

Data Summary Report 2009 – 2014
Porter Working Conditions Mount Kilimanjaro
Kilimanjaro Porters Assistance Project

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BACKGROUND of PORTER WORKING CONDITIONS

Porters working on Mount Kilimanjaro have faced many hardships:

- Climbing companies may not pay the minimum wage for the work on a climb.
- Climbing companies may designate the guide to pay the salaries for the climb who may not pay the full wage and retain some of the payment.
- Porters may have to wait days or weeks to obtain their salary.
- Some porters have to pay a bribe to the guide or employee of the climbing company in order to be hired for a climb.
- Porters may not receive the full amount of tip intended for them when the tip money is given to one individual to distribute, usually the guide.
- Climbers can be cheated out of tip money by guides claiming that there are extra porters on the climb. This reduces the amount of tip intended for the individual porter.
- Porters may carry more than the 20kg weight limit in order to reduce the number of crew and save on salary payments.
- Porters may eat only one meal per day on a climb at the end of the day.
- Porters may climb with out adequate clothing, footwear, and equipment.
- Porters may sleep in overcrowded conditions in the huts and tents.

PARTNER for RESPONSIBLE TRAVEL PROGRAM for KILIMANJARO

The *International Mountain Explorers Connection (IMEC)*, a U.S. nonprofit organization, first instituted its Partner for Responsible Travel Program for Mount Kilimanjaro in 2006. IMEC's Partner for Responsible Travel Program recognizes and highlights those tour operators committed to fair treatment of the mountain crew. Qualification and acceptance as a Partner is determined by the local climbing company's meeting the Guidelines for Proper Porter Treatment through the monitoring activities performed by IMEC's local initiative, the *Kilimanjaro Porters Assistance Project (KPAP)*.

Since 2003 the Kilimanjaro Porters Assistance Project, a registered Tanzanian nonprofit organization, has been attempting to help improve the working conditions of Kilimanjaro porters by:

- Lending donated clothing at no charge to mountain crew for use while climbing.
- Offering free classes for the benefit of the mountain crew in English, First Aid, HIV/AIDS Awareness, Money Management, and Porters Rights.
- Educating the public on the working conditions of the porters and advocating for the Guidelines for Proper Porter Treatment established by the Kilimanjaro stakeholders.
- Observing climbing company practices and highlighting those adhering to the Guidelines for Proper Treatment through IMEC's Partner for Responsible Travel Program.

Monitoring Activities

Upon the request, and with the permission, of those companies wishing to participate with IMEC's Partner for Responsible Travel Program, KPAP performs monitoring activities to determine if the local outfitter is in compliance with the proper porter treatment standards.

These activities – provided by KPAP at no charge to the climbing company – include:

- Interview of Company Director and Operations Manager to learn of the company's procedures related to the crew
- Interviews of porters and porter questionnaires
- Observation of Company's briefing for clients
- Examination of Company's salary distribution method and tipping procedure
- Surveillance provided by KPAP porter rep working as part of the crew on a climb

Recommended Guidelines for Proper Porter Treatment:

- **Wages** – A minimum wage of \$10/day, has been declared by TANAPA (<http://www.tanzaniaparks.com/kili.html>), as well as Government Notice No. 228 dating back to 2009. The Porters Unions have agreed to 15,000Tsh/day as the exchange amount. There is no organization enforcing the payment of these wages. As a result wage amounts can range anywhere between 5,000Tsh/day to \$18/day.
- **Loads carried for the climbing company should not exceed 20 kg** – The porter carries 20 kg for the company plus their own gear in addition to this.
- **Porters receive the full amount of tip intended for them** – A transparent tipping procedure in which each crew member receives their tip directly from the climber is the preferred method to ensure this.
- **Porters are outfitted with proper clothing and equipment**
- **Porters have proper shelter and sleeping equipment** – Each porter is required to have a sleeping bag and sufficient space in sleeping quarters is available.
- **Porters are provided with food and water** – Porters should be given access to adequate water and at least two meals a day while climbing Kilimanjaro.
- **Sick or injured porters are properly cared for** – An ailing porter should receive the same treatment as a sick climber.

Data Collection

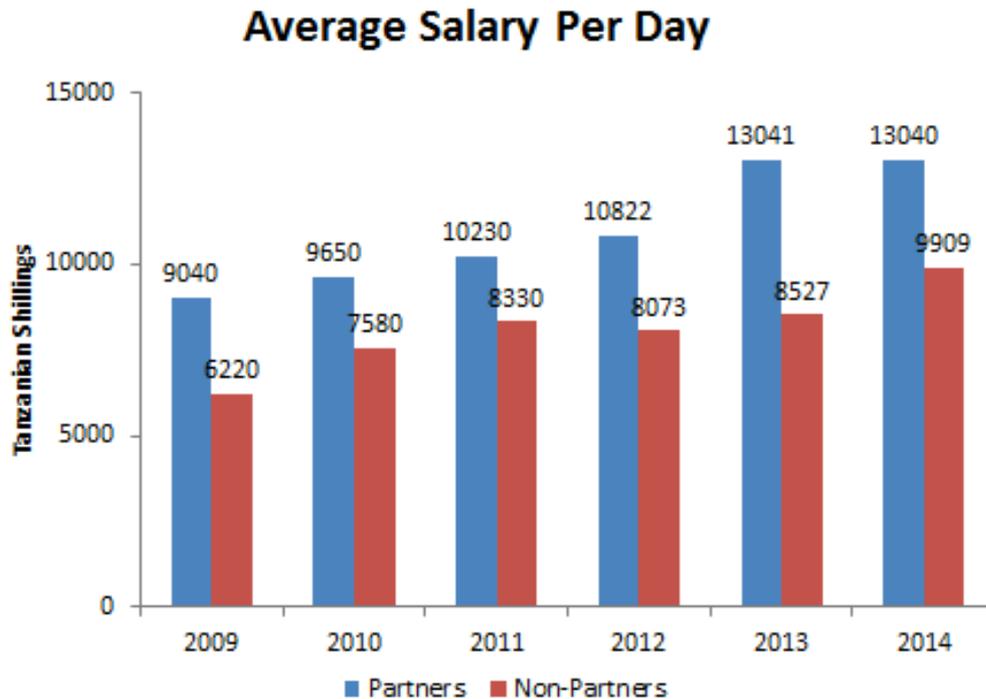
Data collection efforts have been conducted with the general porter population outside of the park gate limits as well as villages where porters reside. Since August 2012 KPAP has been banned from the Kilimanjaro National Park, despite a majority approval vote from the Kilimanjaro tour operators at the biannual Kilimanjaro stakeholder meeting in December 2012, to allow KPAP inside the park gates. Due to these limitations KPAP conducts research through a random sampling, therefore this report does not include data on all of the companies climbing Mount Kilimanjaro.

The aim of KPAP's Data Summary Report is to provide information to government ministers, park authorities, tour operators, mountain crew, and the general climbing public regarding the current porter working conditions on Mount Kilimanjaro. The goal is to help identify areas requiring further improvement so that the stakeholders involved can take steps to assure that fair treatment standards are being met.

PARTNER AND NON-PARTNER TRENDS

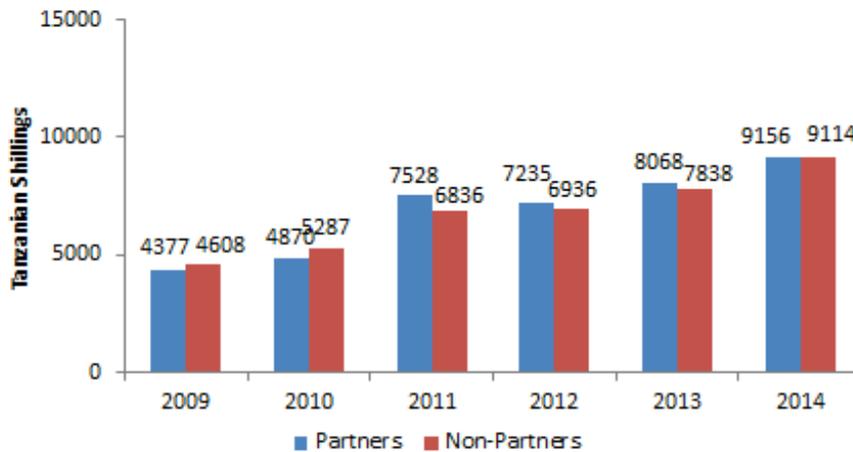
Examination of treatment practices over the years demonstrates that climbing companies participating with the Partner for Responsible Travel Program consistently perform better in meeting the proper treatment guidelines than those companies who do not.

Comparison of Partner and Non-Partner Companies' Data Collection 2009 - 2014:



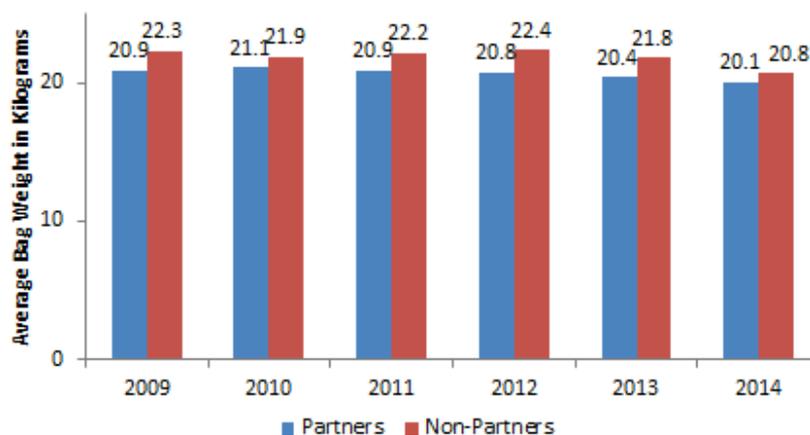
- As 8,000Tsh/day was the last wage amount formally agreed upon by the Kilimanjaro stakeholders, daily wage amounts have varied. Historically, the Partner companies have paid a higher wage amount. Many Partner companies and several Non-Partner companies have begun paying the 15,000Tsh/day amount in recent years.
- The full salary may not be paid to the crew if the guide is making the payment. The Partner companies employ procedures ensuring the full payment including record keeping and signatures upon receipt of salary.
- The Partner companies pay the salaries within two days of the descent, the time frame agreed upon by KINAPA (Kilimanjaro National Park) and TATO (Tanzania Association of Tour Operators) at the stakeholder meeting in March, 2006.
- In June 2015 all Partner companies will be paying the rates accepted by the Porter and Guides Associations – 15,000Tsh/day amount for porters and 30,000Tsh/day amount for guides.

Average Tip Per Day



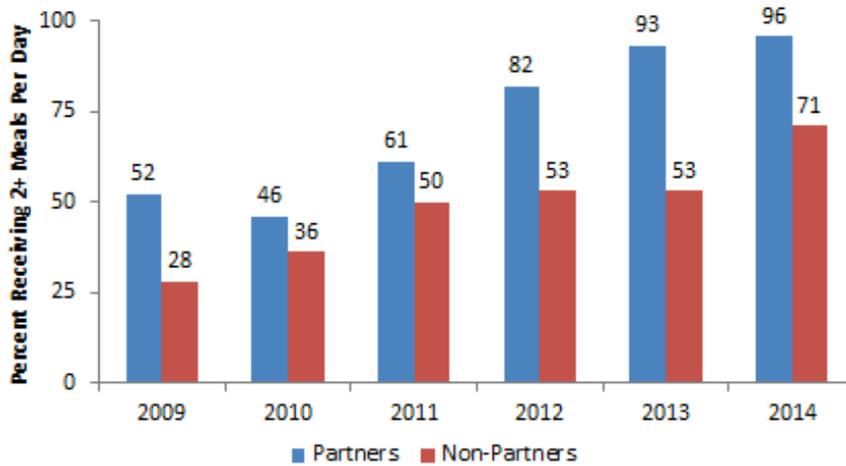
- The full amount of intended tip may not reach the porter. The Partner companies implement a transparent tipping procedure that ensures the full amount of tip is given to the porter.
- Porters climbing with Partner companies receive a higher compensation from salary and tip thereby obtaining a better living wage for their work.

Average Bag Weight



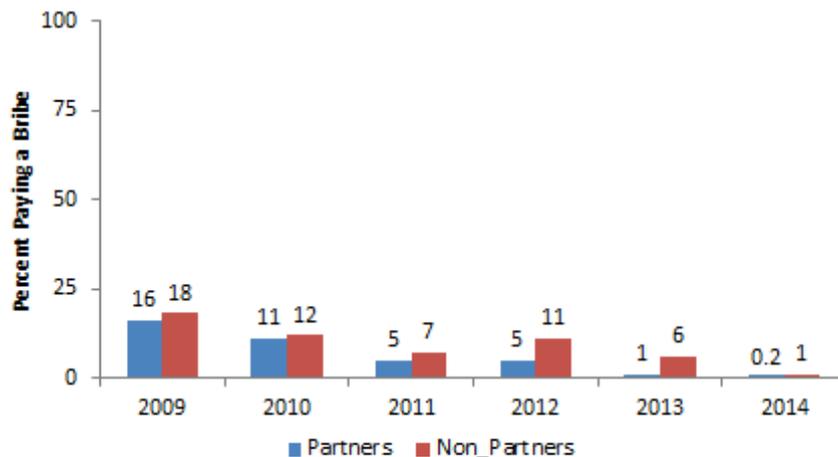
- KINAPA has made a huge effort in ensuring that porters carry the 20kg weight limitation. Partner companies have weighing systems before and during the climb to make sure that the bag weights are 20kg. Reports from porters with just a few Non-Partner companies indicate that they may be carrying weights from 22-30kg.

Percentage of Porters Receiving 2 or More Meals Per Day



- Porters may eat only one meal per day. Partner companies are providing two to three meals per day.

Percentage Paying Bribe



- Porters can pay a bribe in order to get a chance to work on a climb. The incidence of bribe payment has reduced significantly over the years. Rather than leaving the responsibility of the guide to choose the crew for a climb, the Partner companies have instituted crew selection systems – via computer or roster – that effectively eliminate the payment of bribes.

SUMMARY

Fair treatment practices have become very important to the climbing public. Clients and overseas tour operators are seeking to climb Kilimanjaro with climbing companies employing responsible practices towards the crew. Significant improvements in treatment practices are being noted on Kilimanjaro and the stakeholders should be proud of their achievements.

Climbing companies can make many claims regarding the proper treatment of their crew. In reality, the Director of the climbing company may often be very far removed from the porters who participate with a climb. The actual practices may be quite different from what a climbing company professes.

Solid operational systems that safeguard proper treatment of the porters are imperative. These consist of:

- ✓ Payment of the minimum wages accepted by the Porters and Guides Associations as well as salary disbursement within 48 hours of the climb descent.
- ✓ A salary payment method that ensures the full amount of salary is being paid. These can include:
 - a. Payment by a reputable company employee with appropriate record keeping
 - b. Deposit into bank account
 - c. M-Pesa money transfer
- ✓ Informing climbers of ways that they can tip the crew directly or developing a transparent tip procedure utilizing a tipping sheet record and having the climbers announce the amount of tip for the individual porter.
- ✓ Proper weighing procedures of all bags by the company prior to the climb. Companies are also utilizing their own scales on each climb to make sure that the porters are carrying equal weights.
- ✓ Purchase of the appropriate amounts of food for the crew and assurance that it is used to serve the crew.
- ✓ Registering porter crew to work with the climbing company and instituting a fair crew selection system that eliminates the payment of bribes.

IMEC's Partner for Responsible Travel Program is regarded as a valuable tool to determine if a climbing company is meeting the standards for proper porter treatment. All climbing companies are invited to participate with the Partner Program. There is no expense involved as it is IMEC's mission to highlight those companies with fair treatment practices towards their crew.

Partner companies also utilize additional procedures to ensure proper treatment of the porters:

- ❖ Partner companies provide the crew with a list of required gear and perform checks to confirm that the crew have the proper kit for the climb.
- ❖ Climbers, as well as porters, can be cheated out of tip money by guides claiming that there are extra porters on the climb – a cultural practice known as *kirunje*. Partner companies have a system of informing climbers of the exact number of crew at the start of the climb.
- ❖ Porters can be crowded in the tents. Partner companies have a method for calculating the number of crew per tent so that they have appropriate sleeping space.
- ❖ Companies may not pay the wages established by KINAPA (Kilimanjaro National Park) for porters carrying resupply to a climb. Partner companies pay the appropriate wage amounts for resupply as well as include food and transport.
- ❖ Partner companies undergo the monitoring activities performed by KPAP – an outside and objective organization – as well as agree to have a KPAP investigative porter on their climbs for reporting purposes.
- ❖ Partner companies follow up on any feedback provided by KPAP so as to improve and refine their systems.
- ❖ Partner company Directors meet with their porters at least once a year if not after every climbing season. This establishes a close connection between upper management and their porters allowing them to hear directly and act on any porter issues.

All Kilimanjaro stakeholders and governing authorities – Ministry of Natural Resources and Tourism, TANAPA, KINAPA, Tour Operator Associations (TATO/KIATO), Guide and Porter Associations, Tour Operators – must continue to make a good collaborative effort to improve the working conditions for all porters on Kilimanjaro. The Partner companies, through their premier example on Kilimanjaro, are showing that it is possible for Mount Kilimanjaro to be the exemplar mountain climbing region regarding proper treatment practices towards porters. It is our hope that all involved will be acknowledged and acclaimed by the climbing industry worldwide.