions regarding possible training deliveries. The College has a track record that speaks for itself.

Training Opportunities

As a public College, we offer a wide range of programs and courses in order to meet the many demands and needs of society. Depending on the background of the student, he or she may start in our Access to Training and Careers Program which is designed to prepare that person for their career choice, or he/she may enrol in one of our many short term or long term courses and programs. A description of some of these training opportunities is provided bellow.

Access to Training & Careers (ATC)

The ATC program provides students with an opportunity to participate in a two week career exploration component which involves self-assessment, career planning, and job research. Students in conjunction with the instructor, will then design their own program plan based on the results of this career exploration. This program plan could include upgrading to acquire a Level III certificate, or access to post-secondary programs and courses that may be transferred directly into College/University programs.

Natural Resource Technician - Northern Studies

The Northern Natural Resources Technician Program is designed to produce competent technicians for various wildlife, forestry and fisheries agencies with major emphasis on working in northern climates. Content for this program was taken from the Fish and Wildlife Technician Program. The concept of proper management of our natural resources using the principles of sustainable development, integrated resource policy for ecosystem based management has become the norm in our global community. Industries and all levels of government around the world are beginning to apply these principles to the management,

protection, and utilization of our existing and changing environment and its resources. The program provides a balance of field and office experiences that includes a significant computer based data collection and analysis component.

Graduates of this program are qualified for employment throughout Canada with federal and provincial governments and with private industry. Government agencies may include the Department of Fisheries and Oceans, Parks Canada, and the Department of Forestry, Resources, and Agrifoods. Typical job duties may include protection and enforcement, resource inventory, site classification, habitat protection and improvement, environmental impact assessments, parks programs, providing technical support and environmental education programs.

The Happy Valley-Goose Bay Campus is currently recruiting for a new intake of students into this program for this coming semester. The next intake, if need for this program continues to rise, will be August, 2003. However, specific courses from the program can be selected and delivered specifically for the Innu Fisheries Strategy if deemed appropriate. These courses can be scheduled accordingly. For a description of each individual course, please see Appendix A.

Occupational Health & Safety Courses

The College of the North Atlantic, Happy Valley Campus, presently offers a number of Workplace Health & Safety courses that are requirements for a wide range of training programs. These courses include: St. John's Ambulance, Standard First Aid, CPR, Marine Advanced First Aid, WHMIS, Confined Spaces, Powerline Hazards, Traffic Control Persons, and Transportation of Dangerous Goods. Soon to be added are courses in Trenching and Excavation, and Fall Protection. These courses are geared toward the safety of the individual in a variety of work environments and cover the following topics:

Standard First Aid - 2 Days

- ⇨ Emergency Scene Management
- ⇨ Shock, Unconscious and Fainting
- ⇨ Artificial Respiration
- ⇨ Choking - Adult
- ⇨ Severe Bleeding
- ⇨ One Rescuer CPR - Adult
- ⇨ Secondary Survey
- ⇨ Eye Injuries
- ⇨ Burns
- ⇨ Bone & Joint Injuries
- ⇨ Head & Spinal Injuries
- ⇨ Wound Care
- ⇨ Medical Conditions

CPR - Heart Start - 1 Day (Standard First Aid is Prerequisite)

- ⇨ Emergency Scene Management
- ⇨ Artificial Respiration
- ⇨ Child Resuscitation
- ⇨ Infant Resuscitation
- ⇨ Cardiovascular Emergencies & One Rescuer CPR
- ⇨ 2 Rescuer CPR
- ⇨ Secondary Survey

Marine Advanced First Aid - 3 Day Course

- ⇨ Includes the topics covered in the 2-day standard First Aid Course plus the following:
- ⇨ Body Structure & Functions
- ⇨ Environmental Illnesses
- ⇨ First Aid Kits (Marine)
- ⇨ Toxicological Hazards
- ⇨ Rescue At Sea
- ⇨ Radio Medical Advice
- ⇨ Pharmacology

WHMIS - 1 Day

- ⇨ Regulations Under The Law
- ⇨ Responsibilities
- ⇨ How Chemical Properties Can Enter Your Body
- ⇨ How Chemical Products Can Affect You
- ⇨ Supplier Labels
- ⇨ Workplace Labels
- ⇨ Blood Borne Pathogens

Material Safety Date Sheets (MSDS) - 1 Day

- ✓ Physical Data
- ✓ Fire & Explosion Data
- ✓ Reactivity Data
- ✓ Toxicological Properties
- ✓ Preventive Measures
- ✓ Hazardous Ingredients

- ✓ First Aid Measures

Transportation of Dangerous Goods - 1 Day

- ✓ The Act
- ✓ Classification
- ✓ Documentation
  - ✓ General
  - ✓ Info Required On Shipping Documents
  - ✓ Waste Manifest
  - ✓ Other Requirements
- – Safety Marks
  - – Labels
  - – Placards
  - – Signs
  - – Marks
- – Safety Requirements For Handling For Offering For Transport
- – Permits
- – Inspectors

Confined Spaces - 1 Day

- – Definition of Confined Space
- – Potential Hazards
  - – Oxygen Deficiency
  - – Flammable Gases/Explosive Atmospheres
  - – Toxic Vapors
  - – Other Hazards

- Isolation Procedures
  - Electrical Energy
  - Lockout Procedures
  - Stored Energy
  - Harmful Substances
- Purging
- Ventilation
- Testing The Confined Space
- Personal Protective Equipment
- Pre Entry Planning
  - Entry Procedures
  - The Safe Work Permit
  - Role of Observer/Attendant
- Emergency Procedures

Powerline Hazards - 1 Day

- The Act
- Electricity - How It Works
- Insulators And Conductors
- Electrical Paths - Your Body as a Conductor
- Circuit Protection Devices
- Why Shock Kills - Voltage, Current, Resistance
- OHMS Law
- Inspecting Your Work Area
- Personal & Protective Equipment
- Contacting Overhead Power Lines
- Contacting Underground Power Lines

- Regulations for Crane/Boom Truck Operators
- Written Clearances From Utility Companies
- Tag Lines
- Workers Right To Refuse Work
- Transportation Of High Loads
- Leaving A Piece Of Energized Equipment

Traffic Control Person - 4 Hour Course

- The Act
- Role of the Flagperson
- Personal Safety Equipment
  - Traffic Control After Dark
  - Dressing For The Job
- Physical Requirements For The Job
  - Where To Stand
  - How To Signal
  - 2 Way Radio Use
  - Alternate Hand Signals
  - Rights Under The Law
  - Typical Signage
  - Stopping Distances For Traffic
  - Dust Suppression

A common theme thought out many of our safety courses relates to the cause and effect of toxicological hazards in particular chemicals, refrigerants and gases. Appendix B gives specific information on the safety use of toxic substances in land based and marine environments.

Marine Institute Partnership

The College of the North Atlantic and the Marine Institute has a Memorandum of Understanding recognizing the interrelationship of it's institutional mandates and are committed to working cooperatively to deliver consistent, high quality service and programs.

The Labrador District has a very good working relationship with Marine Institute. The Happy Valley-Goose Bay Campus has helped with the logistics and hiring of instructors for many successful training sessions in our region. Below are some examples of our working relationship with Marine Institute in delivering courses outside of the St. John's area. We have participated in the following course deliveries:

- ✓ Fishing Master (Class IV) program—delivered in Port Hope Simpson from February to April 2001 (45 days).
- ✓ Shrimp Trawl Construction, Repair and Operation—delivered in West St. Modeste from February to March 2000 (10 days).
- ✓ Marine Emergency Duties—delivered in Nain and Happy Valley-Goose Bay

Below is a list of Professional Fish Harvesters Certification Courses available through our partnership with Marine Institute:

Course	Duration (Days)
Fishing Master IV	40 (excluding MED A1 & First Aid) 45 (including MED A1 & First Aid)
Fishing master III	40
Shrimp Trawl Construction, Repair and Operation	10
Basic Net Construction and Repair	10

Course	Duration (Days)
Managing Your Fishing Enterprise	10
Introduction to Navigation and Safety	10
Responsible Fishing	10
Shrimp Trawl Design, Performance and Operation	5
Shrimp Handling and Holding Onboard	5
Practical Mathematics	5
Fisheries Resource Management	5
Ocean Environment	5

Below is a list of Seafood Processing Sector Training Courses available through our partnership with Marine Institute:

Course	Duration (Days)
Orientation to Sanitation and Hygiene	2
Introduction to HACCP	1
Northern Shrimp Handling and Processing	2
Snow Crab Handling and Processing	2
First Line Supervisors	5
QMPR/HACCP	4
Chargehand	3
Factory Clean-up	7
Sanitation & Hygiene Series: Process Related	2

Course	Duration (Days)
Sanitation & Hygiene Series: Program Review	1
Facilities & Equipment	4
Certificate in Quality Assurance	12 weeks
Certificate in Fundamentals of Seafood Processing	12 weeks

Customized Training Program

Through our Community and Corporate Services and Continuing Education division, CNA offers evening courses and customized training programs to agencies, government departments, industry, and the general public. Training areas offered include Information Technology, Engineering, Medical Sciences, Natural Resources, Personal Interest, Credit Courses, Oil Related Training and Seminars and Workshops.

Here are some examples of training that has been offered in the Labrador District through this division. A two-week program in Environmental Sampling Training for Innu Environmental in our North West River Learning centre in June 2000. The program content was determined by Innu Environmental, Jacques Whitford, and College representatives. Topics for this training included: General Introduction; Map Reading/Compass and GPS use; Water and Sediment Sampling Techniques; Fish Survey Techniques; Marine Wildlife Survey Techniques; Ground Wildlife Identification Techniques; Aerial Wildlife Survey Techniques; and Wildlife Habitat and Plant Ecology.

Tourism Training

The following programs or selected courses/components have potential relationship for the tourism (i.e. Commercial Outfitting Operations) side of the fisheries strategy:

Long Term Training

- ✓ Tourism Studies Program—Two year diploma program—Graduates of this program may find employment with travel agencies, airlines, tour operators, car rental agencies, travel insurance representatives, cruise lines, hotels, motels, resorts, bed and breakfasts, restaurants, beverage operations, tourist information centres and other related businesses depending upon the option selected in year two.
- ✓ Adventure Tourism - Outdoor Recreation Program—Two year diploma program—This program provides students with a solid foundation in the natural sciences and social history of the province and a strong base in outdoor leadership skills and techniques. The ability for graduates to deliver high quality environmental and cultural interpretation to a broad audience in a fundamental goal of the program. The program addresses "excellence" by assisting students in becoming confident leaders skilled in imparting information to others in an interesting and enjoyable way.
- ✓ Commercial Baking—37 week program—Successful students will find employment as baker's helper or bakers in small bakeries, hotels and restaurants.
- ✓ Commercial Cooking—37 week program—Successful students will find employment as Junior cooks in the Food Service Industry.
- ✓ Heritage Interpretation—34 week certificate program—Students learn to appreciate and interpret our past cultures, achievements and modern advances and they develop an understanding of the adventure tourism industry. They will also be able to specialize in either Ecological Interpretation or Cultural Interpretation.
- ✓ Food, Beverage, and Lodging Certificate—32 week program—Students learn about the tourism industry and communication/customer service skills and will have a hands on training experience.
- ✓ Tourism Foundations Certificate—32 week program—Offers training to youth exploring their career options. Students participate in courses in tourism, tourism service and oral communications and they also get hands on training in the Adventure tourism and Food and Beverage sectors of the industry.

Note: Again, these programs can be delivered either as a total program or customized through a selection of specific courses appropriate to the Innu Fisheries Strategy.

Short Term Training and Seminar Courses

- ✓ Front Line Hospitality Worker—6 weeks
- ✓ Small Business Owner/Operator—2 weeks
- ✓ Interpreting Cultural Interactions with the Sea
- ✓ Interpreting Artifacts
- ✓ Interpreting the Cultural Landscape
- ✓ Front Line Tourism Services Worker
- ✓ Front Desk
- ✓ Dining Room Operations
- ✓ Bar and Beverage Operation
- ✓ Heritage Interpretation I and II
- ✓ Interpreting the Environment
- ✓ Interpreting Cultural Interactions with Wildlife
- ✓ Interpreting Cultural Interactions with Flora

Sample of Seminar Courses

- ✓ Local Tour Guide
- ✓ Special Events Planning
- ✓ Room Attendant
- ✓ Menu Development & Pricing
- ✓ Customer Service
- ✓ Responsible Beverage Service

Other Programs

Components of these programs could be delivered locally leading to the final completion at one of our Island campuses:

- ✓ Environmental Technology—3 year diploma program—Successful graduates may obtain employment in government or private industry. Employment would include such work as providing technical support to professional pollution control specialists, providing technical assistance with impact assessment studies to firms and/or consultants, and assisting government and industry in promoting their environmental educational programs. Students of this program will receive a multidisciplinary training in chemical, biological, and engineering science focused on dealing with environmental pollution and sustainable development.

- ✓ Continuous Quality Improvement Specialist—This program is designed to provide the knowledge and skills necessary to lead an organization in focusing on the needs of the customer. It examines leadership and management skills that are consistent with total quality improvement, develops leadership skills that encourages teamwork, applies quality tools and techniques essential in the organization and management of projects, and analyzes the various techniques of statistical process control to effectively measure the performance of a quality process. Note: This program is delivered through Distributed Learning, Grand Falls-Windsor Campus.

- ✓ Business Administration/Management—One/Two/Three year program—Graduates of the Business Administration program may have the opportunity to transfer credits to institutions such as: Certified General Accountants' Association of Canada; The Society of Management Accountants: University College of Cape Breton; Memorial University of Newfoundland; University of Lethbridge; Lakehead University, etc.

Transfer of Credits

The College of the North Atlantic has an agreement with Memorial University of Newfoundland giving credit for specific College courses. A yearly transfer guide is published by the Newfoundland and Labrador Council on Higher Education. This guide is also available online at: http://www.edu.gov.nf.ca/council Many of our courses have been recognized and accepted by a number of learning institutions across Canada.

Previous Program Deliveries

Labrador Inuit Association/Labrador Inuit Development Corporation:

- ⇨ Inuit Access Program (Skills Readiness) - Nain, Hopedale
- ⇨ Navigation Training - Nain
- ⇨ Mobile Crane Operator Program (Phase I & II) - Nain
- ⇨ Office Administration Program - Nain, Makkovik, Rigolet

College of the North Atlantic Information Package

- Adult Basic Education (Now Access to Training and Careers) - Nain, Davis Inlet, Makkovik, Postville, Rigolet, North West River, Port Hope Simpson, West St. Modeste.
- Marine Emergency Duties A2 - Nain
- Driller/Blasting - Nain
- Northern Hospitality Training - Hopedale, Postville, Makkovik, Nain
- Carpentry Training - Postville, Makkovik, Rigolet

Innu Band Council:

- Access to Training & Careers - Davis Inlet, North West River/Sheshatshiu
- Early Childhood Education - NWR/SSS
- Heavy Equipment Operator - P1 - Davis Inlet
- Employability Skills Training - Davis Inlet
- Carpentry Training - Davis Inlet
- Home Support Worker Program - Davis Inlet

Innu Environmental Development:

- Environmental Sampling Course - NWR/SSS

Other Contract Training:

- House Maintenance Manager Training - Naskapi Band of Quebec
- Shrimp Trawl Construction/Repair - L'Anse Au Loup (Marine Institute Course)
- Computer Training - Torngat Fish Producers - Makkovik
- Fishing Masters 4 - Port Hope Simpson

Distributed Learning Services

The Distributed Learning Services is a new delivery method being used by the College of the North Atlantic to provide the public with easier access to credit and non-credit courses from their own homes or place of work. Through the use of traditional distance education methods and computer technology, students are able to access courses using the Internet. Distributed learning involves using computers and telecommunications technology in combination with other media to make learning opportunities accessible to learners who are otherwise constrained by time and geography. This approach allows for students and instructors to interact by way of a digital network from different locations at times that are more convenient for both.

Information is exchanged between the instructor and the student by a number of methods, the most common being electronic mail or E-mail and the WebCT (World Wide Web Course Tools) site through the World Wide Web.

Students who participate in distributed learning should be self-motivated and may want to use these courses to start or enhance their post-secondary studies. Some courses that may be of interest to potential or current employees could include:

NOTE: Some courses require prerequisites

Courses Available:

- ✓ Manual and Computerized Accounting
- ✓ Fish and Wildlife Biology
- ✓ Communication Skills
- ✓ Workplace Correspondence
- ✓ Report Writing
- ✓ Variety of computer courses

- ✓ Process Improvement
- ✓ Leadership Skills
- ✓ Introduction to Business
- ✓ Business Planning
- ✓ Entrepreneurial Studies
- ✓ Marketing
- ✓ Office Management Courses
- ✓ Productivity Tools
- ✓ Human Resource Management
- ✓ Customer Service
- ✓ Recruitment/Selection & Training/Development
- ✓ Introduction to Research
- ✓ Customer Relations Management
- ✓ Internet Marketing

Possible Funding Agencies

There are many different sources of funding that one may access for training and business opportunities in Newfoundland and Labrador. Human Resources Development Canada, Human Resources & Employment, Labrador Inuit Association, Innu Band Council, Atlantic Canada Opportunities Agency, Labour Market Development Association, Labrador Inuit Development Association, and the Labrador Community Development Corporation are a few of these agencies that provide funding for training and projects. Please see the Appendix C for more information on these organizations.

Long-Term Possibilities

The College of the North Atlantic is a learning institution which caters to the needs of a large population. Over the years, the Happy Valley-Goose Bay Campus has been striving to meet the individual needs of the people of Labrador and can also customize training in support of the immediate and long-term objectives identified by the Innu. The College of the North Atlantic is able to adjust training time (seasonal delivery), course content to meet industry needs, and we can accommodate both the short-term and long-term training options foreseen by our clients.

A particularly attractive option for the Innu is that students may obtain upgrading in order to prepare for further training and then slowly build up his/her skills and knowledge in a variety of different areas. A person may access training all year round, not just from September to June. Our building is open all summer long to ensure that courses and programs are available for people at their convenience. A person may start with upgrading, continue on with a certificate or diploma program, take a DL course (credit, non-credit or personal interest), or complete short term workshops/seminars. The credentials awarded will depend on the training successfully completed. We offer certificates, diplomas, transcripts for these programs and for individual courses completed and certificates of Completion/Participation.

In order for the College of the North Atlantic to effectively train employees, a needs assessment must be conducted to determine their background education level. From this point, we can move on and actually start training potential employees accordingly. Upgrading may be required for some of the workers, others may benefit from individual courses designed to assist them in the workplace, office related courses/programs may be beneficial for a few employees, and yet others may participate in more boat/trawl related courses.

The Happy Valley-Goose Bay Campus is a very flexible institution and is ready to meet the needs of the Innu in developing skill sets and expertise that will support an Innu Commercial Fishery. Our involvement in training is for the long-term in order to provide the people of Labrador with a solid background in the employment area of choice. The College of the North Atlantic, Happy Valley-Goose Bay Campus, is committed to the social and economic development of Labrador and can offer a range of educational services and programs to assist the Innu of Labrador in achieving the objectives of their strategic plan for fisheries.

Additional Information

See the appendix for more information on our Labrador District campuses, and Learning Centres. If you need more specific information on any topic in this package, you can contact the following individuals.

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4

FISHERIES ACT

Aboriginal Communal Fishing Licences Regulations (SOR/93-332)

P.C. 1993-1318 16 June, 1993

His Excellency the Governor General in Council, on the recommendation of the Minister of Fisheries and Oceans, pursuant to section 43* of the Fisheries Act, is pleased hereby to revoke the Aboriginal Fisheries Agreements Regulations, made by Order in Council P.C. 1992-1456 of June 26, 1992**, and to make the annexed Regulations respecting fishing carried on in accordance with aboriginal communal fishing licences, in substitution therefor.

* S.C. 1991, c. 1, s. 12
** SOR/92-415, 1992 *Canada Gazette* Part II, p. 3077

REGULATIONS RESPECTING FISHING CARRIED ON IN ACCORDANCE WITH ABORIGINAL COMMUNAL FISHING LICENCES

SHORT TITLE

1. These Regulations may be cited as the *Aboriginal Communal Fishing Licences Regulations*.

INTERPRETATION

2. In these Regulations,

"aboriginal organization" includes an Indian band, an Indian band council, a tribal council and an organization that represents a territorially based aboriginal community; (*organisation autochtone*)

"designated" means, in respect of a person or vessel, designated in the licence or in accordance with the method of designation specified in the licence; (*désigné*)

"licence" means a communal licence issued under section 4; (*permis*)

"Minister" means, in respect of

(*a*) fisheries for fish and species of fish described in subsection 3(1) of the *Quebec Fishery Regulations, 1990*, in the waters referred to in that subsection, the Quebec Minister of the Environment and Wildlife,

(*a*.1) fisheries in the non-tidal waters of Ontario, the Minister of Natural Resources for Ontario, and

(*b*) any other fishery, the Minister of Fisheries and Oceans. (*ministre*)

SOR/94-390, s. 1; SOR/94-531, ss. 1, 2; SOR/95-106, s. 1.

APPLICATION

3. (1) These Regulations apply in respect of

(*a*) fisheries in Canadian fisheries waters in and adjacent to Ontario, Quebec, Nova Scotia, New Brunswick, Prince Edward Island, Newfoundland and the Northwest Territories;

(*b*) fisheries in the tidal waters in and adjacent to Manitoba;

(*c*) fisheries in tidal waters in and adjacent to the Yukon Territory and fisheries in the Yukon Territory for fish of an anadromous stock of chum salmon, coho salmon, chinook salmon, pink salmon, sockeye salmon, rainbow trout, the family *Coregonidae* (whitefish and cisco) or Arctic char; and

(*d*) fisheries in the waters of the Areas enumerated and described in Schedule II to the *Pacific Fishery Management Area Regulations* and salmon fisheries in British Columbia.

(2) These Regulations do not apply in respect of national parks. SOR/94-390, s. 2; SOR/94-531, ss. 3, 4; SOR/95-106, s. 2.

COMMUNAL LICENCES

4. The Minister may issue a communal licence to an aboriginal organization to carry on fishing and related activities.

5. (1) For the proper management and control of fisheries and the conservation and protection of fish, the Minister may specify in a licence any condition respecting any of the matters set out in paragraphs 22(1)(*b*) to (*z*.1) of the *Fishery (General) Regulations* and any condition respecting any of the following matters, without restricting the generality of the foregoing:

(*a*) the species and quantities of fish that are permitted to be taken or transported;

(*b*) the method of designation of persons and vessels, when and the method by which the licence holder is to notify the Minister of designations, the documents that constitute proof of designation, when, under what circumstances and to whom proof of designation must be produced, and the documents or information that designated persons and vessels must carry when carrying on fishing and related activities;

(*c*) the method to be used to mark and identify vessels and fishing gear;

(*d*) the locations and times at which landing of fish is permitted;

(*e*) the method to be used for the landing of fish and the methods by which the quantity of the fish is to be determined;

(*f*) the information that a designated person or the master of a designated vessel is to report to the Minister or a person specified by the licence holder, prior to commencement of fishing, with respect to where and when fishing will be carried on, including the method by which, the times at which and the person to whom the report is to be made;

(*g*) the locations and times of inspections of the contents of the hold and the procedure to be used in conducting those inspections;

(*h*) the maximum number of persons or vessels that may be designated to carry on fishing and related activities;

(*i*) the maximum number of designated persons who may fish at any one time;

(*j*) the type, size and quantity of fishing gear that may be used by a designated person;

(*k*) the circumstances under which fish are to be marked for scientific or administrative purposes; and

(*l*) the disposition of fish caught under the authority of the licence.

(2) A designation referred to in paragraph (1)(*b*) shall be in writing. SOR/94-390, s. 3.

6. In the event of any inconsistency, in respect of fishing and related activities carried on in accordance with a licence, between the conditions of the licence and any other regulations made under the *Fisheries Act*, the conditions of the licence prevail to the extent of the inconsistency.

PROHIBITIONS

7. No person carrying on fishing or any related activity under the authority of a licence shall contravene or fail to comply with any condition of the licence.

8. No person other than a designated person may fish under the authority of a licence.

9. (1) No person who is authorized to fish under the authority of a licence shall fish for or catch and retain any species of fish in any area of the waters referred to in subsection 3(1) during the close time beginning on December 29 and ending on December 31.

(2) The close time established by subsection (1) is considered to be fixed separately and individually with respect to any species of fish found in any of the waters referred to in subsection 3(1). SOR/94-390, s. 4.

10. [Revoked, SOR/94-390, s. 4]

5

Independent Panel on Access Criteria

For the Atlantic Coast Commercial Fishery

Report of the Independent Panel on Access Criteria

8 Aboriginal and Nunavut Access

The issue of Aboriginal and Nunavut participation and access to the fishery required special consideration in the Panel's deliberations: Aboriginal participation because of the constitutional position of Aboriginal peoples, and Nunavut because of its newness as a participant in the fisheries management process. Aboriginal parties in the provinces and Nunavut require additional support to build capacity for effective participation.

8.1 Aboriginal Participation

Aboriginal peoples have been historically under-represented as participants in the Atlantic fisheries and in many parts of the Atlantic economy. Mi'kmaq, Maliseet and Passamaquoddy, Inuit and Métis leaders have worked tirelessly and diligently over the last two centuries to ensure that their way of life is respected and that they have the means to support individuals, families and communities. Regaining access to traditional activities such as fishing and hunting and ensuring that individuals and communities can participate in them as commercial activities has been an important objective of their development strategy. The department's Aboriginal Fisheries Strategy (AFS) and the *Marshall* decision by the Supreme Court of Canada have assisted substantially in furthering these objectives.

The *Marshall* decision changed the waterscape of the Atlantic fisheries. Among other things, the decision stated that the Mi'kmaq have a treaty right to catch and sell fish and to earn a moderate living from the proceeds. As Justice Binnie of the Supreme Court put it: "the treaty rights are limited to securing necessaries (which I construe in the modern context as equivalent to a moderate livelihood) and do not extend to the open-ended accumulation of wealth." The Supreme Court of Canada defined a moderate livelihood as "such basics as food, clothing and housing, supplemented by a few amenities but not the accumulation of wealth. It addresses day-to-day needs. This was the common interpretation in 1760. It is fair that it be given this interpretation today." This treaty right is a collective right.

Section 35(1) of the *Constitution Act, 1982* recognizes and affirms the existing Aboriginal and treaty rights of Aboriginal peoples. The *Marshall* decision recognizes a constitutionally protected right to fish in pursuit of a moderate livelihood. This protection changes the nature of Aboriginal participation in the Atlantic fishery from that of individuals who enjoy a privilege like that of non-Aboriginal fishers, to communities who have a right to participate commercially and to earn a certain level of income from it.

The effect of the *Marshall* decision is to require that access criteria ensure that the Aboriginal right to fish in pursuit of a moderate income is recognized as a priority, and that decision-making processes regarding access involve significant, substantial and effective Aboriginal participation.

The Panel's mandate requires members to be cognizant of arrangements made for Aboriginal fisheries under the AFS and in the wake of the *Marshall* decision. Panel members were pleased to find among non-Aboriginal fishers a willingness to share the resources with native fishers. However, their support was often contingent on all commercial fisheries obeying the same rules under DFO's management and on the condition that new native fisheries not add to the existing fishing capacity. On the other hand, some native intervenors put forward the view that they have the right to manage their own fisheries independently of DFO, as a constitutional right.

The Panel heard concerns about food fisheries taking place outside regulated fishing seasons, as well as about food fish being sold commercially. Non-Aboriginal fishers also voiced complaints about the inflation produced in the value of licences by DFO purchasing them for the benefit of Aboriginal fishermen.

Most Aboriginal fishing organizations the Panel consulted wanted more access to the fishery, emphasizing its importance to their economic development. Some were already deeply engaged in an expanding commercial fishery and were taking full advantage of new opportunities. One example is the Eskasoni Fish and Wildlife Commission, which is described below.

Under the AFS, some steps have been taken to increase Aboriginal participation in the commercial fishery. In addition, following the *Marshall* decision, some 200 inshore fishing licences have been purchased and transferred to First Nations. It is estimated that Aboriginal fishers account for 3.3 percent of all commercial lobster licences in the Maritimes and Quebec, 7 percent of the crab quota in the southern Gulf of St. Lawrence and Scotian Shelf, and 5 percent of the overall quota for shrimp. According to a survey by the Atlantic Policy Congress, 1,282 members of First Nations now work in fishing and jobs related to fishing.

Although the past decade has seen significant progress, the Aboriginal groups with whom the Panel met would like the process to be speeded up. The prospect of increased access to the commercial fishery has stimulated considerable interest in Atlantic Aboriginal communities, which see it as a way of reducing dependence on welfare and other government transfers. In Labrador, Northern Quebec and Nunavut, the commercial fishery is seen as one of a very limited number of ways of providing increased economic opportunities to a rapidly growing population.

The government's policy is to continue to increase Aboriginal participation in the commercial fishery, and some decisions have given Aboriginal groups preferential access when increased resources became available. However, because of the need to avoid exacerbating the problem of overcapacity in the industry, the government has chosen to purchase existing licences and transfer them to Aboriginal communities, rather than to issue new ones. A difficult situation may arise in the future if a shortage of fishers willing to sell their licences to the government at reasonable prices constrains the government's ability to meet its constitutional obligations under the *Marshall* decision through a licence buy-back program.

Most Aboriginal groups consulted by the Panel expressed a strong preference for dealing directly with DFO on matters concerning access on a government-to-government basis, rather than participating with non-Aboriginal parties in decision-making groups such as those formed under Integrated Fisheries Management Plans (IFMPs). Because of their constitutional standing, they regard themselves as being in a materially different situation from other groups for whom access is a privilege rather than a right. The Panel recognizes the reasons for this approach but considers that, in the longer term when Aboriginal groups are well established in the commercial fishery, there would be practical advantages to their participation with all other parties in the decision-making process, in the interests of an integrated approach to resource management and, in particular, in the interests of conservation. In summary, the Panel recommends that Aboriginal peoples be significantly and effectively represented in all decision-making processes related to access.

8.1.1 Eskasoni Fish and Wildlife Commission

The Panel's visit to the Eskasoni reserve in Nova Scotia provided an instance of the opportunities offered to Aboriginal communities as a result of the AFS and the *Marshall* decision. Located on the shores of the Bras d'Or Lakes, Eskasoni is the largest reserve in Atlantic Canada; with a population of about 3,400 people, it benefits from a number of public services (health centre, community radio station) and a dynamic Fish and Wildlife Commission.

The Eskasoni Fish and Wildlife Commission (EFWC) was created in the 1990s with AFS funding. Its commercial fishing activities expanded after the *Marshall* decision: 100 people, on-reserve, are now fishing commercially on four vessels, two in the Bras d'Or Lakes, two in the open ocean. The EFWC is shopping for licences for more access to the fishery. The EFWC is well integrated into the Atlantic fishing world. Its director, Charlie Dennis, sits on the FRCC; it has a creditable research program in the Bras d'Or Lakes and it collaborates with Canso Fisheries on an exploratory fishing venture.

8.2 Nunavut

The new territory of Nunavut was created on April 1, 1999, after many years of discussion and negotiations between the Inuit of the Eastern and Central Arctic and the Canadian government. Nunavut comprises almost one-fifth of Canada's total area, with a population of approximately 28,000, of whom 85 percent are Inuit, and half are under the age of 25. Of the 26 communities in Nunavut, 25 are coastal, with a historic attachment to the sea and marine resources that pre-dates European contact.

Access to the fishery in Nunavut gives rise to distinct political and constitutional concerns that must be addressed prior to any consideration of access in the Atlantic fishery generally. At a governmental level, the new territory of Nunavut is a geo-political entity akin to the existing Atlantic provinces in legislative powers and economic development interests. As in the case of southern Aboriginal fisheries, however, claims to access in Nunavut must be understood in the context of Section 35 of the *Constitution Act, 1982* and land claims agreements. The *Nunavut Land Claims Agreement*, signed by the Inuit of the Nunavut Settlement Area and the government of Canada in 1993, grants the Nunavut Wildlife Management Board (NWMB) responsibility over issues regarding access and allocation in fisheries within the Nunavut Settlement Area, which extends to the 12-mile territorial sea. Outside the Nunavut Settlement Area, the Agreement requires the federal government to seek the advice of the NWMB with respect to decisions regarding access and allocations affecting Inuit harvesting rights within the settlement area. The Agreement recognizes the importance of access to the fishery, particularly the importance of adjacency as a criterion, for economic development in Nunavut.

As the Nunavut government pointed out in its May 2001 response to the AFPR, notwithstanding the terms of the *Nunavut Land Claims Agreement*, the territory's extensive marine coastline and the Nunavummiut's historic attachment to marine resources, Nunavut's involvement in the Atlantic fishery remains limited. When Nunavut came into existence in 1999, its involvement in the Atlantic fishery was limited to approximately 27 percent of the adjacent turbot and 14 percent of the adjacent Northern shrimp fishery. Since then, Nunavut has been granted 100 percent of Canada's share of the 4,000-ton exploratory turbot harvest in North Atlantic Fisheries Organization (NAFO) divisions 0A and 1A. However, the territory still holds no commercial groundfish licence and Nunavut fishers do not qualify for AFS funding. Nunavut officials expressed concerns about the low level of funding available for scientific research in their waters and about the lack of funding for port infrastructure.

The Minister's decision with respect to turbot in division 0A and the recent Canada–Nunavut Memorandum of Understanding on Emerging Species Development are positive steps in the right direction. Nevertheless, it is clear that Nunavut does not enjoy the same level of access to its adjacent

fisheries as do the Atlantic provinces. The Panel is of the view that every effort must be made to remedy this anomalous situation. In keeping with the spirit of the *Nunavut Land Claims Agreement* and the fair and consistent application of the adjacency principle, the Panel recommends that no additional access should be granted to non-Nunavut interests in waters adjacent to the territory until Nunavut has achieved access to a major share of its adjacent fishery resources.

9 Access Criteria

In previous sections of this report, the Panel concluded that the lack of clarity of criteria for granting access does not appear to be a source of significant difficulty for new, emerging fisheries or for some intra-regional established fisheries. However, the absence of clarity is a source of great difficulty for other intra-regional established fisheries and most, if not all, established fisheries that cross regional boundaries. The point has also been made that lack of clarity not only leads to inequities, but can also pose a threat to effective resource management and particularly to conservation. In keeping with its mandate, the Panel has endeavoured to the best of its ability to refine the definitions of criteria for granting access.

In its attempt to refine these definitions, the Panel came to the conclusion that access criteria for both established fisheries and new, emerging, fisheries must necessarily be guided by overarching principles that reflect fundamental social values and constitutional norms. In the Panel's view, these principles must inform, and indeed should be applied prior to the application of access criteria to ensure that decisions regarding access are both sound and widely acceptable.

9.1 Overarching Principles

The Panel proposes three overarching principles to guide decision making regarding access, listed in order of priority:

9.1.1 Conservation

The AFPR document, *The Management of Fisheries on Canada's Atlantic Coast*, defines conservation as "sustainable use that safeguards ecological processes and genetic diversity for the present and future generations." If the principle of conservation is ignored, there is little point in discussing the sharing of resource wealth, since whatever wealth may accrue will likely prove to be no more than temporary.

9.1.2 Recognition of Aboriginal and Treaty Rights

Section 35(1) of the *Constitution Act, 1982* recognizes and affirms the existing Aboriginal and Treaty rights of Aboriginal peoples of Canada. The *Marshall* decision recognizes a constitutionally protected right to fish in pursuit of a moderate livelihood. This constitutional recognition changes the nature of Aboriginal participation in the Atlantic fishery from that of individuals who enjoy a privilege, like that of non-Aboriginal fishers, to communities which have a right to participate commercially and to earn a certain level of income from the fishery.

9.1.3 Equity

> The equity principle has both a procedural and a substantive dimension. At a procedural level, the equity principle requires the fair and consistent application of access criteria through a decision-making process that is open, transparent and accountable and that ensures fair treatment for all. At a substantive level, the equity criterion is premised on the concept of the fishery as a common, public resource that should be managed in a way that does not create or exacerbate excessive interpersonal or inter-regional disparities. Failure to respect both the procedural and substantive requirements of the equity principle will generate widespread perceptions of unfairness and exclusion.

The three principles have been listed in order of priority. The principle of conservation must be paramount: if the principle of conservation is violated, the other two principles are rendered meaningless.

Aboriginal and treaty rights are constitutionally sanctioned. Therefore, the recognition of Aboriginal and treaty rights must take precedence over the principle of equity.

Panel members believe that these three core principles must guide, and indeed should be applied prior to the application of any access criteria to specific decisions regarding access.

9.2 Traditional Access Criteria

IPAC's mandate refers to certain traditional access criteria, particularly adjacency, historic dependence and economic viability. These criteria figured prominently in the Panel's consultations. As described above, some intervenors who appeared before the Panel argued that if IPAC provided clear definitions of each criterion, this would be sufficient to resolve future disputes regarding access in the Atlantic fishery. The document summarizing the results of the AFPR consultations also reflects the view of a number of intervenors that problems regarding access to established fisheries could be easily resolved if only the criteria were clearly defined and applied in a consistent manner.

While acknowledging the importance of clarity of definition and consistency, the Panel found the following conclusions inescapable:

- Definitions of the traditional access criteria, regardless of how carefully crafted, must necessarily retain a considerable degree of elasticity.
- No single criterion or set of criteria can automatically and uniformly be applied to the many circumstances in which access issues arise.
- It is impossible to assign weights to the various criteria that would be applicable in all circumstances.

- No single criterion, set of criteria or assigned ranking would be universally acceptable.

As discussed above, differences about the meaning of historic dependence illustrate the difficulty of crafting hard and fast definitions. Some intervenors argued that historic dependence does not apply to relatively new fisheries, while others argued that even a few years of attachment to a fishery is sufficient to establish dependence (particularly in the context of the groundfish collapse). Some argued that historic dependence relates to a specific stock; others argued that dependence relates to the waters traditionally fished (again in the context of the groundfish collapse). Similar differences arose in defining adjacency. While some intevenors argued that adjacency is primarily relevant in the context of inshore fisheries such as the lobster fishery, where its application has never been in dispute, others argued that adjacency extends to offshore fisheries. Some argued that adjacency should apply to communities directly adjacent to the fishery, while others argued adjacency should apply to provinces adjacent to the fishery resource.

It follows that judgement must be employed in applying the criteria to specific cases and in weighing their importance. The central question then becomes the process by which judgement is exercised, which will be discussed in the last part of this report.

While the Panel recognizes the inherent difficulties in this exercise, it has attempted to address the crucial question set out in its mandate, of providing clearer definitions of the traditional criteria. The Panel agrees that established definitions of the criteria, interpreted and applied in a manner consistent with overarching principles of conservation, recognition for Aboriginal and treaty rights and equity, as set out above, should lead to better decisions regarding access.

The Panel therefore puts forward the following definitions of the traditional criteria.

9.2.1 Adjacency

The adjacency criterion requires that priority of access should be granted to those who are closest to the fishery resource in question. The adjacency criterion is based on the explicit premise that those coastal fishing communities and fishers in closest proximity to a given fishery should gain the greatest benefit from it, and on the implicit assumption that access based on adjacency will promote values of local stewardship and local economic development. In the case of near-shore and inshore fisheries, and sedentary species, the application of adjacency as the sole criterion is most compelling. However, as the fishery moves to the mid-shore and offshore, and as the species fished become more highly migratory and mobile, adjacency as the only

criterion for decisions regarding access becomes harder to justify. In such cases, adjacency cannot serve as the exclusive criterion for granting access, but must be weighed along with other criteria, including historic dependence, in particular.

9.2.2 Historic dependence

The historic dependence criterion requires that priority of access be granted to fishers who have historically participated in and relied upon a particular fishery, including those who developed the fishery. Depending on the nature and history of the fishery, the requisite period of dependence can vary from a few years to many decades. The historic dependence criterion is based on the premise that fishers who have historically fished a particular stock should enjoy privileged access to that resource to ensure their continued economic stability and viability, as well as that of the coastal communities from which they come. The historic dependence criterion is most compelling when applied to a particular species that has been fished over a significant period. When the reliance on a stock is relatively recent, or when the historic dependence is to fishing waters or the fishery generally rather than to a particular species, other criteria such as adjacency may be more applicable.

9.2.3 Economic viability

The economic viability criterion requires that decisions regarding access promote, rather than compromise, the economic viability of existing participants in a particular fishery, as well as that of potential new entrants to that fishery. The economic viability criterion is based on the premise that decisions regarding access should contribute to the economic resiliency and stability of individual fishers and of the fishing industry as a whole. At the level of the fishing enterprise, economic viability focuses on factors such as capacity to fish, ability to comply with last-in-first-out rules and sound business planning. At a broader level, economic viability looks at factors such as relative economic return and value-added to the fishery, as well as at stability of employment in the processing sector and economic benefits to dependent coastal communities. Properly applied, economic viability should complement other access criteria in ensuring an economically and environmentally sustainable fishery.

The Panel recognizes that the foregoing definitions are broad and require balancing. However, given the diversity of the Atlantic fishery, Panel members do not believe that a more precise set of definitions or rigid ranking would be workable or could gain widespread acceptance.

9.3 Conservation as an Additional Criterion

In addition to the three traditional criteria, the Panel proposes a fourth criterion, namely conservation. Conservation has been listed as one of three overarching principles; furthermore, all parties agree that conservation exists as an *implicit* criterion. Hence, it may appear to be unnecessary, if not redundant, to propose conservation as an *explicit* criterion. Indeed, many intervenors regarded conservation as a given (see Section 4).

The members of IPAC do not, however, accept that conservation can safely be left as a given, as an implicit criterion since implicit criteria are easily relegated to the background and ignored. The Panel therefore proposes the following definition of the conservation criterion:

> The conservation criterion requires that decisions regarding access promote conservation, not only of discrete stocks, but of fish habitat and the ecosystem as a whole. The application of the criterion requires that priority be given to environmentally responsible fishers engaging in sustainable fishery practices, subject to verifiable assessment based on past practice, susceptibility to effective monitoring, direct and indirect contribution to the enhancement of knowledge and other factors related to conservation. In view of its pre-eminence as a principle underlying Canadian fisheries management, the conservation criterion should be applied to all access decisions independently of any other criteria which might also be appropriate.

The significance of an explicit conservation criterion is that it would require whatever group, body or individual that is called upon to pass judgement on requests for access to take certain specific actions. The group, body or individual would be required by the criterion to assess the likely impact on the conservation of the resource, in both the near and long terms, that could be expected to flow from granting the request. It goes without saying that the assessing entity would have to be able to call upon unbiased scientific expertise in responding to the requirements of the conservation criterion.

The granting of access can pose a potential threat to conservation in at least two ways. First, the granting of access may draw into the fishery both physical (vessels) and human capital which cannot be readily shifted out of the fishery should reduced harvests be called for. Needless to say, if there are few alternative uses for that capital, calls for reduced harvest levels, should the need arise, will be vigorously resisted. The consequences for conservation of the resource could prove to be disastrous.

The history of Northern cod is instructive, as reported by the Fisheries Resource Conservation Council (FRCC) (*A Groundfish Conservation Framework for Canada,* 1997). By the mid-1980s, it was realized that the

target rate of fishing mortality (percentage of the biomass taken through harvests) was being greatly exceeded. Achieving the target rate of fishing mortality would have required a substantial reduction in the TAC. Since fleets and fishers could not be readily shifted out of the fishery, proposed reductions in the TACs met with intense resistance. A compromise, referred to as the "50 percent rule," was reached, whereby the planned rate of fishing mortality for the coming season would be set half-way between the current actual rate of fishing mortality and the "safe" target rate.

There is, of course, a long list of factors that led to the collapse of the Northern cod resource. Although the 50 percent rule was not the only cause of the collapse, it was a significant factor.

Another example of the threat to conservation posed by increased access, cited previously, is the Newfoundland snow crab fishery. It will be recalled that the number of temporary seasonal permits ballooned from 400 in 1995 to 2,500 in 2000. The Panel noted, with some concern, that holders of temporary seasonal permits are now demanding that their temporary permits be converted into permanent licences; that the vessels appear to have few, if any alternatives; and finally that the resource abundance is known to be cyclical. There is absolutely no guarantee that the current high level of abundance will continue indefinitely. It can be anticipated that, if there are calls for substantial reductions in the TAC due to fluctuations in abundance of the resource, the calls will be met with significant resistance. The potential consequences for the resource are too obvious to need stating.

The Panel therefore would argue that before access to abundant resources is granted on a "temporary" basis, where the abundance is recognized to be ephemeral, then proper application of the conservation criterion would dictate that a clear exit strategy first be put in place.

The second way in which the granting of access can pose a threat to conservation is somewhat more subtle. As has been noted elsewhere in this report, DFO has been attempting to foster a "conservationist ethic," which can be seen as a willingness to invest in the resource. However, if those who are being encouraged to invest in a resource know that returns on the investment will be significantly reduced through the granting of additional access, then obviously the incentive to invest in conservation will be lost.

Needless to say, those already established in a particular fishery will maintain that *any* increase in returns due to increases in resource abundance and/or landed value constitutes a fair return on their investment in the resource. Once again, sound judgement has to be brought to bear on finding a balance.

In any event, Panel members believe that conservation must be more than a principle; it must be set forth as an explicit criterion, and as *the* overriding criterion. Not to do so runs the risk of ensuring that access programs

designed to share the wealth will instead prove to be the means of destroying the wealth from increased resource abundance and/or landed value.

Recommendation #4

The Panel therefore recommends that:

An independent Atlantic-wide advisory board be established that would serve as a default mechanism to address those decisions regarding access that cannot be resolved in a satisfactory manner within Atlantic Canada.

11.5 Fisheries Resource Conservation Council

The Panel has outlined the proposed mandate, membership, procedures and administrative arrangements that such a board would require to operate effectively. In addition, since the Panel recommends that conservation be made an explicit access criterion, the Board would be required to address itself to the consequences of decisions about access for conservation. It would be desirable for the Board to consult with the FRCC on such issues. The FRCC would, however, be of very limited value to the Board if its mandate continued to be restricted to groundfish.

Recommendation #5

The Panel therefore recommends that:

The FRCC be called upon, as allowed for in its original terms of reference, to take on responsibility for providing advice on the conservation of pelagic and shellfish species, as well as on groundfish species.

11.6 Nunavut

During the course of its consultations, the Panel examined the situation prevailing in Nunavut, which Panel members came to regard as a special case. The Panel found that Nunavut does not enjoy the same level of access to its adjacent fisheries as do the Atlantic provinces.

Recommendation #6

In keeping with the spirit of the *Nunavut Land Claims Agreement*, and and the fair and consistent application of the adjacency principle, the Panel therefore recommends that:

No additional access should be granted to non-Nunavut interests in waters adjacent to Nunavut until the territory has achieved access to a major share of its adjacent fishery resources.

11.7 Aboriginal Participation

Recommendation #7

Finally, in view of the constitutional status of Aboriginal people's rights relating to the fishery, the Panel recommends that:

Aboriginal peoples be significantly and effectively represented in all decision-making processes related to access in Atlantic Canada.

6

Aboriginal Fisheries Strategy

Guardian Program

Roles / Duties / Training

An Aboriginal Guardian is an individual hired by one or more First Nations and designated as a fishery guardian by the Minister pursuant to Section 5 of the *Fisheries Act*.

In the mid-1980's the first cooperative efforts between the department and 2 First Nations was initiated to train and employ guardians.

In 1991-92 (pre AFS) the department Working Committee was charged with providing community and technical direction for the design, development and implementation of a Region-wide training program for Aboriginal Guardians.

In 1992, AFS arrived with the necessary funding to support the implementation of the program.

Since the guardian program was initiated in 1993, it has become an integral part of AFS policy.

The Aboriginal Fisheries Officer Program is a key component of negotiated Fisheries Agreements, both from a conservation and economic development perspective.

Duties May Include

- issue warnings
- inspect fishing gear and fish
- detention without physical contact
- take statements from fishers and others
- seize fish and fishing gear
- issue Appearance Notices
- assist in preparing court briefs and court documents
- testify in court and providing evidence
- collect samples in habitat cases
- monitor enhancement activities
- they do not carry firearms or any other weapon

Role of a Guardian

- conduct stock assessments
- provide catch information
- carry out patrols to monitor fishing and habitat activities

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Training for a Guardian Role

The Guardian Program has a phased approach to training consisting of both formal classroom and on-the-job training.

- Phase 1 of the program consists of modules covering Salmonids, Routine Patrols, Hostile Interactions, Court Procedures and Small Boat Safety (5 weeks).
- Phase 2 consists of modules covering Herring, Groundfish, Shellfish, Gear Utilization, Public Relations and Habitat (4 weeks).
- Phase 3 is similar to Fisheries and Oceans Canada's Advanced Enforcement Program for Fishery Officers (5- 7 weeks).

The training program was designed to be a parallel program to the department's Fishery Officer Career Program (FOCP).

The AFS Guardian has met with considerable success in improving the department/First Nations relationships. It has contributed to the building of capacity in the areas of law enforcement and resource management.