

## FOREWORD

The history of the Employment and Earnings Survey (EES) in Tanzania dates back to 1963 when the first post-independence survey was launched. Thereafter, data on employment and earnings continued to be collected annually. However, due to lack of financial resources, this series was discontinued for sixteen years before it resumed in 2001, this report being the sixth since then.

The main objective of this survey is to provide information relating to status of employment and earnings. The survey was designed such that its results could be used for estimating the labour market indicators for use in policy formulation, planning and estimating the contribution of various sectors to Gross Domestic Product (GDP).

This report is the only source of information on the distribution of employment and earnings, newly recruited workers, job vacancies and number of employees in the formal sector of employment at regional level. It is expected that it will provide new insights for planners, policy makers, researchers and others dealing with employment and related issues in the country.

Special thanks should go to employers and others who supplied the requested information. The National Bureau of Statistics (NBS) looks forward to their continuing cooperation and support in future surveys.

On behalf of NBS management, I would like to express my sincere appreciation to all persons who participated in this exercise, particularly Mr. Ephraim Kwesigabo, Director for Social Statistics and Population Census and the Labour and Price Acting Manager, Ms. Ruth Minja for managing properly this survey with joint technical support from Mr. Muhiddin Mtindo, Mr. James Mbongo, Mr. Opiyo Mamu, Mr. Hashim Njowe, Mr. Steven Kihwele and Mr. Paskas Sawaki for their dedication and commitment which led to the successful completion of the survey and this report.

Comments and suggestions for improving the quality of future reports are welcome.



Dr. Albina Chuwa  
Director General  
National Bureau of Statistics

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# **EXECUTIVE SUMMARY**

## **Introduction**

This executive summary presents the findings of the surveys on the state of employment in the formal sector establishments in Tanzania Mainland. These surveys are conducted under the NBS Statistics Act of 2002 which empowers NBS to collect, compile and disseminate official statistics from registered establishments in the country.

## **Employment Profile**

The findings show that the total number of employees in the formal sector in Tanzania Mainland was 1,858,969 in 2013; this is an increase of 308,951 employees from 1,550,018 recorded in 2012. The majority of employees were employed in the private sector (1,233,068 private and 625,902 public). Adult male employees accounted for 62.7 percent of total adult employees as compared to adult female employees who were about one third (37.3%) of total adult employees in 2013. The results further show that 77.9 percent of total youth aged between 15 and 24 years were employed in the private sector in 2013. Persons with disability were 0.3 percent of total regular employees in 2013.

Manufacturing industry had the highest proportion of the total employees (19.1 %) followed by education which accounted for 17.3 percent, and public administration and defense with 15.4 percent of the total employees in formal sector. The results further show that among the major regions Dar es Salaam had the highest percentage of employees (30.0%), followed by Morogoro (10.7%), Arusha (6.6%), Kilimanjaro (5.8%) and Mbeya (5.8%).

## **Wage Rates Profile**

The findings reveal that comparisons of monthly wages across sectors indicate that, most of the employees (46.7 percent) in both public and private sectors earn monthly wages between TZS 150,001 - 500,000.

The majority of regular male citizen employees in 2013 (16.8 percent) earned monthly wage between TZS 150,001 and 300,000, this is a decrease from 18.1 percent in 2012. On the other hand, the highest proportion of female employees (10.3 percent) earn monthly wages between TZS 500,001 and 1,500,000 in 2013 which is an increase from 8.6 percent in 2012.

### **Cash Earnings Profile**

The findings show that there was a significant increase of the annual cash earnings to TZS 11,125,472 million in 2013 from TZS 8,814,805 million as recorded in 2012. Overall it was observed that, monthly average earnings for employees in the public sector were twice (TZS 743,436) as much compared to monthly average earnings in the private sector (TZS 322,527).

Financial and insurance activities had the highest monthly average cash earnings (TZS 1,095,078) followed by electricity, gas, steam and air conditioning supply (TZS 1,023,655) and professional, scientific and technical activities with TZS 892,772. Accommodation and food service activities had the lowest monthly average cash earnings (TZS 145,118).

### **Annual Wage Bill Profile**

The results reveal that, the total annual wage bill increased from TZS 8,887,420 million in 2012 to TZS 11,252,251 million in 2013 which is an increase of 26.6 percent. This implies that employers' costs increased in 2013 as compared to 2012. Education industry had the largest share (21.0%) of annual wage bill in 2013, which increased from 19.7 percent recorded in 2012. Dar es Salaam region and Morogoro region had the largest share of annual wage bill amounting to TZS 4,119,150 million and TZS 924,820 million respectively.

### **Number of Newly Recruited Workers**

The findings show that the total number of newly recruited workers increased from 74,474 in 2011/12 to 80,216 in 2012/13; this is an increase of 7.7 percent. With regard to occupations, the largest numbers of newly recruited workers were technicians and associate professionals with 33,416 persons, followed by professionals (15,769 persons) and service workers and shop sales workers with 9,974 persons. This shows that the majority of the newly recruited workers were technicians and professionals.

**Existing Job Vacancies**

The results reveal that there were 112,761 existing vacancies in 2013. Technician and associate professionals had the largest number of vacancies which was 63,207 in the formal sector.

Professionals had the second largest number of vacancies which was 27,329, followed by service workers and shop sales workers with 5,433 vacancies. Skilled agricultural and fishery workers had the smallest number of vacancies generated in 2013 of 557 vacancies.

## KEY FINDINGS

Indicators	2012	2013
<b>Employment profile</b>		
<i><b>Total employment</b></i>	<b>1,550,018</b>	<b>1,858,969</b>
Adult Male	947,545	1,126,534
Adult Female	564,501	669,740
Youth Male	19,426	34,536
Youth Female	18,546	28,159
<i><b>Employment by sector</b></i>		
<i><b>Private Sector</b></i>	<b>995,705</b>	<b>1,233,068</b>
Profit Making Institutions	780,238	993,959
Non-profit Making Institutions	189,481	217,863
Cooperatives	25,986	21,246
<i><b>Public Sector</b></i>	<b>554,313</b>	<b>625,901</b>
Central and Local Government	501,777	571,565
Parastatal Organizations	52,537	54,336
<i><b>Total Employment by Terms of Employment</b></i>		
Regular Employees	1,323,733	1,547,337
Casual Employees	226,286	311,633
<i><b>Regular Employment by Citizenship</b></i>		
Citizen	1,311,327	1,531,665
Non citizen	12,406	15,672
<i><b>Employment by selected Industry</b></i>		
Agriculture, forestry and fishing	95,854	143,505
Mining and quarrying	15,401	17,351
Manufacturing	260,974	355,103
Construction	44,233	46,639
Transportation and storage	44,122	66,860
Education	254,538	321,807
<i><b>Employment by selected Regions</b></i>		
Dar es Salaam	511,596	557,591
Morogoro	141,416	198,075
Arusha	82,002	121,932
Kilimanjaro	98,676	108,224
Mbeya	82,103	108,483
Lindi	20,926	25,038
Tanga	74,798	93,486
<i><b>Distribution of citizen employees by sector and wage rates</b></i>		
<i><b>Private</b></i>		
Below TZS 500,000	650,252	754,916
Between TZS 500,000 – 1,500,000	105,902	139,069
Above TZS 1,500,000	19,001	28,575
<i><b>Public</b></i>		
Below TZS 500,000	337,312	330,934
Between TZS 500,000 – 1,500,000	181,082	255,378
Above TZS 1,500,000	18,540	26,602
<i><b>Annual Cash Earnings by Sector (TZS Millions)</b></i>	<b>8,814,805</b>	<b>11,125,472</b>
Private	4,882,880	6,553,013

Public	3,931,926	4,572,459
<b><i>Monthly Average Earnings (TZS) by Sector and Sex</i></b>		
<b>Private (Both Sexes)</b>	<b>307,026</b>	<b>322,527</b>
Male	324,815	350,512
Female	314,149	313,301
<b>Public (Both Sexes)</b>	<b>671,639</b>	<b>743,436</b>
Male	701,671	768,502
Female	593,666	631,008
<b><i>Monthly Average Earnings (TZS) by selected Industries</i></b>		
Public administration and defense; compulsory social security	659,388	739,469
Education	508,450	556,881
Human health and social work activities	452,366	462,593
Professional, scientific and technical activities	724,280	892,772
<b>Total Annual Wage Bill (TZS Millions)</b>	<b>8,887,420</b>	<b>11,252,251</b>
<b><i>Total Annual Wage Bill by sector</i></b>		
Private	4,926,339	6,615,486
Public	3,961,081	4,636,765
<b>Total Newly Workers Recruited</b>	<b>74,474</b>	<b>80,216</b>
<b><i>New Workers Recruited by Occupation</i></b>		
Legislators, administrators and managers	1,093	2,550
Professionals	12,134	15,769
Technicians and Associate professionals	31,191	33,416
Plant and machine operators and assemblers	2,660	7,510
Clerks	2,397	4,320
<b><i>New Workers Recruited by Level of Education</i></b>		
Tertiary University	13,806	15,473
Tertiary Non University	23,915	10,268
Teacher Education / college	14,808	22,303
Vocational Education	5,304	5,959
Secondary Education	8,870	18,032
Primary Education	7,772	8,181
<b><i>New Workers Recruited by selected Regions</i></b>		
Dar es Salaam	14,158	21,912
Morogoro	2,956	5,517
Arusha	2,381	3,147
Kilimanjaro	3,880	5,155
Mbeya	5,372	6,901
Mtwara	257	621
<b>Total Number of Vacancies</b>	<b>126,073</b>	<b>112,761</b>
<b><i>Job Vacancies by Occupation</i></b>		
Legislators, administrators and managers	2,623	3,379
Professionals	23,163	27,329
Technicians and associate professionals	76,252	63,207
Service workers and shop sales workers	9,395	5,433
Clerks	6,828	4,253
<b><i>Number of Current Existing Job Vacancies by Qualification/Skill Required</i></b>		
Education training	53,414	37,629
Agriculture, forestry & fishery programs	13,237	16,812

Medicine and health related programs	20,342	20,837
Commercial, clerical, business and public administration	9,690	11,705
<b><i>Number of Current Existing Job Vacancies by Work Experience</i></b>		
No Work Experience Required	95,874	88,029
1-2 years	21,828	14,212
3-4 years	7,455	8,346
5 or more years	916	2,174
<b><i>Number of Current Existing Job Vacancies by Reasons</i></b>		
fell vacant	22,040	22,572
Unfilled Post	45,388	50,278
New Position	58,645	39,910

# **CHAPTER ONE**

## **CONCEPTS, DEFINITIONS AND SURVEY METHODOLOGY**

### **1.1 Introduction**

The Employment and Earnings Survey (EES) is an annual survey conducted in Tanzania Mainland by the National Bureau of Statistics; and it covers three main categories of employing establishments in both private and public sectors. The categories involved were: all public sector establishments; all registered private establishments employing at least 50 persons; and a sample of all registered private establishments whose number of employees was between 5 and 49 persons. The survey did not include domestic servants in private households, non-salaried working proprietors and non-salaried family workers.

### **1.2 Background**

The 2013 survey was a continuation of the similar surveys conducted each year. The first Employment and Earnings Survey (EES) was conducted in 1963, followed by other annual surveys up to 1984. However, due to lack of financial resources, these surveys were discontinued after the 1984 survey. In 2001, the Employment and Earnings Surveys resumed and were conducted annually up to 2007. Reports for 2001, 2002, 2005-2007, 2010-2011 and 2012 were published and are available at the National Bureau of Statistics.

However, the results for 2005 to 2007 were compiled in one report and the 2010-2011 results are also available in one report. The surveys for 2003 and 2004 were conducted but due to low response rates, the results were not published. The 2008 and 2009 surveys were not conducted due to financial constraints. Therefore this report is the sixth since 2001 when employment and earnings surveys were resumed.

### **1.3 Objectives of the Survey**

The main objective of the 2013 Employment and Earnings Survey was to obtain comprehensive data on the annual status of employment and earnings as well as data on the socio-economic characteristics of the labour market.

## **1.4 Scope**

The term *scope* as far as Employment and Earnings Survey is concerned refers to the description of the type of establishments and geographical areas that are covered by the survey in accordance with the International Standard Industrial Classification (ISIC Rev. 4) in all regions of Tanzania Mainland.

## **1.5 Concepts and Definitions**

### **1.5.1 Employee**

An employee is any person who is hired to work or perform a job for a business, firm etc. in return for payment under a contract of service with an employer whether as a manual labourer, clerical worker or otherwise and whether the contract is expressed or implied or is oral or written.

With respect to this survey, the term *employee* refers to all wage earners and salaried employees whether engaged full-time, part-time or casually in a full working day.

### **1.5.2 Regular Employee**

The term *regular employee* refers to all permanent and temporary employees who have been employed on a weekly or monthly basis for more than one month.

### **1.5.3 Casual Workers**

The term *casual workers* refer to all persons receiving daily wages and other employees who have not worked for the full month.

### **1.5.4 Youth Persons**

The term *youth persons*, for the purpose of this survey, refers to all persons aged between 15 - 24 years.

### **1.5.5 Wage Rate**

The term *wage rate* refers to the basic agreed rate of payment for normal time of work and relate to a time-unit such as hour, day, week or month before any deductions are made.



### **1.5.6 Cash Earnings**

The term *cash earnings* refers to the remuneration in cash paid to employees, for the time worked or work done before any deductions are made, such as employers' contribution to social security or pension fund. They include payment for time not worked such as annual vacation and other paid leave, other guaranteed and regular paid allowances, payment for overtime work and house-rent paid directly by the employer.

### **1.5.7 Annual Wage-Bill**

The term *annual wage bill* comprises gross cash remunerations accrued as earnings of employees and actual cost of free ration paid by employers in respect of their employees. They represent workers claim for furnishing labour for the production of goods or services on behalf of the employer. The wage bill does not include such non-cash benefits as pensions and passages.

### **1.5.8 Free Housing**

The term *free housing* refers to the employer's housing facilities furnished and given to employees free of charge or the amount of cash the employer pays to employees as housing allowances.

### **1.5.9 Paid Leave**

The term *paid leave* refers to the total number of person-days and total value concerning different categories of normal paid leaves.

### **1.5.10 Maternity Leave**

The term *maternity leave* refers to the total number of person-days and their total value in terms of Tanzanian Shillings (TZS) granted to female employees. An employee may commence maternity leave at any time from four weeks before the expected date of confinement; or on an earlier date if a medical practitioner certifies that it is necessary for the employee's health or that of her unborn child.

#### **1.5.11 Free Ration**

The term *free ration* refers to the employer's meals facilities supplied to employees free of charge or the amount of cash the employer paid to employees as meals allowances.

#### **1.5.12 Social Security Fund**

The term *social security fund* refers to the contributions by both employer and employee to the social security scheme such as National Social Security Fund (NSSF), Parastatal Pension Fund (PPF) and other schemes of fund of this nature organized by the establishment for the benefit of employees.

#### **1.5.13 Public Sector**

Public Sector includes the Central Government, Local Government and Parastatal Organization Institutions.

#### **1.5.14 Private Sector**

Private Sector includes Profit making Private Establishments, Non-Profit making Private Establishments and Co-operative Establishments.

#### **1.5.15 Industrial Classification**

The Industrial Classification is based on the International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4. Establishments engaged in several activities were classified under the industrial activity in which the majority of workers were employed. The Government technical services were allocated as far as possible to the industry of the employing department. The major industrial divisions are 21 according to the ISIC Revision 4 as follows:-

##### **1.5.15.1 Agriculture, Forestry and Fishing**

This industry includes the exploitation of vegetable and animal natural resources, comprising the activities of growing of crops, raising and breeding of animals, harvesting of timber and other plants, animals or animal products from a farm or their natural habitats.

#### **1.5.15.2 Mining and Quarrying**

The term *mining and quarrying* includes the extraction of minerals occurring naturally as solids (coal and ores), liquids (petroleum) or gases (natural gas). This industry also includes supplementary activities aimed at preparing crude materials for marketing, for example, crushing, grinding, cleaning, drying, sorting, concentrating ores, liquefaction of natural gas and agglomeration of solid fuels.

#### **1.5.15.3 Manufacturing**

This industry includes the physical or chemical transformation of materials, substances, or components into new products, although this cannot be used as the single universal criterion for defining manufacturing. The materials, substances, or components transformed are raw materials that are products of agriculture, forestry, fishing, mining or quarrying as well as products of other manufacturing activities. Substantial alteration, renovation or reconstruction of goods is generally considered to be manufacturing.

#### **1.5.15.4 Electricity, gas, steam and air conditioning supply**

This industry includes the activity of providing electric power, natural gas, steam, hot water and the like through a permanent infrastructure (network) of lines, mains and pipes. The dimension of the network is not decisive; also included are the distribution of electricity, gas, steam, hot water and the like in industrial parks or residential buildings. Also included is the provision of steam and air-conditioning supply.

#### **1.5.15.5 Water supply; sewerage, waste management and remediation activities**

This industry includes activities related to the management (including collection, treatment and disposal) of various forms of waste, such as solid or non-solid industrial or household waste, as well as contaminated sites. The output of the waste or sewage treatment process can either be disposed of or become an input into other production processes.

#### **1.5.15.6 Construction**

This industry includes general construction and specialized construction activities for buildings and civil engineering works. It includes new works, repair, additions and alterations, the erection of prefabricated buildings or structures on the site and also construction of a temporary nature.

#### **1.5.15.7 Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles**

This industry includes wholesale and retail sale (i.e. sale without transformation) of any type of goods and the rendering of services incidental to the sale of these goods. Also included in this industry are the repair of motor vehicles and motorcycles.

#### **1.5.15.8 Transportation and Storage**

This industry includes the provision of passenger or freight transport, whether scheduled or not, by rail, pipeline, road, water or air and associated activities such as terminal and parking facilities, cargo handling, storage etc. It also includes renting of transport equipment with driver or operator and postal and courier activities.

#### **1.5.15.9 Accommodation, Food and Beverage Service Activities**

This industry includes the provision of short-stay accommodation for visitors and other travellers and the provision of complete meals and drinks fit for immediate consumption. The amount and type of supplementary services provided within this section can vary widely. This industry excludes the provision of long-term accommodation as primary residences. Also excluded is the preparation of food or drinks that are either not fit for immediate consumption or that are sold through independent distribution channels, i.e. through wholesale or retail trade activities.

#### **1.5.15.10 Information and Communication**

This industry includes the production and distribution of information and cultural products, the provision of the means to transmit or distribute these products, as well as data or communications, information technology activities and the processing of data and other information service activities.

#### **1.5.15.11 Financial and Insurance Activities**

This section also includes the activities of holding assets, such as activities of holding companies and the activities of trusts, funds and similar financial entities. This industry includes financial service activities, including insurance, reinsurance and pension funding activities and activities to support financial services.

#### **1.5.15.12 Real Estate Activities**

This industry includes acting as lessors, agents and/or brokers in one or more of the following: selling or buying real estate, renting real estate, providing other real estate services such as appraising real estate or acting as real estate escrow agents. Activities in this industry may be carried out on own or leased property and may be done on a fee or contract basis. Also included is the building of structures, combined with maintaining ownership or leasing of such structures.

#### **1.5.15.13 Professional, Scientific and Technical Activities**

This industry includes specialized professional, scientific and technical activities. These activities require a high degree of training, and make specialized knowledge and skills available to users.

#### **1.5.15.14 Administrative and Support Service Activities**

This industry includes a variety of activities that support general business operations. These activities differ from those in professional, scientific and technical activities, since their primary purpose is not the transfer of specialized knowledge.

#### **1.5.15.15 Public Administration and Defence; Compulsory Social Security**

This industry includes activities of a governmental nature, normally carried out by the public administration. It includes the enactment and judicial interpretation of laws and their pursuant regulation, as well as the administration of programmes based on them, legislative activities, taxation, national defence, public order and safety, immigration services, foreign affairs and the administration of government programmes. This industry also includes compulsory social security activities.

#### **1.5.15.16 Education**

This industry includes education at any level or for any profession, oral or written as well as by radio and television or other means of communication. It includes education by the different institutions in the regular school system at its different levels as well as adult education, literacy programmes etc. Also included are military schools and academies, prison schools etc. at their respective levels. The industry includes public as well as private education. For each level of initial education, the classes include special education for physically or mentally handicapped pupils.

#### **1.5.15.17 Human Health and Social Work Activities**

This industry includes the provision of health and social work activities. Activities include a wide range of activities, starting from health care provided by trained medical professionals in hospitals and other facilities, over residential care activities that still involve a degree of health care activities to social work activities without any involvement of health care professionals.

#### **1.5.15.18 Arts, Entertainment and Recreation**

This industry includes a wide range of activities to meet varied cultural, entertainment and recreational interests of the general public, including live performances, operation of museum sites, gambling, sports and recreation activities.

#### **1.5.15.19 Other Service Activities**

This industry (as a residual category) includes the activities of membership organizations, the repair of computers and personal and household goods and a variety of personal service activities not covered elsewhere in the classification.

#### **1.5.15.20 Activities of Households as Employers; Undifferentiated Goods and Services-Producing Activities of Households for Own Use**

This class includes: activities of households as employers of domestic personnel such as maids, cooks, waiters, valets, butlers, laundresses, gardeners, gatekeepers, stable-lads, chauffeurs, caretakers, over nesses, babysitters, tutors, secretaries etc. It allows the domestic personnel employed to state the activity of their employer in censuses or studies, even though the employer is an individual. The product produced by this activity is consumed by the employing household.

#### **1.5.15.21 Activities of Extraterritorial Organizations and Bodies**

This class includes: activities of international organizations such as the United Nations and the specialized agencies of the United Nations system, regional bodies etc., the International Monetary Fund, the World Bank, the World Customs Organization, the Organization for Economic Co-operation and Development, the Organization of Petroleum Exporting Countries, the European Communities, the European Free Trade Association etc.

### **1.6 Survey Methodology and Estimation Procedure**

#### **1.6.1 The Sample Design**

The Employment and Earnings Survey (EES) of 2013 covered a total of 8,828 establishments from a sampling frame of 56,234 establishments consisting of all public and private establishments employing at least five employees.

In this survey, establishment is the sampling unit which is a legal economic entity under a single control or ownership engaging itself in one main kind of economic activity at a fixed location.

The EES 2013 covered formal establishments in both private and public sectors in Tanzania Mainland in such a way that they formed a representative sample, reflecting the level and magnitude of the economic activities within their respective industrial groups.

The EES sample was based on a sampling frame obtained from the Central Register of Establishments (CRE) maintained by the NBS. The existing sampling frame was developed on the basis of International Standard Industrial Classification Revision 4 (ISIC Rev.4).

EES 2013 covered all establishments of public and all private sector establishments employing at least 50 employees. For all private sector establishments employing 5 – 49 employees, multistage sampling technique was used. The first stage within a region included stratification of all private establishments employing 5 – 49 employees into two strata namely 5 – 9 employees and 10 – 49 employees. Then, the sample size for each stratum was developed in each region. Finally, probability proportional to size (PPS) was used to draw the sample within each industry. A similar approach was used in all the 25 regions to draw the sample size across all industrial major divisions in the two strata separately to enhance representation of all economic activities to the economy.

The 2013 sampling procedure is the same as that used in the 2012 EESs; hence the results from this survey were consistent with the 2012 employment statistics.

#### **1.6.2 Sources of Data**

Data were collected using questionnaires delivered to the selected establishments by regional statistical offices. Data collected refer to identification of establishments, regular employees, casual workers, number of new workers recruited and the current job vacancies. The Survey did not include the following:

1. Wage earners in seasonal small-holder agriculture
2. Employees in households
3. Members of the foreign diplomatic missions, corporation and international aid organizations stationed in Tanzania
4. Members of armed forces

#### **1.6.3 The Response Status**

The accuracy of the statistical data provided in the tables is dependent on the rate of response, especially where a few establishments are dominant in the industry.

On average, the response rate was about 89.2% for EES 2013. The summary of response rates for both public and private sector is given in the table below;



**Table 1.1 Number of Establishments and Response Rates by Sector, 2013**

Sector	Employment Size	Number of Establishments		Response Rate
		Selected	Responded	
Private	5-9	2,295	2,178	94.9
	10-49	2,251	1,575	70.0
	50+	1,178	1,041	88.4
	<b>Sub Total</b>	<b>5,724</b>	<b>4,794</b>	<b>83.8</b>
Public	5-9	1,711	1,568	91.6
	10-49	1,531	1,531	100.0
	50+	935	935	100.0
	<b>Sub Total</b>	<b>4,177</b>	<b>4,034</b>	<b>96.6</b>
<b>Grand Total</b>		<b>9,901</b>	<b>8,828</b>	<b>89.2</b>

**1.6.4 Weight**

The sampling weights for the strata were calculated by using the simple expansion method denoted as:-

$$\text{Weight} = N/n$$

Where: **N** = Total number of establishments before sampling

**n** = Total number of sampled establishments.

## CHAPTER TWO

### EMPLOYMENT PROFILE

#### 2.1 Introduction

The profile of employment provides analysis on the performance of the formal sector in Tanzania Mainland. This chapter discusses the employment characteristics of regular and casual employees, providing detailed information regarding their sectors and industries of employment, citizenship, sex, geographical disparities as well as age differentials between adult employees and youth aged between 15 and 24 years.

#### 2.2 Employment by Sector, Terms of Employment and Sex

This section presents the characteristics of employees in term of sectors, terms of employment, and sex differentials. It describes the strength and weakness on the performance of employment in the formal sector in Tanzania Mainland. This information plays an important role in policy formulation and implementation for betterment of the country's labour utilization.

**Table 2.1: Distribution of Total Employees by Sector, Terms of Employment and Sex, 2013**

Terms of Employment	2012				2013			
	Private	Public	Total	Percent	Private	Public	Total	Percent
<b>Regular Employees</b>								
Adult male	508,288	312,621	820,909	53.0	603,676	354,742	958,418	51.6
Adult female	260,653	216,404	477,057	30.8	303,647	244,783	548,431	29.5
<b>Sub Total</b>	<b>768,941</b>	<b>529,025</b>	<b>1,297,966</b>	<b>83.8</b>	<b>907,323</b>	<b>599,525</b>	<b>1,506,849</b>	<b>81.1</b>
Youth male	9,294	3,233	12,527	0.8	15,045	5,873	20,918	1.1
Youth female	8,216	5,024	13,240	0.9	11,834	7,737	19,570	1.1
<b>Sub Total</b>	<b>17,510</b>	<b>8,257</b>	<b>25,767</b>	<b>1.7</b>	<b>26,879</b>	<b>13,610</b>	<b>40,488</b>	<b>2.2</b>
<b>Total</b>	<b>786,451</b>	<b>537,282</b>	<b>1,323,733</b>	<b>85.5</b>	<b>934,202</b>	<b>613,135</b>	<b>1,547,337</b>	<b>83.2</b>
<b>Casual Employees</b>								
Adult male	114,482	12,154	126,636	8.2	158,900	9,215	168,116	9.0
Adult female	82,920	4,524	87,444	5.6	118,014	3,296	121,309	6.5
<b>Sub Total</b>	<b>197,402</b>	<b>16,678</b>	<b>214,080</b>	<b>13.8</b>	<b>276,914</b>	<b>12,511</b>	<b>289,425</b>	<b>15.6</b>
Youth male	6,712	187	6,899	0.4	13,460	159	13,618	0.7
Youth female	5,140	166	5,306	0.3	8,492	97	8,589	0.5
<b>Sub Total</b>	<b>11,852</b>	<b>353</b>	<b>12,205</b>	<b>0.7</b>	<b>21,952</b>	<b>256</b>	<b>22,207</b>	<b>1.2</b>
<b>Total</b>	<b>209,254</b>	<b>17,031</b>	<b>226,285</b>	<b>14.5</b>	<b>298,866</b>	<b>12,767</b>	<b>311,632</b>	<b>16.8</b>
<b>Grand Total</b>	<b>995,705</b>	<b>554,313</b>	<b>1,550,018</b>	<b>100.0</b>	<b>1,233,068</b>	<b>625,902</b>	<b>1,858,969</b>	<b>100.0</b>

Table 2.1 shows that, the total number of employees in the formal sector in Tanzania Mainland stood at 1,858,969 in 2013; this is an increase of 308,951 employees from 1,550,018 recorded in 2012. Results further indicate that majority of employees were employed in the private sector where they increased from 995,705 employees in 2012 to 1,233,068 in 2013.

Number of public sector employees also increased from 554,313 in 2012 to 625,902 employees in 2013. Private sector is still the driver of the economy in the formal sector employing twice as many employees as the public sector.

Results also show that regular employees constituted the highest proportion of total employees in 2013 (83.2%), which is a slight decrease from 85.5 percent recorded in 2012. The observed decrease suggests that the economy has slightly paved way for casual employment in 2013 (16.8%) compared to 14.5 percent in 2012. However, regular employment is the most desirable type of employment due to their natural attachment to better working conditions, and hence more efforts should be put on its growth.

The proportion of youth regular employees aged 15-24 years in the formal sector has slightly increased from 1.7 percent of total employees in 2012 to 2.2 percent in 2013. The proportionate increase of youth casual employment is higher compared to regular employment where only 0.7 percent of casual youth employees were employed in 2012 and nearly doubling in 2013 to 1.2 percent of total employment. This pattern calls for policy intervention to enhance absorption of more youth in regular employment.

Despite small proportions, more youth have been absorbed in the formal sector employment in 2013 compared to 2012. This being a school age in Tanzania, most of them are still in school contributing to small proportions realized. The majority of persons employed in this sector are those aged 25 years and above.

Casual employment is getting more common in private sector; results show that there is an increase of casual employees from 209,254 in 2012 to 298,866 in 2013 while a decrease is noticed in public sector from 17,031 in 2012 to 12,767 employees in 2013. The trend in public sector should be hailed and more efforts to averse the pattern in private sector.

The composition of adult male and female in regular employment slightly decreased from 53.0 percent in 2012 to 51.6 percent in 2013 for males and from 30.8 percent in 2012 to 29.5 percent in 2013 for females.

## 2.3 Employment and Disability

**Table 2.2: Regular Employees with Disability by Sex and Sector, 2013**

Sector	Male Employees with Disability	Percent	Female Employees with Disability	Percent	Total Employees with Disability	Percent	Total Regular Employees	Percent to Total Regular Employment
Private	963	18.7	1,256	24.3	2,219	43.0	934,202	0.2
Public	1,661	32.2	1,284	24.9	2,945	57.0	613,135	0.5
<b>Total</b>	<b>2,624</b>	<b>50.8</b>	<b>2,539</b>	<b>49.2</b>	<b>5,163</b>	<b>100.0</b>	<b>1,547,337</b>	<b>0.3</b>

Table 2.2 shows the distribution of employees with disabilities. The results indicate that persons with disability were 0.3 percent of total regular employees in 2013. The situation is still far behind the targeted level of 3 percent. However, employment of persons with disability was higher in the public sector (0.5 percent) than in private sector (0.2 percent).

Results also show that 50.8 percent of employees with disability were male while female accounted for 49.2 percent. On the other hand, about six in ten (57 percent) of employees with disability were working in private sector and four in ten (43.0 percent) in public sector. The proportion of male employees with disability was much higher in public sector (32.2 percent) compared to private sector and this accounted for 18.7 percent only. There was no significant difference of female employees between private and public sectors since they employed 24.3 percent and 24.9 percent respectively.

## 2.4 Employment by Sector, Age and Sex

The sector of employment is important in assessing characteristics of employment, the economic behaviour of private and public institutions are of higher interest for policy formulation.

It is important to explore the characteristics of adults and youth aged 15-24 years employed in these sectors separately to ascertain their disparities.

**Table 2.3A: Percentage Distribution of Total Adult Employees by Sector and Sex, 2013**

Sector	2012			2013		
	Male	Female	Both Sexes	Male	Female	Both Sexes
<b>A. PRIVATE SECTOR</b>						
Profit Making Institution	33.1	16.8	49.9	35.0	17.8	52.8
Non-profit Making Institution	6.9	5.5	12.4	6.6	5.3	11.9
Cooperatives	1.2	0.4	1.6	0.9	0.3	1.2
<b>Total Percentage: A</b>	<b>41.2</b>	<b>22.7</b>	<b>63.9</b>	<b>42.5</b>	<b>23.4</b>	<b>65.9</b>
<b>B. PUBLIC SECTOR</b>						
Central and Local Government	19.5	13.2	32.6	18.3	12.7	31.1
Parastatal Organizations	2.0	1.4	3.5	1.9	1.1	3.0
<b>Total Percentage: B</b>	<b>21.5</b>	<b>14.6</b>	<b>36.1</b>	<b>20.2</b>	<b>13.8</b>	<b>34.1</b>
<b>Total Percentage: (A+B)</b>	<b>62.7</b>	<b>37.3</b>	<b>100.0</b>	<b>62.7</b>	<b>37.3</b>	<b>100.0</b>
<b>Total Employees</b>	<b>947,544</b>	<b>564,502</b>	<b>1,512,046</b>	<b>1,126,534</b>	<b>669,740</b>	<b>1,796,274</b>

Table 2.3A shows the total adult employees and broader sectoral distribution, results indicate that private profit making institutions have remained a major employer for total adult employees. Employment in this sector increased from 49.9 percent in 2012 to 52.8 percent in 2013. It was followed by central and local government which constituted 31.1 percent of total adult employees. This shows that private sector is increasing its proportionate share of employment in Tanzania reflecting the importance of private sector being the major driving force of the economy. Cooperatives kept the lowest proportion of total adult employees where the share of employees decreased from 1.6 percent in 2012 to 1.2 percent in 2013.

Adult male employees dominated in the formal sector as it was observed in 2012, accounting for 62.7 percent of total adult employees in 2013. Adult female employees accounted for about one third (37.3 percent) of total adult employees.

The gender gap widened in the private profit making institutions from 16.3 percentage point difference in 2012 to 17.2 in 2013, where the employment of males grew faster than females. On the other hand, the gender gap in central and local government decreased by 6.3 percentage point difference in 2012 to 5.6 in 2013, indicating that proportionately more females were employed in this sector.

**Table 2.3B: Percentage Distribution of Total Youth Employees by Sector and Sex, 2013**

Sector	2012			2013		
	Male	Female	Both Sexes	Male	Female	Both Sexes
<b>A. PRIVATE SECTOR</b>						
Profit Making Institution	37.4	31.8	69.2	41.8	29.4	71.2
Non-profit Making Institution	3.3	3.3	6.6	2.9	2.9	5.8
Cooperatives	1.4	0.1	1.5	0.8	0.1	0.9
<b>Total Percentage: A</b>	<b>42.1</b>	<b>35.2</b>	<b>77.3</b>	<b>45.5</b>	<b>32.4</b>	<b>77.9</b>
<b>B. PUBLIC SECTOR</b>						
Central and Local Government	8.8	13.4	22.2	9.6	12.4	21.9
Parastatal Organizations	0.3	0.2	0.5	0.1	0.1	0.2
<b>Total Percentage: B</b>	<b>9.1</b>	<b>13.6</b>	<b>22.7</b>	<b>9.6</b>	<b>12.5</b>	<b>22.1</b>
<b>Total Percentage: (A+B)</b>	<b>51.2</b>	<b>48.8</b>	<b>100.0</b>	<b>55.1</b>	<b>44.9</b>	<b>100.0</b>
<b>Total Employees</b>	<b>19,427</b>	<b>18,545</b>	<b>37,972</b>	<b>34,536</b>	<b>28,160</b>	<b>62,696</b>

Table 2.3B shows that 77.9 percent of total youth aged between 15 and 24 years were employed in the private sector in 2013 from 77.3 percent in 2012. The dominance of total youth employees was realized in private profit making institutions (71.2 percent) followed by central government employing 21.9 percent of youth. Parastatal organizations had the lowest share of total youth employees with 0.2 percent in 2013.

Private sector had a higher proportion of total youth male employees (45.5 percent) compared to youth females (32.4 percent) in 2013, On the other hand public sector has higher proportion of total youth female (12.5 percent) compared to their male counterparts (9.6 percent). The similar pattern was observed in 2012.

## **2.5 Regular Employment by Citizenship and Sector**

Citizenship of employees has become an important matter following regional integrations such as East African Community (EAC) that aims at free movement of EAC residents.

In assessing the performance of employment in Tanzania, information on citizenship helps to inform policy formulation on areas of intervention.

**Table 2.4: Percentage Distribution of Regular Employees by Citizenship and Sector, 2013**

Sector		Citizens		Non Citizens		Total	
		2012	2013	2012	2013	2012	2013
<b>A. Private</b>	Profit Making Institutions	43.6	45.4	0.7	0.8	44.3	46.1
	Non-profit Making Institutions	13.2	12.9	0.2	0.2	13.4	13.1
	Cooperatives	1.7	1.2	0.0	0.0	1.7	1.2
<b>Total Percentage: A</b>		<b>58.5</b>	<b>59.4</b>	<b>0.9</b>	<b>1.0</b>	<b>59.4</b>	<b>60.4</b>
<b>B. Public</b>	Central and Local Government	36.7	36.2	0.0	0.0	36.7	36.2
	Parastatal Organizations	3.9	3.4	0.0	0.0	3.9	3.4
<b>Total Percentage: B</b>		<b>40.6</b>	<b>39.6</b>	<b>0.0</b>	<b>0.0</b>	<b>40.6</b>	<b>39.6</b>
<b>Total Percentage: (A+B)</b>		<b>99.1</b>	<b>99.0</b>	<b>0.9</b>	<b>1.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>		<b>1,311,327</b>	<b>1,531,665</b>	<b>12,406</b>	<b>15,672</b>	<b>1,323,733</b>	<b>1,547,337</b>

Table 2.4 shows that, Tanzanian citizens accounted for 99.0 percent of regular employees in the formal sector in 2013, there was a slight decrease of share compared to that recorded in 2012 (99.1 percent). This means that the proportion of non citizen employees slightly increased from 0.9 percent in 2012 to 1.0 percent in 2013. This increase would be beneficial to the economy if primarily meant to fill the skill gaps existing in the economy.

The proportion of citizen employees to total regular employees in the private sector increased from 58.5 percent in 2012 to 59.4 percent in 2013. Conversely, the proportion of employees in public sector showed a decreasing pattern from 40.6 percent in 2012 to 39.6 percent in 2013. This is not surprising in the increasing market oriented economy, where the private sector plays a major role in the economy.

The share of citizens in employment in private profit making institutions increased from 43.6 percent of regular employees in 2012 to 45.4 percent in 2013. A slight decrease of citizen employees was observed in central and local government, where 36.2 percent of regular employees were recorded in 2013 from 36.7 percent in 2012.

## 2.6 Employment by Industry and Terms of Employment

This section analyses information on formal sector employment by industry. It shows the employment performance of industries and therefore areas which need policy intervention.

The performance of these activities was also assessed for year 2012 and 2013 to inform policy makers on performance of implemented policies. This section looks into findings for selected industries of special interest in evaluation of implemented policies.

**Table 2.5: Percentage Distribution of Total Employees by Selected Industries and Terms of Employment, 2013**

Industry	Regular Employees		Casual Employees		Total Employees	
	2012	2013	2012	2013	2012	2013
Agriculture, forestry and fishing	5.7	5.8	26.4	35.2	9.2	11.3
Manufacturing	19.0	22.8	54.4	50.8	24.9	28.0
Wholesale and Retail Trade	12.0	10.7	9.2	8.3	11.6	10.2
Financial and insurance activities	3.2	2.9	0.1	0.1	2.7	2.3
Public administration and defense	31.6	27.3	6.2	2.5	27.4	22.6
Education	28.4	30.6	3.7	3.0	24.3	25.4
<b>Total Percentage</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>371,355</b>	<b>375,236</b>	<b>300,092</b>	<b>367,624</b>	<b>302,830</b>	<b>679,369</b>

Table 2.5 shows the percentage distribution of total employees in the selected major industries for year 2012 and 2013. Results revealed an increase in the proportion of employees in manufacturing from 24.9 percent of the total employees in 2012 to 28.0 percent in year 2013. Employment in education increased from 24.3 percent of total employment in 2012 to 25.4 percent in 2013. This was highly attributed to the ongoing government investment in education sector. Public administration and defense ranked third by employing 22.6 percent of total employees in 2013, there was a decrease in proportion of employees compared to those employed in 2012 (27.4 percent). This trend was expected as the economy is now mostly driven by private sector.

Education industry took a lead in 2013 by employing 30.6 percent of regular employees; it was followed by public administration and defense by employing 27.3 percent. Manufacturing industry also performed well as it recorded an increase in the proportion of employees from 19.0 percent of regular employees in 2012 to 22.8 percent in 2013.



On the other hand, manufacturing proved to be the most important industry for casual workers by employing 50.8 percent of casual employees in 2013. This was followed by agriculture which employed 35.2 percent of casual employees. However, the proportion of casual employees increased in agriculture from 26.4 percent in 2012 to 35.2 percent in 2013 and decreased in manufacturing from 54.4 percent in 2012 to 50.8 percent in 2013.

## 2.7 Employment by Industry and Sector

Information on industry and sector of employment, altogether, is important as it highlights the performance of employment in terms of levels and characteristics for specific activities across the sector. The assessment of the relationship between industries and sector of employment is of paramount importance as it provides information for policy formulation to enhance areas of employment creation.

**Table 2.6: Percentage Distribution of Total Employees by Industry and Sector, 2013**

Industry	Private		Public		Total	
	2012	2013	2012	2013	2012	2013
Agriculture, forestry and fishing	9.5	11.4	0.3	0.5	6.2	7.7
Mining and quarrying	1.5	1.4	0.0	0.0	1.0	0.9
Manufacturing	26.0	28.7	0.5	0.1	16.8	19.1
Electricity, gas, steam and air conditioning supply	0.2	0.2	1.2	1.9	0.6	0.8
Water supply; sewerage, waste management and remediation activities	0.1	0.1	1.5	0.8	0.6	0.3
Construction	4.4	3.7	0.1	0.1	2.9	2.5
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	12.1	10.5	0.0	0.1	7.8	7.0
Transportation and storage	3.8	4.4	1.2	2.1	2.8	3.6
Accommodation and food service activities	11.9	10.5	0.0	0.0	7.7	6.9
Information and communication	1.6	1.6	0.7	0.5	1.2	1.3
Financial and insurance activities	2.1	1.9	1.2	1.0	1.8	1.6
Real estate activities	0.1	0.1	0.1	0.1	0.1	0.1
Professional, scientific and technical activities	1.5	1.2	3.0	2.2	2.0	1.6
Administrative and support service activities	3.6	4.0	0.1	0.1	2.4	2.7
Public administration and defense; compulsory social security	1.1	0.7	49.7	44.4	18.5	15.4
Education	7.7	7.5	32.1	36.7	16.4	17.3
Human health and social work activities	5.9	5.4	8.0	8.9	6.7	6.6
Arts, entertainment and recreation	0.3	0.3	0.1	0.1	0.3	0.3
Other service activities	6.6	6.4	0.3	0.3	4.4	4.4
<b>Total Percentage</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>995,705</b>	<b>1,233,068</b>	<b>554,313</b>	<b>625,901</b>	<b>1,550,018</b>	<b>1,858,969</b>

Table 2.6 shows that manufacturing became the most important industry in employment, employing 19.1 percent of total employees in the formal sector in 2013; this was an increase from 16.8 percent recorded in 2012. Education industry ranked second with 17.3 percent of total employees in 2013. Public administration and defense; compulsory social security ranked third by employing 15.4 percent of total employees in Tanzania Mainland for 2013. Real estate activities have the least contribution with 0.1 percent of total employees in 2013.

Manufacturing industry had the highest share of total employees in private sector which increased from 26.0 percent in 2012 to 28.7 percent in 2013. Agriculture, forest and fishing ranked second in the private sector which increased from 9.5 percent registered in 2012 to 11.4 percent of employees in 2013. Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods; and accommodation and food service industries both slightly decreased their shares employing 10.5 percent of employees in the private sector each in 2013 compared to 12.1 percent and 11.9 percent in 2012 respectively.

Results also show that, despite ranking first for employment in public sector, the proportion of public administration and defense industry employees decreased from 49.7 percent of employees in 2012 to 44.4 percent in 2013. This drop was expected due to the increasing dominance of private sector in employment. The second highest proportions of employees were in education industry which increased from 32.1 percent recorded in 2012 to 36.7 percent in 2013. The proportion of employees in this industry in public sector was four times that of private sector.

## **2.8 Employment by Industry and Age Group**

This section shows the distribution of total adult and youth employees in various economic activities. Information on the activity performance of youths, which is a growing concern, attracts policy consideration for youths' betterment.

**Table 2.7: Percentage Distribution of Total Employees by Industry and Age Group, 2013**

Industry	Adult Aged 25+		Youth Aged 15 – 24 years	
	2012	2013	2012	2013
Agriculture, forestry and fishing	6.2	7.6	7.1	11.4
Mining and quarrying	1.0	1.0	0.0	0.5
Manufacturing	16.7	18.8	24.0	27.9
Electricity, gas, steam and air conditioning supply	0.6	0.8	0.0	0.0
Water supply; sewerage, waste management and remediation act	0.6	0.4	0.2	0.1
Construction	2.8	2.5	3.2	4.1
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	7.6	6.8	17.6	12.8
Transportation and storage	2.9	3.7	1.4	1.0
Accommodation and food service activities	7.5	6.8	13.9	10.7
Information and communication	1.3	1.3	0.7	0.6
Financial and insurance activities	1.8	1.6	0.7	0.7
Real estate activities	0.1	0.1	0.1	0.0
Professional, scientific and technical activities	2.0	1.6	0.5	0.4
Administrative and support service activities	2.4	2.7	1.8	2.5
Public administration and defense; compulsory social security	18.7	15.9	7.7	2.4
Education	16.5	17.2	15.1	19.4
Human health and social work activities	6.7	6.7	3.4	3.7
Arts, entertainment and recreation	0.3	0.3	0.1	0.1
Other service activities	4.4	4.5	2.4	1.7
<b>Total Percentage</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>1,512,046</b>	<b>1,796,273</b>	<b>37,972</b>	<b>62,696</b>

Table 2.7 shows that the majority of the total adults employees were in manufacturing industry (18.8 percent), followed by education (17.2 percent) and public administration and defense; compulsory social security (15.9 percent). On the other hand, most youth were employed in manufacturing (27.9 percent), education (19.4 percent) and wholesale and retail trade (12.8 percent).

Additionally, industries which show significant increase in total number of adult employees between 2012 and 2013 were electricity, gas, steam and air conditioning supply (64.1 percentage change), transportation and storage (51.9 percentage change) and agriculture, forestry and fishing (46.4 percentage change).

Moreover, the industries that show rapid increase (almost doubled) in numbers of youth employees between 2012 and 2013 were agriculture, forestry and fishing, administrative and support service activities, construction, education and manufacturing.

## 2.9 Employment by Industry, Age Group and Sex

This section shows the distribution of total adult and youth employees by industrial major division and sex. The findings highlight gender gaps among total adult and youth employees in various economic activities.

**Table 2.8: Percentage Distribution Total Employees by Industry, Age Group and Sex, 2013**

Industry	Adult Aged 25+			Youth Aged 15 - 24		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	4.7	2.9	7.6	6.6	4.7	11.4
Mining and quarrying	0.8	0.1	1.0	0.3	0.2	0.5
Manufacturing	12.5	6.3	18.8	19.0	8.9	27.9
Electricity, gas, steam and air conditioning supply	0.6	0.2	0.8	0.0	0.0	0.0
Water supply; sewerage, waste management and remediation act	0.3	0.1	0.4	0.0	0.0	0.1
Construction	2.1	0.4	2.5	2.8	1.3	4.1
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	5.2	1.5	6.8	8.2	4.7	12.8
Transportation and storage	2.9	0.8	3.7	0.6	0.4	1.0
Accommodation and food service activities	3.1	3.7	6.8	3.0	7.7	10.7
Information and communication	0.9	0.4	1.3	0.3	0.3	0.6
Financial and insurance activities	0.9	0.7	1.6	0.3	0.4	0.7
Real estate activities	0.0	0.0	0.1	0.0	0.0	0.0
Professional, scientific and technical activities	1.0	0.6	1.6	0.2	0.2	0.4
Administrative and support service activities	2.1	0.6	2.7	1.8	0.7	2.5
Public administration and defense; compulsory social security	10.4	5.5	15.9	0.9	1.5	2.4
Education	9.5	7.8	17.2	8.8	10.6	19.4
Human health and social work activities	2.6	4.0	6.7	1.4	2.3	3.7
Arts, entertainment and recreation	0.2	0.1	0.3	0.0	0.1	0.1
Other service activities	2.8	1.6	4.5	0.9	0.8	1.7
<b>Total Percentages</b>	<b>62.7</b>	<b>37.3</b>	<b>100.0</b>	<b>55.1</b>	<b>44.9</b>	<b>100.0</b>
<b>Total Employees</b>	<b>1,126,534</b>	<b>669,740</b>	<b>1,796,273</b>	<b>34,536</b>	<b>28,160</b>	<b>62,696</b>

Table 2.8 shows that amongst total adult employees, majority of total adult males and female employees were in manufacturing industry (12.5 percent male and 6.3 percent females), public administration and defense; compulsory social security (10.4 percent male and 5.5 percent female) and education (9.5 percent male and 7.8 percent female).

In addition, the findings show that among total youth employees, the majority of males were employed in manufacturing industry (19.0 percent) followed by education (8.8 percent) and wholesale and retail trade (8.2 percent). Most of the females were employed in education industry (10.6 percent) followed by manufacturing (8.9 percent) and accommodation and food service activities (7.7 percent).

Furthermore, the results show that among total adult employees across all economic activities; females exceed males in accommodation and food service activities (3.7 percent females and 3.1 percent males) and human health and social work activities (4.0 percent females and 2.6 percent males). The industries which showed the largest gender gaps among total adult employees were manufacturing industry (12.5 percent males and 6.3 percent females) followed by public administration and defense; compulsory social security (10.4 percent males and 5.5 females) and wholesale and retail trade (5.2 percent males and 1.5 percent females).

Among total youth employees across all economic activities, results show that the proportion of females was considerably higher than that of males in accommodation and food service activities (7.7 percent females and 3.0 percent males), education (10.6 percent females and 8.8 percent males) and human health and social work activities (2.3 percent females and 1.4 percent males). The industries which showed the largest gender gaps among total youth employees were manufacturing (19.0 percent males and 8.9 percent females) and wholesale and retail trade (8.2 percent males and 4.7 percent females).

## 2.10 Regular Employment by Citizenship and Industrial Major Division

This section analyses the distribution of total regular employees by citizenship and industrial major division. The analysis gives insight on the distribution of citizen and non citizen regular employees among industries.

**Table 2.9: Percentage Distribution of Regular Employment by Citizenship and Industrial Major Division, 2013.**

Industry	Citizen		Non - Citizen		Total	
	2012	2013	2012	2013	2012	2013
Agriculture, forestry and fishing.	3.8	3.8	0.0	0.0	3.8	3.8
Mining and quarrying.	0.9	1.0	0.0	0.0	0.9	1.0
Manufacturing.	12.2	14.8	0.3	0.3	12.5	15.1
Electricity, gas, steam and air conditioning supply.	0.6	0.9	0.0	0.0	0.6	0.9
Water supply; sewerage, waste management and remediation act.	0.6	0.3	0.0	0.0	0.6	0.3
Construction.	2.1	1.9	0.1	0.1	2.3	2.0
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods.	7.8	7.0	0.1	0.1	7.9	7.1
Transportation and storage.	3.1	3.5	0.0	0.0	3.1	3.5
Accommodation and food service activities.	7.8	7.3	0.1	0.1	7.9	7.3
Information and communication.	1.4	1.4	0.0	0.0	1.4	1.5
Financial and insurance activities.	2.1	1.9	0.0	0.0	2.1	1.9
Real estate activities.	0.1	0.1	0.0	0.0	0.1	0.1
Professional, scientific and technical activities.	2.1	1.5	0.0	0.0	2.1	1.5
Administrative and support service activities.	2.6	2.9	0.0	0.0	2.6	2.9
Public administration and defense; compulsory social security.	20.8	18.1	0.0	0.0	20.8	18.1
Education.	18.6	20.2	0.1	0.1	18.7	20.3
Human health and social work activities.	7.5	7.5	0.1	0.1	7.6	7.6
Arts, entertainment and recreation.	0.3	0.3	0.0	0.0	0.3	0.3
Other service activities.	4.7	4.6	0.0	0.0	4.7	4.6
<b>Total Percentages</b>	<b>99.1</b>	<b>99.0</b>	<b>0.9</b>	<b>1.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>1,311,327</b>	<b>1,531,665</b>	<b>12,406</b>	<b>15,672</b>	<b>1,323,733</b>	<b>1,547,337</b>

Table 2.9 shows that, 99.0 percent of total regular employees in formal sector are citizens of Tanzania. Most Tanzanian citizens are employed in education industry (20.2 percent), followed by public administration and defense; compulsory social security (18.1 percent) and manufacturing (14.8 percent). Furthermore the results show that among total regular employees; non – citizen employees account for only 1.0 percent. Most of non – citizens are employed in manufacturing industry (0.3 percent). The remaining industries accounts for less than 0.1 percent.

## 2.11 Employment by Region and Sector

This section shows the distribution of total number of employees by region and sector. This will assist the government to promote employment opportunities in regions and provide sectoral support accordingly.

**Table 2.10: Percentage Distribution of Total Employment by Region and Sector, 2013**

<b>Region</b>	<b>Private</b>	<b>Public</b>	<b>Total</b>
Dodoma	1.0	1.8	2.7
Arusha	5.3	1.3	6.6
Kilimanjaro	4.1	1.7	5.8
Tanga	3.2	1.8	5.0
Morogoro	7.0	3.6	10.7
Pwani	0.7	1.3	1.9
Dar es Salaam	25.5	4.5	30.0
Lindi	0.2	1.2	1.3
Mtwara	1.2	0.6	1.8
Ruvuma	1.2	0.9	2.1
Iringa	2.8	1.2	4.0
Mbeya	3.5	2.4	5.8
Singida	0.7	0.9	1.6
Tabora	0.5	1.2	1.7
Rukwa	0.2	0.5	0.7
Kigoma	0.8	1.0	1.8
Shinyanga	1.1	1.4	2.5
Kagera	0.8	0.8	1.6
Mwanza	3.4	1.7	5.1
Mara	0.8	1.5	2.3
Manyara	0.6	0.7	1.3
Njombe	0.7	0.5	1.3
Katavi	0.0	0.1	0.1
Simiyu	0.3	0.8	1.1
Geita	0.6	0.3	0.9
<b>Total Percentages</b>	<b>66.3</b>	<b>33.7</b>	<b>100.0</b>
<b>Total Employees</b>	<b>1,233,068</b>	<b>625,901</b>	<b>1,858,969</b>

Table 2.10 shows that among total employees in the formal sector; Dar es Salaam region had the highest number of employees (30.0 percent), followed by Morogoro (10.7 percent), Arusha (6.6 percent), Kilimanjaro (5.8 percent) and Mbeya (5.8 percent). Njombe, Simiyu, Geita, Rukwa and Katavi had the least share of total employees. Almost all the regions with the least share of total employment were either new regions or some of their districts were shifted to new regions.

The findings further shows that among private sector, most of the employees were located in Dar es Salaam region (25.5 percent), followed by Morogoro (7.0 percent) and Arusha (5.3 percent). However, in the public sector, most of the employees were located in Dar es Salaam region (4.5 percent), followed by Morogoro (3.6 percent) and Mbeya (2.4 percent).

### **2.12 Employment by Region, Terms of Employment and Sex**

This section illustrates the share of the total number of employees by region, terms of employment and sex. It examines distribution of regular and casual employees by region and sex.



**Table 2.11: Percentage Distribution of Total Employment by Region, Terms of Employment and Sex, 2013**

Region	Regular			Casual			Total
	Male	Female	Both Sexes	Male	Female	Both Sexes	
Dodoma	1.8	1.3	3.0	1.0	0.4	1.4	2.7
Arusha	3.8	2.8	6.6	3.3	3.2	6.5	6.6
Kilimanjaro	3.0	2.3	5.3	4.9	3.6	8.5	5.8
Tanga	2.5	1.7	4.2	5.3	3.7	8.9	5.0
Morogoro	6.5	3.2	9.7	6.0	9.2	15.2	10.7
Pwani	1.3	0.8	2.1	0.8	0.1	0.9	1.9
Dar es Salaam	20.0	10.9	30.9	18.0	7.5	25.5	30.0
Lindi	1.1	0.5	1.6	0.2	0.1	0.3	1.3
Mtwara	0.9	0.5	1.4	0.6	3.6	4.2	1.8
Ruvuma	1.5	1.0	2.5	0.1	0.1	0.2	2.1
Iringa	2.3	1.3	3.6	4.2	1.8	5.9	4.0
Mbeya	3.4	2.4	5.8	3.1	3.1	6.2	5.8
Singida	1.1	0.6	1.7	0.7	0.6	1.2	1.6
Tabora	1.3	0.7	2.0	0.2	0.1	0.4	1.7
Rukwa	0.5	0.2	0.7	0.4	0.2	0.6	0.7
Kigoma	1.4	0.6	2.0	0.5	0.4	0.8	1.8
Shinyanga	2.0	0.9	2.9	0.5	0.3	0.8	2.5
Kagera	1.1	0.7	1.8	0.6	0.3	0.9	1.6
Mwanza	3.1	1.5	4.6	5.4	2.0	7.3	5.1
Mara	1.7	1.1	2.7	0.3	0.2	0.5	2.3
Manyara	0.8	0.5	1.3	0.9	0.4	1.4	1.3
Njombe	0.8	0.5	1.3	0.8	0.5	1.3	1.3
Katavi	0.1	0.0	0.1	0.1	0.0	0.1	0.1
Simiyu	0.8	0.4	1.2	0.3	0.2	0.5	1.1
Geita	0.7	0.3	1.0	0.3	0.1	0.5	0.9
<b>Total Percentages</b>	<b>63.3</b>	<b>36.7</b>	<b>100.0</b>	<b>58.3</b>	<b>41.7</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>979,336</b>	<b>568,001</b>	<b>1,547,337</b>	<b>181,734</b>	<b>129,899</b>	<b>311,633</b>	<b>1,858,969</b>

Table 2.11 shows that, among total regular employees, Dar es Salaam Region had the highest proportion of regular employees at 30.9 percent, followed by Morogoro Region with 9.7 percent and Arusha with 6.6 percent. The regions with the lowest proportion of regular employees were Rukwa and Katavi with less than 1.0 percent of the total regular employees each.

In addition, the highest proportion of casual employees was observed in Dar es Salaam Region, which accounted for 25.5 percent of the total casual employees; followed by Morogoro Region which accounted for 15.2 percent of the total casual employees and Tanga Region which

accounted for 8.9 percent of the total casual employees. The lowest proportion of casual employees was observed in Katavi (0.1 percent) followed by Ruvuma (0.2 percent) and Lindi (0.3 percent).

Furthermore the findings show that across all regions the number of male regular employees exceeded the number of females regular employees. The largest gender gap was observed in Dar es Salaam (20.0 percent male and 10.9 percent female) followed by Morogoro (6.5 percent male and 3.2 percent female). The findings further show that, female casual employees exceeded male casual employees only in Morogoro Region (9.2 percent female and 6.0 percent male) and Mtwara Region (3.6 percent female and 0.6 male).

### **2.13 Adult and Youth Employment in Private Sector by Region, Sex and Age Group**

This section shows the distribution of total employees in private sector by region, sex and age group. The findings in this section are crucial and show that the private sector is the engine of the economy.

**Table 2.12: Percentage Distribution of Private Adult and Youth Total Employment by Region and Sex, 2013**

Region	Adult aged 25+ years			Youth of age 15-24 years			Total
	Male	Female	Both Sexes	Male	Female	Both Sexes	
Dodoma	0.9	0.6	1.5	0.3	0.3	0.6	1.5
Arusha	4.7	3.4	8.2	2.1	1.1	3.2	8.0
Kilimanjaro	3.6	2.4	6.0	5.8	6.1	11.9	6.3
Tanga	3.1	2.0	5.0	0.1	0.1	0.2	4.8
Morogoro	6.7	4.0	10.7	4.7	3.7	8.4	10.6
Pwani	0.6	0.4	1.0	0.2	0.0	0.2	1.0
Dar es Salaam	26.5	12.5	39.0	14.6	9.4	24.0	38.4
Lindi	0.2	0.1	0.3	0.2	0.0	0.3	0.3
Mtwara	0.7	1.2	1.9	0.4	0.3	0.6	1.8
Ruvuma	0.7	0.5	1.2	7.9	6.8	14.7	1.7
Iringa	2.8	1.3	4.0	7.3	2.9	10.2	4.3
Mbeya	3.0	2.3	5.3	1.9	2.0	3.9	5.2
Singida	0.6	0.4	1.0	0.5	0.4	0.9	1.0
Tabora	0.5	0.2	0.8	0.2	0.2	0.4	0.8
Rukwa	0.3	0.1	0.4	0.4	0.0	0.4	0.4
Kigoma	0.9	0.3	1.2	0.8	0.4	1.1	1.2
Shinyanga	1.3	0.4	1.7	0.3	0.6	0.8	1.7
Kagera	0.8	0.5	1.3	0.6	0.6	1.2	1.3
Mwanza	3.5	1.3	4.8	8.7	5.1	13.8	5.1
Mara	0.7	0.6	1.3	0.9	1.1	1.9	1.3
Manyara	0.6	0.4	1.0	0.3	0.0	0.3	1.0
Njombe	0.8	0.4	1.2	0.1	0.2	0.2	1.1
Katavi	0.0	0.0	0.1	0.0	0.0	0.0	0.1
Simiyu	0.3	0.1	0.4	0.3	0.3	0.6	0.4
Geita	0.7	0.2	0.9	0.1	0.2	0.2	0.9
<b>Total Percentages</b>	<b>64.4</b>	<b>35.6</b>	<b>100.0</b>	<b>58.4</b>	<b>41.6</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>762,577</b>	<b>421,661</b>	<b>1,184,238</b>	<b>28,504</b>	<b>20,326</b>	<b>48,830</b>	<b>1,233,068</b>

Table 2.12 shows that among total adult employees in private sector, Dare es Salaam Region had the highest share of employees which accounts for 39.0 percent followed by Morogoro Region (10.7 percent) and Arusha Region (8.2 percent). The least share of total adult employees in private sector was observed in Katavi (0.1 percent) followed by Lindi (0.3 percent) and Simiyu (0.4 percent).

Furthermore, the results show that among total youth employees in private sector, Dare es Salaam Region had the highest share of 24.0 percent followed by Ruvuma Region (14.7 percent) and Mwanza Region (13.8 percent).

The least share of total youth employees in private sector was observed in Katavi (0.0 percent) followed by Geita, Njombe, Pwani and Tanga Region with 0.2 percent each.

The largest gender gap was observed in Dar es Salaam (26.5 percent male and 12.5 percent female) and Morogoro (6.7 percent male and 4.0 percent female). Among total youth employees across all regions, the largest gender gap was observed in Dar es Salaam (14.6 percent male and 9.4 percent female) and Iringa (7.3 percent male and 2.9 percent female).

## 2.14 Adult and Youth Employment in Public Sector by Region and Sex

This section shows the distribution of total employees in public sector by region, sex and age group.

**Table 2.13: Percentage Distribution of Public Adult and Youth Total Employment by Region and Sex, 2013.**

Region	Adult 25+ years			Youth of age 15-24 years			Total
	Male	Female	Both Sexes	Male	Female	Both Sexes	
Dodoma	3.0	2.1	5.1	4.3	5.4	9.7	5.2
Arusha	1.9	1.9	3.8	0.0	0.1	0.1	3.7
Kilimanjaro	2.7	2.4	5.0	0.8	1.1	1.9	5.0
Tanga	3.1	2.4	5.5	0.0	0.0	0.0	5.4
Morogoro	6.2	4.6	10.8	3.2	3.7	6.9	10.8
Pwani	2.4	1.4	3.8	1.8	2.4	4.2	3.8
Dar es Salaam	7.3	6.4	13.6	0.8	2.1	2.8	13.4
Lindi	2.3	1.1	3.4	1.5	2.1	3.6	3.4
Mtwara	1.2	0.7	1.9	0.1	0.1	0.2	1.9
Ruvuma	1.8	1.0	2.8	0.0	0.0	0.0	2.8
Iringa	2.0	1.5	3.5	1.8	3.3	5.1	3.5
Mbeya	4.1	2.9	7.0	5.1	7.3	12.4	7.1
Singida	1.8	1.0	2.8	0.6	1.6	2.2	2.8
Tabora	2.2	1.4	3.6	3.5	2.6	6.1	3.7
Rukwa	0.9	0.5	1.4	0.2	0.2	0.4	1.4
Kigoma	1.9	1.0	2.9	3.4	3.8	7.1	3.0
Shinyanga	2.6	1.6	4.2	2.3	3.6	6.0	4.2
Kagera	1.4	0.8	2.3	1.5	1.6	3.2	2.3
Mwanza	3.0	1.9	5.0	1.5	2.2	3.8	4.9
Mara	2.8	1.5	4.4	3.6	4.4	8.0	4.4
Manyara	1.4	0.7	2.1	0.6	1.1	1.7	2.1
Njombe	1.0	0.6	1.5	1.8	2.2	4.0	1.6
Katavi	0.1	0.1	0.2	0.0	0.0	0.0	0.2
Simiyu	1.6	0.7	2.2	5.0	5.4	10.4	2.4
Geita	0.7	0.3	1.0	0.0	0.0	0.0	1.0
<b>Total Percentages</b>	<b>59.5</b>	<b>40.5</b>	<b>100.0</b>	<b>43.5</b>	<b>56.5</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>363,957</b>	<b>248,079</b>	<b>612,036</b>	<b>6,032</b>	<b>7,834</b>	<b>13,866</b>	<b>625,901</b>

Table 2.13 shows that among of the total adult employees in public sector Dare es Salaam Region had the highest share at 13.6 percent followed by Morogoro Region (10.8 percent) and Mbeya Region (7.0 percent). The least share of total adult employees in public sector was observed in Katavi (0.2 percent) followed by Geita (1.0 percent) and Rukwa (1.4 percent).

Furthermore, the results show that Mbeya Region (12.4 percent) had the highest share of total youth employees in public sector. It was followed by Simiyu Region (10.4 percent), Dodoma Region (9.7 percent) and Mara Region (8.0 percent). The least share of total youth employees in public sector was observed in Geita, Katavi, Ruvuma and Tanga Region each with 0.0 percent of total youth employees.

Gender gap among adult employees across all regions was insignificant. Among total youth employees in public sector, a noticeable difference between male and female employees was observed in Mbeya (5.1 percent male and 7.3 percent female), Iringa (1.8 percent male and 3.3 percent female), Shinyanga (2.3 percent male and 3.6 percent female) and Dar es Salaam Region (0.8 percent male and 2.1 percent female).

## CHAPTER THREE

### WAGE RATE PROFILE

#### 3.1 Introduction

The term wage rate refers to the basic agreed rate of pay for normal time of work and relates to a time unit such as an hour, a day, week or month before any deductions are made. Analysis in this chapter presents wage rate structure of the formal sector of employment in Tanzania in 2013. Analysis of wage rate profile is important in formulation of employment policies and employees welfare programs.

Information on wage profile is also used for strategic investment decisions in various industries of the economy and for vocational and carrier guidance for the prospective employees. Analysis of the distribution of employees among wage rate is narrowed down to sector, sex, adult, youth, region and industrial major divisions.

#### 3.2 Citizen Employees by Sector and Wage Rate

This section gives the findings on distribution of citizen employees in private and public sector by monthly wage rates.

**Figure 3.1 Percentage Distribution of Citizen Employees by Sector and Wage Rate, 2013**

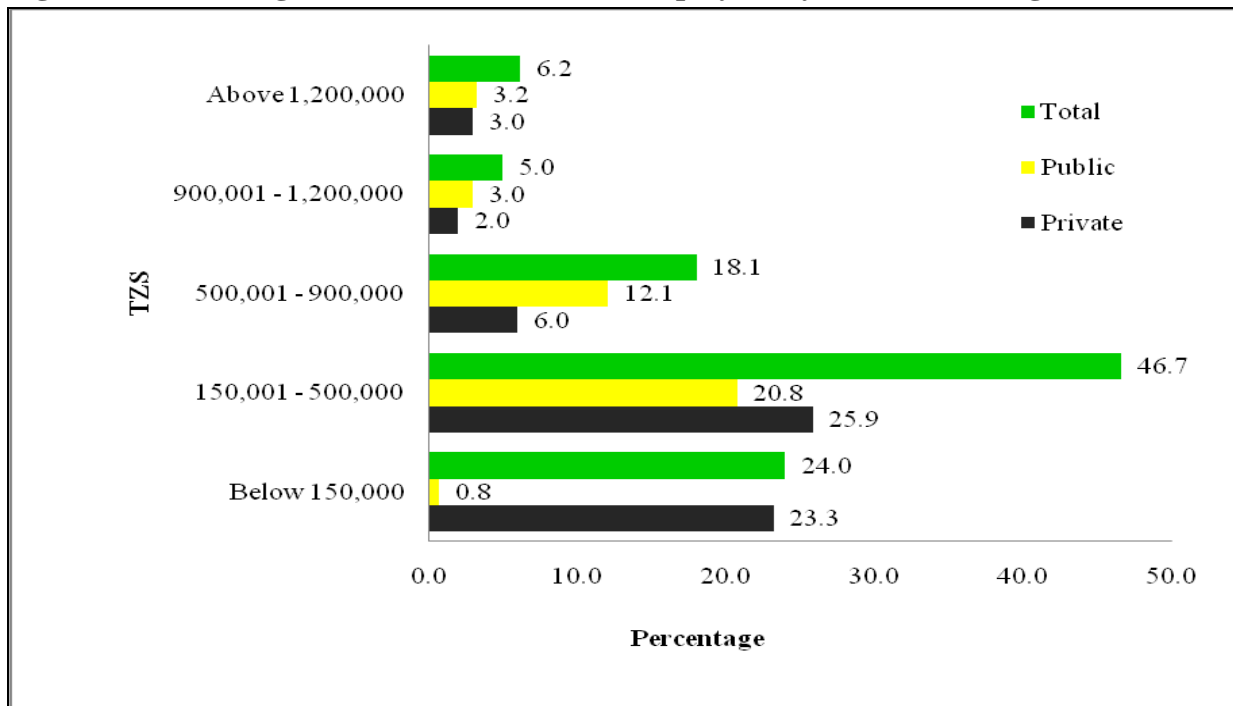


Figure 3.1 reveals that comparisons of monthly wages across sectors indicate that, most of the employees (46.7 percent) in both public and private sectors earn monthly wages between TZS 150,001 - 500,000. The second largest proportion (24.0 percent) of all employees earns wages below TZS 150, 0000. On the other hand, the findings reveal that, quite a few of employees about (6.2 percent) have monthly remunerations above TZS 1,200,000.

The findings further reveal that, the proportion of employees earning monthly wages below TZS 150,000 is greater in private sector than in public. Wage earners below TZS 150,000 account for 23.3 percent in private sectors as compared to 0.8 percent in public sector. A small difference is observed in proportions of higher wage earners above TZS 1,200,000 between private and public sector. Proportions of higher wage earners above TZS 1,200,000 account for 3.0 percent and 3.2 percent in public and private sector respectively.

### 3.3 Adult and Youth Citizen Employees by Sector and Wage Rate

This section gives the distribution of adult and youth employees by wage rate. Results in this section gives indication on dynamics of welfare of different age groups that supply labour services in the economy thus allowing appropriate interventions to be adopted.

**Table 3.1: Distribution of Adult Citizen Employees by Sector and Wage Rate Groups, 2013**

Monthly Wage Rate Groups (TZS)	2012			2013		
A. ADULT CITIZEN	Private	Public	Total	Private	Public	Total
Under 65,000	3.6	0.1	3.8	3.0	0.1	3.1
65,000 -150,000	21.5	0.9	22.4	19.7	0.7	20.4
150,001 - 300,000	15.6	12.0	27.6	16.8	8.1	24.9
300,001 - 500,000	8.5	12.6	21.1	9.2	12.4	21.7
500,001 - 1,500,000	8.2	14.0	22.3	9.3	17.0	26.3
Above 1,500,000	1.5	1.4	2.9	1.9	1.8	3.7
<b>Total Percentages</b>	<b>58.9</b>	<b>41.1</b>	<b>100.0</b>	<b>59.9</b>	<b>40.1</b>	<b>100.0</b>
<b>Total Citizen Employees</b>	<b>757,611</b>	<b>528,805</b>	<b>1,286,416</b>	<b>895,571</b>	<b>599,310</b>	<b>1,494,881</b>

Table 3.1 reveals that, the overall wage structure of adult employees in the private and public sectors indicate a slight decrease of proportions of employees earning monthly wages below TZS 65,000 from 3.8 percent in 2012 to 3.1 percent in 2013. This decrease is mainly contributed by decrease of proportions of low wage earners in the private sector from 3.6 percent in 2012 to 3.0 percent 2013. It was also revealed that the proportion of employees earning above TZS 1,500,000 increased from 2.9 percent in 2012 to 3.7 percent in 2013.

As for the public sector the proportions of employees earning below TZS 65,000 remained the same between 2012 and 2013 accounting for 0.1 percent of all adult employees. On the other hand, the findings reveal a slight increase in the proportion of employees earning monthly wages above TZS 1,500,000 in public sectors from 1.4 percent in 2012 to 1.8 percent in 2013.

### **3.4 Distribution of Youth Citizen Employees by Sector and Wage Rate, 2013**

This section analyses the distribution of employees among wage rate groups. Findings of this analysis give an indication of the relative welfare of different groups of societies that supply labour force to the economy.

**Table 3.2 Distribution of Youth Citizen Employees by Sector and Wage Rate Groups, 2013**

<b>Monthly Wage Rate Groups (TZS)</b>	<b>2012</b>			<b>2013</b>		
<b>B.YOUTH CITIZEN</b>	<b>Private</b>	<b>Public</b>	<b>Total</b>	<b>Private</b>	<b>Public</b>	<b>Total</b>
Under 65,000	11.9	0.4	12.4	5.6	0.3	5.8
65,000 - 150,000	37.6	1.5	39.2	37.4	1.2	38.6
150,001 - 300,000	14.0	21.9	35.9	18.2	22.0	40.2
300,001 - 500,000	3.4	6.2	9.6	3.4	8.0	11.4
500,001 - 1,500,000	1.1	1.5	2.7	1.6	1.9	3.5
Above 1,500,000	0.2	0.0	0.3	0.2	0.0	0.3
<b>Total Percentages</b>	<b>68.3</b>	<b>31.7</b>	<b>100.0</b>	<b>66.5</b>	<b>33.5</b>	<b>100.0</b>
<b>Total Citizen Employees</b>	<b>17,543</b>	<b>8,129</b>	<b>25,672</b>	<b>26,989</b>	<b>13,604</b>	<b>40,593</b>

Analysis of wage profile of youth employees in Table 3.2 above reveals that, there is an overall reduction in the proportions of youth employees earning below TZS 65,000 between 2012 and 2013. The proportion of youth employees earning below TZS 65,000 decreased from 12.4 percent in 2012 to 5.8 percent in 2013.



The decline in overall youth employees earning below TZS 65000, was more prominent in the private sector than in the public sector. The proportion of youth employees in the private sector earning monthly wages below TZS 65,000 decreased from 11.9 percent in 2012 to 5.8 percent in 2013. However, there was a small difference of about 0.1 percentage point of proportions of youth employees earning below TZS 65,000 in the public sector between 2012 and 2013.

### 3.5 Regular Citizen Employees by Wage Rate Groups and Sex

This section presents the results on distribution of citizen regular employees by wage rate groups. Analysis is done by gender to facilitate male-female comparison. Findings from analysis of distribution of citizen regular employees by wage rate groups may be used for reviewing remuneration packages of employees.

**Table 3.3: Percentage Distribution of Total Regular Citizen Employees by Wage Rate Groups and Sex, 2013.**

Wage Rate Groups (TZS)	2012			2013		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Under 65,000	2.0	1.9	3.9	1.7	1.5	3.2
65,000 - 150,000	14.9	7.8	22.7	13.6	7.3	20.9
150,001 - 300,000	18.1	9.7	27.8	16.8	8.4	25.3
300,001 - 500,000	12.4	8.4	20.8	13.1	8.3	21.4
500,001 - 1,500,000	13.3	8.6	21.9	15.4	10.3	25.7
Above 1,500,000	2.1	0.8	2.9	2.6	1.0	3.6
<b>Total Percentages</b>	<b>62.8</b>	<b>37.2</b>	<b>100.0</b>	<b>63.1</b>	<b>36.9</b>	<b>100.0</b>
<b>Total Citizen Employees</b>	<b>823,907</b>	<b>488,181</b>	<b>1,312,088</b>	<b>969,025</b>	<b>566,449</b>	<b>1,535,475</b>

Table 3.3 reveals that, majority of regular male citizen employees in 2013 (16.8 percent) earned monthly wage between TZS 150,001 and 300,000, this is a decrease from 18.1 percent in 2012. On the other hand, the highest proportion of female employees (10.3 percent) earn monthly wages between TZS 500,001 and 1,500,000 in 2013 which is an increase from 8.6 percent in 2012.

Furthermore, the proportion of adult employees earning monthly wages above TZS 1,500,000 was higher for males (2.6 percent) than females (1.0 percent) in 2013; this is an increase from 2.1 percent and 0.8 percent for both male and female in 2012 respectively.

### 3.6 Citizen Employees by Wage Rate Groups and Selected Industrial Major Division

This section presents findings on distribution of citizen employees by wage groups and selected industries. The findings can be used to identify variations of wages in different industries. The information derived from this section is pertinent in designing of industry-specific reviews of wage profiles. The information can also be resourceful in vocational education and career guidance.

**Table 3.4: Distribution of Citizens Employees by Wage Rate Group and Selected Industrial Major Division, 2013**

Industry	Under 150,000	150,001-500,000	500,001-1,500,000	Above 1,500,000	Total
Agriculture, forestry and fishing	3.3	1.8	0.4	0.0	5.6
Mining and quarrying	0.2	0.6	0.4	0.3	1.5
Manufacturing	9.7	9.8	1.9	0.3	21.6
Electricity, gas, steam and air conditioning supply	0.0	0.2	0.9	0.2	1.3
Financial and insurance activities	0.1	0.5	1.6	0.9	3.1
Public administration and defense; compulsory social security	0.5	16.3	8.5	1.2	26.5
Education	1.0	14.7	13.2	0.6	29.5
Human health and social work activities	1.0	5.5	4.1	0.4	11.0
<b>Total Percentages</b>	<b>15.8</b>	<b>49.2</b>	<b>31.0</b>	<b>3.9</b>	<b>100.0</b>
<b>Total Citizen Employees</b>	<b>16,7676</b>	<b>52,1881</b>	<b>32,9212</b>	<b>41,655</b>	<b>1,060,424</b>

Table 3.4 presents results on the distribution of citizen employees in selected industries by wage groups. It is observed that, among the selected industries; the largest proportion of employees (49.2 percent) was in monthly wage between TZS 150, 000-500,000. The least proportion of employees about 3.9 percent was on wages above TZS 1,500,000.

Proportionately, manufacturing industry has the highest employees earned wage below TZS 150,000. Correspondingly, Agriculture and fishing industry has the smallest proportion of wage earners in wage above 1,500,000. On the other hand, public administration and defense; compulsory social security industry has the highest proportion of wage earners above 1,500,000 accounting for 3.1 percent of all employees.

### **3.7 Distribution of Adult Regular Employees and Total Wage by Wage Rate Group**

Analysis in this section shows dynamics of wages in the formal sector in Tanzania mainland between 2012 and 2013. Analysis of dynamics of wages seeks to unveil information about percentage of workforce vis -a -vis proportions of total wage they enjoy, it therefore helps to answer the claims about relative distribution of wages among employees.

**Table 3.5: Percentage Distribution of Adult Regular Employees and Total Wage by Wage Rate Groups, 2013**

Monthly Wage Rate Groups	Employees		Shares of Wage	
	2012	2013	2012	2013
Under 65,000	3.9	3.2	0.3	0.2
65,000 - 150,000	22.7	20.9	5.9	5.0
150,001 - 300,000	27.8	25.3	15.2	12.6
300,001 – 500,000	20.8	21.4	20.3	19.0
500,001 - 1,500,000	21.9	25.7	53.1	57.1
Above 1,500,000	2.9	3.6	5.2	6.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Table 3.5 shows improvement of remuneration for persons working in the formal sector in Tanzania Mainland. The findings in Table 3.5 above reveal a general movement of workforce from lower remuneration to higher remuneration between 2012 and 2013. It is established that, the proportion of wage earners of lower wages below TZS 65,000 has decreased to 3.2 percent in 2013 from 3.9 percent in 2012. The findings also reveal a decrease of proportion of wage earners in wage group between TZS 150,001 - 300,000 from 27.8 percent in 2012 to 25.3 percent in 2013.

On the other hand, proportion of wage earners in higher bracket of wage profile increased between 2012 and 2013. It was found that, proportion of salaried employees between TZS 300,001 - 500,000 increased from 20.8 percent in 2012 to 21.4 percent in 2013. the same pattern of increase was revealed in wage earners between TZS 500,000 – 1,500,000 from 21.9 percent in 2012 to 25.7 percent in 2013.

## CHAPTER FOUR

### CASH EARNINGS PROFILE

#### 4.1 Introduction

Cash earnings refer to the remuneration in cash paid to employees and are a major part of their total earnings at work. Generally, cash earnings include payments for time not worked such as annual vacation and other payments of accumulated leave made to employees, other guaranteed and regular paid allowances, payments for overtime work and house-rent paid directly to the employee.

#### 4.2 Monthly Average Cash Earnings by Sector and Sex

This section gives the findings on differentials of distribution of cash earnings between the public and private sector. The information derived from this section can be used by the relevant authorities in periodical reviews of wage structures in the private and public sectors in order to enhance equity in the distribution of economic returns.

**Figure 4.1 Monthly Average Cash Earnings by Sector and Sex, 2013**

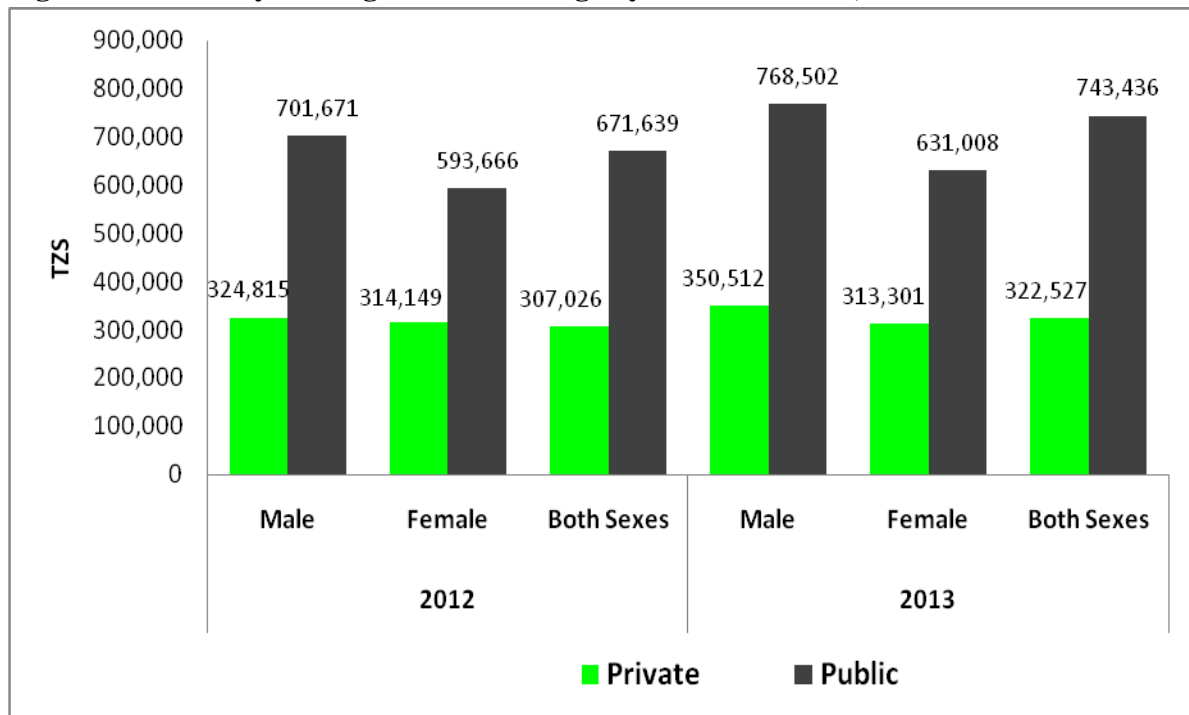


Figure 4.1 reveals unevenness in the distribution of monthly average earnings between public and private sector. Overall, it was observed that, monthly average earnings for employees in the public sector increased from TZS 671,639 in 2012 to TZS 743,436 in 2013, whereas in the private sector they increased from TZS 307,026 recorded in 2012 to TZS 322,527 in 2013.

The results further indicate that the monthly average earnings for public employees were twice as much as for private employees for both males and females in both 2012 and 2013.

### 4.3 Monthly Average Cash Earnings by Broad Sector of Employment and Sex

Information on monthly cash earnings is important to policy makers in formulating policies for special groups and determining levels of payments in different economic sectors. It can also be used as a criterion for setting the minimum wage as well as evaluating performance of both private and public sectors.

**Table 4.1: Monthly Average Cash Earnings by Broad Sector of Employment and Sex, 2013**

Sector	2012			2013		
	Male	Female	Both Sexes	Male	Female	Both Sexes
<b>PRIVATE</b>						
Profit Making Institutions	296,827	291,710	281,525	314,059	275,817	289,237
Non - Profit Making Institutions	405,024	381,132	383,425	471,354	428,549	431,542
Cooperatives	522,324	412,337	470,376	534,631	481,805	548,237
<b>Overall Average</b>	<b>324,815</b>	<b>314,149</b>	<b>307,026</b>	<b>350,512</b>	<b>313,301</b>	<b>322,527</b>
<b>PUBLIC</b>						
Central and Local Government	672,301	561,637	643,739	738,568	596,554	712,580
Parastatal Organizations	905,242	792,605	857,848	1,007,725	886,976	980,484
<b>Overall Average</b>	<b>701,671</b>	<b>593,666</b>	<b>671,639</b>	<b>768,502</b>	<b>631,008</b>	<b>743,436</b>

Table 4.1 reveals that, employees in parastatal organizations had the highest monthly average cash earnings at TZS 980,484 in 2013; this was an increase from TZS 857,848 recorded in 2012. However, employees in profit making institutions had the lowest monthly average cash earnings at TZS 289,237 in 2013 and at TZS 281,525 in 2012.

Despite the low monthly average cash earnings recorded in private sector, results indicated that in all three categories of private sector, males earned slightly more than females in both years. Profit making institutions, which employed most of the workers in the formal sector, had recorded a difference of only about TZS 5,000 between male and female (TZS 296,827 for males and TZS 291,710 for females) in 2012 and a difference of about TZS 40,000 (TZS 314,059 for males and TZS 275,817 for females) in 2013. This indicates that the gap of monthly average earnings had widened in 2013.

Central and local government was the major employer in the public sector; however, it recorded a male-female gap of monthly average earnings of about TZS 110,000 (TZS 672,301 for males and TZS 561,637 for females) in 2012 and a male-female gap of about TZS 140,000 (TZS 738,568 for males and TZS 569,554 for females) in 2013.

#### **4.4 Monthly Average Cash Earnings by Selected Broad Sector and Terms of Employment**

Terms of employment in this context refers to the regular and casual employment. Earnings by terms of employment in this survey mean the earnings accrued by both regular and casual employees. The data collected on these two categories provide basic information pertaining to earning differences as shown in Table 4.2.

**Table 4.2: Monthly Average Cash Earnings by Selected Broad Sector and Terms of Employment, 2013**

Broad Sector	TZS			
	2012		2013	
	Regular Employees	Casual Employees	Regular Employees	Casual Employees
Private Profit Making Institutions	301,693	100,926	316,723	109,082
Private Non-Profit Making Institutions	400,092	93,787	456,676	104,128
Cooperatives	480,728	98,055	578,279	102,894
Central and Local Government	662,249	128,926	731,361	152,177
Parastatal Organizations	876,259	113,876	1,007,511	165,711
<b>Overall Average</b>	<b>375,781</b>	<b>101,477</b>	<b>406,604</b>	<b>111,657</b>

Table 4.2 shows that, parastatal organizations had the highest monthly average cash earnings for the regular employees at TZS 1,007,511 in 2013. This was an increase from TZS 876,259 recorded in 2012. Central and local government was second with monthly average cash earnings of TZS 731,361 in 2013 while private profit making institutions had the lowest monthly average cash earnings of TZS 316,723 in 2013. However, this was an increase from TZS 301,693 in 2012.

In regard to casual employees, parastatal organizations had the highest monthly average cash earnings which increased from TZS 113,876 in 2012 to TZS 165,711 in 2013, followed by central and local government where it increased from TZS 128,926 in 2012 to TZS 152,177 in 2013. Cooperatives had the lowest monthly average cash earnings which had noticeably increased from TZS 98,055 in 2012 to TZS 102,894 in 2013.

#### **4.5 Monthly Average Cash Earnings of Employees by Industry and Sex**

The analysis of cash earnings data provides useful information for determining characteristics of cash earnings for different categories of industrial groups. Availability of cash earnings data is crucial in formulation and implementation of national development programmes.



**Table 4.3: Monthly Average Cash Earnings of Employees by Industry and Sex, 2013****TZS**

<b>Industry</b>	<b>2012</b>			<b>2013</b>		
	<b>Male</b>	<b>Female</b>	<b>Both Sexes</b>	<b>Male</b>	<b>Female</b>	<b>Both Sexes</b>
Agriculture, forestry and fishing	319,560	287,224	306,411	305,904	219,589	282,201
Mining and quarrying	531,107	725,970	542,701	583,110	431,940	528,685
Manufacturing	239,520	230,637	229,327	272,695	247,823	259,396
Electricity, gas, steam and air conditioning supply	701,122	711,625	695,931	1,030,891	964,637	1,023,655
Water supply; sewerage, waste management and remediation activities	469,993	455,997	468,087	433,538	390,234	422,886
Construction	389,741	342,315	369,200	468,518	343,343	419,725
Wholesale and retail trade; repair of motor vehicles and motorcycles	268,211	300,796	263,185	281,509	290,202	272,634
Transportation and storage	485,960	478,960	466,395	456,799	459,686	435,811
Accommodation and food service activities	162,191	146,154	150,994	162,833	137,801	145,118
Information and communication	878,060	766,401	811,781	736,987	674,845	688,031
Financial and insurance activities	1,203,007	1,207,298	1,148,299	1,288,784	977,420	1,095,078
Real estate activities	529,319	710,904	509,134	681,073	931,550	629,779
Professional, scientific and technical activities	785,544	700,265	724,280	939,109	802,031	892,772
Administrative and support service activities	351,256	403,545	362,041	379,324	404,899	375,534
Public administration and defence; compulsory social security	686,888	563,539	659,388	763,904	608,253	739,469
Education	523,812	479,758	508,450	575,130	531,188	556,881
Human health and social work activities	501,734	410,404	452,366	525,773	407,297	462,593
Arts, entertainment and recreation	392,034	333,970	375,760	373,154	538,333	371,084
Other service activities	323,486	322,045	306,760	432,319	358,792	375,020
<b>Overall Average</b>	<b>376,804</b>	<b>354,810</b>	<b>356,666</b>	<b>409,571</b>	<b>358,857</b>	<b>380,553</b>

Table 4.3 shows that, employees in financial and insurance activities had the highest monthly average cash earnings which to some extent decreased from TZS 1,148,299 in 2012 to TZS 1,095,078 in 2013, followed by those in electricity, gas, steam and air conditioning supply which had significantly increased from TZS 695,931 in 2012 to TZS 1,023,655 in 2013 and professional, scientific and technical employees which had increased from TZS 724,280 in 2012 to TZS 892,772 in 2013. High remuneration in these industries is attributed to high profits and level of training.

Accommodation and food service activities had the lowest monthly average cash earnings which have decreased from TZS 150,994 in 2012 to TZS 145,118 in 2013.

Overall, male employees had significantly higher monthly cash earnings than female employees in both 2012 and 2013. However, in the few industries female employees were getting higher monthly cash earnings than male employees. These industries include wholesale and retail trade; repair of motor vehicles and motorcycles, real estate activities and administrative and support service activities.

#### 4.6 Annual Cash Earnings of Employees by Industry

Cash earnings of employees are useful in determining the level and standard of living and are also the basis for measurement of well-being of employees in different industrial groups.

**Table 4.4: Annual Cash Earnings of Employees by Industry, 2013**

TZS Million		
Industry	2012	2013
Agriculture, forestry and fishing	250,192	307,505
Mining and quarrying	216,397	310,520
Manufacturing	932,760	1,457,409
Electricity, gas, steam and air conditioning supply	79,898	174,767
Water supply; sewerage, waste management and remediation activities	50,138	34,127
Construction	201,019	246,463
Wholesale and retail trade; repair of motor vehicles and mot	551,755	635,220
Transportation and storage	295,045	436,831
Accommodation and food service activities	302,157	354,957
Information and communication	256,777	352,447
Financial and insurance activities	549,332	602,256
Real estate activities	14,638	14,352
Professional, scientific and technical activities	269,947	287,172
Administrative and support service activities	126,214	195,681
Public administration and defence; compulsory social security	1,895,277	1,982,405
Education	1,750,308	2,353,629
Human health and social work activities	772,008	946,259
Arts, entertainment and recreation activities	19,101	26,437
Other service activities	281,843	407,034
<b>Total</b>	<b>8,814,805</b>	<b>11,125,472</b>

Table 4.4 shows that, there was a significant increase of the annual cash earnings to TZS 11,125,472 million in 2013 from TZS 8,814,805 million as recorded in 2012.

Across industrial divisions, the highest annual cash earnings were in education with TZS 2,353,629 million in 2013, followed by public administration and defence; compulsory social security employees with TZS 1,982,405 million in 2013 while real estate activities had the lowest annual cash earnings of TZS 14,352 million in 2013.

#### **4.7 Annual Cash Earnings of Employees by Industry and Terms of Employment**

The availability and effective use of cash earnings information on the country's workforce is crucial for the formulation and successful implementation of national development programmes, economic and basic earnings policy formulation. Cash earnings information is useful in determining remuneration and earnings pattern for different industrial sectors.

**Table 4.5: Percentage Distribution of Annual Cash Earnings of Employees by Industry and Terms of Employment, 2013**

<b>Industry</b>	<b>Regular Employees</b>	<b>Casual Employees</b>
Agriculture, forestry and fishing	2.1	19.5
Mining and quarrying	2.9	0.8
Manufacturing	12.2	38.7
Electricity, gas, steam and air conditioning supply	1.6	0.1
Water supply; sewerage, waste management and remediation activities	0.3	0.8
Construction	2.0	7.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	5.7	7.0
Transportation and storage	3.9	3.9
Accommodation and food service activities	3.2	4.3
Information and communication	3.3	0.4
Financial and insurance activities	5.6	0.1
Real estate activities	0.1	0.0
Professional, scientific and technical activities	2.5	4.6
Administrative and support service activities	1.8	1.5
Public administration and defence; compulsory social security	18.4	3.1
Education	21.8	2.5
Human health and social work activities	8.8	1.9
Arts, entertainment and recreation activities	0.2	0.1
Other service activities	3.7	3.1
<b>Total Percentages</b>	<b>100.0</b>	<b>100.0</b>
<b>Annual Cash Earnings (TZS Millions)</b>	<b>10,728,095</b>	<b>397,377</b>

Table 4.5 shows that for regular employees, education had the highest proportion of annual cash earnings (21.8 percent) followed by public administration and defence; compulsory social security (18.4 percent), manufacturing (12.2 percent), human health and social work activities (8.8 percent), wholesale and retail trade; repair of motor vehicles and motor motorcycles (5.7 percent) and financial and insurance (5.6 percent). Each of the remaining industries had less than 4.0 percent of annual cash earnings.

The results also show that, for casual employees, manufacturing industry had the highest proportion of annual cash earnings (38.7 percent) of the total annual cash earnings of casual employees followed by agriculture, forestry and fishing (19.5 percent), construction (7.5 percent) and wholesale and retail trade; repair of motor vehicles and motor cycles (7.0 percent). Each of the remaining industries had less than 5.0 percent.

## **CHAPTER FIVE**

### **ANNUAL WAGE BILL PROFILE**

#### **5.1 Introduction**

Annual wage bill refers to gross cash payment accrued as earnings of employees and actual cost of free rations paid by employers in respect of their employees. Generally, the figures represent workers' claims for furnishing labour for production of goods or services on behalf of the employer.

Among the most pressing challenges to policy makers, employers and workers' organizations is the wage inequality. This chapter provides planners with some practical information on gross cash earnings and free rations in the annual wage bills for 2013.

The results can be used as evidence based indicators for policy formulation and amendments. The analysis also focuses on the distribution of wage bill by sectors of employment, industries, terms of employment and region.

#### **5.2 Annual Wage Bill by Sector**

This section illustrates the distribution of annual wage bill by public and private sectors of employment. The analysis is done by considering the level of employment in a particular sector over the same reference period to realize the real impact of changes in the annual wage bill observed in 2013.

**Figure 5.1 Distribution of Annual Wage Bill by Major Sector - 2013**

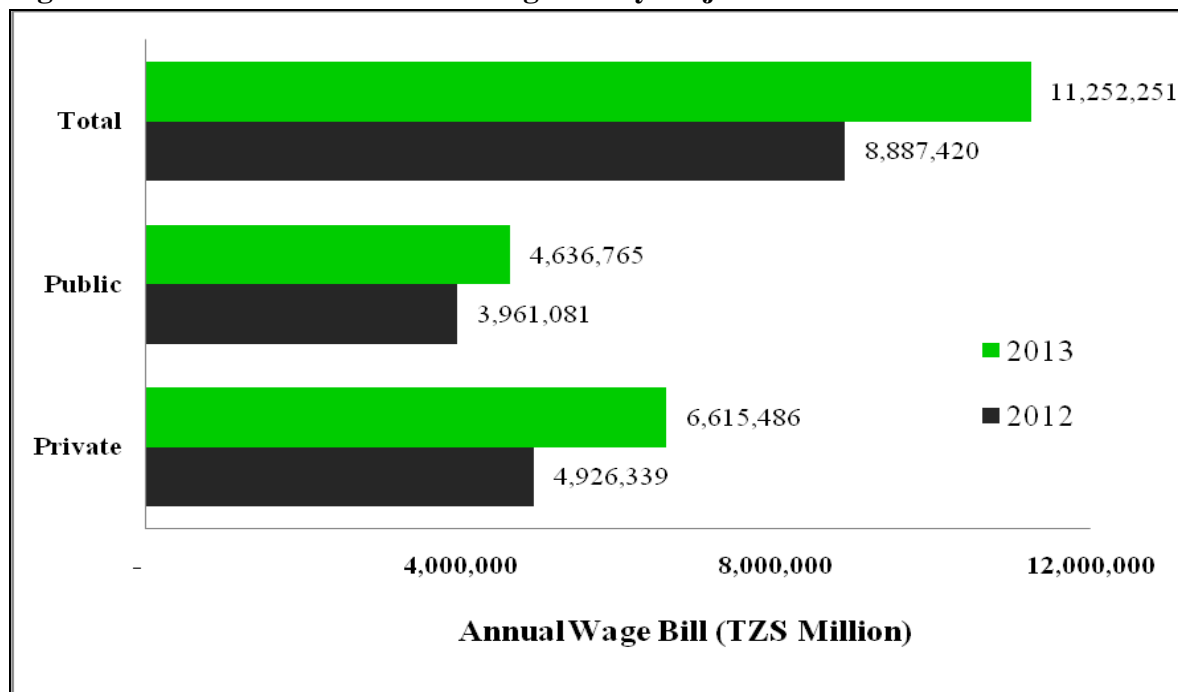


Figure 5.1 shows that, the total annual wage bill increased from TZS 8,887,420 million in 2012 to TZS 11,252,251 million in 2013 which is an increase of 26.6 percent. This implies that employers' costs increased in 2013 as compared to 2012.

At the same time, the total number of employees as shown in chapter two increased from 1,550,018 in 2012 to 1,858,969 in 2013, which is an increase of 19.9 percent. The percentage increase of the annual wage bill from 2012 to 2013 was 1.3 times the increase in the level of employment over the same interval, suggesting that, the living standard of employees improved in 2013 compared to 2012.

Furthermore, private sector had higher annual wage bill than public sector in 2013. There was an increase in the annual wage bill for both sectors with private sector showing a higher rate of increase of about 34.3 percent than the public sector, amounting to 17.1 percent from 2012 to 2013 respectively. This also implies that there was an increased cost to employers in 2013.

### 5.3 Annual Wage Bill by Cash Earnings and Free Ration

This section highlights the components of annual wage bill and their contributions to the change in the total annual wage bill from 2012 to 2013. The annual cash earnings and free rations are the two components of the wage bill. Cash earnings have been a major drive for changes noted in the annual wage bill from 2012 to 2013 when compared to free rations.

**Table 5.1: Annual Wage Bill by Category of Employment and Sector, 2013**

Sector	2012				2013			
	Cash Earnings	Free Rations	Wage Bill	Percent of Free Ration	Cash Earnings	Free Rations	Wage Bill	Percent of Free Ration
<b>Private Sector</b>								
Profit Making Institutions	3,562,859	35,491	3,598,350	1.0	4,791,188	55,348	4,846,536	1.1
Non-profit Making Institutions	1,177,549	7,879	1,185,428	0.7	1,617,976	7,103	1,625,079	0.4
Cooperatives	142,472	90	142,562	0.1	143,849	22	43871	0.0
<b>Sub Total</b>	<b>4,882,880</b>	<b>43,460</b>	<b>4,926,340</b>	<b>0.9</b>	<b>6,553,013</b>	<b>62,473</b>	<b>6,615,486</b>	<b>1.6</b>
<b>Public Sector</b>								
Central and Local Government	3,399,945	28,955	3,428,899	0.8	3,988,311	64,096	4,052,406	1.6
Parastatal Organizations	531,981	201	532,182	0.0	584,148	211	584,359	0.0
<b>Sub Total</b>	<b>3,931,926</b>	<b>29,155</b>	<b>3,961,081</b>	<b>0.7</b>	<b>4,572,459</b>	<b>64,307</b>	<b>4,636,766</b>	<b>1.4</b>
<b>Grand Total</b>	<b>8,814,805</b>	<b>72,615</b>	<b>8,887,420</b>	<b>0.8</b>	<b>11,125,472</b>	<b>126,780</b>	<b>11,252,251</b>	<b>1.1</b>

Table 5.1 shows that, annual cash earnings increased from TZS 8,814,805 million in 2012 to TZS 11,125,472 million in 2013; this was an increase of about 26.2 percent. On the other hand, annual free rations increased from TZS 72,615 million in 2012 to TZS 126,780 million in 2013, which was an increase of about 74.6 percent. As a result, a large proportion of the annual wage bill increase noted in 2013 was attributed to an increase in the annual cash earnings.

The results further show that, employers had considerably increased cash earnings to their employees and at the same time to some extent increased free rations to employees as shown in Table 5.1. The proportion of free ration to the total annual wage bill increased from 0.8 percent in 2012 to 1.1 percent in 2013. This implies that, the employees' free ration benefits also increased in 2013 as compared to 2012. Therefore, there is an appreciation of improvement of more stable wage share and benefits to employees over time.

#### 5.4 Annual Wage Bill by Industry

Wage bill refers to total amount of money that a company or organization pays to its employees. It represents the cost borne by the employer for retaining personnel who furnish labour in production of goods or services. Analysis of wage bill by industry provides an indication of relative costs incurred by employers in different industries.

**Table 5.2: Percentage Distribution of Annual Wage Bill by Industry, 2013**

Industry	Annual Wage Bill	
	2012	2013
Agriculture, forestry and fishing	2.8	2.8
Mining and quarrying	2.5	2.8
Manufacturing	10.6	13.1
Electricity, gas, steam and air conditioning supply	0.9	1.6
Water supply; sewerage, waste management and remediation activities	0.6	0.3
Construction	2.3	2.2
Wholesale and retail trade; repair of motor vehicles and motor cycles	6.3	5.7
Transportation and storage	3.4	3.9
Accommodation and food service activities	3.5	3.3
Information and communication	2.9	3.1
Financial and insurance activities	6.2	5.4
Real estate activities	0.2	0.1
Professional, scientific and technical activities	3	2.6
Administrative and support service activities	1.4	1.8
Public administration and defense; compulsory social security	21.6	18.2
Education	19.7	21
Human health and social work activities	8.7	8.4
Arts, entertainment and recreation	0.2	0.2
Other service activities	3.2	3.6
<b>Total Percentage</b>	<b>100</b>	<b>100</b>
<b>Annual Wage Bill (TZS Millions)</b>	<b>8,887,420</b>	<b>11,252,251</b>



Table 5.2 reveals that, education industry had the largest share (21.0 percent) of annual wage bill in 2013, which is increased from 19.7 percent recorded in 2012 which was by then marked the second. The second industry with the largest proportions of annual wage bill was public administration and defense; compulsory social security with 18.2 percent, followed by manufacturing industry with 13.1 percent.

It is further revealed that, all other industries had proportions of annual wage bills below 4.0 percent of the annual wage bill in 2013 except human health and social work activities (8.4 percent), wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods (5.7 percent) and financial and insurance activities (5.4 percent).

### 5.5 Annual Wage Bill by Selected Regions and Terms of Employment

Distribution of Annual wage bill by region indicates variations of employers' expenses in different regions. Generally, employers' expenses have an important bearing to the level of economic activities, thus analysis of the distribution of wage bill by region can provide an insight into disparities of economic activities in different regions.

**Figure 5.2 Distribution of Annual Wage Bill by Selected Regions, 2013**

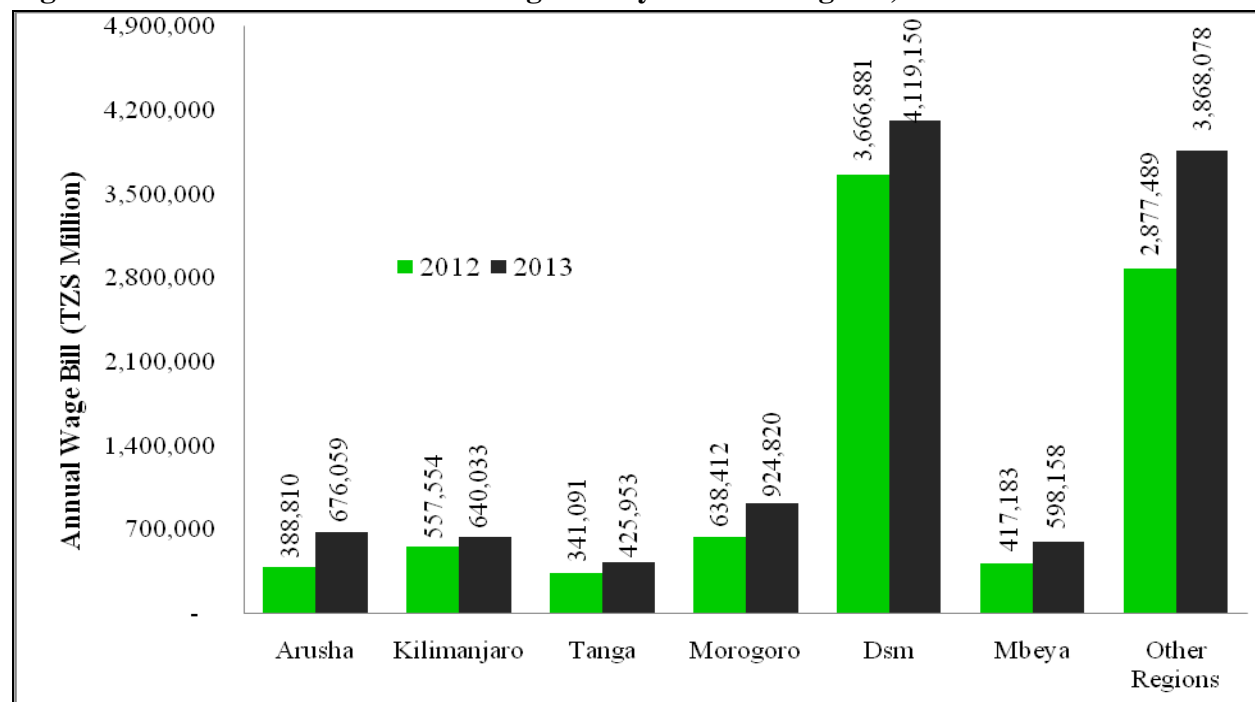


Figure 5.2 reveals that, Dar es Salaam region had the largest share of annual wage bill amounting to TZS 4,119,150 millions in 2013. The second, third and fourth regions with largest amount of annual wage bill were Morogoro, Arusha, and Kilimanjaro with TZS 924, 820 million, TZS676,058 million and TZS 640,033 million respectively.

Furthermore, the distribution of wage bill across the country reveals that, all other regions except Mbeya with amount TZS 598,158 Million, Mwanza with amount of 456,495 Million and Tanga with TZS425, 953 millions had amount of annual wage bill below TZS 400,000 million.

Comparing the results between two years 2012 and 2013 it shows that, there was an increase in annual wage bill across all regions. Arusha region registered the highest increase of wage bill in 2013 with an increment of 73.9 percent comparing to an increase of wage bill realized across all selected Regions. The regions with the second and third highest increment of annual wage bill were Morogoro and Mbeya with 44.9 percent and 43.4 percent respectively. The remaining selected regions ranged from 12.3 percent to 34.4 percent.

## CHAPTER SIX

### RECRUITMENT OF NEW WORKERS

#### 6.1 Introduction

This chapter presents the findings on the number of newly recruited workers during 2013. Employers were asked to state the number of new employees recruited into their institutions during the last 12 months (from 1<sup>st</sup> July, 2012 to 30<sup>th</sup> June, 2013).

The collected data were later categorized by sex; occupational title; the highest level of education attained; main subjects of training attained; country of origin; employment status and the amount of money (in Tanzanian Shillings) earned at the commencement of the service contract.

#### 6.2 Newly Recruited Workers by Occupation and Sex

This section focuses on the total number of jobs created during 2012/13 in comparison with 2011/12. It also provides an insight on the occupation and distribution of males and females workers recruited.

**Table 6.1: Number of Newly Recruited Workers by Occupation and Sex, 2012/13**

Occupation	2011/12			2012/13		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Legislators, administrators and managers	636	458	1,093	1,392	1,158	2,550
Professionals	7,025	5,109	12,134	7,762	8,007	15,769
Technicians and associate professionals	16,921	14,270	31,191	18,099	15,317	33,416
Clerks	666	1,731	2,397	1,645	2,675	4,320
Service workers and shop sales workers	15,434	4,160	19,594	4,883	5,090	9,973
Skilled agricultural and fishery workers	443	205	647	80	46	126
Craft and related workers	1,394	788	2,181	1,368	277	1,645
Plant and machine operators and assemblers	1,976	684	2,660	3,772	3,737	7,510
Elementary occupations	1,341	1,234	2,575	2,261	2,647	4,907
<b>Total</b>	<b>45,835</b>	<b>28,639</b>	<b>74,474</b>	<b>41,262</b>	<b>38,954</b>	<b>80,216</b>

Table 6.1 shows that the total number of newly recruited workers increased from 74,474 in 2011/12 to 80,216 in 2012/13; this was an increase of 7.7 percent.

The results revealed that, the largest number of newly recruited workers were technicians and associate professionals which increased from 31,191 in 2011/12 to 33,416 in 2012/13, followed by professionals which increased from 12,134 in 2011/12 to 15,769 in 2012/13.

Further analysis shows that, among the newly recruited workers in 2012/13, 41,262 (51.4 percent) were males and 38,954 (48.6 percent) were females. However, across all occupations, the highest number of males 18,099 (22.6 percent) and females 15,317 (19.1 percent) were recruited as technicians and associate professionals, followed by professionals at 7,762 (9.7 percent) males and 8,007 (10.0 percent) females.

### **6.3 Newly Recruited Workers by Occupation and Level of Education**

Analysis in this section shows the distribution of the number of newly recruited workers by occupation and level of education. These results can be used to determine the minimum level of education required in each occupation group.

**Table 6.2: Number of Newly Recruited Workers by Occupational Title and Level of Education, 2012/13**

<b>Occupation</b>	<b>Tertiary University</b>	<b>Tertiary Non University</b>	<b>Teacher Education/college</b>	<b>Vocational Education</b>	<b>Secondary Education</b>	<b>Primary Education</b>	<b>Total</b>
Legislators, Administrators and Managers	1,203	448	204	58	590	48	2,550
Professionals	10,812	1,538	3,385	34	0	0	15,769
Technicians and Associate professionals	2,608	6,535	17,899	1,476	4,784	114	33,416
Clerks	714	1,256	265	507	1,559	20	4,320
Service workers and Shop sales workers	0	331	390	2,236	2,533	4,483	9,973
Skilled agricultural and Fishery workers	24	0	0	4	13	85	126
Craft and related workers	9	8	94	808	314	411	1,645
Plant and machine operators and assemblers	5	141	11	658	6,342	353	7,510
Elementary occupations	98	11	55	178	1,898	2,667	4,907
<b>Total</b>	<b>15,473</b>	<b>10,268</b>	<b>22,303</b>	<b>5,959</b>	<b>18,032</b>	<b>8,181</b>	<b>80,216</b>

Table 6.2 shows that, the majority of the total number of newly recruited workers attained teacher education/college 22,303 (27.8 percent), followed by secondary education 18,032 (22.5 percent). However, only 5,959 (7.4 percent) of the recruited workers attained vocational education.

The results also show that, with regard to occupation and level of education, most of the new workers with tertiary university education were recruited in the occupation group of professionals amounting to 10,812 (13.5 percent), followed by technicians and associate professionals with 2,608 (3.3 percent).

Furthermore, the majority of newly recruited workers in the occupation category of technicians and associate professionals 17,899 (22.3 percent) attained teacher education/college, followed by professionals 3,385 (4.2 percent). Those in the occupation category of legislators, administrators and managers; professionals; and technicians and associate professionals attained tertiary university education, tertiary non university or teacher education/college.

#### 6.4 Newly Recruited Workers by Sector and Employment Status

This section analyses the distribution of the new workers recruited in different sectors of the economy by the status of employment (permanent, temporary/contract, casual or apprentices). Permanent, temporary/contract employees are regular employees who have been employed on a weekly or monthly basis for more than one month. Casual employees are those persons receiving daily wages and other employees who have not worked for a full month.

**Table 6.3: Percentage Distribution of Newly Recruited Workers by Sector and Employment Status, 2012/13**

Sector	Status of Employment					
	Permanent	Contract	Casual	Apprentices	Other	Total
Private Profit Making Institution	12,691	15,020	3,946	36	53	31,745
Private Non Profit Making Institution	5,198	4,950	308	0	11	10,467
Cooperatives	331	147	0	0	0	478
Central Government	3,856	474	28	1	0	4,360
Local Government (Urban)	6,073	88	0	0	10	6,171
Local Government (District)	25,089	190	82	13	2	25,376
Parastatal Profit Making Institution	663	629	0	0	0	1,291
Parastatal Non Profit Making Institution	314	13	0	0	0	327
<b>Total</b>	<b>54,216</b>	<b>21,511</b>	<b>4,365</b>	<b>50</b>	<b>75</b>	<b>80,216</b>

Table 6.3 shows that, the majority of new workers 54,216 (67.6 percent) were employed on permanent terms of employment and those employed on contract/temporary terms were 21,511 (26.8 percent). Further analysis shows that across sector groups, majority of the new workers recruited were in private profit making institutions which accounted for 31,745 (39.6 percent) workers, followed by local government (district authorities) which accounted for 25,376 (31.6 percent) workers and private non-profit making institutions which accounted for 10,467 (13.0 percent).

With regard to the status of employment, the results show that, the majority of the new workers recruited in local government (District) 25,089 (31.3 percent) were employed on permanent terms, followed by private profit making institution 15,020 (31.6) who were employed on contract terms. Overall, apart from private profit making institutions the remaining sectors recruited most of their employees on permanent terms of employment.

## 6.5 Newly Recruited Workers by Occupation and Citizenship

This section shows the distribution of the newly recruited workers by occupation and citizenship.

**Table 6.4: Number of Newly Recruited Workers by Occupational Title and Citizenship, 2012/13**

Occupation	Tanzania	Kenya	Uganda	Other	Total
Legislators, Administrators and Managers	2,072	244	14	220	2,550
Professionals	15,662	81	0	26	15,769
Technicians and Associate professionals	33,003	348	19	47	33,416
Clerks	4,197	123	0	0	4,320
Service workers and Shop sales workers	9,943	14	0	16	9,973
Skilled agricultural and Fishery workers	126	0	0	0	126
Craft and related workers	1,558	61	25	0	1,645
Plant and machine operators and assemblers	7,510	0	0	0	7,510
Elementary occupations	4,907	0	0	0	4,907
<b>Total</b>	<b>78,978</b>	<b>871</b>	<b>58</b>	<b>309</b>	<b>80,216</b>

Table 6.4 shows that, the largest number (78,978 persons, 98.5 percent) of newly recruited workers were Tanzania citizens, followed by Kenyans (871 persons, 1.1 percent) and Ugandans (58 persons, 0.1 percent).

Analysis further shows that, for Tanzanian citizens the largest number of newly recruited workers were in the group of technicians and associate professionals with 33,003 (41.1 percent) followed by Professionals with 15,662 (19.5 percent) and Service workers and Shop sales workers with 9,943 (12.4 percent). The largest numbers of recruited non citizens were in the occupation category of legislators, administrators and managers (478 persons) followed by technicians and associate professionals (414 persons) and clerks (123 persons).

## 6.6 Newly Recruited Workers by Occupation and Status of Employment

This section analyses the distribution of the newly recruited workers in occupations by the status of employment (permanent, temporary/contract, casual or apprentices).

**Table 6.5: Number of Newly Recruited Workers by Occupational Title and Status of Employment, 2012/13**

Occupation	Permanent	Contract	Casual	Apprentices	Other
Legislators, Administrators and Managers	1,790	753	0	0	7
Professionals	10,968	4,744	54	1	2
Technicians and Associate professionals	29,332	3,442	614	21	7
Clerks	3,205	1,058	56	0	2
Service workers and Shop sales workers	3,515	5,612	784	28	35
Skilled agricultural and Fishery workers	58	57	11	0	0
Craft and related workers	875	627	132	0	10
Plant and machine operators and assemblers	1,978	3,717	1,815	0	0
Elementary occupations	2,494	1,502	901	0	11
<b>Total</b>	<b>54,216</b>	<b>21,511</b>	<b>4,365</b>	<b>50</b>	<b>75</b>

Table 6.5 reveals that in all occupational categories, most workers recruited on permanent terms of employment were technicians and associate professionals 29,332 followed by professionals which accounted for 10,968.

The results further show that, the majority of workers recruited on contract terms of employment were service workers and shop sales workers 5,612 followed by professionals 4,744. However, the higher numbers of recruited casual workers were recruited as plant and machine operators and assemblers with 1,815.

## 6.7 Newly Recruited Workers by Region and Sex

This section shows the distributions of the newly recruited workers by regions and sex. The last four regions of Njombe, Katavi, Simiyu and Geita have no information for 2012 as they did not exist during the period. These regions were separated from other regions e.g. Njombe was



separated from Iringa region, Katavi from Rukwa, Geita from Mwanza and Simiyu was separated from Shinyanga region.

**Table 6. 6: Number of Newly Recruited Workers by Region and Sex, 2011/12 and 2012/13**

Region	2012			2013		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Dodoma	1,489	1,365	2,853	1,448	1,467	2,915
Arusha	1,187	1,193	2,381	2,008	1,139	3,147
Kilimanjaro	2,135	1,745	3,880	2,084	3,071	5,155
Tanga	1,548	1,389	2,937	2,419	1,475	3,894
Morogoro	1,590	1,366	2,956	3,356	2,161	5,517
Pwani	540	599	1,140	894	665	1,560
Dsm	7,263	6,896	14,158	8,912	13,000	21,912
Lindi	838	786	1,623	868	759	1,627
Mtwara	142	114	257	392	228	621
Ruvuma	686	325	1,011	565	467	1,032
Iringa	1,618	1,383	3,001	2,501	2,435	4,936
Mbeya	2,972	2,400	5,372	4,115	2,786	6,901
Singida	133	113	246	601	431	1,032
Tabora	1,622	1,239	2,861	2,201	936	3,138
Rukwa	752	459	1,212	395	286	682
Kigoma	1,593	1,207	2,800	1,004	641	1,644
Shinyanga	2,292	1,696	3,987	1,232	752	1,983
Kagera	1,468	1,132	2,600	1,062	747	1,808
Mwanza	13,806	1,305	15,111	1,532	1,279	2,810
Mara	1,374	1,566	2,940	1,057	1,841	2,898
Manyara	787	362	1,149	844	571	1,414
Njombe	0	0	0	698	621	1,319
Katavi	0	0	0	148	78	226
Simiyu	0	0	0	927	1,118	2,045
Geita	0	0	0	0	0	0
<b>Total</b>	<b>45,835</b>	<b>28,639</b>	<b>74,474</b>	<b>41,262</b>	<b>38,954</b>	<b>80,216</b>

*Note: Njombe, Katavi, Simiyu and Geita region were separated from Iringa, Rukwa, Shinyanga and Mwanza.*

Table 6.6 shows the percentage distribution of newly recruited workers by region and sex. The majority of workers recruited in 2012/13 were employed in Dar es Salaam Region (21,912 persons, 27.3 percent), followed by Mbeya Region (6,901 persons, 8.6 percent) and Morogoro Region (5,517 persons, 6.9 percent). This could be attributed to the presence of more establishments in Dar es Salaam, Mbeya and Morogoro regions.

The table reveals some gender differences at the level of recruitment. The results show that more females (13,000 persons, 16.2 percent) than males (8,912 persons, 11.1 percent) were recruited in Dar es Salaam.

However, more males (4,115 persons, 5.1 percent) and females (2,786 persons, 3.5 percent) were recruited in Mbeya and (3,356 persons, 4.2 percent) males and (2,161 persons, 2.7 percent) females were recruited in Morogoro region.

### 6.8 Newly Recruited Workers by Occupation and Starting Salary

This section analyses the distribution of the number of new workers by occupation and starting salary.

**Table 6.7: Number of Newly Recruited Workers by Occupational Title and Starting Salary, 2012/13**

Occupational Title	Starting Salary						Total
	Under 65,000	65,000 - 150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	
Legislators, Administrators and Managers	0	126	524	389	1,306	206	2,550
Professionals	0	36	3,477	2,188	9,298	770	15,769
Technicians and Associate professionals	0	1,053	15,983	10,109	6,184	89	33,416
Clerks	0	444	1,385	1,318	1,148	25	4,320
Service workers and Shop sales workers	683	6,744	1,864	474	208	0	9,973
Skilled agricultural and Fishery workers	0	59	50	16	0	0	126
Craft and related workers	0	610	606	388	32	9	1,645
Plant and machine operators and assemblers	0	5,865	767	574	302	2	7,510
Elementary occupations	112	3,090	873	552	280	0	4,907
<b>Total</b>	<b>796</b>	<b>18,026</b>	<b>25,530</b>	<b>16,007</b>	<b>18,756</b>	<b>1,101</b>	<b>80,216</b>

Table 6.7 shows that the majority (25,530 persons, 31.8 percent) of newly recruited workers received a starting salary between TZS 150,001 and 300,000 followed by (18,026 persons, 22.5 percent) workers who received starting salary between TZS 65,000 and 150,000. Few workers (796 persons, 1.0 percent) received a starting salary below TZS 65,000.

The results further reveal that the majority (15,983 persons, 19.9 percent) of those who earned starting salary between TZS 150,001 and 300,000 were in the occupation category of technicians and associate professionals, followed by (10,109 persons, 12.6 percent) who earned starting salary between TZS 300,001 and 500,000. However, the majority of those who earned starting salary below TZS 65,000 fell under occupation category of Service workers and Shop sales workers at 0.9 percent.

## 6.9 Newly Recruited Workers by Level of Education and Starting Salary

This section analyses the distribution of the newly workers recruited by level of education and starting salary.

**Table 6.8: Number of Newly Recruited Workers by Level of Education and Starting Salary, 2012/13**

Level of Education	Starting Salary						Total
	Under 65,000	65,000 - 150,000	150,001 - 300,000	300,001 - 500,000	500,001 - 1,500,000	Above 1,500,000	
Tertiary University	0	14	813	2,684	11,248	715	15,473
Tertiary Non University	0	127	1,940	3,853	4,008	339	10,268
Teacher Education/ college	0	836	13,829	5,856	1,778	3	22,303
Vocational Education	11	1,999	2,229	1,180	521	18	5,959
Secondary Education	49	9,253	5,785	1,736	1,183	26	18,032
Primary Education	735	5,798	934	697	17	0	8,181
<b>Total</b>	<b>796</b>	<b>18,026</b>	<b>25,530</b>	<b>16,007</b>	<b>18,756</b>	<b>1,101</b>	<b>80,216</b>

Table 6.8 shows number of newly recruited workers by level of education and starting salary. In all income groups, workers with tertiary university education (11,248 persons, 14.0 percent) had the highest starting salary between TZS 500,001 and 1,500,000, followed by workers with tertiary non university (4,008 persons, 5.0 percent). However, the majority of workers (13,829 persons, 17.2 percent) with starting salary between TZS 150,001 and 300,000 attained teachers' level of education/college. Furthermore, the majority (0.9 percent) of those with starting salary less than TZS 65,000 attained primary education.

## **CHAPTER SEVEN**

### **JOB VACANCIES**

#### **7.1 Introduction**

A job vacancy is defined as a paid post that is newly created, unoccupied, or about to become vacant, for which the employer is taking active steps or is prepared to take further steps to find a suitable candidate from outside the enterprise concerned, which the employer intends to fill either immediately or within a specific period.

Analysis of job vacancy statistics provides information on unmet labour demand. Information on job vacancies is used for business cycle analysis and assessing the nature and structure of mismatches in labour markets. In order to allow for a more structural and detailed analysis, the information collected on the current job vacancies is further broken down by industry, occupation, required qualification and reasons for vacancies.

#### **7.2 Job Vacancies by Occupation and Working Experience**

The current labour market is becoming competitive hence securing a job may require additional attributes, sometimes experience being one of them. This section therefore, analyses distribution of the existing vacancies by occupation and the duration of work experience required by most employers in the Tanzania labour market.

**Table 7.1: Distribution of Job Vacancies by Occupation and Working Experience, 2013**

Occupation	Working Experience				
	Not Required	1-2 years	3-4 years	5 or more years	Total
Legislators, Administrators and Managers	2,408	338	438	196	3,379
Professionals	19,315	3,109	4,092	813	27,329
Technicians and Associate professionals	53,563	6,089	2,647	907	63,207
Clerks	3,103	830	274	47	4,253
Service workers and Shop sales workers	3,798	1,351	210	74	5,433
Skilled agricultural and Fishery workers	550	3	0	3	557
Craft and related workers	436	1,007	297	5	1,745
Plant and machine operators and assemblers	1,050	862	360	74	2,346
Elementary occupations	3,806	623	28	55	4,513
<b>Total</b>	<b>88,029</b>	<b>14,212</b>	<b>8,346</b>	<b>2,174</b>	<b>112,761</b>

Table 7.1 shows that, requirement for working experience seems not very important as the results reveal that, among the job vacancies in 2013; the majority (88,029 vacancies, 78.1 percent) of the total vacancies did not require any working experience. Vacancies that required previous work experiences of 1-2 and 3-4 years were 14,212 (12.6 percent) and 8,346 (7.4 percent) respectively. And, the least vacancies (2,174 vacancies, 1.9 percent) required work experience of 5 or more years.

With regard to occupation, the results show that, most of the job vacancies (63,207 vacancies, 56.1 percent) were for technicians and associate professionals, followed by professionals (27,329 vacancies, 24.2 percent). The remaining occupations each had less than 5 percent of the total job vacancies.

### **7.3 Job Vacancies by Qualification Required and Gender Preference**

This section presents findings on the distribution of the job vacancies by the required qualifications to fill such vacancies. The collected information helps to determine the demand for various skills in the labour market, therefore, an appropriate policy intervention or decision can be taken to elevate supply of the highly demanded skills.

**Table 7.2: Percentage Distribution of Job Vacancies by Occupation and Gender Preference, 2013**

Occupation	Gender Preference			
	Male	Female	None	Total
Legislators, administrators and managers	155	74	3,150	3,379
Professionals	2,277	1,250	23,802	27,329
Technicians and associate professionals	4,175	2,416	56,616	63,207
Clerks	229	1,167	2,858	4,253
Service workers and shop sales workers	1,440	443	3,550	5,433
Skilled agricultural and fishery workers	0	14	543	557
Craft and related workers	787	40	917	1,745
Plant and machine operators and assemblers	1,069	106	1,170	2,346
Elementary occupations	394	873	3,246	4,513
<b>Total</b>	<b>10,526</b>	<b>6,382</b>	<b>95,852</b>	<b>112,761</b>

Table 7.2 shows that, the largest number of vacancies (95,852) in 2013 require no sex preference. However, 10,526 vacancies were for male preference compared to 6,382 vacancies which were females' preference.

#### **7.4 Job Vacancies by Industry and Reason**

Having job vacancies unfilled continually adds more work load to the existing few employees hence, reducing labour efficiency and impairing organizations' performance. Thus, this section focuses on the distribution of the number of vacancies in various economic industrial classifications and reasons for such vacancies.

**Table 7.3: Distribution of Job Vacancies by Industry and Reason, 2013**

Industry	Reason			
	Fell vacant	Unfilled Post	New Position	Total
Agriculture, forestry and fishing	164	799	1,120	2,083
Mining and quarrying	5	61	29	95
Manufacturing	489	678	622	1,789
Electricity, gas, steam and air conditioning supply	0	60	80	140
Water supply; sewerage, waste management and remediation activities	13	607	50	670
Construction	189	101	1,101	1,391
Wholesale and retail trade; repair of motor vehicles	100	295	716	1,111
Transportation and storage	166	55	82	303
Accommodation and food service activities	541	381	538	1,461
Information and communication	61	160	0	221
Financial and insurance activities	215	132	7	354
Real estate activities	0	11	3	14
Professional, scientific and technical activities	1,049	1,620	209	2,878
Administrative and support service activities	213	349	354	916
Public administration and defense; compulsory social security	7,480	19,822	14,981	42,284
Education	7,359	14,518	15,662	37,539
Human health and social work activities	4,266	10,221	4,090	18,577
Arts, entertainment and recreation	27	46	30	103
Other service activities	235	362	234	831
<b>Total</b>	<b>22,572</b>	<b>50,278</b>	<b>39,910</b>	<b>112,761</b>

Table 7.3 shows that, the largest number of job vacancies (42,284 vacancies, 37.5 percent) were in the public administration and defense; compulsory social security industry. Education industry were the second (37,539 vacancies, 33.3 percent), followed by human health and social work activities (18,577 vacancies, 16.5 percent) of the total vacancies.

Considering reasons of job vacancies, overall findings show that, “unfilled post” took the largest number of vacancies (50,278), followed by “new position” (39,910) and “fell vacant” became the third 22,572.



## 7.5 Job Vacancies by Industry and Level of Education

Analysis in this section shows the distribution of the existing vacancies by industry and level of education.

This information helps to reveal what industrial categories have large proportions of vacancies across levels of education. Information on level of education in relation to the job vacancies may create a need for planners and decision makers to allocate more resources on level of education that has many job vacancies.

**Table 7.4: Percentage Distribution of Job Vacancies by Industry and Level of Education, 2013**

Industry	Level of Education						Total
	Tertiary University	Tertiary Non-University	Teacher Education/college	Vocational Education	Secondary Education	Primary Education	
Agriculture, forestry and fishing	213	102	47	24	31	1,665	2,083
Mining and quarrying	20	0	0	57	18	0	95
Manufacturing	258	403	157	564	259	147	1,789
Electricity, gas, steam and air conditioning supply	23	3	38	73	4	0	140
Water supply; sewerage, waste management and remediation activities	89	30	33	47	13	458	670
Construction	118	118	24	519	64	549	1,391
Wholesale and retail trade; repair of motor vehicles and motorcycle	176	206	67	215	251	196	1,111
Transportation and storage	44	30	0	194	35	0	303
Accommodation and food service activities	82	122	63	218	526	449	1,461
Information and communication	24	73	57	63	5	0	221
Financial and insurance activities	158	135	8	3	51	0	354
Real estate activities	14	0	0	0	0	0	14
Professional, scientific and technical activities	1,147	182	328	181	1,035	4	2,878
Administrative and support service activities	80	59	5	94	293	384	916
Public administration and defense; compulsory social security	9,258	14,550	10,928	2,383	4,265	901	42,284
Education	10,466	3,569	16,080	874	5,276	1,276	37,539
Human health and social work activities	3,047	6,944	5,959	651	1,935	41	18,577
Arts, entertainment and recreation	20	4	0	3	44	32	103
Other service activities	218	157	6	160	161	127	831
<b>Total</b>	<b>25,456</b>	<b>26,687</b>	<b>33,800</b>	<b>6,324</b>	<b>14,265</b>	<b>6,229</b>	<b>112,761</b>

Table 7.4 shows that, the highest number of job vacancies in education (16,080 vacancies, 14.3 percent) required those attained teacher education/college compared to (10,466 vacancies, 9.3 percent) vacancies for those attained tertiary university level.

It is also revealed that (14,550 vacancies, 12.9 percent) of job vacancies in public administration and defense; compulsory social security required those attained tertiary non- university education. However, only (1,665 vacancies, 1.5 percent) of vacancies in agriculture, forestry and fishing required those attained primary education level.

## APPENDICES

### Appendix A Employment

**Table A1: Total Adult Employment by Sector and Sex, 2013**

Sector	2012			2013		
	Male	Female	Both Sexes	Male	Female	Both Sexes
<b>A. PRIVATE SECTOR</b>						
Profit Making Institution	500,101	253,852	<b>753,954</b>	629,104	320,215	<b>949,319</b>
Non-profit Making Institution	104,127	82,832	<b>186,960</b>	118,189	96,022	<b>214,211</b>
Cooperatives	18,541	6,888	<b>25,429</b>	15,283	5,425	<b>20,708</b>
<b>TOTAL: A</b>	<b>622,770</b>	<b>343,573</b>	<b>966,343</b>	<b>762,577</b>	<b>421,661</b>	<b>1,184,238</b>
<b>B. PUBLIC SECTOR</b>						
Central and Local Government	294,255	199,075	<b>493,330</b>	329,088	228,731	<b>557,819</b>
Parastatal Organization Institutions	30,519	21,854	<b>52,373</b>	34,869	19,347	<b>54,217</b>
<b>TOTAL: B</b>	<b>324,774</b>	<b>220,929</b>	<b>545,703</b>	<b>363,957</b>	<b>248,079</b>	<b>612,036</b>
<b>TOTAL (A+B)</b>	<b>947,544</b>	<b>564,502</b>	<b>1,512,046</b>	<b>1,126,534</b>	<b>669,740</b>	<b>1,796,273</b>

**Table A2: Number of Regular Employees with Disability by Sex and Sector, 2013**

Sector	Male employees with Disability	Female employees with Disability	Total employees with Disability	Total regular employees
Private	963	1,256	2,219	934,202
Public	1,661	1,284	2,945	613,135
<b>Total</b>	<b>2,624</b>	<b>2,539</b>	<b>5,163</b>	<b>1,547,337</b>

**Table A3: Total Youth Employment by Sector and Sex, 2013**

Sector	2012			2013		
	Male	Female	Both Sexes	Male	Female	Both Sexes
<b>A. PRIVATE SECTOR</b>						
Private Profit Making Institution	14,214	12,071	<b>26,284</b>	26,222	18,418	<b>44,640</b>
Private Non-profit Making Institution	1,270	1,252	<b>2,521</b>	1,831	1,822	<b>3,652</b>
Cooperatives	523	33	<b>557</b>	452	86	<b>538</b>
<b>TOTAL: A</b>	<b>16,007</b>	<b>13,356</b>	<b>29,362</b>	<b>28,504</b>	<b>20,326</b>	<b>48,830</b>
<b>B. PUBLIC SECTOR</b>						
Central and Local Government	3,352	5,094	<b>8,446</b>	5,996	7,750	<b>13,746</b>
Parastatal Organization Institutions	68	95	<b>164</b>	36	84	<b>120</b>
<b>TOTAL: B</b>	<b>3,421</b>	<b>5,190</b>	<b>8,610</b>	<b>6,032</b>	<b>7,834</b>	<b>13,866</b>
<b>TOTAL (A+B)</b>	<b>19,427</b>	<b>18,545</b>	<b>37,972</b>	<b>34,536</b>	<b>28,160</b>	<b>62,696</b>

**Table A4: Distribution of Total employment by Industrial Major Division and Terms of Employment, 2013**

Industry	Regular Employees		Casual Employees		Total Employees	
	2012	2013	2012	2013	2012	2013
Agriculture, forestry and fishing	49,932	59,444	45,923	84,061	95,854	143,505
Manufacturing	166,122	233,894	94,852	121,209	260,974	355,103
Wholesale and Retail Trade	104,838	109,887	16,114	19,920	120,951	129,806
Financial and insurance activities	27,638	29,415	154	325	27,792	29,740
Public administration and defense	275,591	280,556	10,736	5,890	286,327	286,446
Education	248,055	314,558	6,483	7,250	254,538	321,807
<b>Total</b>	<b>872,175</b>	<b>1,027,753</b>	<b>174,262</b>	<b>238,654</b>	<b>1,046,437</b>	<b>1,266,407</b>

**Table A5: Distribution of Regular Employment by Citizenship and Sector, 2013**

Sector		Citizens		Non Citizens		Total	
		2012	2013	2012	2013	2012	2013
<b>A. PRIVATE</b>	Private Profit Making Institution	77,683	702,071	9,235	11,741	586,918	713,812
	Private Non-profit Making Institution	174,734	198,848	2,134	3,167	176,867	202,015
	Cooperatives	22,042	17,868	624	507	22,665	18,375
<b>TOTAL: A</b>		<b>774,458</b>	<b>918,787</b>	<b>11,993</b>	<b>15,415</b>	<b>786,451</b>	<b>934,202</b>
<b>B. PUBLIC</b>	Central and Local Government	485,569	559,958	325	113	485,894	560,072
	Parastatal Organizations	51,299	52,920	88	143	51,388	53,063
<b>TOTAL: B</b>		<b>536,869</b>	<b>612,878</b>	<b>413</b>	<b>257</b>	<b>537,282</b>	<b>613,135</b>
<b>TOTAL : (A+B)</b>		<b>1,311,327</b>	<b>1,531,665</b>	<b>12,406</b>	<b>15,672</b>	<b>1,323,733</b>	<b>1,547,337</b>

**Table A6: Distribution of Total Employment by Sector and Industrial Major Division, 2013**

Industry	Private		Public		Total	
	2012	2013	2012	2013	2012	2013
Agriculture, forestry and fishing	94,120	140,082	1,734	3,422	95,854	143,505
Mining and quarrying	15,401	17,351	0	0	15,401	17,351
Manufacturing	258,442	354,386	2,532	717	260,974	355,103
Electricity, gas, steam and air conditioning supply	2,057	2,732	6,781	11,774	8,838	14,506
Water supply; sewerage, waste management and remediation act	862	1,622	8,143	4,775	9,005	6,397
Construction	43,703	46,069	529	570	44,233	46,639
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	120,913	129,424	39	383	120,951	129,806
Transportation and storage	37,390	53,776	6,732	13,084	44,122	66,860
Accommodation and food service activities	118,421	129,154	170	37	118,591	129,191
Information and communication	15,590	19,931	3,676	3,333	19,266	23,265
Financial and insurance activities	21,008	23,175	6,784	6,565	27,792	29,740
Real estate activities	1,187	654	336	522	1,523	1,176
Professional, scientific and technical activities	14,545	15,191	16,391	13,944	30,937	29,135
Administrative and support service activities	36,106	49,562	396	542	36,502	50,104
Public administration and defense; compulsory social security	11,073	8,250	275,254	278,195	286,327	286,446
Education	76,795	92,291	177,743	229,516	254,538	321,807
Human health and social work activities	58,731	66,019	44,596	55,868	103,327	121,887
Arts, entertainment and recreation	3,281	4,122	758	762	4,040	4,885
Other service activities	66,079	79,275	1,719	1,893	67,797	81,168
<b>Total</b>	<b>995,705</b>	<b>1,233,068</b>	<b>554,313</b>	<b>625,901</b>	<b>1,550,018</b>	<b>1,858,969</b>

**Table A7: Distribution of Total Employees by Industry and Age Group, 2013**

Industry	Adult Aged 25 +		Youth Aged 15 – 24 years	
	2012	2013	2012	2013
Agriculture, forestry and fishing	93,143	136,382	2,712	7,122
Mining and quarrying	15,401	17,066	0	285
Manufacturing	251,852	337,623	9,122	17,479
Electricity, gas, steam and air conditioning supply	8,827	14,490	11	16
Water supply; sewerage, waste management and remediation act	8,932	6,357	73	40
Construction	43,016	44,057	1,217	2,581
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	114,281	121,763	6,670	8,044
Transportation and storage	43,587	66,221	535	639
Accommodation and food service activities	113,325	122,465	5,266	6,726
Information and communication	18,996	22,918	270	346
Financial and insurance activities	27,527	29,317	265	423
Real estate activities	1,496	1,176	26	0
Professional, scientific and technical activities	30,743	28,864	194	271
Administrative and support service activities	35,815	48,533	687	1,571
Public administration and defense; compulsory social security	283,420	284,935	2,907	1,511
Education	248,790	309,638	5,748	12,169
Human health and social work activities	102,032	119,562	1,295	2,325
Arts, entertainment and recreation	3,987	4,829	52	56
Other service activities	66,875	80,076	923	1,092
<b>Total</b>	<b>1,512,046</b>	<b>1,796,273</b>	<b>37,972</b>	<b>62,696</b>

**Table A8: Total Adult Employment by Industrial Major Division, Age Group and Sex, 2013**

Industry	Adult			Youth		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	84,182	52,201	136,382	4,157	2,966	7,122
Mining and quarrying	14,573	2,493	17,066	185	100	285
Manufacturing	224,866	112,757	337,623	11,886	5,593	17,479
Electricity, gas, steam and air conditioning supply	11,498	2,992	14,490	16	0	16
Water supply; sewerage, waste management and remediation act	4,499	1,858	6,357	9	31	40
Construction	37,608	6,449	44,057	1,764	817	2,581
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	94,271	27,492	121,763	5,110	2,934	8,044
Transportation and storage	51,652	14,569	66,221	375	264	639
Accommodation and food service activities	55,756	66,709	122,465	1,893	4,832	6,726
Information and communication	15,539	7,379	22,918	164	183	346
Financial and insurance activities	16,563	12,754	29,317	163	260	423
Real estate activities	783	393	1,176	0	0	0
Professional, scientific and technical activities	18,647	10,217	28,864	115	156	271
Administrative and support service activities	37,278	11,255	48,533	1,122	450	1,571
Public administration and defense; compulsory social security	186,415	98,520	284,935	577	933	1,511
Education	169,987	139,652	309,638	5,542	6,627	12,169
Human health and social work activities	47,480	72,082	119,562	877	1,448	2,325
Arts, entertainment and recreation	3,772	1,057	4,829	21	35	56
Other service activities	51,166	28,910	80,076	561	531	1,092
<b>Total</b>	<b>1,126,534</b>	<b>669,740</b>	<b>1,796,273</b>	<b>34,536</b>	<b>28,160</b>	<b>62,696</b>

**Table A9: Distribution of Regular Employment by Citizenship and Industrial Major Division, 2013**

Industry	Citizen		Non Citizen		Total	
	2012	2013	2012	2013	2012	2013
Agriculture, forestry and fishing	49,703	59,163	228	280	49,932	59,444
Mining and quarrying	11,366	15,484	295	529	11,661	16,013
Manufacturing	162,113	229,021	4,009	4,873	166,122	233,894
Electricity, gas, steam and air conditioning supply	8,498	14,131	65	43	8,563	14,174
Water supply; sewerage, waste management and remediation act	7,286	4,731	53	0	7,339	4,731
Construction	28,226	29,676	1,566	1,435	29,793	31,111
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	103,601	107,744	1,237	2,143	104,838	109,887
Transportation and storage	40,711	54,015	491	509	41,202	54,525
Accommodation and food service activities	103,515	112,392	1,016	1,139	104,531	113,531
Information and communication	18,548	22,119	311	356	18,859	22,475
Financial and insurance activities	27,526	29,291	112	124	27,638	29,415
Real estate activities	1,455	1,173	7	0	1,462	1,173
Professional, scientific and technical activities	27,439	22,893	174	208	27,613	23,101
Administrative and support service activities	33,924	45,097	171	532	34,095	45,629
Public administration and defense; compulsory social security	275,465	280,463	125	93	275,591	280,556
Education	246,785	312,797	1,270	1,760	248,055	314,558
Human health and social work activities	99,191	116,253	860	1,196	100,051	117,450
Arts, entertainment and recreation	3,786	4,692	10	2	3,796	4,694
Other service activities	62,188	70,526	404	450	62,592	70,976
<b>Total</b>	<b>1,311,327</b>	<b>1,531,665</b>	<b>12,406</b>	<b>15,672</b>	<b>1,323,733</b>	<b>1,547,337</b>



**Table A10: Distribution of Total Employment by Region and Sector, 2013**

Region	2013		
	Private	Public	Total
Dodoma	18,114	32,716	50,830
Arusha	98,505	23,427	121,932
Kilimanjaro	77,084	31,140	108,224
Tanga	59,548	33,938	93,486
Morogoro	130,786	67,289	198,075
Pwani	12,108	23,908	36,016
Dar es Salaam	473,662	83,928	557,591
Lindi	3,468	21,570	25,038
Mtwara	22,468	11,619	34,087
Ruvuma	21,498	17,422	38,920
Iringa	52,407	22,176	74,583
Mbeya	64,154	44,329	108,483
Singida	12,674	17,436	30,110
Tabora	9,439	22,878	32,316
Rukwa	4,453	8,582	13,035
Kigoma	15,059	18,892	33,950
Shinyanga	20,595	26,596	47,191
Kagera	15,797	14,334	30,131
Mwanza	63,320	30,901	94,221
Mara	15,774	27,744	43,518
Manyara	11,898	12,940	24,838
Njombe	13,809	9,851	23,660
Katavi	878	1,107	1,985
Simiyu	4,951	15,011	19,962
Geita	10,620	6,166	16,786
<b>Total</b>	<b>1,233,068</b>	<b>625,901</b>	<b>1,858,969</b>

**Table A11: Distribution of Total Employment by Region, Terms of Employment and Sex, 2013**

Region	Regular			Casual			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	27,185	19,348	46,533	3,014	1,283	4,297	50,830
Arusha	58,711	42,847	101,558	10,288	10,086	20,374	121,932
Kilimanjaro	46,422	35,229	81,651	15,305	11,268	26,573	108,224
Tanga	38,707	26,902	65,609	16,497	11,381	27,877	93,486
Morogoro	101,047	49,729	150,776	18,640	28,659	47,299	198,075
Pwani	20,121	13,078	33,199	2,389	427	2,816	36,016
Dar es Salaam	309,656	168,609	478,264	55,972	23,355	79,326	557,591
Lindi	16,398	7,733	24,131	595	312	908	25,038
Mtwara	13,968	7,062	21,030	1,734	11,323	13,057	34,087
Ruvuma	23,302	14,902	38,203	367	349	717	38,920
Iringa	35,701	20,426	56,127	12,961	5,495	18,456	74,583
Mbeya	52,068	37,043	89,110	9,743	9,630	19,373	108,483
Singida	16,752	9,499	26,250	2,055	1,804	3,860	30,110
Tabora	19,763	11,438	31,201	685	431	1,115	32,316
Rukwa	7,420	3,837	11,257	1,297	481	1,778	13,035
Kigoma	21,455	9,847	31,302	1,547	1,102	2,648	33,950
Shinyanga	30,394	14,297	44,691	1,531	969	2,500	47,191
Kagera	16,541	10,868	27,409	1,779	943	2,722	30,131
Mwanza	47,809	23,535	71,344	16,733	6,144	22,877	94,221
Mara	25,709	16,317	42,027	856	636	1,491	43,518
Manyara	12,904	7,686	20,590	2,868	1,380	4,247	24,838
Njombe	12,601	7,011	19,612	2,603	1,446	4,048	23,660
Katavi	1,142	491	1,633	205	147	352	1,985
Simiyu	12,443	6,015	18,458	1,031	473	1,504	19,962
Geita	11,118	4,252	15,370	1,041	376	1,416	16,786
<b>Total</b>	<b>979,336</b>	<b>568,001</b>	<b>1,547,337</b>	<b>181,734</b>	<b>129,899</b>	<b>311,633</b>	<b>1,858,969</b>

**Table A12: Distribution of Private Adult and Youth Total Employment by Region and Sex, 2013**

Region	Adult aged 25+ years			Youth aged 15-24 years			Total
	Male	Female	Both Sexes	Male	Female	Both Sexes	
Dodoma	11,140	6,658	17,798	160	156	316	18,114
Arusha	56,222	40,736	96,958	1,006	542	1,547	98,505
Kilimanjaro	42,460	28,810	71,270	2,832	2,981	5,814	77,084
Tanga	36,130	23,302	59,432	61	56	117	59,548
Morogoro	78,820	47,869	126,690	2,282	1,814	4,096	130,786
Pwani	7,587	4,438	12,025	83	0	83	12,108
Dar es Salaam	314,017	147,934	461,951	7,126	4,586	11,711	473,662
Lindi	2,304	1,035	3,339	108	21	129	3,468
Mtwara	7,941	14,211	22,152	191	125	316	22,468
Ruvuma	8,617	5,719	14,336	3,863	3,298	7,162	21,498
Iringa	32,620	14,812	47,433	3,573	1,401	4,974	52,407
Mbeya	35,032	27,229	62,261	928	965	1,893	64,154
Singida	7,323	4,936	12,259	241	174	415	12,674
Tabora	6,388	2,854	9,242	89	108	197	9,439
Rukwa	3,002	1,251	4,254	184	15	200	4,453
Kigoma	10,634	3,867	14,502	367	190	557	15,059
Shinyanga	15,427	4,755	20,183	141	271	412	20,595
Kagera	9,121	6,094	15,215	278	303	582	15,797
Mwanza	41,424	15,163	56,587	4,238	2,494	6,732	63,320
Mara	8,274	6,565	14,839	422	513	935	15,774
Manyara	7,237	4,538	11,775	123	0	123	11,898
Njombe	9,092	4,600	13,693	43	73	116	13,809
Katavi	550	306	856	13	9	22	878
Simiyu	3,119	1,556	4,675	122	153	275	4,951
Geita	8,092	2,421	10,514	30	77	107	10,620
<b>Total</b>	<b>762,577</b>	<b>421,661</b>	<b>1,184,238</b>	<b>28,504</b>	<b>20,326</b>	<b>48,830</b>	<b>1,233,068</b>

**Table A13: Distribution of Public Adult and Youth Total Employment by Region and Sex, 2013**

Region	Adult			Youth			Total
	Male	Female	Both Sexes	Male	Female	Both Sexes	
Dodoma	18,302	13,075	31,377	597	742	1,339	32,716
Arusha	11,767	11,641	23,408	5	14	18	23,427
Kilimanjaro	16,324	14,550	30,874	111	156	266	31,140
Tanga	19,012	14,921	33,933	0	5	5	33,938
Morogoro	38,147	28,189	66,336	437	515	952	67,289
Pwani	14,589	8,731	23,321	250	337	587	23,908
Dar es Salaam	44,379	39,156	83,536	105	288	393	83,928
Lindi	14,376	6,696	21,072	205	293	498	21,570
Mtwara	7,558	4,040	11,598	13	9	21	11,619
Ruvuma	11,189	6,234	17,422	0	0	0	17,422
Iringa	12,219	9,244	21,463	249	463	712	22,176
Mbeya	25,143	17,466	42,609	708	1,013	1,720	44,329
Singida	11,159	5,967	17,126	84	226	310	17,436
Tabora	13,482	8,547	22,028	489	360	849	22,878
Rukwa	5,506	3,018	8,524	24	34	58	8,582
Kigoma	11,532	6,370	17,902	468	522	990	18,892
Shinyanga	16,031	9,736	25,768	325	504	829	26,596
Kagera	8,709	5,185	13,894	212	228	440	14,334
Mwanza	18,666	11,710	30,377	214	311	525	30,901
Mara	17,368	9,261	26,629	501	615	1,115	27,744
Manyara	8,326	4,376	12,702	86	152	237	12,940
Njombe	5,816	3,478	9,294	252	305	557	9,851
Katavi	784	322	1,107	0	0	0	1,107
Simiyu	9,534	4,036	13,569	698	743	1,441	15,011
Geita	4,036	2,130	6,166	0	0	0	6,166
<b>Total</b>	<b>363,957</b>	<b>248,079</b>	<b>612,036</b>	<b>6,032</b>	<b>7,834</b>	<b>13,866</b>	<b>625,901</b>

## Appendix B Wage Rate

**Table B1: Distribution of Citizen Employees by Sector and Wage Rate Group, 2013**

Monthly Wage Rate Groups	Private	Public	Total
Under 65,000	47,718	1,078	48,796
65,000 - 150,000	309,799	10,529	320,328
150,001 - 300,000	258,040	130,097	388,137
300,001 - 500,000	139,358	189,230	328,588
500,001 - 900,000	91,539	186,241	277,780
900,001 - 1,200,000	30,420	46,048	76,467
1,200,001 - 1,500,000	17,111	23,089	40,200
Above 1,500,000	28,575	26,602	55,177
<b>Total</b>	<b>922,560</b>	<b>612,914</b>	<b>1,535,475</b>

**Table B2: Distribution of Adults Citizens Employees by Sector and Wage Rate, 2013**

Monthly Wage Rate Groups	2012			2013		
	Private	Public	Total	Private	Public	Total
Under 65,000	46,483	1,868	48,351	5,419	965	46,384
65,000 - 150,000	277,014	11,026	288,040	294,620	10,033	304,654
150,001 - 300,000	200,447	154,700	355,147	250,656	121,150	371,806
300,001 - 500,000	109,119	161,992	271,111	137,976	185,973	323,949
500,001 - 1,500,000	105,609	180,691	286,300	138,420	254,600	393,020
Above 1,500,000	18,939	18,928	37,467	28,480	26,588	55,068
<b>Total</b>	<b>757,611</b>	<b>528,805</b>	<b>1,286,416</b>	<b>895,571</b>	<b>599,310</b>	<b>1,494,881</b>

**Table B3: Distribution of Youth Citizens Employees by Sector and Wage Rate, 2013**

Monthly Wage Rate Groups	2012			2013		
	Private	Public	Total	Private	Public	Total
Under 65,000	3,066	113	3,179	2,300	113	2,413
65,000 - 150,000	9,662	390	10,052	15,179	496	15,675
150,001 - 300,000	3,599	5,626	9,225	7,384	8,947	16,331
300,001 - 500,000	862	1,597	2,459	1,382	3,256	4,639
500,001 - 1,500,000	292	391	684	650	778	1,428
Above 1,500,000	61	12	73	95	14	109
<b>Total</b>	<b>17,543</b>	<b>8,129</b>	<b>25,672</b>	<b>26,989</b>	<b>14,335</b>	<b>40,593</b>

**Table B4: Distribution of Regular Adult Citizens Employees by Wage Rates, 2013**

Wage Rate (TZS)	2012			2013		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Under 65,000	26,216	25,314	51,530	25,548	23,248	48,796
65,000 - 150,000	195,454	102,638	298,092	208,126	112,202	320,328
150,001 - 300,000	237,209	127,163	364,372	258,585	129,552	388,137
300,001 - 500,000	163,090	110,480	273,570	200,624	127,964	328,588
500,001 - 1,500,000	174,634	112,350	286,984	236,838	157,610	394,447
Above 1,500,000	27,304	10,236	37,541	39,305	15,873	55,177
<b>Total</b>	<b>823,907</b>	<b>488,181</b>	<b>1,312,088</b>	<b>969,026</b>	<b>566,449</b>	<b>1,535,475</b>

**Table B5: Distribution of Citizens Employees by Wage Rate Group and Industrial Major Division, 2013**

Industry	Under 150,000	150,001 - 500,000	500,001 - 1,500,000	Above 1,500,000	Total
Agriculture, forestry and fishing	35,482	18,967	4,297	431	59,177
Mining and quarrying	1,610	5,860	4,617	3,397	15,484
Manufacturing	102,857	103,636	20,190	2,886	229,570
Electricity, gas, steam and air conditioning supply	86	2,006	9,855	2,185	14,131
Financial and insurance activities	1,268	5,318	16,530	9,400	32,516
Public administration and defense; compulsory social security	5,133	172,363	89,888	13,116	280,500
Education	11,081	155,418	139,874	6,425	312,797
Human health and social work activities	10,159	58,314	43,960	3,816	116,249
<b>Total</b>	<b>167,676</b>	<b>521,881</b>	<b>329,212</b>	<b>41,655</b>	<b>1,060,424</b>

**Table B6: Distribution of Citizens Employees by Wage Rate Group (TZS) and Region, 2013**

	Under 65,000	65,000 - 150,000	150,001 - 300,000	300,001 - 500,000	500,001 - 1,500,000	Above 1,500,000	Total
Dodoma	266	5,102	9,640	14,299	16,125	1,077	46,509
Arusha	1,380	30,365	28,781	18,222	19,559	1,687	99,994
Kilimanjaro	1,870	16,075	18,111	17,424	26,156	1,659	81,295
Tanga	1,421	11,866	16,103	15,512	19,369	1,301	65,572
Morogoro	13,495	34,009	34,574	33,864	32,140	2,093	150,173
Pwani	1,069	4,470	7,288	7,898	12,002	697	33,423
Dar es Salaam	10,990	117,253	125,995	81,139	107,885	30,238	473,500
Lindi	493	2,131	6,883	6,532	8,739	282	25,060
Mtwara	2,286	3,724	4,693	3,137	5,872	2,232	21,944
Ruvuma	521	9,954	9,152	8,003	11,081	357	39,068
Iringa	894	11,445	18,296	9,484	15,528	1,059	56,706
Mbeya	3,346	17,338	18,767	22,223	26,987	1,419	90,081
Singida	1,451	5,267	8,469	3,922	6,721	1,496	27,327
Tabora	596	3,822	8,744	7,746	10,869	433	32,209
Rukwa	820	1,548	1,991	2,829	5,120	105	12,414
Kigoma	652	3,983	6,113	9,922	10,472	371	31,514
Shinyanga	808	5,222	12,416	12,754	11,367	3,203	45,770
Kagera	1,085	5,415	5,915	5,941	8,404	1,841	28,601
Mwanza	1,920	15,327	17,899	18,118	16,317	1,838	71,419
Mara	1,208	4,141	9,146	10,555	17,621	597	43,268
Manyara	381	1,168	5,716	7,194	7,144	343	21,945
<b>Total</b>	<b>46,951</b>	<b>309,625</b>	<b>374,693</b>	<b>316,718</b>	<b>395,475</b>	<b>54,329</b>	<b>1,497,792</b>

## Appendix C Cash Earnings

**Table C1: Annual Cash Earnings by Sector, 2013**

<b>TZS Million</b>		
<b>Sector</b>	<b>2012</b>	<b>2013</b>
<b>Private</b>	4,882,880	6,553,013
<b>Public</b>	3,931,926	4,572,459
<b>Total</b>	<b>8,814,805</b>	<b>11,125,472</b>

**Table C2: Annual Cash Earnings of Employees by Industry and Terms of Employment, 2013**

<b>TZS Million</b>		
<b>Industry</b>	<b>Regular Employees</b>	<b>Casual Employees</b>
Agriculture, forestry and fishing	229,897	77,609
Mining and quarrying	307,340	3,180
Manufacturing	1,303,473	153,937
Electricity, gas, steam and air conditioning supply	174,199	568
Water supply; sewerage, waste management and remediation activities	31,082	3,045
Construction	216,737	29,726
Wholesale and retail trade; repair of motor vehicles and motorcycles	607,274	27,947
Transportation and storage	421,439	15,392
Accommodation and food service activities	338,062	16,895
Information and communication	350,695	1,752
Financial and insurance activities	601,780	476
Real estate activities	14,348	4
Professional, scientific and technical activities	268,738	18,434
Administrative and support service activities	189,846	5,835
Public administration and defence; compulsory social security	1,969,985	12,419
Education	2,343,767	9,862
Human health and social work activities	938,857	7,403
Arts, entertainment and recreation	25,970	468
Other service activities	394,607	12,427
<b>Total</b>	<b>10,728,095</b>	<b>397,377</b>



## Appendix D Annual Wage Bill

**Table D1: Distribution of Annual Wage Bill by Cash earnings, Free Ration and Sector, 2013**

**TZS Million**

Sector	2012				2013			
	Annual Cash Earning for Regular Employees	Annual Cash Earnings for Casual Employees	Annual free ration	Annual wage bill	Annual Cash Earning for Regular Employees	Annual Cash Earnings for Casual Employees	Annual free ration	Annual wage bill
Private Profit Making Institutions	3,349,420	213,439	35,491	3,598,350	4,439,073	352,114	55,348	4,846,535
Private Non-Profit Making Institutions	1,163,148	14,402	7,879	1,185,428	1,598,305	19,671	7,103	1,625,079
Cooperatives	139,680	2,792	90	142,562	141,223	2,627	22	143,872
Central Government	1,209,771	8,614	27,992	1,246,377	1,334,414	10,659	61,303	1,406,376
Local Government ( Urban )	886,113	3,330	500	889,943	713,953	3,431	30	717,414
Local Government ( District )	1,268,192	23,924	462	1,292,578	1,919,586	6,267	2,764	1,928,617
Parastatal Profit Making Institutions	431,749	745	26	432,520	350,228	1,466	27	351,721
Parastatal Non-profit Making Institutions	98,677	810	174	99,662	231,312	1,142	183	232,637
<b>Total</b>	<b>8,546,750</b>	<b>268,056</b>	<b>72,614</b>	<b>8,887,420</b>	<b>10,728,094</b>	<b>397,377</b>	<b>126,780</b>	<b>11,252,251</b>

**Table D2: Distribution of Annual Wage Bill by Industry Major Division, 2013****TZS Million**

<b>Industry</b>	<b>Annual Wage bill</b>	
	<b>2012</b>	<b>2013</b>
Agriculture, forestry and fishing	252,110	311,364
Mining and quarrying	218,360	312,076
Manufacturing	939,781	1,475,274
Electricity, gas, steam and air conditioning supply	79,898	174,767
Water supply; sewerage, waste management and remediation activities	50,471	34,128
Construction	201,643	246,849
Wholesale and retail trade; repair of motor vehicles and motorcycles	556,645	641,226
Transportation and storage	300,227	441,566
Accommodation and food service activities	312,956	371,476
Information and communication	256,863	352,476
Financial and insurance activities	549,563	603,784
Real estate activities	14,638	14,362
Professional, scientific and technical activities	270,922	288,045
Administrative and support service activities	127,113	197,760
Public administration and defense; compulsory social security	1,923,067	2,045,685
Education	1,754,805	2,359,018
Human health and social work activities	774,310	947,640
Arts, entertainment and recreation	19,536	26,446
Other service activities	284,512	408,309
<b>Total</b>	<b>8,887,420</b>	<b>11,252,251</b>

**Table D3: Distribution of Annual Wage Bill by Region and Terms of Employment, 2013**

Region	TZS Million			
	Cash Earnings Regular	Cash Earnings Casual	Free Ration	Annual Wage Bill
Dodoma	323,509	4,322	2,720	330,551
Arusha	638,653	18,041	19,365	676,059
Kilimanjaro	600,235	33,675	6,123	640,033
Tanga	387,301	32,172	6,480	425,953
Morogoro	869,901	46,644	8,275	924,820
Pwani	244,749	2,977	4,892	252,618
Dar es Salaam	3,964,650	132,921	21,579	4,119,150
Lindi	137,987	1,140	4,749	143,876
Mtwara	127,270	8,057	1,997	137,324
Ruvuma	208,633	3,832	1,459	213,924
Iringa	357,816	23,523	6,540	387,879
Mbeya	577,336	16,714	4,108	598,158
Singida	130,495	6,289	6,445	143,229
Tabora	200,241	2,015	2,139	204,396
Rukwa	61,569	2,099	492	64,160
Kigoma	198,777	1,358	3,973	204,108
Shinyanga	304,279	2,938	5,070	312,287
Kagera	170,540	6,612	4,236	181,388
Mwanza	413,005	38,669	4,821	456,495
Mara	270,669	1,918	4,234	276,821
Manyara	118,069	3,250	3,636	124,955
Njombe	87,813	3,943	255	92,011
Katavi	12,520	414	754	13,688
Simiyu	101,778	1,421	850	104,049
Geita	220,300	2,434	1,585	224,319
<b>Total</b>	<b>10,728,095</b>	<b>397,378</b>	<b>126,777</b>	<b>11,252,251</b>

## Appendix E Newly Recruited Workers

**Table E1: Number of Newly Recruited Workers by Occupation and Level of Subject of Training, 2013**

Subject of training	Legislators, Administrators and Managers	Professionals	Technicians and Associate professionals	Clerks	Service workers and Shop sales workers	Skilled agricultural and Fishery workers	Craft and related workers	Plant and machine operators and assemblers	Elementary occupations	Total
General training programs	35	8	55	70	2,097	26	423	3,630	2,028	8,372
Education training	225	6,549	23,546	19	0	11	3	0	13	30,367
Fine and applied arts programs	0	4	16	0	2	0	0	28	0	50
Programs in languages	0	3	0	0	0	0	0	0	1	5
Other humanity courses	0	12	60	0	0	0	0	0	0	72
Social and behavior science programs	328	461	152	1	0	0	4	0	0	947
commercial, clerical, business and public administration pro grams in law	1,454	5,567	1,221	2,744	328	0	0	11	31	11,356
Natural science programs	71	210	42	1	0	0	0	0	0	324
Mathematics and computer science programs	3	401	25	0	4	0	0	0	0	434
Medicine and health related programs	19	653	475	793	0	4	0	4	3	1,950
Construction trades programs	48	984	4,760	17	484	12	0	1	128	6,435
Other craft, trade and industrial programs	0	0	106	3	0	0	268	5	9	389
Engineering and allied programs	21	5	49	10	45	0	557	470	0	1,158
Architectural & town planning programs	45	444	1,406	410	22	0	188	1,809	0	4,325
Agriculture, forestry & fishery programs	5	127	14	0	0	0	15	0	0	160
Home economics and domestic science programs	69	193	1,297	0	612	58	0	0	1,200	3,430
Transport and communication programs	0	7	16	0	191	0	102	0	0	315
Service trades programs	36	11	153	41	15	0	6	1,533	28	1,822
Programs in mass communication and documentation	136	17	10	182	6,137	5	25	0	1,272	7,784
Other programs	8	104	8	27	0	0	0	0	0	148
	46	8	5	1	35	9	54	18	195	372

**Table E2: Newly Recruited Workers by Region and Occupation, 2013**

<b>Region</b>	<b>Legislators, Administrators and Managers</b>	<b>Professionals</b>	<b>Technicians and Associate professionals</b>	<b>Clerks</b>	<b>Service workers and Shop sales workers</b>	<b>Skilled agricultural and Fishery workers</b>	<b>Craft and related workers</b>	<b>Plant and machine operators and assemblers</b>	<b>Elementary occupations</b>	<b>Total</b>
Dodoma	52	578	1,521	90	384	2	3	178	108	2,915
Arusha	214	634	385	227	690	30	222	508	238	3,147
Kilimanjaro	267	727	2,224	78	479	16	193	34	1,138	5,155
Tanga	20	369	1,018	79	40	0	78	1,811	480	3,894
Morogoro	112	838	2,459	123	1,266	0	60	303	355	5,517
Pwani	45	415	898	26	154	0	8	5	8	1,560
Dar es Salaam	910	6,475	3,835	1,896	3,628	13	305	3,930	920	21,912
Lindi	11	212	1,374	11	0	0	0	1	17	1,627
Mtwara	39	181	116	68	85	0	41	41	49	621
Ruvuma	36	361	303	3	107	0	148	1	73	1,032
Iringa	26	901	3,096	104	394	33	72	30	282	4,936
Mbeya	297	996	4,024	92	1,079	4	130	196	83	6,901
Singida	.	439	505	25	53	0	0	1	9	1,032
Tabora	26	319	1,886	124	237	8	22	283	232	3,138
Rukwa	8	44	512	9	67	0	0	6	36	682
Kigoma	24	364	983	6	197	10	2	19	40	1,644
Shinyanga	135	213	1,128	308	52	0	76	41	31	1,983
Kagera	14	205	749	53	153	0	9	3	623	1,808
Mwanza	47	340	1,518	124	462	0	189	60	70	2,810
Mara	49	519	1,199	804	250	11	9	11	46	2,898
Manyara	126	190	884	53	117	0	38	6	0	1,414
Njombe	20	213	911	19	60	0	40	43	14	1,319
Katavi	0	70	143	0	13	0	0	0	0	226
Simiyu	72	166	1,744	0	6	0	0	0	58	2,045
Geita	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2,550</b>	<b>15,769</b>	<b>33,416</b>	<b>4,320</b>	<b>9,973</b>	<b>126</b>	<b>1,645</b>	<b>7,510</b>	<b>4,907</b>	<b>80,216</b>

**Table E3: Number of Newly Recruited Workers by Industry and Level of Education, 2013**

<b>Industry</b>	<b>Tertiary University</b>	<b>Tertiary Non University</b>	<b>Teacher Education / college</b>	<b>Vocational Education</b>	<b>Secondary Education</b>	<b>Primary Education</b>	<b>Total</b>
Agriculture, forestry and fishing	184	27	95	118	448	845	1,718
Mining and quarrying	25	3	3	60	34	13	138
Manufacturing	402	440	2,946	584	6,390	1,241	12,002
Electricity, gas, steam and air conditioning supply	12	216	9	40	27	.	303
Water supply; sewerage, waste management and remediation act	68	39	38	42	62	5	254
Construction	83	31	42	40	43	58	297
Wholesale and retail trade; repair of motor vehicles and motor	180	435	49	379	721	456	2,220
Transportation and storage	243	504	519	394	339	64	2,064
Accommodation and food service activities	113	404	341	1,553	2,355	2,318	7,085
Information and communication	73	38	10	145	103	31	401
Financial and insurance activities	1,787	127	44	55	132	2	2,147
Real estate activities	38	.	.	.	-	.	38
Professional, scientific and technical activities	672	85	9	31	125	4	925
Administrative and support service activities	246	91	25	792	974	2,096	4,225
Public administration and defense; compulsory social security	3,485	1,539	3,794	249	1,298	57	10,423
Education	6,487	3,863	12,360	558	3,242	231	26,741
Human health and social work activities	743	1,425	1,862	625	1,196	160	6,011
Arts, entertainment and recreation	22	749	.	30	54	60	916
Other service activities	608	252	157	265	487	539	2,309
<b>Total</b>	<b>15,473</b>	<b>10,268</b>	<b>22,303</b>	<b>5,959</b>	<b>18,032</b>	<b>8,181</b>	<b>80,216</b>

## Appendix F: Job Vacancies

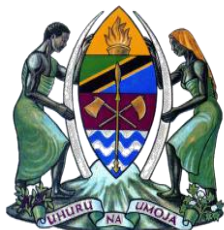
**Table F1: Number of Job Vacancies by Qualification/Skill required and Gender Preference, 2013**

Qualification/ Skill Required	Gender Preference			
	Male	Female	None	Total
General training programs (including literacy)	366	510	1,869	2,745
Education training	2,474	1,526	33,630	37,629
Fine and applied arts programs	8	8	386	403
Programs in languages	5	.	93	98
Other humanity courses	58	32	174	264
Social and behavior science programs	390	106	4,098	4,594
Commercial, clerical, business and public administration	618	1,650	9,437	11,705
Programs in law	24	21	524	568
Natural science programs	499	122	237	859
Mathematics and computer science programs	49	31	393	473
Medicine and health related programs	1,164	1,200	18,473	20,837
Construction trades programs	267	20	687	975
Other craft, trade and industrial programs	452	61	397	910
Engineering and allied programs	517	84	3,480	4,081
Architectural & town planning programs	67	20	1,312	1,399
Agriculture, forestry & fishery programs	936	395	15,481	16,812
Home economics and domestic science programs	28	16	186	230
Transport and communication programs	1,140	326	1,311	2,777
Service trades programs	1,336	193	2,804	4,333
Programs in mass communication and documentation	74	36	718	828
Other programs	53	25	163	240
<b>Total</b>	<b>10,526</b>	<b>6,382</b>	<b>95,852</b>	<b>112,761</b>

## **EMPLOYMENT AND EARNING SURVEY QUESTIONNAIRE - 2013**



**CONFIDENTIAL**



**UNITED REPUBLIC OF TANZANIA  
MINISTRY OF FINANCE  
NATIONAL BUREAU OF STATISTICS (NBS)**

**EMPLOYMENT AND EARNINGS SURVEY 2013**

**ID No:**

Region Code		District Code		Establishment Identification Number			

**NAME (Estab.)** .....

**National Bureau of Statistics, P.O.Box 796, Dar Es Salaam,  
Telegram: STATISTICS, Telephone: 2122722/3  
Fax: 2130852, Email: dg@nbs.go.tz**

**Ofisi ya Taifa ya Takwimu Mkoa,  
S.L.P.....  
Simu:.....**

**FIELD STAFF NAME**.....

**Tephone No./Simu**.....

## **SURVEY OF EMPLOYMENT AND EARNINGS 2013**

### **EXPLANATORY NOTES**

- 1 These statistics are collected under the provision of the “Statistics (Employees in Tanzania) Act 2002”, which makes it legal requirement to complete this form within two weeks from the day you receive it.
- 2 If you have not completed the form it must still be returned with the reasons clearly stated below
  - (a) No Employees
  - (b) Business Closed
  - (c) Business Sold (Give name and address of the new owner).....
- 3 If non- citizen salaries are paid abroad; an estimate should be made for salaries remitted to this country. Directors and Partners receiving regular salaries must be included in Part II. Commission works should be shown with average monthly earnings. Where an annual bonus is paid 1/12 should be added with the cost earning.
- 4 Do not include domestic servants in Private households, non- salaried working proprietors and non – salaried family workers.
- 5 All information relating to individual firms is confidential and will not be divulged to any other organization.

## **UTAFITI WA AJIRA NA MAPATO WA MWAKA 2013**

### **MAELEZO MUHIMU**

- 1 Habari hizi hukusanywa kwa mujibu wa sheria iitwayo “Statistics (Employees in Tanzania) Act 2002”. Inakuwa ni kuvunja sheria hiyo mwajiri asipofundisha zikiwa zimejazwa ipasavyo wiki mbili tangu tarehe utakapoipokea fomu hii.
- 2 Huenda usiweze kujaza fomu hii, basi eleza wazi sababu zake kwa mfano:
  - (a) Hakuna mwajiriwa
  - (b) Mwajiri amefunga/amesitisha shughuli/kiwanda hiki.
  - (c) Kama kiwanda kimeuzwa (taja jina na anwani kamili ya mnunuzi mpya):.....
- 3 Kama mishahara ya wasio raia hulipwa ng’ambo kadiria kiasi kile wanacholipwa hapa nchini. Wakurugenzi na wabia wanaopokea mshahara wa mwajiri wasihesabiwe. Pia na wastani wa mapato yao mengine ya mwezi utolewe.
- 4 Watumishi wa nyumbani na wale wote wanaofanya kazi isiyo ya mshahara wasihesabiwe.
- 5 Habari zote zinazotolewa na mwajiri mmoja mmoja huhifadhiwa kwa siri sana na hazitolewi nje ya Ofisi ya Taifa ya Takwimu.

**EMPLOYMENT AND EARNINGS SURVEY 2013**

This form must be returned to the National Bureau of Statistics within two weeks from the day you receive it even if you have no business or no employees.

Separate form must be completed for employees working in different Administrative Districts.

All persons receiving monthly, weekly or daily wages must be shown on this form even if they are on leave, absent or sick during or on 30th June, 2013

**UTAFITI WA AJIRA NA MAPATO 2013**

Unapaswa kurudisha fomu hii katika Ofisi ya Taifa ya Takwimu katika Kipindi cha wiki mbili baada ya kupokea fomu hii hata kama huna wafanyakazi au hufanyi shughuli yoyote.

Unahitaji fomu moja kwa kila ofisi, kiwanda au kazi uliyonayo. Mfano: ikiwa una viwanda viwili mbali mbali katika wilaya moja, wahitaji fomu 2. Ikiwa unaendesha kazi ile ile katika wilaya mbili unahitaji fomu mbili pia, moja kwa kila wilaya.

Wote walipwao mshahara iwe kwa mwezi, juma au siku waingizwe katika fomu hii hata wale waliokuwa wagonjwa au likizo tarehe 30 Juni 2013

**(a) Identification:**

*Utambulisho:*

**NAME (Estab.)**.....

P.O.Box: .....

Town:.....

**LOCATION:**

AREA:.....

WARD:.....

PLOT No:.....

TELEPHONE No:.....

FAX No:.....

REGION

CODE:..... NAME:.....

DISTRICT:.....

**FOR OFFICIAL USE ONLY**

Reg.Code	Dist. Code	Establishment ID	ISIC Code (Rev 4)

**CODE:**

**SECTOR:**

**NUMBER OF EMPLOYEES**

**CLASS SIZE:**

**(b) Description of Business:-**  
**Aina ya kazi**

(i) Name **MAIN** crop grown /article made or repaired /type of service provided /etc (Taja ni ZAO gani KUBWA utoalo au UNASHUGHULIKA hasa na kazi ya aina gani.)

.....

(ii) Name **ANY OTHER** crops grown / articles made or repaired / services provided /etc (Halafu taja mazao mengine utoayo / vitu vingine utoavyo /aina nyingine ya kazi ufanyayo)

.....

PART II – REGULAR EMPLOYEES – YAWAHUSU WAFANYAKAZI WA KUDUMU 2013																	
INSTRUCTION FOR SECTION A		SECTION A – EMPLOYMENT AND EARNINGS						SECTION B – WAGE RATES OF CITIZENS									
MAELEKEZO – SEHEMU A		AJIRA NA MAPATO						MISHAHARA HALISI YA RAIA TU									
Regular Employees: State the number of employees on the permanent payroll, together with any temporary or seasonal workers who have been employed on a weekly or monthly basis for more than one month		Employment Categories		Number of Regular Employees		Cash earnings during June (to the nearest shillings)		State the number of Citizens (shown in Section A question number 01, 04, 07 & 08) in each of the wage groups shown below  Onyesha idadi ya wafanyakazi walio raia wale wa sehemu A. swali namba 01, 04, 07 & 08 jinsi wanavyo gawanyika katika vifungu vya mishahara hapa chini.									
		CITIZEN OF TANZANIA				Gross Earnings							Basic Earnings				
Wafanyakazi wa kudumu: Onyesha idadi ya watu wote walio kwenye orodha ya ajira ya kudumu, pamoja na walioajiriwa kwa mishahara wa wiki au mwezi ambao wamefanya kazi kwa zaidi ya mwezi mmoja.		Persons aged 25 years and above						Wage Rate (TZS per month)					Number of Males		Number of Females		
		Males	1		2		3										
Gross Earnings: State the total cash earnings for the month of June of all regular employees before deductions are made for taxes, house rents, loan repayments etc. All cash allowance such as overtime and other allowances should be included.		Females	4		5		6		Persons aged 25 years and above								
		Youth aged 15 – 24 YRS															
Mishahara: Onyesha jumla ya mishahara (ya mwezi juni) ya wafanyakazi wa kudumu wote kabla hawajakatwa chochote. Malipo mengine kama ya “masurufu ya safari” na “overtime” yatiwe katika jumla hiyo		Males	7		8a		8b		Below 65,000		22a		31a				
		Females	9		10a		10b		65,001 - 150,000		23a		32a				
Basic Earnings: Excluded overtime and other additional pay in the Basic Earnings Column		NON – CITIZENS						150,001 - 300,000					24a		33a		
		Persons aged 25 years and above						300,001 - 500,000					25a		34a		
SECTION B. Wages Group: Wage groups refer to the agreed wage rates, including pay addition paid regularly but excluding bonus and overtime		Males	11		12				500,001 - 900,000		26a		35a				
		Females	13		14				900,001 - 1,200,000		27a		36a				
Vifungu vya mishahara: Vifungu vya mishahara huonyesha mishahara halisi pamoja na nyongeza za kawaida kama ilivyokubaliwa wakati wa kuingia kazini. Malipo ya “overtime” na “allowances” hapa hayaonyeshwi		Youth aged 15 – 24 YRS						1,200,001 - 1,500,000					28a		37a		
		Males	15		16				Above 1,500,000		29a		38a				
DISABILITY: Disability involves persons with Albinism, difficulty in seeing, hearing even after using aiding tools, walking or climbing steps, remembering or concentrating, self-care; such as washing all over or dressing, communicating; for example under- standing or being understood		Females	17		18				TOTAL		30a		39a				
		TOTAL REGULAR EMPLOYEES AND CASH EARNINGS						19		20		21		Youth aged 15 – 24 YRS			
Ulemavu unajumuisha watu wenye ulemavu wa ngozi (Albino), matatizo ya kuona hata kama akitumia miwani, matatizo ya kusikia hata kama akitumia kifaa cha kusaidia kusikia, matatizo ya kutembea au kupanda ngazi, matatizo ya kukumbuka au kufanya kitu kwa umakini, matatizo ya kujihudumia kama vile kuoga au kuvaa nguo, matatizo ya kuwasiliana kwa mfano kuelewa au kueleweka.		DISABILITY AMONG REGULAR EMPLOYEES IN QN.19						Below 65,000					22b		31b		
		Males	DM						65,001 - 150,000		23b		32b				
Ulemavu unajumuisha watu wenye ulemavu wa ngozi (Albino), matatizo ya kuona hata kama akitumia miwani, matatizo ya kusikia hata kama akitumia kifaa cha kusaidia kusikia, matatizo ya kutembea au kupanda ngazi, matatizo ya kukumbuka au kufanya kitu kwa umakini, matatizo ya kujihudumia kama vile kuoga au kuvaa nguo, matatizo ya kuwasiliana kwa mfano kuelewa au kueleweka.		Females	DF						150,001 - 300,000		24b		33b				
									300,001 - 500,000		25b		34b				
Ulemavu unajumuisha watu wenye ulemavu wa ngozi (Albino), matatizo ya kuona hata kama akitumia miwani, matatizo ya kusikia hata kama akitumia kifaa cha kusaidia kusikia, matatizo ya kutembea au kupanda ngazi, matatizo ya kukumbuka au kufanya kitu kwa umakini, matatizo ya kujihudumia kama vile kuoga au kuvaa nguo, matatizo ya kuwasiliana kwa mfano kuelewa au kueleweka.									500,001 - 900,000		26b		35b				
		BENEFITS:-							900,001 - 1,200,000		27b		36b				
Ulemavu unajumuisha watu wenye ulemavu wa ngozi (Albino), matatizo ya kuona hata kama akitumia miwani, matatizo ya kusikia hata kama akitumia kifaa cha kusaidia kusikia, matatizo ya kutembea au kupanda ngazi, matatizo ya kukumbuka au kufanya kitu kwa umakini, matatizo ya kujihudumia kama vile kuoga au kuvaa nguo, matatizo ya kuwasiliana kwa mfano kuelewa au kueleweka.		a) Free Housing							1,200,001 - 1,500,000		28b		37b				
		b) Paid leave							Above 1,500,000		29b		38b				
Ulemavu unajumuisha watu wenye ulemavu wa ngozi (Albino), matatizo ya kuona hata kama akitumia miwani, matatizo ya kusikia hata kama akitumia kifaa cha kusaidia kusikia, matatizo ya kutembea au kupanda ngazi, matatizo ya kukumbuka au kufanya kitu kwa umakini, matatizo ya kujihudumia kama vile kuoga au kuvaa nguo, matatizo ya kuwasiliana kwa mfano kuelewa au kueleweka.		c) Maternity Leave							TOTAL		30b		39b				
		d) Free Ration															
Ulemavu unajumuisha watu wenye ulemavu wa ngozi (Albino), matatizo ya kuona hata kama akitumia miwani, matatizo ya kusikia hata kama akitumia kifaa cha kusaidia kusikia, matatizo ya kutembea au kupanda ngazi, matatizo ya kukumbuka au kufanya kitu kwa umakini, matatizo ya kujihudumia kama vile kuoga au kuvaa nguo, matatizo ya kuwasiliana kwa mfano kuelewa au kueleweka.		e) Any type of Social Security Scheme															

PART III – CASUAL WORKERS – YAWAHUSU VIBARUA							
<b>INSTRUCTIONS – MAELEKEZO</b> All persons receiving daily wages and other employees who have not worked for a full month must be included in this section. Person - days means the sum of total number of days worked by each person during the month, whether he/she was actually employed on 30th June or not. e.g. if one employee has worked for 10 days and other two employees have EACH worked for 20 days, the total person – days worked = (1x10) + (2x20) = 50 person days.  Watu wote wanaolipwa kila mwisho wa siku ya kazi na wengine wote waliofanya kazi kwa muda usiofikia mwezi kamili waingizwe hapa. Jumla ya siku za vibarua hupatikana kwa kujumlisha siku za vibarua wote wa mwezi ule. MFANO:- Kibarua mmoja amepata siku kumi mwezi June, wengine wawili siku 20 kila mmoja, basi vibarua watatu wamefanya kazi ya siku (1x10) + (2x20) = 50	Employment Categories	Number of casual workers employed as on 30th June, 2013		Total person – days worked during June, 2013		Total cash earnings for the month of June, 2013	
	Persons aged 25 years and above						
	Males	40		41		42	
	Females	43		44		45	
	Youth person's 15 – 24 YRS						
	Males	46		47		48	
	Females	49		50		51	
	<b>TOTAL</b>	<b>52</b>		<b>53</b>		<b>54</b>	

TOTAL TURNOVER /MAPATO [For Profit Making Institutions - Parastatol and Private]		
[Kwa Taasisi Zenye Lengo la Kupata Faida - Mashirika ya Umma na Binafsi]		
This is the business gross income before reducing operating cost and (Provide Best estimate in Tshs if the financial statement is not available)		<b>TOTAL TURNOVER IN Tshs</b>
<b>KIASI CHA MAUZO</b> Haya ni mapato yatokanayo na biashara kabla ya kuondoa gharama ya uendeshaji (uzalishaji) na kodi. (Andika makadirio sahihi kwa TZS iwapo hakuna taarifa ya fedha).	What is the total turnover/sales of your business based on the latest available financial statements for June 2013	<b>55</b>

**PART IV: NUMBER OF NEW WORKERS RECRUITED DURING THE LAST 12 MONTHS:**

**INSTRUCTIONS**

If new employees recruited have the same occupational title, sex, level of education, main subject of training, citizenship, employment status and the starting salary, record their information in one row, if it happens employees possess at least one different item of characteristics mentioned above, record employees with similar characteristics in different rows.

**Q. 55. OCCUPATIONAL TITLE:**

State clearly the occupational title for the new employees recruited within the survey period i.e. during the last 12 months, starting from 1<sup>st</sup> July last year to 30<sup>th</sup> June this year

**Q. 56. WORKERS BY SEX:**

Record number of employees recruited in the same occupational title by sex.

**Q. 57. HIGHEST LEVEL OF EDUCATION:**

Indicate clearly the highest level of education code that the new recruited employee attained e.g. *Primary Education = code 7*.

**Q. 58. MAIN SUBJECT OF TRAINING:**

State clearly the main subject of training attained by the new recruited employees e.g. *Accounting Technician Grade 1 (ATEC. 1)*.

**Q. 59. CITIZENSHIP:**

State clearly the country of origin for the new recruited employees e.g. *Kenya*.

**Q. 60. EMPLOYMENT STATUS:**

State clearly the Employment status of the new recruited employees e.g. *Permanent Employees*.

**Q. 61. STARTING SALARY:**

State clearly the amount of money in Tanzanian Shillings, which a new employee earns at the commencement of the service contract

**PART IV: NUMBER OF NEW WORKERS RECRUITED DURING THE LAST 12 MONTHS**

**IDADI YA WAFANYAKAZI WAPYA WALIOAJIRIWA KATIKA KIPINDI CHA MIEZI 12 ILIYOPTITA**

55. Occupational Title (Write in full) e.g. Accountant	For Official Use TASCO				56. Number of Workers by Sex		57. Highest level of education  Tertiary University.....1 Tertiary Non University.....2 Teacher Education/College....3 Vocational Education.....4 Secondary: O-Level.....5 Secondary: A-Level.....6 Primary Education.....7	58. Main Subject of Training	For Official Use (SUBJECT OF TRAINING)				59. Citizenship  Tanzania.....1 Kenya.....2 Uganda .....3 Other.....4	60. Employment Status  Permanent.....1 Contract.....2 Casual.....3 Apprentices.....4 Other.....5	61. Starting salary (TZS)
					Male	Female									
Eg1.Account Assistant						3	6	Accounting					1	2	350,000/=
eg2. Primary School Teacher					2	7	5	Teaching					2	1	230,000/=
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															
13															

*Note: If you have more than 13 occupation titles with different characteristics, list the additional titles with their related information in a separate sheet*

## **PART V: CURRENT JOB VACANCIES:**

### **INSTRUCTIONS**

**Q. 63.      NUMBER OF VACANCES:**

State clearly the number of prevailing vacant posts in your organization.

**Q. 64.      REQUIRED LEVEL OF EDUCATION:**

Indicate clearly the required level of education code that has to be attained to enable the new employees recruited e.g. *Tertiary non University = code 1.*

**Q. 65.      MAIN QUALIFICATION/SKILL REQUIRED:**

State clearly the main qualification/skill required by the new recruited staff to fill the vacant posts e.g. *vocational certificate grade 1 (G 1) .*

**Q. 66.      REQUIRED WORK EXPERIENCE:**

Please indicate the working experience code of the new recruited staff in terms of total duration in each organization e.g. *1 to 2 years = code 2 .*

**Q. 67.      EXISTING VACANCES ARE DUE TO:**

Indicate clearly factors code which lead to the availability of vacant posts e.g. *New position created in the organization code = code 3 .*

**Q. 68.      GENDER PREFERENCE:**

Mark (X) the gender preference column.



PART V: CURRENT JOB VACANCIES (NAFASI ZA KAZI AMBAZO ZIPO WAZI KWA SASA)													
62. Occupational Title (Write in full) e.g. Accountant	For Official Use TASCO				63. Number of vacancies	64. Required level of education	65. Main Qualification /Skill required (Write in full)	For Official Use (SUBJECT OF TRAINING)			66. Required work experience	67. Existing vacancies are due to:	68. Gender Preference
						Tertiary University.....1 Tertiary Non University.....2 Teacher Education/College...3 Vocational Education.....4 Secondary: O-Level.....5 Secondary: A-Level.....6 Primary Education.....7							Male .....1 Female.....2 None .....3
1													
2													
3													
4													
5													
6													
7													
8													
9													
10													
11													
12													
<b>Note: If you have more than 12 occupation titles with different characteristics, list the additional titles with their related information in a separate sheet</b>													

I certify that to the best of my knowledge the information stated on this form is correct.

Nathibitisha kuwa habari zote nilizotoa katika fomu hii ni za kweli kabisa.

Name/Jina:.....

Position/Cheo:.....

Signed/Saini:.....

Date/Tarehe:.....

Tephone No. /Simu:.....

**ASANTE KWA USHIRIKIANO WAKO.**

**THANK YOU FOR YOUR CO – OPERATION.**