

PROPOSAL FOR ADDRESSING NON – COMPLIANCES DETECTED BY INSPECTORS FOR ECO LABEL CERTIFICATION.

Non compliance No 5:

LACK OF EMPLOYMENT POLICY ON HIV / AIDS AND DISABLED.

We have now written this policy and e-mailed it to Mr. Charles Walaga, the Lead Inspector. The policy is an improvement to the HUMAN RESOURCE POLICY which was presented to the inspectors during inspection.

(Please find attached)

Non compliance No. 7a:

SAFETY MEASURES ON BOATS AND ON LAKE

SUMATRA (Surface and Maritime Transport Regulatory Authority) is the legal authority to enforce safety measures on Boat and install warning signs at areas where wrecks and other dangers can occur. It is also SUMATRA's responsibility to sensitize the fisher folk on maritime safety. Vicfish Ltd as a private operator shall provide transport to SUMATRA to enable them to reach the offshore islands and conduct seminars to fisher community. A formal written request has been submitted to General Manager SUMATRA HQ Dar-es-Salaam to request for the release of the Flag State Control Officer in charge at Bukoba to conduct sensitization seminars to fisher communities. A copy of the request letter was presented to the inspectors during inspection. Vicfish Ltd will also facilitate production of awareness- raising leaflets. We are targeting to have the seminars completed by March 31st 2009.

Non – compliance No. 7:

FISHERMEN HAVE NO GUARANTEE MEDICAL SUPPORT

The inspectors will recall that during the inspection we provided written proof of an acknowledgement letter from the Municipal Director, Bukoba of an ongoing monthly mobile clinic service which Vicfish Ltd facilitates with transport and allowances for the health staff. The mobile clinic is a guaranteed monthly free service to the fisher community. In addition to the above, we have forwarded by e-mail to the Lead Inspector, Mr. C.Walaga a letter from the Municipal Director which states that there is a free monthly mobile clinic to the community which is targeting especially geographically isolated and disadvantaged fisher communities in the islands. The mobile clinic service for January 2009 was done on 30/01/2009 as per schedule and the Inspectors were informed about this event during the exit meeting.

One of the islands (**KELEBE**) is lucky by having a dispensary within the Island (about 10 minutes walking distance from the main residence of the community. The dispensary offers free HIV/AIDS services (testing, counseling, drugs, and sensitization) and other health/medical related services. On top of this, the community in Kelebe Island is currently being mobilized to build a public/community dispensary. Many photographs of

Vicfish Ltd's health program inputs to the fisher community (mosquito nets, 'Waterguard' tablets for treating water, water filters) were shown to the Inspectors to substantiate Vicfish's, government's and private institutions' inputs for free medical/health services to the fisher folk. The status of health services at other landing sites in the project area is as follows:

IGABILO - Is a land-based landing site which has a government dispensary (about 2.5 kilometers away/half an hours walking distance) which offers a guaranteed health service to the community.

NYAMKAZI is a land-based landing site within Bukoba Township. Government and private health services are readily available for the general community

RUSHALA is also a land-based fish landing site within the small township/business centre of Kemondo. A government-run mobile clinic service is within the landing site adjacent area. There are also many private health service providers within the area

MAKIBWA and NYABURO ISLANDS

These two islands are about 1.5 to 2.0 hours to the mainland by boat. A mobile clinic service run by the Muleba District Council serves the fisherfolk of these two islands. In addition to this service, a private mobile clinic based at Kelebe Island and run by the Evangelical Lutheran Church of Tanzania (ELCT) under the sponsorship of the Kagera Zone Rapid Envelope Funding Project gives free mobile clinic service. Vicfish Ltd facilitates the service by meeting fuel costs and field allowances for the health clinic staff. Health services are also readily available at the mainland which is easily reachable by daily public passenger boats.

The main criteria set by NATURLAND for social standards for health services for fisher community have therefore been fulfilled.

(Please find attached the letter from Director-Bukoba Municipality)

Non compliance No. 9 & 14:

**EMPLOYMENT CONTRACTS, NSSF AND EMPLOYEES
AWARENESS TO THEIR RIGHTS.**

Vicfish Ltd Management is in the process of organizing to invite officials from NSSF, Labor Department, TUICO and Dejaplus Technologies Ltd to talk to workers and sensitize them on their employment and NSSF rights. Workers who do not have copies of their employment contracts will have them by 31st March 2009.



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