



# Men and Women Fisheries Personnel in Selected Municipalities in Iloilo Province, Philippines

*Benedict Mark Carmelita, Pearl Aljean Santacera,  
Kezzie Lyn Bacalocos-Hilado & Jinky Hopanda*

University of the Philippines Visayas

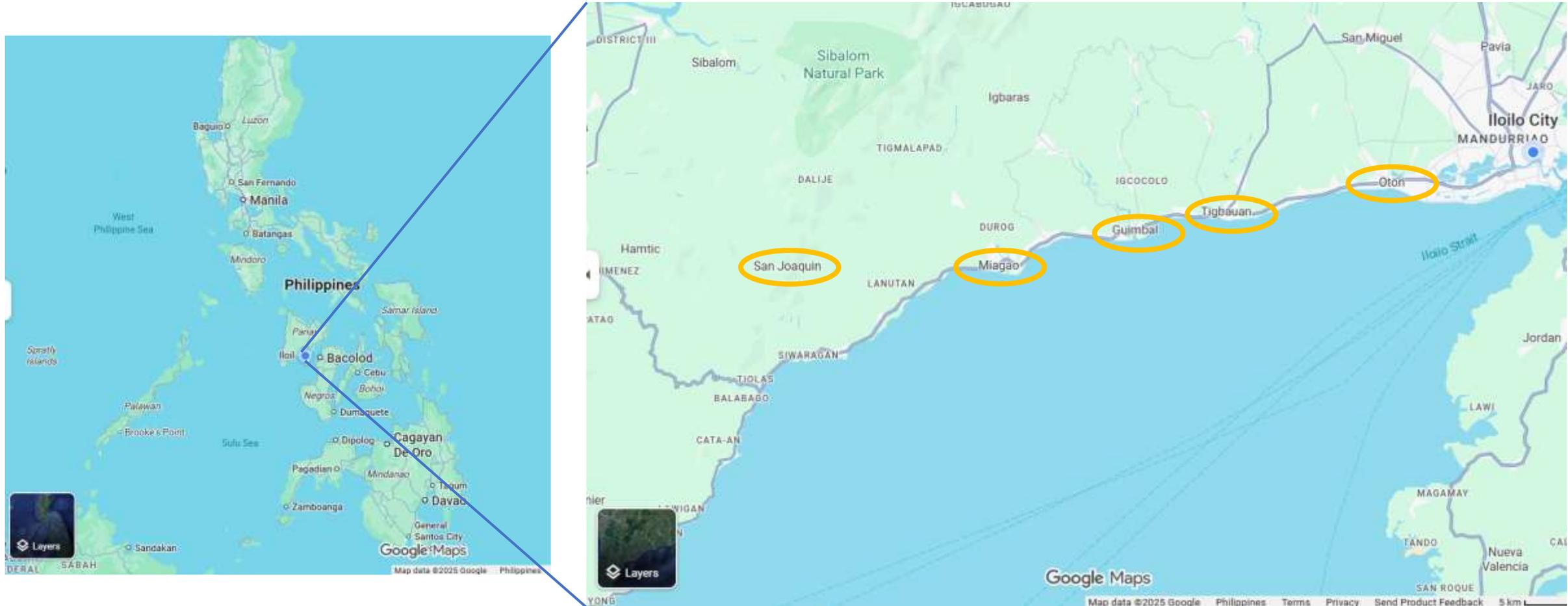
**GAF Theme:** Counting and discounting: men's and women's work in fisheries and aquaculture

# Outline of Presentation

1. Coastal Municipalities in the southern part of the Iloilo Province, Philippines
2. Men and Women Fisheries Personnel in the local government offices in southern coastal municipalities
  - Who are they and what do they do?
  - How do they engage with the coastal communities?
  - What is their participation in the local policy-making?
3. Lessons Learned



# Coastal Municipalities in the southern part of the Iloilo Province, Philippines



# Coastal Municipalities in the southern part of the Iloilo Province, Philippines

	San Joaquin	Miagao	Guimbal	Tigbauan	Oton
<b>Length of coastline (kms)</b>	<b>26.15</b>	<b>16</b>	<b>9</b>	<b>8</b>	<b>8</b>
<b>Presence of coral reefs</b>	No data on area; natural; present in 9 brgys	47.25 has; natural (2013); present in 7 brgys.	18.6 has; natural; present in 2 brgys.	None	None
<b>Presence of seagrass</b>	2.65 has; natural; present in 2 brgys	In patches; natural present in 8 brgys;	None	None	None
<b>Presence of mangroves</b>	None	Sides of the creek; 3 species; natural & reforested; present in 6 brgys	0.505 has; 2 species; natural & reforested; present in 2 brgys	4 has; 11 species; natural; present in 1 brgy	4 has; 1 species; natural; present in 4 brgys.
<b>No. of identified fish species caught</b>	~15	12	8	~20	~20
<b>Annual Fish Production</b>	~1,628 MT	~ 2,505 MT	~ 200 MT	15.8035 MT	85.82 MT



Source: Municipal Fisheries Profile (2024/2025)

# Coastal Municipalities in the southern part of the Iloilo Province, Philippines



	San Joaquin	Miagao	Guimbal	Tigbauan	Oton
<b>No. of Coastal Barangays</b>	22	22	13	10	8
<b>No. of Coastal Households</b>	6,250	5,581	1,547	3,607	6,475
<b>No. of Registered Fisherfolks</b>	1,825	2,854	4,133	1,981	822
<b>No. of Fisherfolk Associations</b>	17	25	11	10	9
<b>No. Major Fishing Methods used by SSF</b>	6	5	9	7	7
<b>No. of Small-Scale Fishing Boats</b>	969	667	244	235	142
<b>With Commercial Fishing Operation</b>	yes	yes	yes	yes	none
<b>With Aquaculture/Fishponds Operation</b>	yes	yes	yes	yes	yes

Source: Municipal Fisheries Profile (2024/2025)

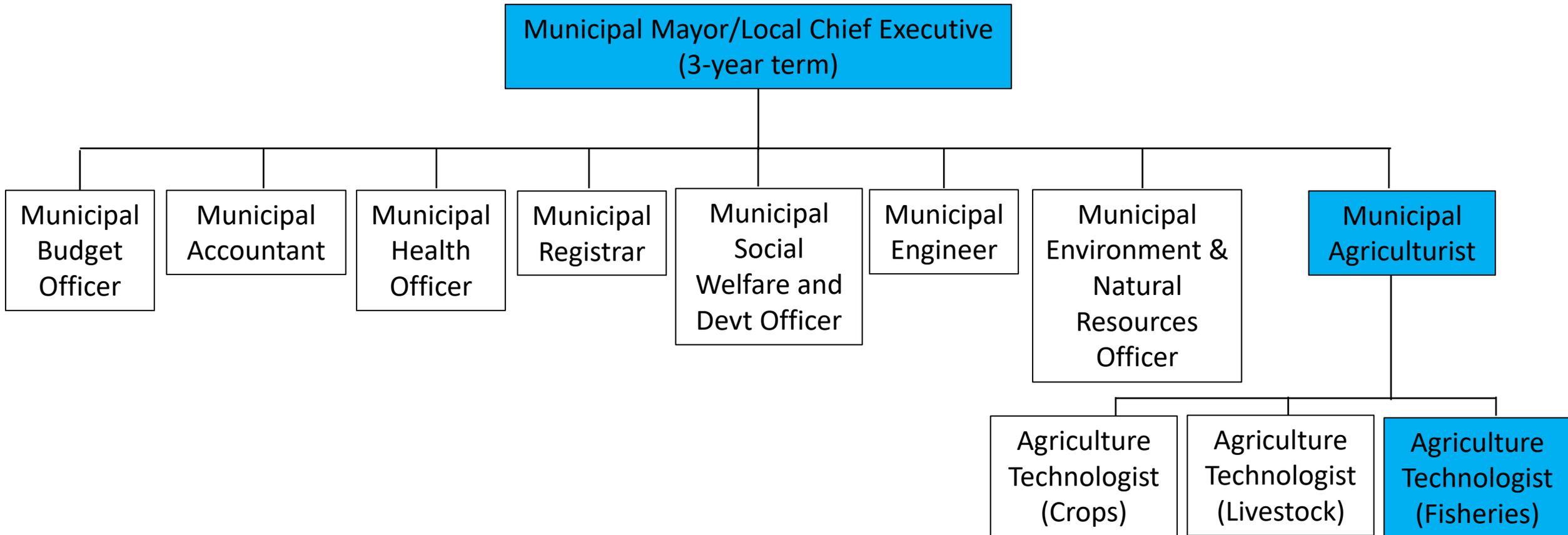
# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## Role of Local Governments in relation to the Fisheries Sector

- Tasked to implement ordinances/laws in fisheries to manage, protect, conserve, develop, and utilize their fisheries and aquatic resources (RA 8550, amended by RA 10654; Fisheries Code)
- Established the Municipal Agriculture Office to implement agriculture and fisheries programs (RA 7160; Local Government Code)
  - **Hire fisheries personnel to focus on providing technical and extension services related to fisheries and aquatic resources.**



# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines



# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 1. Who are they and what do they do?



### Usual roles described:

- Conduct registration of fisherfolk, fishing boats and gears
- Update municipal fisheries profile and contribute to Coastal Resource Management Plan
- Facilitate implementation of fisheries and aquaculture projects
- Assists the organization of fisherfolk associations in the municipality
- Coordinate with the Municipal Fisheries and Aquatic Resources Management Council (MFARMC) (Fisherfolk Council)
- Ensure enforcement of fisheries ordinances and laws
- Acts as coordinator for any fisheries-related activities/matters in the municipality

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

	San Joaquin	Miagao	Guimbal	Tigbauan	Oton
<b>Income Class</b>	1 <sup>st</sup>	1 <sup>st</sup>	3 <sup>rd</sup>	2 <sup>nd</sup>	1 <sup>st</sup>
<b>Updated Municipal Fisheries Ordinance</b>	Not Yet	Not Yet; 2009 version	Yes; 2022 version	Not Yet	Not Yet; 2002 version
<b>With Regulation on Registration &amp; Licensing</b>	Yes (2002)	Yes (2008)	Yes (2022)	Yes	Yes (2002)
<b>With CRM Plan</b>	Yes (2002)	Yes (2016)	Not Yet	Yes	Yes (2010)
<b>With Regulation on Closed Fishing Season</b>	None	Yes (2008)	None	Yes	None
<b>With Deputized Bantay Dagat (Law Enforcement)</b>	Yes (2017)	Yes (2019)	Yes (2023)	Yes	Yes (2023)
<b>With Established MPA</b>	Yes (2009)	3 MPA; Yes (2008 & 2015)	2 MPA; Yes (2012)	None	Yes (2009)
<b>With Delineated Municipal Waters</b>	Yes (2015)	Yes (2008)	Yes (2003)	Not yet	Not yet
<b>With Regulation on Water Use/Zoning</b>	None	Yes (2008)	Yes (2022)	Yes	None
<b>Organized FARMCs</b>	Yes (2018)	BFARMC (since 2006); MFARMC (2023)	MFARMC (2022)	MFARMC (2020)	BFARMC (2022); MFARMC (2022)

Source: Municipal Fisheries Profile (2024/2025)

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 1. Who are they and what do they do?

	San Joaquin	Miagao	Guimbal	Tigbauan	Oton	Total
<b>No. of Fisheries Personnel</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>9</b>
Men	2	-	2	-	-	4
Women	1	1	-	2	1	5

- **Composition of Fisheries Personnel by Gender:**
  - **Women only** - in 3 municipalities (Miagao, Tigbauan, Oton)
  - **Men only** – in 1 municipality (Guimbal)
  - **Mixed men and women** – in 1 municipality (San Joaquin)
- In municipalities with women fisheries personnel, served longer around 7-19 years; considered as “senior” personnel.
- Contractual positions for fisheries personnel in some municipalities (2 out of 5)

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 1. Who are they and what do they do?

### Personal Characteristics

- **Age:** Mean age - 33 years old (women – 37 years old vs. men – 27 years old);
- **Civil Status:** Women – almost all are married; Men – all are single
- **Residency:** All were born in the municipality; all women were living in a coastal barangay
- **Education:** all have a 4-year degree (Bachelor of Science) in fisheries & licensed fisheries professional;
- **Perceived strength in the area of fisheries:** Men – Aquatic Ecology, Aquaculture; Women – Aquaculture, Coastal Resource Management, Marine Fisheries
- **Previous work experience:** almost all; Women – private (non-fisheries & fisheries-related) & government (fisheries-related), Men – academe (fisheries-related), private

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 1. Who are they and what do they do?

### As Fisheries Personnel

- **Entry:** Both applied by referral (knew someone working in the local government) or heard information about opening; being a native gave them immediate access of information
- **Duration:** Women serving longer (range: 2-19 yrs; mean = 7.8 yrs) than men (range: 1.4-2 yrs; mean = 1.9 years)
- **Employment Status:** 5/9 occupied regular status (3 women, 2 men); 4/9 contract-based (2 women, 2 men)
- **Compensation:** low salary grade (below Php 30,000/monthly); reported better pay from previous work
- **Training:** **More trainings received by women given longer work duration;** mostly provided during work as fisheries personnel and came from the Bureau of Fisheries and Aquatic Resources.

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 1. Who are they and what do they do?

### Personal Perception on Capacity and Work

- **Communication and Management Skills:** both men and women find their skills **sufficient** and admitted that they have room for improvement – new knowledge and continuous updating
- **Background, motivation, attitude and wellbeing:**
  - Women shown more confident of their background, reported to have more positive attitude and better wellbeing
  - Men shown more motivation.
- **Growth and Development: both see such opportunity** in their work – attributed by
  - training opportunities,
  - current leadership (new or younger Municipal Agriculture Officers)

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 2. How do they engage with the coastal communities?

### Fisheries Personnel and their coverage

	San Joaquin	Miagao	Guimbal	Tigbauan	Oton	Total
<b>No. of Fisheries Personnel</b>	3	1	2	2	1	9
<b>Length of Coastline (kms)</b>	26.15	16	9	8	8	67.15
<b>Number of Coastal Barangays</b>	22	22	13	10	8	22
<b>Number of Registered Fisherfolk</b>	1,825	2,854	4,133	1,981	822	11,615
<b>Number of Fishing Associations</b>	17	25	11	10	9	72

### Engagement in coastal communities identified:

1. Registration of fisherfolk, boats, gears
2. Implementation of fisheries-related projects
3. Assist organizing of fisherfolk associations
4. Coordinate with the Municipal Fisheries and Aquatic Resources Management Councils (MFARMCs)

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 2. How do they engage with the coastal communities?

### A. Perception of the Community

- **Both men and women fisheries personnel perceived poorer situation of fishing households due to:**
  1. reported declining catch, exacerbated by encroachment/IUU
  2. few opportunities of alternative livelihood, and
  3. stronger and more frequent typhoons
- Observed differing roles of men and women in fishing households but becoming more dynamic –
  1. roles in fishing activities (women joining fishing activity)
  2. community leadership (women fisherfolk leaders)

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 2. How do they engage with the coastal communities?

### B. Perception of engagement to the community

- **Ease in engagement to community by men and women fisheries personnel due to:**
  1. Mostly lived in coastal or are native of the locality
  2. Perceived expertise as fisheries professional
  3. Good dynamics with MFARMC (Fisherfolk) Representative
- **Women perceived more that they have earned the trust of the community** because there has been an increasing participation of fisherfolk – also attributed to longer duration of service
- Communication had improved due to technology – social media (having group chats), use of mobile phones
- **However, fisherfolk felt that there are more programs supporting farmers compared to them**

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 3. What is their participation in the local policy-making?

### **Reported participation of men and women fisheries personnel in local policy-making:**

- a. Maintains related data on fisheries and fisherfolk
- b. Draft proposals for technical and extension fisheries programs & assist in drafting ordinance related to fisheries
- c. Reports issues and concerns of fisherfolk and coastal households to Municipal Agriculture Officer
- d. Attendance to legislative committee meetings (Committee on Agriculture) and MFARMC meetings

# Men and Women Fisheries Personnel in local government offices in the southern coastal municipalities of Iloilo Province, Philippines

## 3. What is their participation in the local policy-making?

**Both men and women fisheries personnel** are challenged by the following:

- Consolidated baseline data and updating of fisheries ordinances
- Attached of fisheries to the agriculture office constitutes to:
  - No clear banner programs – usual based on common programs (boat/gear implements, salt-making training, etc) implemented by other coastal municipalities; need guidance to determine localized fisheries programs to propose.
  - Shared resources (physical, financial) with other agriculture programs
  - Only resource person on fisheries in the agriculture office; rest of the personnel have agriculture background

# Lessons Learned

- **Ratio of fisheries personnel to their coverage (fisherfolk, coastal households, coastline, workload, etc.) shows how big their work and responsibility.**
- Women served longer than men as fisheries personnel –
  - Received more trainings,
  - More confident about their competencies and skills;
  - Felt more that they earned trust of community;
- Need to strengthen competencies of both men and women – continuous support in updating and improving competencies (knowledge of fisheries law, communication & management skills, etc)
- Need to ensure security in employment status and improved compensation
- Residing in coastal, native, and good dynamics with fisherfolk representative → good engagement with the community
  - Better modes of communication
  - Increasing participation to activities/meetings

# Lessons Learned (cont.)

- Contribute to fisheries related local policy-making, but hopes to have leadership and focus to the fisheries sector
  - Need of political will in local governance to give priority to fisheries sector
  - Need more resources to support to the fisheries program → improve service provision
  - Need to improve institutional structure – create focus, leadership

# Thank you for listening!

## **BENEDICT MARK CARMELITA**

Master of Marine Affairs, Institute of Fisheries Policy and Development Studies  
College of Fisheries and Ocean Sciences, University of the Philippines Visayas

Project Staff, Too-Big-To-Ignore (TBTI) Philippines/  
National Consortium for Small-Scale Fisheries Research and Development  
University of the Philippines Visayas, Miagao, Iloilo

[bmcardelita@up.edu.ph](mailto:bmcardelita@up.edu.ph)