



Fair treatment practices have become very important to the climbing public. The International Mountain Explorers Connection (IMEC) created the Partner for Responsible Travel Program to highlight those climbing companies in compliance with Proper Porter Treatment Guidelines. IMEC's Partner Program for Kilimanjaro was recently reopened in January 2015.

Monitoring activities performed by IMEC's local initiative – the Kilimanjaro Porters Assistance Project (KPAP) – determine if a climbing company is meeting the standards for proper porter treatment. Climbing companies on Mount Kilimanjaro voluntarily agree to be scrutinized thoroughly and work closely in partnership with KPAP to ensure that porters are being treated properly.



**To learn more about the Partner Program kindly visit: <http://www.mountainexplorers.org/club/partnerprogram.htm>**

The Partner for Responsible Travel Companies take great strides to ensure proper porter treatment:

- Minimum wages have been declared by TANAPA (Tanzania National Park) as well as a Government Notice dating back to 2009. There is no organization enforcing the payment of these wages and only a small percentage of climbing companies are paying them. The Partner companies are paying the minimum wage amounts accepted by the Guides and Porters' Associations.
- Porters can pay a bribe in order to get a chance to work on a climb. The Partner companies have instituted crew selection systems that effectively eliminate the payment of bribes.
- The full amount of intended tip may not reach the porter. The Partner companies have implemented a transparent tipping procedure that ensures the full amount of tip is given to the porter.
- Climbers can be cheated out of tip money by guides claiming that there are extra porters on the climb. The Partner companies have a system of informing climbers of the number of crew.
- The full salary may not be paid to the crew. The Partner companies employ procedures ensuring the full payment including record keeping and signatures upon receipt of salary. Some Partner companies deposit the salaries directly into bank accounts of the crew.
- 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.
- Porters may eat only one meal per day. Partner companies provide three meals.
- Porters can carry more than the 20kg weight limit. Partner companies have weighing systems before and during the climb to make sure that the bag weights are 20kg.
- 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.
- Partner companies undergo the monitoring activities performed by KPAP and agree to have a KPAP investigative porter on their climbs for reporting purposes.
- Partner companies follow up on any feedback provided by KPAP to improve and refine their systems.
- All data collection is entered into the computer and a climbing company must attain a minimum of 80% performance level to be accepted as an approved Partner company.
- Partner companies collaborate closely with KPAP for monitoring of their climbs as well as meet with their porters along with KPAP at least once per year.

Please consider climbing with an approved Partner for Responsible Travel Company when choosing your outfitter for Kilimanjaro. IMEC applauds these climbing companies for their diligence in assuring proper treatment practices and setting the premier example of care for their crew on Mount Kilimanjaro.

The Partner for Responsible Travel Program welcomes all climbing companies to participate. There is no fee or donation required to be a part of the Partner Program. For additional details, please visit [www.mountainexplorers.org](http://www.mountainexplorers.org) and [www.kiliporters.org](http://www.kiliporters.org), or contact [info@mountainexplorers.org](mailto:info@mountainexplorers.org).

