

**Our Ref:** TAHA/I03/2023

14<sup>th</sup> June 2023

United Nations Global Compact  
685 Third Avenue,  
Fl 12 New York, NY 10017

Dear Stakeholders,

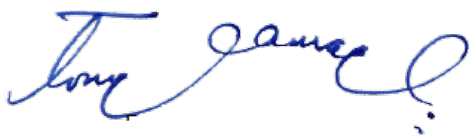
**RE: COMMUNICATION ON ENGAGEMENT**

This communication on engagement has covered the period of two years from 14<sup>th</sup> June, 2021 to 14<sup>th</sup> June 2023.

I am pleased to confirm that TAHA reaffirms its support to the United Nations Global Compact and its ten principles in the areas of Human Rights, Labour, Environment and Anti-corruption. This is our communication on engagement with the United Global Compact. We welcome feedback on the content.

In this communication on engagement, we describe the actions that our organization has taken to support the UN Global Compact and its principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channel of communication.

Sincerely Yours,



Anthony P. Chamanga  
**For. Chief Executive**

## Part II. Description of Actions

TAHA remains committed to support the fundamental responsibilities of the UN Global compact by performing the following actions from June 2021 to June 2023.

### Human Rights

Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 – Make sure that they are not complicit in human rights abuses.

### Labour:

Principle 3 – Businesses should uphold freedom of association & effective recognition of the right to collective bargaining

Principle 4 – The elimination of all forms of forced and compulsory Labour

Principle 5 – The effective abolition of child Labour

Principle 6 – Eliminate discrimination in respect of employment and occupation

- a.) TAHA conducted a three-day awareness raising session to horticulture stakeholder on sexual harassment at working places specifically flower and fruit farms. The purpose of this activity aims to promote decent work and health working place that is free from sexual harassment.
  - Farm workers were able to understand and prevent sexual harassment at work places. It is imperative for the working place to have good working environment as provided by Employment and Labour Relation Act no 6 of 2004.
  - Through the awareness session, the workers were able to understand the following:
    - Meaning of Sexual Harassment
    - Actors of Sexual Harassment
    - Indicators of Sexual Harassment
    - Types of Sexual Harassment
    - Behaviors that constitute Sexual Harassment
    - Effects of Sexual Harassment at the working place
    - How to avoid Sexual Harassment at the working place
    - Procedure of reporting Sexual Harassment
  
- b.) TAHA organized a capacity building session to Human Resources Managers and Officers on Labour Laws and Related Issues. The aim was to increase the understanding of Human Resources Managers and Officers working in horticultural farms on the recent changes in the Labour related Laws in Tanzania as well as share practical experiences among themselves and discuss other Labour related issues.
  - Through the session Human Resources Managers and Officers, gained understanding on:

- How to apply Labour Laws at the working place
  - Fundamental Principles of Collective Bargaining Agreement
  - Establish a clear code of conduct that outlines labor rights, health and safety standards, and fair employment practices within the organization.
- After the capacity building session, TAHA facilitated the following process:
    - Creating an Online Human Resources Platform – WhatsApp Group for them to share experience and how to deal with labour issues.
    - Initiating renewal of Joint Collective Bargaining Agreement (CBA) in the horticultural farms in Arusha and Kilimanjaro Regions.
    - The draft Collective Bargaining Agreement (CBA) has been reviewed and circulated to horticultural farms for their consideration and action.
- c.) TAHA together with its members (horticulture farms) actively participated in the ATE/DI Consultative Workshop on Elimination of Gender-Based Violence at Workplaces organized by Association of Tanzania Employers (ATE). The stakeholders had an opportunity to be trained on how to eliminate GBV at workplaces and developing company policies and programmes.
- Through the session the stakeholders, gained understanding on:
    - Eradicating sexual harassment at workplaces
    - Promoting gender equality and inclusion
    - Bulling in the workspaces
    - Exchange learning from MENA-Region (The benefits of economic empowerment of women).
- d.) TAHA and Tanzania Plantation and Agricultural Workers Union (TPAWU) are actively collaborating to revise and put in place a sound Collective Bargaining Agreement for the Horticulture Industry. TAHA since 2013 has been sensitizing and coordinating its members (horticulture farms) to have a Collective Bargaining Agreement. The agreement fosters a pleasant and cordial relationship between employers and employees. Also, it improves the working and living condition of workers and their families. Moreover, the agreement promotes cooperation and increase productivity.
- The workers in the horticulture farms are entitled to medical insurance for employee, spouse and 4 children under the NHIF scheme.
  - The workers minimum wage paid by these companies are above the Government minimum wage of TZS.100,000/= set by the Ministry of Labour and Employment.

## **Environment**

Principle 7 – Businesses should support a precautionary approach to environmental challenges;

Principle 8 – Undertake initiatives to promote greater environmental responsibility; and

Principle 9 – Encourage the development and diffusion of environmentally friendly technologies.

TAHA's operations together with the actors in the horticulture industry are well aligned with the third fundamental responsibility and its principles. Horticulture actors also taking into consideration issues related to Climate Change, Gender and Nutrition as well as Youth and Women Inclusivity & Involvement in horticulture activities.

In the area of protecting the environment TAHA and members performed the following actions:

- a.) TAHA organized for the first time in history a Three-days GLOBALG.A.P. Tour Stop Event themed “*Enhancing Compliance for Expanded Market Access and Trade*”. The event brought together horticulture actors from National, Regional and beyond to discuss and address market access challenges that impede compliance to GLOBALG.A.P standards and other issues that are imperative for a robust, vibrant agri-food sector. The event was held on 28<sup>th</sup> – 30<sup>th</sup> November, 2022 St. Carolus Tengeru, Arusha.
- b.) TAHA is implementing a Four-Year Project (2021- 2024) dubbed Quality Standards for Enhanced Market Access for Small-holder Farmers in Tanzania (SEMA) the project has increased awareness, built capacity and facilitated certification of small, medium and largescale farmers engaged in horticulture crop production in Tanzania to adhere to Good Agricultural Practices and technology adoption and diffusion. **LINK:** [https://www.globalgap.org/uk\\_en/what-we-do/un-sustainable-development-goals/projects/quality-standards-for-market-access-small-holders/](https://www.globalgap.org/uk_en/what-we-do/un-sustainable-development-goals/projects/quality-standards-for-market-access-small-holders/)
  - TAHA has been training farmers on adoption of Good Agricultural Practices: use of improved seeds, technologies such as irrigation systems, proper management of farms, IPM techniques to combat pests and diseases. Aim is to increase productivity using the same production area and promote conservation of the environment and bio-diversity management.
  - TAHA in collaboration with the Tanzania Plant Health and Pesticides Authority has provided capacity building training to farmers on safe use and handling of pesticides in the horticulture farms. This is to encourage production of quality and safe food (fruits & vegetables) in the country.
  - TAHA in collaboration with the Tanzania Plant Health and Pesticides Authority has provided capacity building training to farmers on safe disposal of pesticides container. RIKOLTO has established Collection centres for pesticide containers a proper place where farmers can safely dispose of empty or expired pesticide containers nearby in their community.

- c.) TAHA has been engaging the Government (Ministry of Agriculture and Ministry of Finance & Planning) through the Task Force on Tax Reform Committee and other platforms for them to consider exempting modern agricultural input, technologies and implements from VAT, excise duty, import duty etc. Aim is to make these technologies available, accessible and affordable to small, medium and large-scale farmers engaged in horticulture.
- **Below is a list of modern technologies exempted from taxes (VAT, excise duty, import duty)**
    - **Agriculture implements exempted from VAT are:** Tractors for agricultural use; Irrigation equipment and its parts (sprinkler system, chemical injection system, water disinfection system, rain guns, high pressure fogging equipment, Irrigation computer, filter for irrigation system); Greenhouse system; Dam liner; Soil testing kits; and Water testing kits.
    - **Agriculture inputs exempted from VAT are:** Seeds; Seedlings; Cuttings; Fertilizers; Pesticides; Insecticide; Fungicides; Plant growth regulators and Biological Control Agents.
    - Cold rooms, refrigerated trucks and agro-nets are included in the VAT exemption list.
- d.) TAHA in partnership with Food and Forest Development Finland (FFD) are piloting a Pay-As-You-Use Irrigation System: the pilot, called Value for Water (V4W) will soon be piloted in Kilimanjaro to a group of farmers. This is to ensure sustainable water use and management.
- TAHA is an active member of the Sustainable Water Management Partnership (SUWAMA) in Arusha and Kilimanjaro Regions. TAHA works close with the Pangani Basin Water Board to ensure proper management and protection of water resources in catchment areas.
    - TAHA provided financial support to Pangani Basin Water Board to design and place beacons and warning boards at the catchment areas/rivers/lakes to prevent farming activities in water sources.
    - TAHA continues to promote the reforestation agenda mobilizing farmers to plant fruits trees to gain economic benefits. TAHA has established avocado cluster in Arusha, Kilimanjaro and Manyara Regions.
    - In 2022 TAHA has distributed more than 5000 avocado seedlings to farmers in Arusha (Ilkiding'a Cluster) as well as 2,800 mango trees in ikungi (Singida) and Msalala (Shinyanga).

- e.) Nutrition Agenda:** TAHA promotes consumption of horticultural crops due to its nutritional value and health benefits aiming at boosting the demand of internal consumption.
- TAHA, Rikolto, TRIAS and Solidaridad have introduced a consumer campaign for safe vegetables and fruits using the Kiosk Model (a mobile vending wagon) as a communication tool for food safety and employment to youth. LINK: <https://twitter.com/TriasEastAfrica/status/1519234828780064768>
  - TAHA conducts media campaigns to promote consumption of fruits, vegetables and spices/herbs.
  - On 2<sup>nd</sup> June 2023, TAHA conducted a National Nutritional Fair in Dodoma, the capital of Tanzania. The Fair attracted more than 400 people that got the opportunity to understand the benefits of consuming nutritional foods and health testing (BMI).
  - TAHA has established school vegetable gardens, developed nutrition information materials and conducted nutritional trainings aim is to trigger consumption of horticulture crops and improve nutrition in the country. The trainings emphasized best feeding practices for infants and young children to overcome Stunting and Micronutrient deficiency, which are major nutritional problems in Tanzania.

### Part III. Measurement of Outcomes

- i. 380 Farm workers were trained on sexual harassment at working places.
- ii. 50 Human Resources Managers and Officers working in horticultural farms were trained on recent changes in the Labour related Laws in Tanzania and promoting a healthy workplace.
- iii. 20 Stakeholders were trained on Elimination of Gender-Based Violence at Workplaces.
- iv. One sound Collective Bargaining Agreement for the Horticulture Industry developed and soon to be operationalized.
- v. 250 horticulture stakeholders and food systems experts participated in the GLOBALG.A.P. Tour Stop Event.
- vi. 2,890 farmers trained on good agricultural practices, sustainable water use and management, safe use, handling and disposal of pesticides through the SEMA Project.
- vii. 290 out of the above farmers have acquired GLOBALG.A.P certification this enables them to export quality fruits and vegetables to European market.
- viii. More than 28,204 farmers (37% women and 44% youth) were reached with TAHA services and 429,600 trained on Good Agricultural Practices. Of these 55% have adopted the practices and technologies as transformed farmers.
- ix. TAHA conducted Nutrition trainings to a total of 24,228 (70% men and 56% youth) people. Also, trained 6,168 students in Schools on healthy eating habits of the young generation, guideline of healthy eating, balanced diet and its benefits.