Data Summary 2013
Porter Working Conditions Mount Kilimanjaro
Kilimanjaro Porters Assistance Project

Prepared by:

Zebedaya Adam
Jenifer Bernard
David Mtuy
Philip Ndekirwa
Sarah Philip
Karen Valenti
&
Robert Forrest

May 2014

BACKGROUND of PORTER WORKING CONDITIONS

Porters working on Mount Kilimanjaro can face 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 retaining 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.
- 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.
- Many porters 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, 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 for the Partner Program is based on monitoring activities of company practices related to the crew. 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 the ***Kilimanjaro Porters Assistance Project (KPAP)***.

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

- Lending donated clothing at no charge to the porters 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.

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 local climbing company, include:

- Porter questionnaires
- Interviews of porters
- Participation in company's client briefing
- Observation of company's tipping procedure and examination of salary distribution
- Surveillance by a KPAP porter representative working as a porter on the climb

Recommended Guidelines for Proper Porter Treatment:

- **Wages** – Debate regarding the minimum wages for the crew continued in 2013. Although TANAPA claims a rate of $10/day (15,000Tsh) for the porters (http://www.tanzaniaparks.com/kili.html), KPAP is basing this report on the payment of *at least* 8,000Tsh/day for porters on all routes, the wage amount last formally agreed upon in January 2010 with representatives from KINAPA (Kilimanjaro National Park), TATO (Tanzania Association of Tour Operators), KIATO (Kilimanjaro Association of Tour Operators) and KPA (Kilimanjaro Porters Association).

- **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 were 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.

For the purposes of this report, surveys were taken from the time period January 2013 through December 2013. The survey used asked respondents to document reported salary and tip amounts and their distribution methods, bag weights, and food provisions.

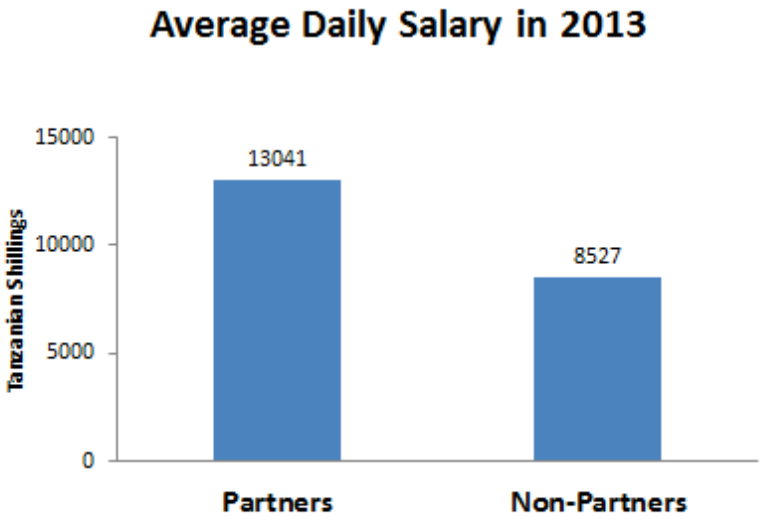
Analysis is based on 2,154 porter surveys differentiating those companies participating with IMEC's Partner for Responsible Travel Program and those who are not:

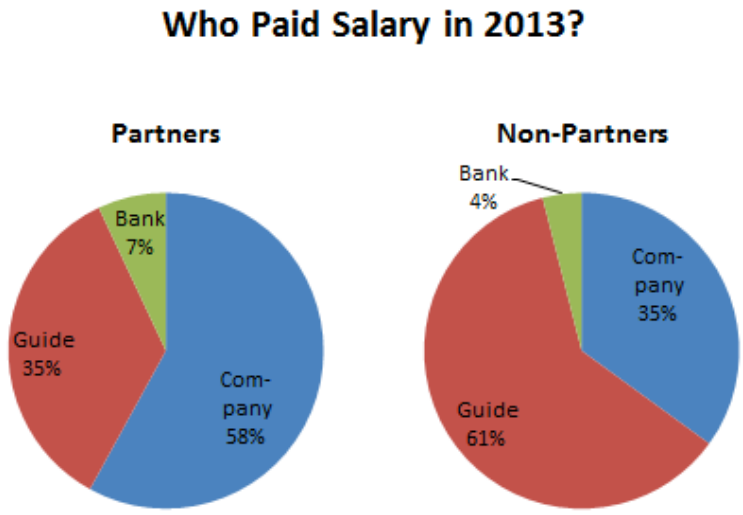
- 904 surveys representing 30 Partner companies
- 1,250 surveys from 65 Non-Partner companies

The aim of KPAP's Annual Data 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.

RESULTS

1. Reported Salaries and Salary Distribution Method

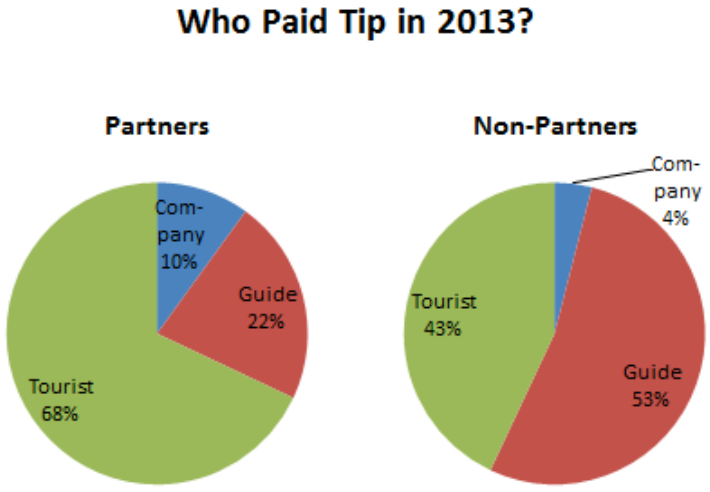


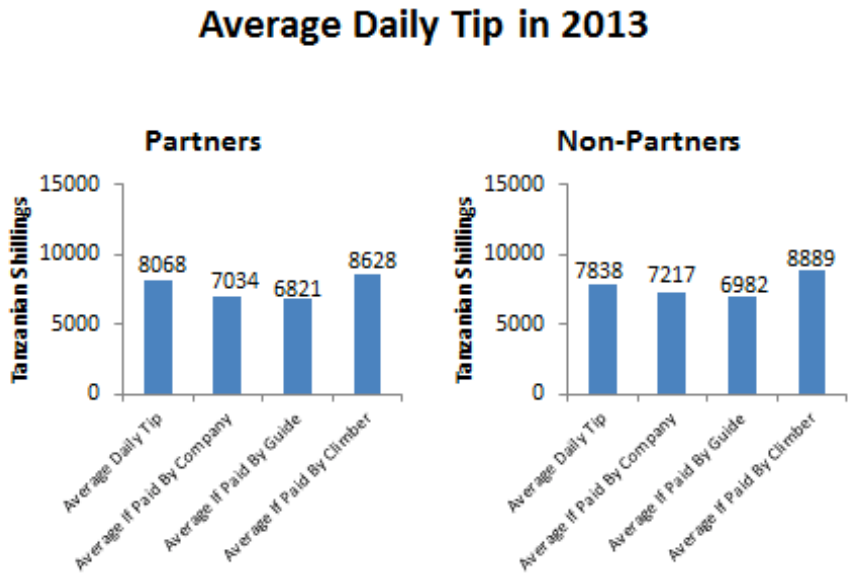


Comments:

- In 2006 KINAPA and TATO agreed that a representative from the company's office should distribute the salaries directly to the crew to avoid the possibility that the guide may not give the full amount. A few companies are setting up bank accounts for the porters and depositing the salaries into personal accounts to assure that the proper salary amount is being paid. While some companies have a company representative pay the porters at their respective offices or at the descent gates, a percentage of companies continue to have their guides distribute the salaries. There is the possibility that the guide may not pay the full amount of the salary.

2. Tipping



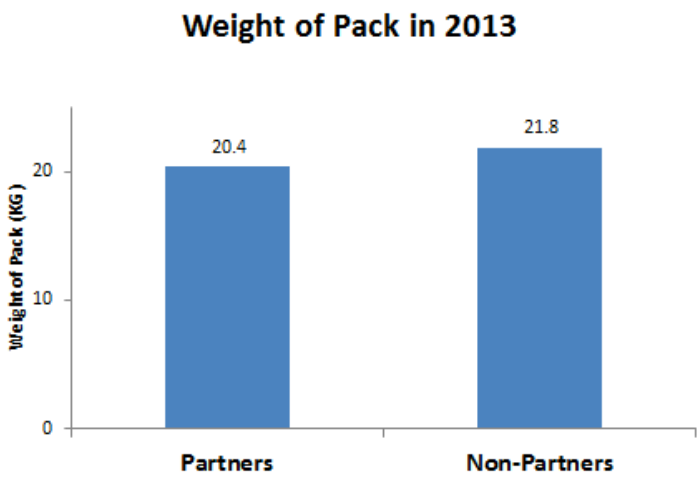


Comments:

- Tip amounts continue to be higher if paid directly by the climber. Payment of tips to the guide, who then distributes the tips, results in a lesser amount.

- A transparent tipping procedure is mandatory to ensure that the porter receives the full amount of tip intended for them.

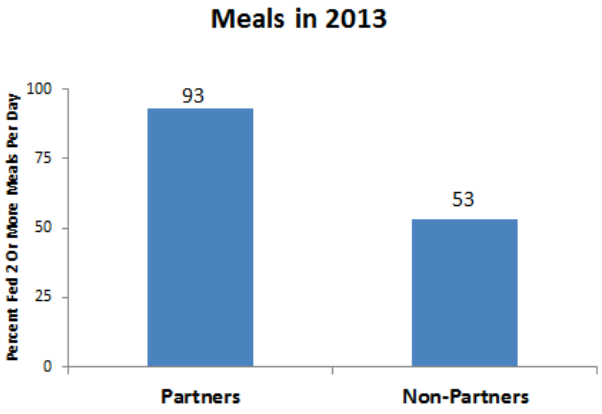
3. Baggage Weight



Comments:

- Certain climbing companies have a high percentage of heavy bag weights reported at 25-30 kg. It is not understood how this is permissible if bags are being weighed at the park's entrance gates and camps. Reports have been received that KINAPA staff may accept bribe payments to allow greater than the 20 kg weight allowance to be carried by an individual.

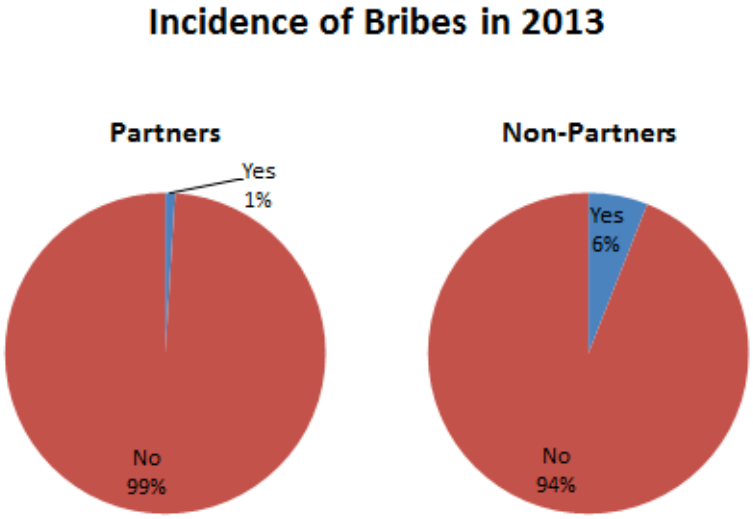
4. Food Provision



Comments:

- Providing for the body's nutritional needs ultimately helps porters to safely and effectively perform their job. Many porters have tea only in the morning and ugali - a stiff local porridge - in the evening for nourishment while climbing Kilimanjaro.

5. Payment of Bribes



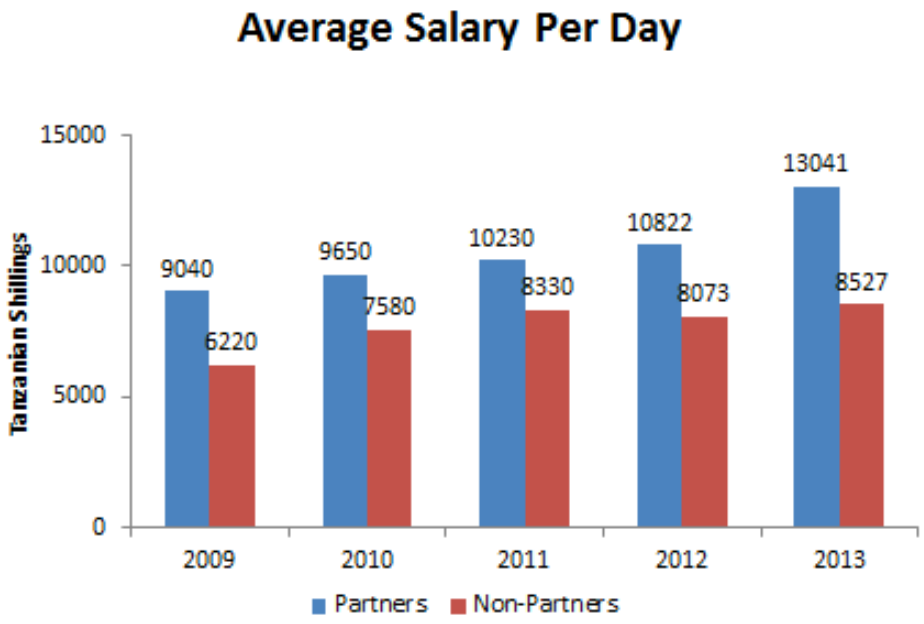
Comments:

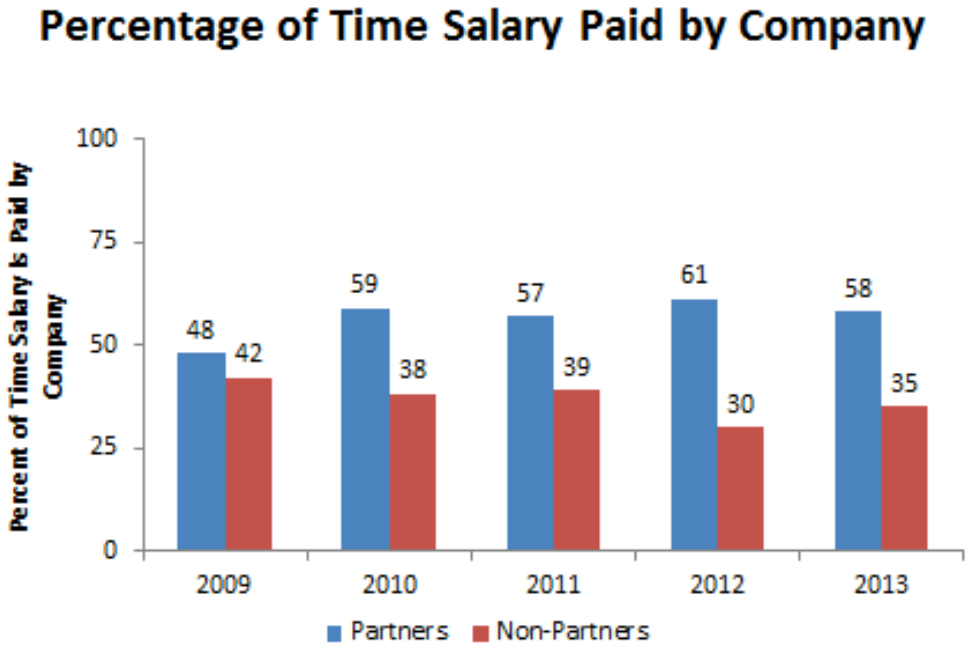
- The payment of bribes to a member of the crew or office staff person in order to be assigned to a climb can be a common cultural practice and reduces the amount of take home compensation for the climb.

PARTNER AND NON-PARTNER TRENDS

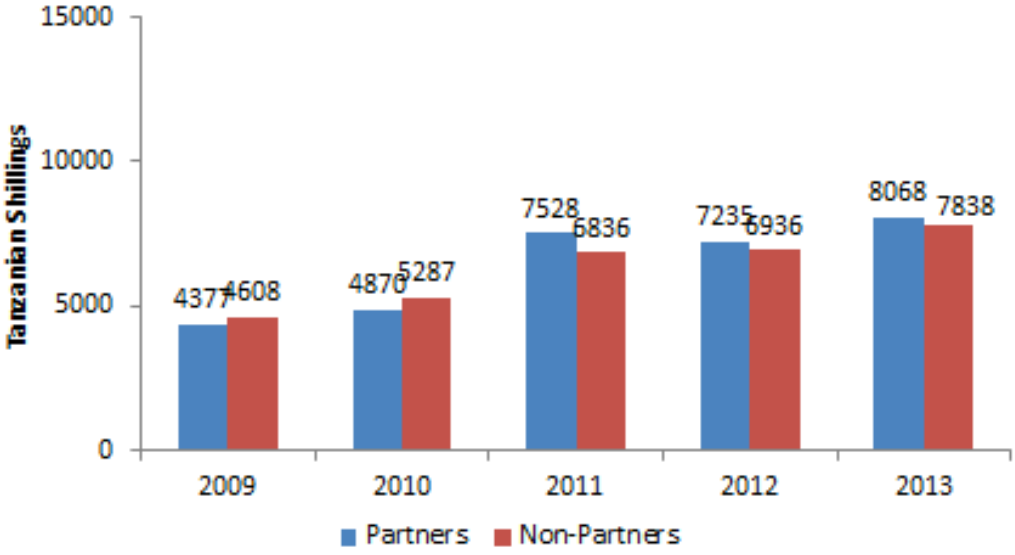
Examination of treatment practices over the years demonstrates that climbing companies participating with the Partner for Responsible Travel Program consistently perform better in meeting the proper treatment guidelines than those companies who do not.

Comparison of Partner and Non-Partner companies' data collection 2009 - 2013:

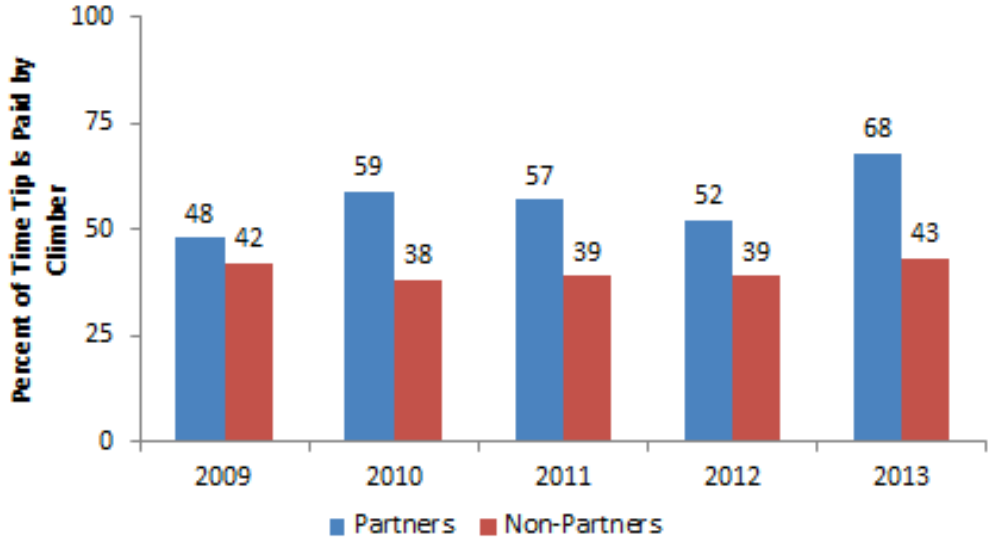




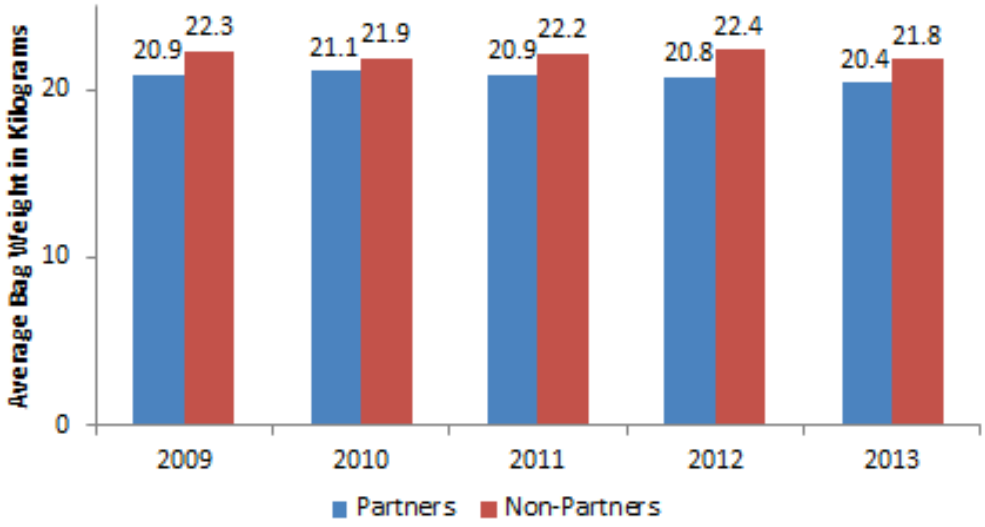
Average Tip Per Day



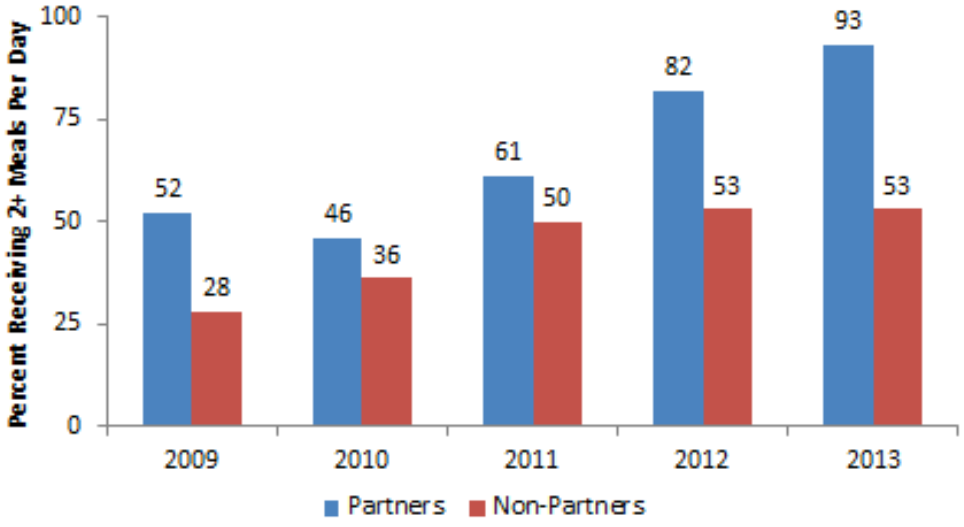
Percentage of Time Tip Paid by Climber

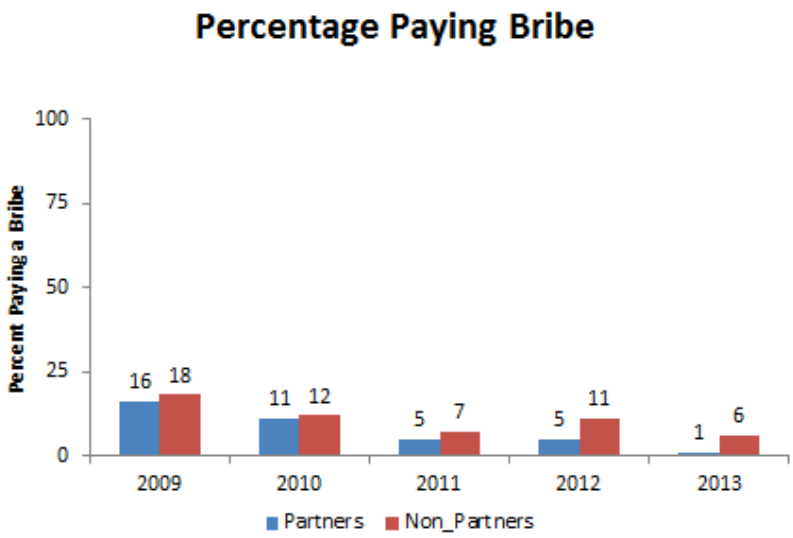


Average Bag Weight



Percentage of Porters Receiving 2 or More Meals Per Day





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. 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. Advances in practices towards the crew have been gradual and significant but areas for improvement remain:

1. The minimum wage amounts for the mountain crew have yet to be confirmed despite announcement by the Ministry of Natural Resources and Tourism of new wage amounts in 2009.

2. Some companies still do not pay the minimum wage of 8,000Tsh/day that was established in 2006. Although many organizations are involved – KINAPA, TATO, KIATO, KPA – no organization is taking responsibility to ensure that the minimum wage is being paid.

3. Individuals who are in the position to pay the wages for the company may not give the full amount paid by the company. The climbing company may be providing the appropriate wage but the salary payment is delegated to an individual who is not paying the full amount.

4. Payment of the tip to the guide may not be distributed fairly.

5. Porters can carry greater than the 20 kg weight regulation established by KINAPA. Weighing procedures within the park and problems with KINAPA staff may contribute to the problem. Certain crew in a climbing group may be favored and carry less weight than others. Other porters may carry more weight as a result.

6. Food provision for the crew needs to be a priority for all climbing companies. Food may be sold on the mountain and not used to provide for the porters. Certain crew may be given preferential treatment and receive more food while others receive a small portion.

7. The cultural practice of the payment of bribes reduces the financial compensation for the climb.

8. The practice of ***Kirunje*** may be common on Kilimanjaro. When guides claim that there is more crew than in actuality, the climbers are robbed of extra tip money. If guides report additional crew who did not work on the climb, the company is cheated out of salaries. As a result of *kirunje* porters experience an extra hardship in carrying heavier bag weights to make up for the lesser number of crew. They also do not receive a proper tip for their work as the guide keeps the extra tip money for the claimed crew that are not on the climb.

Recommendations to Improve the Working Conditions on Mount Kilimanjaro

- Establishment and enforcement of appropriate living wages for all crew positions.

- Development of operational systems within climbing companies that safeguard fair treatment including:

    - Salary payment by a reputable company employee.
    - Briefing the climbers on ways they can tip the crew directly or developing a transparent system that ensures that the full and fair amount of tip is received.
    - Proper weighing procedures of all bags by the company prior to the climb.
    - Purchase of the appropriate amounts of food for the crew and assurance that it is used to feed the crew.
    - Fair selection of the crew assigned by the company for each climb to eliminate the payment of bribes.
    - Complaint mechanism in which the crew can report any problems to the company.

- Assessment of areas in which KINAPA can assist with ensuring fair treatment:

    - Regular calibration of KINAPA's scales.
    - Proper work performance at all of the weighing sites on Kilimanjaro.
    - Development of a system to check on and eliminate the practice of *kirunje.*

- Determine if Guide and Porters Unions are functioning properly; establish a working collaboration between KINAPA and reputable Unions; provide the necessary training essential for effective Union performance.

- Institution of repercussions for those climbing companies not in compliance with the proper treatment guidelines.

It is important to understand that a collaborative effort among all stakeholders and governing authorities – Ministry of Natural Resources and Tourism, TANAPA, KINAPA, TATO/KIATO, Guide and Porter Unions, Tour Operators – is necessary to work towards improving these conditions. Guaranteeing fair treatment of the crew will advance the reputations of all stakeholders involved, support the health and well-being of the crew and their families and improve the local economy, as well as secure Kilimanjaro as a sustainable setting for future tourist visits and income generation. All stakeholders should strive together for the ultimate goal of Mount Kilimanjaro becoming the premier climbing destination, renowned for its fair treatment practices, and being in the forefront as the example for all mountain climbing regions of the world.