What do you mean recruitment?

The Recruitment Paradox

Signe A. Sønvisen
PhD Candidate
Norwegian College of Fishery Science
“Networks or Markets – Recruitment to the Norwegian Fishing Fleet”
Methods

• Discourse analysis
• Central fisheries policy documents
• Interviews
• Telephone survey (N=1000)
• Context
Recruitment problem in the Norwegian fishing fleet?
Yes
The [Industry Committee] is worried about recruitment to the fishing fleet and … that the average age of the active fisher is high (Innst. S. nr. 238 (2006-2007))

….the fleet will in a short time lack about 2000 qualified fishers/seamen, particularly specialized personnel like engineers and navigators. (NFA in Fiskaren Jan. 2007)

It is difficult to recruit, very difficult. There is no youth around… (vessel owner Finnmark 2010)

Recruitment problems here, yes! Working on small vessels is hard and it is difficult to combine family and social life (Danish seine fisher Lofoten 2011)
The coastal fleet here has a recruitment problem. The average age and the entry price is too high. You have to be on the ball to get people. (Flakstad Municipality 2011)

The Fishers are too few and too old
(Minister of Fisheries 2010)
No
No graying of the offshore fleet  *(Fiskebåt 2005)*

…there is no need for any large-scale recruitment initiatives at the moment … *(MoF 2008:51).*

*Fills the boat with young recruits*  *(FiskeribladetFiskaren 2010)*

No one has complained to us  *(NFA 2011)*

*The fishing profession attracts more youth*  *(BT 2011)*
No problem, the fleet here recruit locally, have stable crews… (Råfiskelaget 2011)

No, we have always fished well and recruit locally. Not a general problem of getting people, but getting good ones (coastal fisher Lofoten 2011)
Have you had problems recruiting crew to your boat?

2007, N = 219
The More I Think
The More Confused I Get
The Recruitment Paradox

- Too few fishers
- Too old
- Too few recruits

- Too many
- Reduce capacity
- Restructuring

Too few versus too many
Industry Problems:
-too many
-too little profit
-still an argument

Societal Problems:
-after years of capacity reducing policies → too few fishers and declining coastal populations
<table>
<thead>
<tr>
<th>Societal Recruitment</th>
<th>Industry Recruitment</th>
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<tbody>
<tr>
<td>Too few</td>
<td>Too many</td>
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<tr>
<td>Coastal communities</td>
<td>Running a business</td>
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<tr>
<td>Vessel owners</td>
<td>Specialized crew</td>
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<td>Coastal fleet</td>
<td>Offshore fleet</td>
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<td>North</td>
<td>South</td>
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Is there a recruitment problem?
...well it depends....

One size does NOT fit all!
Thank you!