



# **E**MPLOYMENT AND **E**ARNINGS **S**URVEY 2001

**NATIONAL BUREAU OF STATISTICS TANZANIA**



## TABLE OF CONTENTS

Table of Contents .....	i
List of Figures .....	vi
Foreword .....	vii
Executive Summary .....	viii
<b>CHAPTER ONE: METHODOLOGY .....</b>	<b>1</b>
1.0 Introduction:.....	1
1.1 Background.....	1
1.2 Objective of the Survey .....	1
1.3 Concepts and Definitions.....	1
(a) The Scope.....	1
(b) Employee .....	1
(c) Regular Employee.....	1
(d) Casual Workers .....	2
(e) Young Persons .....	2
(f) Wage Rate .....	2
(g) Cash Earnings .....	2
(h) Annual Wage-Bill .....	2
1.4 The type of Benefits involved in the Survey .....	2
(a) Free Housing.....	2
(b) Paid Leave.....	3
(c) Maternity Leave.....	3
(d) Free Ration.....	3
(e) Social Security Fund .....	3
1.5 Sector Classification .....	3
(a) The Public Sector.....	3
(b) The Private Sector.....	3
1.6 Industrial Classification .....	4
(i) Agriculture .....	4
(ii) Mining and Quarrying.....	4
(iii) Manufacturing.....	4
(iv) Public Utilities .....	4
(v) Construction.....	4

(vi)	Commerce .....	5
(vii)	Transport and Communications .....	5
(viii)	Finance .....	5
(ix)	Community Services .....	5
1.7	Survey Methodology and Estimation Procedure .....	5
(a)	Selection of Establishments .....	5
(b)	Sample Design .....	5
(c)	Sample Selection.....	6
(d)	Response Status .....	6
(e)	Estimation of the Non-Response .....	7
<b>CHAPTER TWO: EMPLOYMENT PROFILE .....</b>		<b>9</b>
2.1	Composition of Employment by Major Sector and Gender .....	9
2.2	Total Composition of Employment by Sectors.....	10
2.3	Composition of Regular Employment by Citizenship and Sex .....	11
2.4	Composition of Total Employment by Sector and Industrial Division	11
2.5	Composition of Total Employment by Regions and Sector .....	12
2.6	Composition of Total Employment by Regions, Citizenship and Sex	13
2.7	Employment by Major Sectors And Gender For The Year 2001 .....	14
2.8	Total Employment by Sectors.....	15
2.9	Distribution of Regular Employees by Industrial Major Division.....	15
2.10	Distribution of Casual Employees by Industrial Major Division .....	15
2.11	Regular Employees by Citizenship and Sex .....	16
2.12	Total Employment by Industrial Division .....	16
2.13	Total Employment by Regions and Sector .....	17
2.14	Private Sector Total Employment by Regions and Gender .....	18
2.15	Public Sector Total Employment by Regions and Gender .....	19
2.16	Total Employment by Regions, Citizenship and Sex-----	20
2.17	Wage groups of Adult Citizens by Sector and Gender-----	21
<b>CHAPTER THREE: THE WAGE RATE PROFILE.....</b>		<b>22</b>
3.1	Average Wages of Regular Adult Citizens by Industrial Division and Major Sectors .....	22
3.2	Composition of Overall Wage Distribution of Adult Citizens by Sector Gender and Wage Group .....	24
3.3	Composition of Wage Group Distribution of Adult Citizens by Sector And Gender.....	24
3.4	Average Wages of Citizens By Sector And Sex.....	26
3.5	Composition of Wage Groups of Regular Adult Citizens by Major Industries.....	27
3.6	Wage Groups of Regular Adult Citizens by Regions .....	28

3.7	Wage Group Distribution of Adult Citizens by Sector and Gender ....	29
3.8	Wage Groups of Regular Adult Citizens by Major Industries.....	29
3.9	Wage Groups of Regular Adult Citizens by Region.....	30

**CHAPTER FOUR: CASH EARNINGS PROFILE .....31**

4.1	Annual Earnings by Broad Sector and Gender .....	31
4.2	Composition of Annual Earnings by Sector And Gender.....	32
4.3	Monthly Average Earnings by Sector And Gender .....	33
(a)	Earnings by terms of Employment .....	34
(4.4)	Composition Of Annual Cash Earnings Of Regular and Casual Employees .....	34
(4.5)	Composition Of Annual Cash Earnings Of Regular Employees .....	34
(b)	Average Monthly Earnings by Terms of Employment.....	35
(4.6)	Monthly Average Earnings Of Regular Employees.....	36
(4.7)	Average Earnings Of Casual Employees .....	37
(4.8)	Trend Of Average Earnings in Real Terms by Terms of Employment.....	38
(c)	Earnings of Adult Citizens in Regular Employment .....	38
(4.9)	Employed Adult Citizens and Annual Earnings by Broad Sector and Gender.....	39
(d)	Earnings of Adult Non-Citizens.....	39
(4.10)	Annual Cash Earnings of Adult Non-Citizens.....	39
(e)	Total Annual Cash Earnings in Different Industrial divisions.....	39
(4.11)	Composition of Annual Cash Earnings of All Employees by Industry Major Division.....	40
(f)	Earnings of Regular and Casual Workers by Industry.....	40
(4.12)	Annual Earnings by Sector and Gender.....	41
(4.13)	Annual Cash Earning of Regular Employees .....	41
(4.14)	Annual Cash Earnings of Casual Employees .....	41
(4.15)	Employed Adult Citizens by Sector and Gender .....	42
(4.16)	Annual Cash Earnings of Adult Citizens by Sector and Gender.....	42

(4.17)	Total Employment by Major Industrial Division.....	42
(4.18)	Annual Cash Earnings of All Employees by Industrial Major Division .....	43
(4.19)	Annual Cash Earnings of All Regular Employees by Major Industry .....	43
(4.20)	Annual Cash Earnings of All Casual Employees by Major Industry .....	43
(4.21)	Monthly Average Earnings by Industry.....	44
(4.22)	Monthly Average Earnings of Employees in the Private Sector by Major Industry .....	44
(4.23)	Monthly Average Earnings by Industry of Employees in the Public Sector by Major Industry .....	44

**CHAPTER FIVE: ANNUAL WAGE BILL PROFILE .....45**

5.1	Annual Wage Bill by Cash, Free Ration and Sector .....	45
5.2	Composition of Annual Wage Bill by Industrial Major Division .....	46
5.3	Wage Bill by Category of Employment And Industry .....	47
5.4	Composition of Annual Wage Bill By Region .....	48
5.5	Annual Wage Bill By Industrial Major Division.....	49
5.6	Annual Wage bill by Region.....	50

**APPENDICIES .....51**

Appendix 1:	Employment by Industrial Major Division .....	51
Appendix 2:	Total Employment by Region and Industrial Division Private Sector .....	51
Appendix 3:	Total Employment by Region and Industrial Division Public Sector .....	52
Appendix 4:	Annual Wage Bill Composition by Sectors .....	53
Appendix 5:	Annual Wage Bill by Industrial Division .....	53
Appendix 6:	Total Annual Wage Bill by Industrial Division.....	54
Appendix 7:	Total Annual Wage Bill by Region and Industrial Division .....	55
Appendix 8:	Annual Cash Earnings by Gender and Terms of Employment.....	55
Appendix 9:	Private Sector; Annual Cash Earnings by Terms of Employment and Industrial Division .....	56
Appendix 10:	Public Sector; Annual Cash Earnings by Terms of Employment and Industrial Division .....	56
Appendix 11:	Mean and Median Wages of Adult Citizens by Major Industries.....	57
Appendix 12:	Average Wages of Regular and Casual Adult Males by Industry Sector and Citizenship.....	57

Appendix 13:	Average Wages of Regular and Casual Adult Females by Industry Sector and Citizenship .....	58
Appendix 14:	Labour Costs by Sectors .....	58
Appendix 15:	Composition of Labour Costs by Sectors .....	59
Appendix 16:	Total Employment by Region and Industrial Division .....	60
Appendix 17:	Number of Regular Adult Citizens by Sector, Gender and Wage .....	61
Appendix 18:	Number of Regular Adult Citizens by Sector, Gender and Wage .....	62
Appendix 19:	Annual Wage Bill Composition by Industrial Division.....	62

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## LIST OF FIGURES

- Figure 2.1: Composition of Employment by Major Sectors and Gender for The year 2001
- Figure 2.2: Composition of Employment by Sectors
- Figure 2.4: Composition of Total Employment by Sector and Industrial Division
- Figure 2.5: Composition of Total Employment by Region
- Figure 2.6: Composition of Total Employment by Regions, Citizenship and Sex
- Figure 3.1: Average Wages of Regular Adult Citizens by Industrial Division and Major Sectors
- Figure 3.3: Wage Group Distribution of Adult Citizens by Sector and Gender
- Figure 3.4: Average Wages of Citizens by Sector and Sex
- Figure 3.5: Composition of Wage Groups of Regular Adult Citizens by Major Industries
- Figure 4.1: Annual Earnings by Broad Sector and Gender
- Figure 4.2: Composition of Annual Earnings by Sector and Gender
- Figure 4.3: Monthly Average Earnings by Sector and Gender (Tshs.)
- Figure 4.5: Composition of Annual Cash Earnings of Regular and Casual Employees
- Figure 4.6: Monthly Average Earnings of Regular Employees
- Figure 4.7: Average Earnings of Casual Employees in June 2001
- Figure 4.8: Composition of Annual Cash Earnings of All Employees by Industry Major Division
- Figure 5.1: Composition of Annual Wage Bill by Industrial Major Division
- Figure 5.2: Composition of Annual Wage Bill by Region

## **FOREWORD**

The history of Employment and Earnings Surveys in Tanzania goes back to 1963 when the first post independence survey was launched. From then onwards, data on Employment and Earnings continued to be collected annually. However, due to lack of funds, this series was discontinued after the 1984 survey.

The data in this report is the only source of regional information showing the distribution of income and number of employees in formal sectors of employment. Thus, the need for this report arises from the appreciation of information gap that persisted on employment and earnings.

Like the previous Employment and Earnings Surveys, the National Bureau of Statistics (NBS) is fully responsible for the 2001 survey. However, its success depended on the cooperation and contribution of several departments and individuals during the various stages of implementation.

This report is an outcome of combined efforts of members of staff from the Department of Labour and Price Statistics, Department of Statistical Methods and Standards, Department of Field Operations, particularly the Central Register of Establishments (CRE) unit and the Regional Statistical Offices.

Particular word of thanks goes to the Division of Social Services and Human Resources Planning in the President's Office, Planning and Privatization and the Department of Employment in the Ministry of Labour, Youth Development and Sports for releasing Mr. J. B. Mwinuka and Mr. G. K. Ngoi respectively, to work with NBS in producing this report.

Lastly, but not least, our thanks should go to employers and all stakeholders who supplied us with the requested information.

NBS looks forward for your continued cooperation in the coming surveys.

Cletus P. B. Mkai  
DIRECTOR GENERAL  
June, 2004

## EXECUTIVE SUMMARY

This Report presents the results of Employment and Earnings Survey conducted in 2001. The key objective of the survey was to get information on employment and earnings.

Generally, the survey was designed in such a way that, the results can be used for estimating the labour market indicators that could be used for planning, policy formulation and examining the contribution to Gross Domestic Product (GDP) of different categories of employment.

Though some comparison can be made with the previous 1984 survey, the two surveys were conducted based on slightly different methods.

The publication consists of six sections, namely Methodology, The Employment Profile, The Wage Rates Profile, The Cash Earnings Profile and The Annual Wage Bills Profile and Appendices. In each section, equal emphasis has been put on the presentation of the survey results as well as the methodology adopted in data collection, sample design as well as data processing. However, the details of questions in the questionnaire confined the survey to capture information as presented in the above-mentioned sections.

### **The Employment Profile:**

- 818,860 persons were employed in both Private and Public Sectors compared to 633,380 in 1984.
- 52 percent were employed in the Private Sector while in 1984 the percentage was 27 percent.
- 70.7 percent were adult males while adult females were 29.3 percent.
- In both 1984 and 2001 casual workers constituted 15 percent.
- Community services constituted the highest percent of 43 while mining and quarrying constituted the lowest, about one percent.
- Dar es Salaam region constituted the highest with 41 percent of the total number of employees while Lindi region constituted the lowest, about one percent.

### **The Wage Rates Profile:**

- The overall monthly average wages of regular adult citizens were Tshs. 108,266 in Private Sectors compared to Tshs. 123,779 in Public Sectors.

- The average monthly wage of regular adult citizens in Finance Sector was Tshs. 224,036 and was the highest compared to other industrial sectors. The Agricultural Sector earned the lowest average of Tshs. 54,733.

**The Cash Earnings Profile:**

- The Public and Private Sectors' earnings were 60 and 40 percent respectively.
- Males and Females earnings were 77.1 and 22.9 percent respectively.

**The Annual Wage Bills Profile:**

- Public and Private Sectors' Wage Bill was 58 and 42 percent respectively.
- Community services attained the highest wage bill of 51 percent, manufacturing 13 percent while mining and quarrying was the lowest with less than one percent of the total.

# CHAPTER ONE

## METHODOLOGY

### 1.0 Introduction

#### 1.1 Background

The Employment and Earnings Survey is planned to be an annual survey to be conducted by the National Bureau of Statistics from 2001. The enumeration covers three main categories of employment in both private and public sectors. The categories involved are: All establishments of public sector; all registered private establishments employing at least 50 persons; and a sample of all registered private establishments whose employment capacity was between 5 to 49 persons in Tanzania Mainland. The survey does not include, domestic servants in Private households, non-salaried working proprietors and non-salaried family workers.

The former Employment and Earnings Surveys whose last report was produced in 1984 were census in the sense that, enumerations were carried out in all establishments of both private and public sectors. However, the Employment and Earnings Survey conducted in 2001 was based on a combination of both complete enumeration and sample approach. The sampling approach was adopted after realizing that, to cover all establishments in the country was a very expensive and time-consuming task.

#### 1.2 Objective of the Survey

The broad objective of the 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.

#### 1.3 Concepts and Definitions

##### (a) The Scope

The term *scope* as far as Employment and Earnings Survey is concerned means the description of the type of establishments and geographical areas that were covered by the survey, in accordance with the International Standard Industrial Classification (ISIC) Ver.2 for standard definitions and classification.

##### (b) Employee

The term *Employee* refers to all Wage Earners and Salaried employees whether engaged full-time, part-time or casually as on the last full working day of June 2001.

##### (c) 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.

**(d) Casual Workers**

The term **Casual Workers** refers to all persons receiving daily wages and other employees who have not worked for the full month of June, 2001.

**(e) Young Persons**

The term **Young Persons** for the purpose of this survey refers to all persons under the apparent age of 16 years.

**(f) Wage Rate**

The term **Wage Rate** refers to the basic agreed rate of pay, paid for normal time of work and relate to a time-unit such as hour, day, week or month.

**(g) Cash Earnings**

The term **Cash Earnings** refers to the remuneration in cash paid to employees, for time worked or work done before any deductions are made, such as employers' contribution to social security fund or pension. 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 employer.

**(h) Annual Wage-Bill**

The term **Annual Wage-Bill** figures comprise 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.

#### **1.4 The types of Benefits involved in the Survey**

Employers were required to supply information of number of employees who receive the respective benefit and the amount of cash paid as a net cost to employer for those benefits. The following are the various types of benefits incorporated in the Questionnaire: -

**(a) 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.

**(b) Paid Leave**

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

**(c) Maternity Leave**

The term *Maternity Leave* refers to the total number of person-days and their total value in terms of Tshs granted to female employees after delivery.

**(d) 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.

**(e) Social Security Fund**

The term *Social Security Fund* refers to the contributions by the employer to the 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 Sector Classification

The Labour economy is divided into the following two principal sections: -

- (a) Public Sector.
- (b) Private Sector.

These two principal sections in turn are sub-divided as follows: -

**(a) The Public Sector**

- (i) The Government establishments combine three Public Sectors, which include, Central Government, Local Government (Urban Authorities) Local Government (District Councils).
- (ii) Profit making Parastatal Organizations.
- (iii) Non-Profit making Parastatal Organizations.

**(b) The Private Sector**

- (i) Profit making Private Establishments.

- (ii) Non-Profit making Private Establishments.
- (iii) Co-operative Establishments.

## 1.6 Industrial Classification

The Tanzania Standard Industrial Classification is based on the U. N. International Standard Classification of all Economic Activities (ISIC) Rev.2 modified to suit circumstances peculiar to Tanzania. Where 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 were nine according to the above-mentioned ISIC Rev. 2:-

### (i) Agriculture

The term *Agriculture* includes all Establishments engaged primarily in crop husbandry, livestock, forestry or fishing including estates engaged in both growing and processing crops such as sisal or sugar. Agricultural, forestry and game propagation (not veterinary services that are included in services) services provided by public services are also included in this industry.

### (ii) Mining and Quarrying

The term *Mining and Quarrying* includes all Establishments engaged in mining, alluvial digging and quarrying.

### (iii) Manufacturing

The term *Manufacturing* includes all Establishments engaged in the production, making, assembling or repair of any article or thing but excluding agricultural processing activities undertaken on estates. Thus coffee growing and pulping, wattle growing up to the extraction of barks, sugar cane growing with the processing of jaggery by simple methods, tea growing up to the harvest and drying of leaves, sisal growing with the decortications of leaves are excluded but further processing of these products are included.

### (iv) Public Utilities

The term *Public Utilities* includes all Establishments engaged in the production and supply of electricity, gas and water engineering services.

### (v) Construction

The term **Construction** includes all Establishments engaged in construction, repair and maintenance of roads, buildings and other works.

**(vi) Commerce**

The term **Commerce** include all Establishments engaged in the wholesale and retail trade activities, co-operative marketing, restaurants and hotels.

**(vii) Transport and Communications**

The term **Transport and Communications** include all Establishments engaged in stevedoring, clearing and forwarding, land, water and air transport as well as storing and warehousing allied to transport.

**(viii) Finance**

The term **Finance** include all Establishments engaged in banking, insurance, bureau de change, real estates and business services like; advocating, accounting, auditing, data processing etc.

**(ix) Community Services**

The term **Community Services** is a broad industry, which include all Establishments providing educational, health, veterinary, religious, recreational and cultural, personal, households and other related services, public administration, research and scientific institutions, social welfare institutions as well as business, professional and labour associations.

## 1.7 Survey Methodology and Estimation Procedure

**(a) The Selection of Establishments**

The Employment and Earnings Survey of 2001 used the existing Central Register of Establishments (CRE) frame. The selection of establishments from the CRE frame falls under the following groups: -

- (i) All establishments of public sectors found in the CRE frame of 2001 were taken.
- (ii) All establishments of private sector with at least 50 employees found in the CRE frame of 2001 were taken.
- (iii) The selection of establishments of private sector employing persons in the range of 5 to 49 was based on a sample.

**(b) The Sample Design**

- (i) A sample of 10 percent of establishments was selected in the employment size group of 5 to 9 employees.

- (ii) A sample of 33 percent of establishments was selected in the employment size group of 10 to 49 employees.

**(c) Sample Selection**

A random sampling method was used to select the number of establishments to be enumerated according to the sample size in each employment group. The number of selected establishments is shown in the Table below:-

**Table 1.1: Number of Sampled Private Sector Establishments 5 – 49 category**

Serial No.	Sector	Number of Establishments		Overall
		Employment Size 5-9	Employment Size 10-49	Employment Size Total
1	Profit Making Enterprises	336	693	1029
2	Non - Profit Making Enterprises	33	168	201
3	Cooperatives	26	34	60
<b>Total Establishments</b>		<b>395</b>	<b>895</b>	<b>1290</b>

The overall number selected and establishments involved in the Employment and Earnings Survey for both private and public sectors is shown in Table 1.2 below:

**Table 1.2: Total Number and Sampled Establishments**

Serial No.	Sector	Employment Size Groups	Number of Establishments	
			Total	Sampled
1	Private Sector	5 - 9	4,289	395
2	Private Sector	10 – 49	3,881	895
3	Private Sector	50+	1,074	1,074
4	Public Sector	All	4,988	4,988
<b>Total</b>			<b>14,232</b>	<b>7,352</b>

During the enumeration process enumerators were instructed to include in the survey, all new establishments in the public sector and those employing at least 50 persons in the private sectors that will be identified in the field but were not included in the provided list of establishments prepared for the survey.

**(d) The Response Status**

The list of establishments prepared for the survey was not exhaustive in both private and public sectors. Among those establishments drawn from the CRE frame, there were duplicates as well as those closed down and other establishments that were operating but were not in the list. All duplicates and closed down establishments were eliminated from the list and all the new establishments that qualified for enumeration were added to the list to form a new list in the sample, which included all operating establishments.

As it has been mentioned above, the list of establishments for data collection consisted of two main groups. The first group comprised of establishments involved in complete enumeration procedure that included all public sector and all private sector establishments employing at least 50 persons in the private sector. The second group was the sampled establishments that included establishments of private sector with employment size of 5 to 49 persons.

As seen from Table 1.3 below, it is observed that responses for private sector establishments in the 5 to 9 group were very low compared to any other category. After analysis it was determined that the low response was due to lack of record keeping in the small establishments, and non-vigorous follow up during data collection.

**Table 1.3: Number of Establishments and Response Rate**

Serial No.	Sector	Employ. Size	Number of Establishments			Response Rate
			Original List	Updated List	Response	
1	Private Sector	5 - 9	395	265	147	55.5
2	Private Sector	10 – 49	895	721	518	71.8
3	Private Sector	50+	1074	902	541	60.0
4	Public Sector	All	4988	4795	3692	77.0
<b>Total</b>			<b>7,352</b>	<b>6,687</b>	<b>4,898</b>	<b>73.2</b>

**(e) Estimation of the Non-Response**

All establishments that were proved to be in operation during the survey reference year but could not respond at the end of data collection had information estimated through various procedures depending on the method of enumeration used. The substitution method was used for all establishments falling under the complete enumeration category while the estimation in the sampled establishments was dealt with differently.

As analysis and report writing was done during 2003/04, data from establishments in 2002 and 2003 surveys were used to estimate those establishments that could not respond in the year 2001. The substitution method of those establishments used for estimation was done with the assumption that there were no big changes in performance between the reference period of year 2001 and that of either year 2002 or year 2003.

Estimation in the sampled establishments was based on the established sampling weights. The weights were adjusted to suit the response status of the category of employment involved in the respective region.

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

$$\begin{aligned} \text{Weight} &= N/n \\ \text{Where: } N &= \text{Total number of establishments before sampling} \\ n &= \text{Total number of establishments sampled.} \end{aligned}$$

In the situation where non responding establishments exist, like in the 2001 survey, to account for the non response the weights for each cell has been expressed as:-

$$\text{Weight} = \frac{N_{hij} [1 - \frac{\alpha_{hij}}{n_{hij}}]}{n_{hij} - \alpha_{hij}}$$

**Where:**

- $N_{hij}$  = Total number of establishments before sampling in sector j of region i in stratum h Where: j = 1...3, i = 1...20 and h = either 5 – 9 or 10 –49
- $n_{hij}$  = Total number of establishments after sampling in sector j of region i in Stratum h Where: j = 1...3, i = 1...20 and h = either 5 – 9 or 10 –49
- $\alpha_{hij}$  = Non-responding establishments in sector j of region i in Stratum h Where: j = 1...3, i = 1...20 and h = either 5 – 9 or 10 -49
- h** = Stratum (the survey dealt with two strata).
- i** = Region (the survey dealt with 20 regions)
- j** = Private sector (the survey dealt with three sub sectors)

**Estimation of the Population Totals is given by**

$$\hat{Y}_{hij} = \beta_{hij} * \frac{N_{hij} [1 - \frac{\alpha_{hij}}{n_{hij}}]}{n_{hij} - \alpha_{hij}}$$

**Where:**

- $\beta_{hij}$  = Responded establishments in sector j of region i in Stratum h

Where:  $j = 1 \dots 3$ ,  $i = 1 \dots 20$  and  $h = \text{either } 5 - 9 \text{ or } 10 - 49$

## CHAPTER TWO

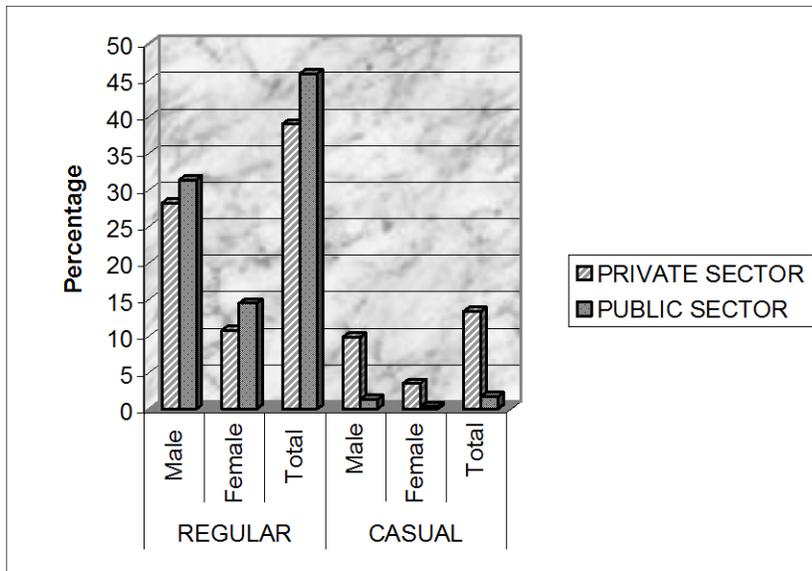
### EMPLOYMENT PROFILE

Total wage and salary employment included 52 percent in the private sector and 48 percent in the public sector. Regular employees were 85 percent while casual employees were 15 percent as shown in Table 2.1, as well as Figure 2.1.

**TABLE 2.1: COMPOSITION OF EMPLOYMENT BY MAJOR SECTORS AND GENDER FOR THE YEAR 2001**

SECTORS	REGULAR			CASUAL			TOTAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
PRIVATE SECTOR	28	11	39	10	4	13	38	14	52
PUBLIC SECTOR	31	15	46	1	0	2	33	15	48
<b>BOTH</b>	<b>60</b>	<b>25</b>	<b>85</b>	<b>11</b>	<b>4</b>	<b>15</b>	<b>71</b>	<b>29</b>	<b>100</b>

**Figure 2.1: COMPOSITION OF EMPLOYMENT BY MAJOR SECTORS AND GENDER FOR THE YEAR 2001**



As it can be observed from figure 2.1, proportionately more regular employees are in the public sector while more casual employees are in the private sector.

Out of those employed in the private sector, 88 percent were in profit making establishments, 9 percent in non-profit making and 3 percent in cooperatives. The public sector shows that the government employed 82 percent, the profit making parastatals 16 percent and the non-profit making parastatals had 1 percent.

In terms of gender, it can be observed that within the private sector, male employment was 73 percent while female employment was 27 percent. In the public sector, 69 percent were males and 31 percent were females as can be observed from Table 2.2, and Figure 2.2.

**TABLE 2.2: TOTAL COMPOSITION OF EMPLOYMENT BY SECTORS**

SECTORS	Male	Female	Young	Total
<b>A: PRIVATE SECTOR:</b>				
Private Profit Making	64	23	-	88
Private Non Profit Making	6	4	-	9
Cooperatives	2	1	-	3
<b>TOTAL</b>	<b>73</b>	<b>27</b>	<b>-</b>	<b>100</b>
<b>B: PUBLIC SECTOR:</b>				
Government	55	27	-	82
Parastatal Profit Making	13	3	-	16
Parastatal Non Profit Making	1	1	-	1
<b>TOTAL</b>	<b>69</b>	<b>31</b>	<b>-</b>	<b>100</b>

**Figure 2.2: COMPOSITION OF EMPLOYMENT BY SECTORS**



As it can be observed from figure 2.2 proportionately more male employees are in private sector while more female employees are in the public sector.

The composition of regular employment on table 2.3 shows that 99 percent were citizens and only 1 percent was a non-citizen. Among the citizens, 70 percent were males and 30 percent were females. As for non-citizens, 91 percent were males and 9 percent were females.

**TABLE 2.3: COMPOSITION OF REGULAR EMPLOYMENT BY CITIZENSHIP AND SEX**

SECTORS	CITIZENS				NON CITIZEN				TOTAL			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Private Profit Making	28	11	0	39	83	6	-	89	29	11	0	39
Private Non Profit Making	3	2	0	5	1	1	-	3	3	2	0	5
Cooperatives	1	0	-	1	-	-	-	-	1	0	-	1
Government	30	15	0	45	6	2	-	7	30	15	0	45
Parastatal Profit Making	7	2	-	8	1	0	-	1	7	2	-	8
Parastatal Non Profit Making	0	0	-	1	0	-	-	0	0	0	-	1
<b>Total</b>	<b>70</b>	<b>30</b>	<b>0</b>	<b>99</b>	<b>91</b>	<b>9</b>	<b>-</b>	<b>1</b>	<b>70</b>	<b>30</b>	<b>0</b>	<b>100</b>

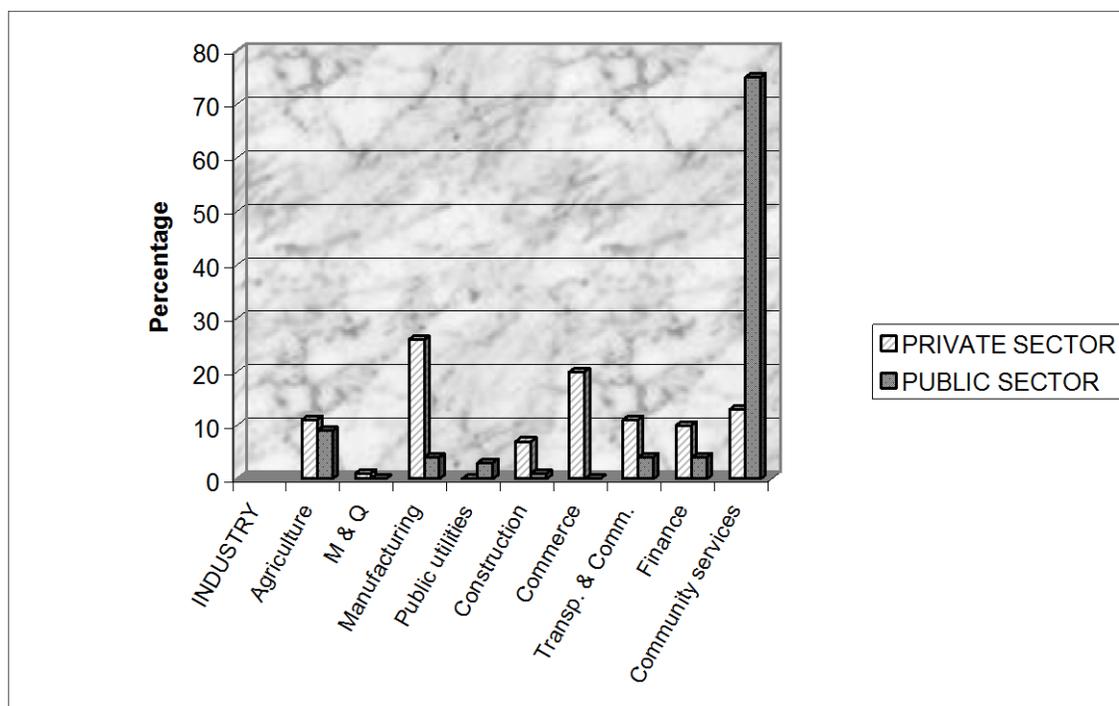
Table 2.4 shows that community services engaged 43 percent followed by manufacturing and commerce, which had a share of 15 and 11 percent respectively. Mining and quarrying and public utilities had the lowest employment of about 1 percent each.

**TABLE 2.4: COMPOSITION OF TOTAL EMPLOYMENT BY SECTOR AND INDUSTRIAL DIVISION**

INDUSTRY	PRIVATE				PUBLIC				ALL SECTORS TOTAL			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	11	11	11	11	9	8	46	9	10	10	19	10
Mining & Quarrying	1	0	-	1	0	0	-	0	1	0	-	1
Manufacturing	27	22	-	26	4	3	-	4	17	12	-	15
Public utilities	0	0	-	0	4	2	-	3	2	1	-	1
Construction	9	3	-	7	1	1	-	1	5	2	-	4
Commerce	20	20	-	20	0	0	-	0	11	10	-	11
Transport & Communication	13	6	53	11	5	2	-	4	9	4	41	8
Finance	7	19	-	10	5	2	-	4	6	10	-	7
Community services	11	19	36	13	71	83	54	75	39	51	40	43
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>								

As it can be observed in figure 2.4 below, in all sectors (except for public utilities and community services), proportionately more people are engaged in the private sector.

**Figure 2.4: COMPOSITION OF TOTAL EMPLOYMENT BY SECTOR AND INDUSTRIAL DIVISION**

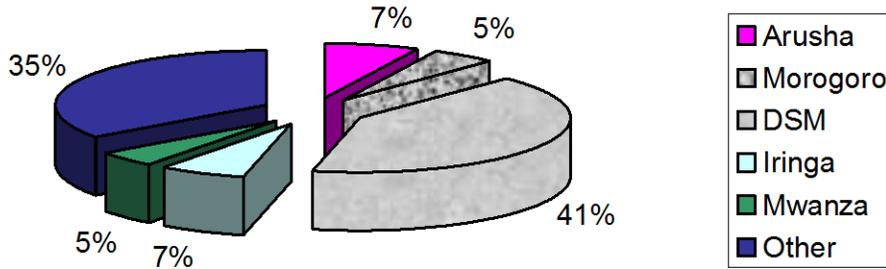


The regional distribution of employment shows that Dar es Salaam had 41 percent of total employment. The other regions which recorded high employment were Arusha 7 percent, Iringa 7 percent, Morogoro 5 percent, Mwanza 5 percent and other regions 35 percent. The regional distribution of employment in the private and public sectors followed a similar trend, as can be deduced from Table 2.5.

**TABLE 2.5: COMPOSITION OF TOTAL EMPLOYMENT BY REGIONS AND SECTOR**

REGION	PRIVATE SECTOR			PUBLIC SECTOR			TOTAL
	Private Profit Making	Private Non Profit Making	Cooperatives	Government	Parastatal Profit Making	Parastatal Non Profit Making	
Arusha	4	0	0	2	0	0	7
Morogoro	2	0	0	2	1	0	5
DSM	26	0	0	11	4	0	41
Iringa	3	1	0	2	1	0	7
Mwanza	2	0	1	2	0	0	5
Other	9	3	1	20	2	0	35
<b>Total</b>	<b>46</b>	<b>5</b>	<b>2</b>	<b>39</b>	<b>8</b>	<b>1</b>	<b>100</b>

**Figure 2.5: COMPOSITION OF TOTAL EMPLOYMENT BY REGION**



Public and private sector employment by gender and region shows that more males were employed than females in all regions. Some 133 young persons of both sexes were employed in the private sector and 39 in the public sector.

It can be observed from table 2.6 that the regional distribution of the total employed non-citizens was 72 percent in Dar es Salaam, 6 percent in Arusha, 6 percent in Mwanza and 5 percent in Rukwa. From a gender perspective, it can be observed that, among the citizens females were 30 percent. On the other hand, females were 9 percent among non-citizens. About 74 percent of citizens were males casual workers and 26 percent were females. Casual workers were 18 percent of the regular workers.

**TABLE 2.6: COMPOSITION OF TOTAL EMPLOYMENT BY REGIONS, CITIZENSHIP AND SEX**

REGION	CITIZEN				NON CITIZEN				TOTAL		
	Male	Female	Young	Total	Male	Female	Young	Total	Regular	Casual	Regular & Casual
Arusha	7	6	-	7	5	18	-	6	7	10	7
DSM	42	41	-	42	75	41	-	72	42	37	41
Rukwa	1	2	-	1	4	8	-	5	1	0	1
Mwanza	5	5	-	5	6	5	-	6	5	5	5
Others	45	47	100	46	9	28	-	11	45	48	46
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>-</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Figure 2.6: COMPOSITION OF TOTAL EMPLOYMENT BY REGIONS, CITIZENSHIP AND SEX

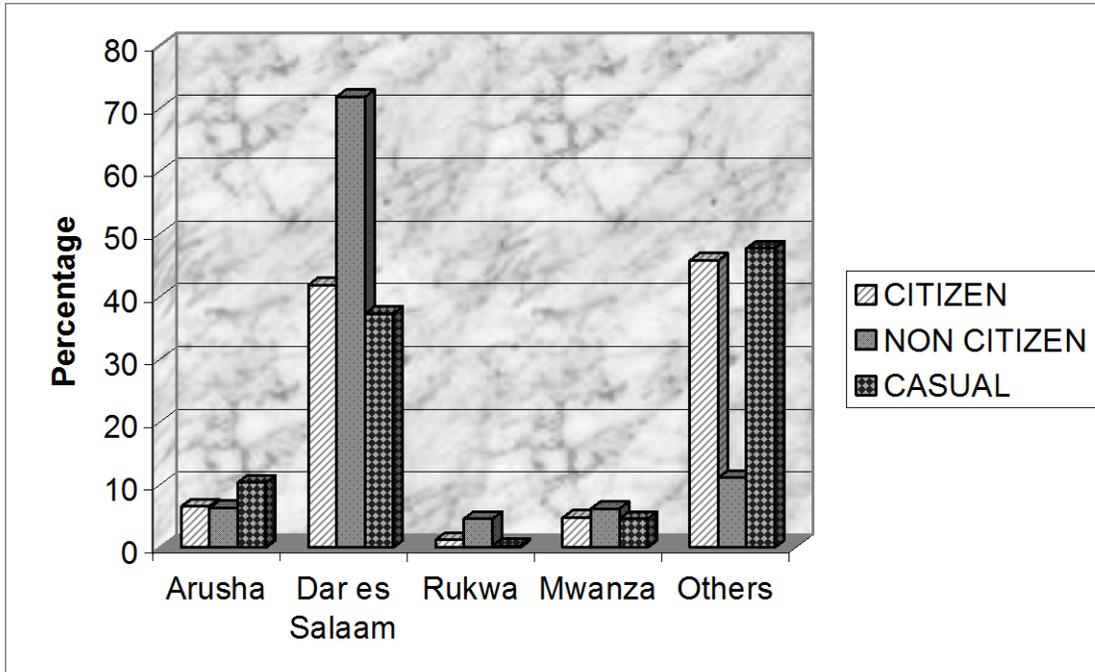


TABLE 2.7: EMPLOYMENT BY MAJOR SECTORS AND GENDER FOR THE YEAR 2001

SECTORS	REGULAR				CASUAL				TOTAL			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
PRIVATE	230,824	88,652	110	319,586	80,674	28,924	22	109,620	311,498	117,576	133	429,207
PUBLIC	256,590	118,979	32	375,601	10,971	3,075	7	14,053	267,561	122,054	39	389,654
<b>BOTH</b>	<b>487,414</b>	<b>207,631</b>	<b>142</b>	<b>695,187</b>	<b>91,645</b>	<b>31,999</b>	<b>29</b>	<b>123,673</b>	<b>579,058</b>	<b>239,630</b>	<b>172</b>	<b>818,860</b>

**TABLE 2.8: TOTAL EMPLOYMENT BY SECTORS**

SECTORS	Male	Female	Young	Total
<b>A: PRIVATE SECTOR:</b>				
Private Profit Making	276,597	99,069	116	375,782
Private Non Profit Making	24,736	15,039	17	39,791
Cooperatives	10,165	3,468	-	13,633
<b>TOTAL</b>	<b>311,498</b>	<b>117,576</b>	<b>133</b>	<b>429,207</b>
<b>B: PUBLIC SECTOR:</b>				
Government	213,848	107,014	39	320,901
Parastatal Profit Making	51,388	12,680	-	64,068
Parastatal Non Profit Making	2,325	2,360	-	4,685
<b>TOTAL</b>	<b>267,561</b>	<b>122,054</b>	<b>39</b>	<b>389,654</b>
<b>BOTH (A + B)</b>	<b>579,058</b>	<b>239,630</b>	<b>172</b>	<b>818,860</b>

**TABLE 2.9: DISTRIBUTION OF REGULAR EMPLOYEES BY INDUSTRIAL MAJOR DIVISION**

Major Industrial Division	All Regular Employees			
	MALE	FEMALE	YOUNG	TOTAL
Agriculture	34,472	11,456	18	45,946
Mining& Quarrying	3,746	407	0	4,153
Manufacturing	65,411	14,900	0	80,311
Public utilities	7,535	1,712	0	9,247
Construction	18,743	2,141	0	20,884
Commerce	54,659	21,577	0	76,236
Transport & Communication	46,677	9,651	70	56,398
Finance	31,950	24,073	0	56,023
Community services	224,222	121,714	54	345,990
<b>Total</b>	<b>487,414</b>	<b>207,631</b>	<b>142</b>	<b>695,187</b>

*72 of regular employees work in community services, manufacturing and commerce (See table... above)*

**TABLE 2.10: DISTRIBUTION OF CASUAL EMPLOYEES BY INDUSTRIAL MAJOR DIVISION**

Major Industrial Division	All Casual Employees			
	MALE	FEMALE	YOUNG	TOTAL
Agriculture	21,517	9,795	15	31,327
Mining& Quarrying	1,464	13	0	1,477
Manufacturing	31,008	13,925	0	44,933
Public utilities	1,993	253	0	2,246
Construction	13,011	2,040	0	15,051
Commerce	9,558	2,317	0	11,874
Transport & Communication	7,281	363	0	7,644
Finance	755	51	0	805
Community services	5,058	3,243	14	8,316
<b>Total</b>	<b>91,645</b>	<b>31,999</b>	<b>29</b>	<b>123,673</b>

*74 of casual workers are employed in agriculture, manufacturing and construction (See table... above)*

TABLE 2.11: REGULAR EMPLOYMENT BY CITIZENSHIP AND SEX

SECTORS	CITIZENS				NON CITIZEN				TOTAL			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Private Profit Making	195,651	72,785	101	268,537	5,547	399	-	5,945	201,198	73,183	101	274,482
Private Non Profit Making	21,860	13,789	9	35,658	83	93	-	176	21,943	13,882	9	35,834
Cooperatives	7,683	1,587	-	9,270	-	-	-	-	7,683	1,587	-	9,270
Government.	207,554	105,519	32	313,105	388	106	-	494	207,942	105,625	32	313,599
Parastatal Profit Making	46,381	11,047	-	57,428	69	10	-	79	46,450	11,057	-	57,507
Parastatal Non Profit Making	2,194	2,297	-	4,491	4	-	-	4	2,198	2,297	-	4,495
<b>Total</b>	<b>481,323</b>	<b>207,024</b>	<b>142</b>	<b>688,489</b>	<b>6,091</b>	<b>608</b>	<b>-</b>	<b>6,699</b>	<b>487,414</b>	<b>207,631</b>	<b>142</b>	<b>695,187</b>

TABLE 2.12: TOTAL EMPLOYMENT BY INDUSTRIAL DIVISION

INDUSTRY	PRIVATE				PUBLIC				ALL SECTORS TOTAL			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	34,718	13,056	15	47,789	24,250	10,031	18	34,299	58,968	23,087	33	82,088
Mining & Quarrying	4,055	230	-	4,285	1,155	190	-	1,345	5,209	420	-	5,630
Manufacturing	85,144	25,440	-	110,584	11,275	3,384	-	14,659	96,419	28,824	-	125,243
Public utilities	30	40	-	70	9,498	1,925	-	11,423	9,528	1,965	-	11,493
Construction	27,761	3,453	-	31,214	3,992	728	-	4,720	31,753	4,181	-	35,934
Commerce	63,481	23,660	-	87,142	735	233	-	968	64,216	23,893	-	88,110
Transport & Communication	40,392	7,261	70	47,723	13,567	2,753	-	16,320	53,959	10,014	70	64,043
Finance	20,583	22,099	-	42,682	12,122	2,025	-	14,147	32,705	24,124	-	56,829
Community services	35,334	22,336	47	57,718	190,967	100,785	21	291,773	226,301	123,121	68	349,491
<b>TOTAL</b>	<b>311,498</b>	<b>117,576</b>	<b>133</b>	<b>429,207</b>	<b>267,561</b>	<b>122,054</b>	<b>39</b>	<b>389,654</b>	<b>579,058</b>	<b>239,630</b>	<b>172</b>	<b>818,860</b>

**TABLE 2.13: TOTAL EMPLOYMENT BY REGIONS AND SECTOR**

REGION	PRIVATE SECTOR			PUBLIC SECTOR			TOTAL
	Private Profit Making	Private Non Profit Making	Cooperative	Govt.	Parastatal Profit Making	Parastatal Non Profit Making	
Dodoma	1,743	2,361	211	32,396	2,159	44	38,914
Arusha	35,631	3,479	82	17,115	1,732	55	58,094
Kilimanjaro	15,895	2,635	2,382	12,773	5,422	94	39,201
Tanga	17,224	1,024	-	8,385	741	31	27,405
Morogoro	18,960	2,936	137	14,566	4,888	288	41,774
Pwani	2,087	313	-	4,374	1,064	8	7,846
DSM	210,803	2,698	590	91,920	28,739	3,818	338,568
Lindi	1,364	1,553	81	4,230	115	3	7,346
Mtwara	4,137	2,219	6	7,649	870	-	14,881
Ruvuma	3,890	2,586	1,437	9,313	325	43	17,595
Iringa	20,873	5,427	10	17,572	10,728	43	54,653
Mbeya	10,340	1,375	25	13,598	2,225	21	27,584
Singida	954	260	-	9,366	182	-	10,762
Tabora	1,152	964	162	8,679	824	48	11,829
Rukwa	2,736	11	-	5,878	279	16	8,920
Kigoma	2,336	2,772	-	8,016	352	-	13,476
Shinyanga	5,382	1,908	1,861	12,490	707	149	22,497
Kagera	5,010	1,909	1,179	12,980	831	11	21,920
Mwanza	12,375	1,968	5,460	17,844	954	-	38,601
Mara	2,891	1,392	11	11,757	931	13	16,995
<b>Total</b>	<b>375,782</b>	<b>39,791</b>	<b>13,633</b>	<b>320,901</b>	<b>64,068</b>	<b>4,685</b>	<b>818,860</b>

**TABLE 2.14: PRIVATE SECTOR TOTAL EMPLOYMENT BY REGIONS AND GENDER**

REGION	PROFIT MAKING				NON PROFIT MAKING				COOPERATIVES				TOTAL			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	1,380	292	70	1,743	1,189	1,172	-	2,361	164	47	-	211	2,734	1,511	70	4,315
Arusha	25,160	10,456	15	35,631	1,991	1,488	-	3,479	52	30	-	82	27,203	11,974	15	39,192
Kilimanjaro	12,323	3,573	-	15,895	1,323	1,303	9	2,635	1,591	791	-	2,382	15,236	5,667	9	20,912
Tanga	11,533	5,660	31	17,224	708	316	-	1,024	-	-	-	-	12,241	5,977	31	18,248
Morogoro	14,482	4,478	-	18,960	1,892	1,044	-	2,936	115	21	-	137	16,489	5,544	-	22,032
Pwani	1,590	497	-	2,087	227	86	-	313	-	-	-	-	1,817	584	-	2,400
DSM	156,068	54,735	-	210,803	1,554	1,145	-	2,698	429	161	-	590	158,051	56,040	-	214,091
Lindi	1,048	316	-	1,364	1,297	256	-	1,553	81	-	-	81	2,427	572	-	2,998
Mtwara	3,517	620	-	4,137	1,519	700	-	2,219	6	-	-	6	5,042	1,320	-	6,362
Ruvuma	3,039	851	-	3,890	2,043	543	-	2,586	510	928	-	1,437	5,592	2,322	-	7,914
Iringa	13,431	7,442	-	20,873	3,352	2,075	-	5,427	9	1	-	10	16,792	9,517	-	26,310
Mbeya	8,669	1,672	-	10,340	805	570	-	1,375	16	9	-	25	9,490	2,250	-	11,740
Singida	580	374	-	954	114	146	-	260	-	-	-	-	694	520	-	1,214
Tabora	1,037	115	-	1,152	620	343	-	964	124	38	-	162	1,782	496	-	2,278
Rukwa	1,445	1,291	-	2,736	7	4	-	11	-	-	-	-	1,452	1,295	-	2,747
Kigoma	2,016	320	-	2,336	1,833	940	-	2,772	-	-	-	-	3,849	1,259	-	5,108
Shinyanga	4,537	844	-	5,382	1,216	693	-	1,908	1,629	232	-	1,861	7,382	1,768	-	9,151
Kagera	3,318	1,693	-	5,010	1,186	724	-	1,909	983	195	-	1,179	5,487	2,612	-	8,098
Mwanza	9,386	2,990	-	12,375	1,179	789	-	1,968	4,446	1,015	-	5,460	15,010	4,793	-	19,803
Mara	2,039	852	-	2,891	683	703	7	1,392	10	1	-	11	2,731	1,555	7	4,294
<b>Total</b>	<b>276,597</b>	<b>99,069</b>	<b>116</b>	<b>375,782</b>	<b>24,736</b>	<b>15,039</b>	<b>17</b>	<b>39,791</b>	<b>10,165</b>	<b>3,468</b>	<b>-</b>	<b>13,633</b>	<b>311,498</b>	<b>117,576</b>	<b>133</b>	<b>429,207</b>

**TABLE 2.15: PUBLIC SECTOR TOTAL EMPLOYMENT BY REGIONS AND GENDER**

REGION	Govt.				Parastatal Profit Making				Parastatal Non Profit Making				Total			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	24,613	7,778	5	32,396	1,903	256	-	2,159	34	10	-	44	26,550	8,044	5	34,599
Arusha	12,588	4,527	-	17,115	1,226	506	-	1,732	38	17	-	55	13,852	5,050	-	18,902
Kilimanjaro	7,832	4,941	-	12,773	4,418	1,004	-	5,422	67	27	-	94	12,317	5,972	-	18,289
Tanga	5,035	3,332	18	8,385	577	164	-	741	10	21	-	31	5,622	3,517	18	9,157
Morogoro	8,534	6,028	4	14,566	3,768	1,120	-	4,888	211	77	-	288	12,513	7,225	4	19,742
Pwani	2,511	1,858	5	4,374	839	225	-	1,064	4	4	-	8	3,354	2,087	5	5,446
DSM	61,274	30,646	-	91,920	24,572	4,167	-	28,739	1,747	2,071	-	3,818	87,593	36,884	-	124,477
Lindi	2,873	1,357	-	4,230	96	19	-	115	1	2	-	3	2,970	1,378	-	4,348
Mtwara	5,517	2,125	7	7,649	708	162	-	870	-	-	-	-	6,225	2,287	7	8,519
Ruvuma	5,955	3,358	-	9,313	262	63	-	325	31	12	-	43	6,248	3,433	-	9,681
Iringa	10,571	7,001	-	17,572	7,089	3,639	-	10,728	18	25	-	43	17,678	10,665	-	28,343
Mbeya	8,123	5,475	-	13,598	1,648	577	-	2,225	11	10	-	21	9,782	6,062	-	15,844
Singida	6,198	3,168	-	9,366	141	41	-	182	-	-	-	-	6,339	3,209	-	9,548
Tabora	5,388	3,291	-	8,679	724	100	-	824	34	14	-	48	6,146	3,405	-	9,551
Rukwa	4,057	1,821	-	5,878	235	44	-	279	11	5	-	16	4,303	1,870	-	6,173
Kigoma	5,774	2,242	-	8,016	307	45	-	352	-	-	-	-	6,081	2,287	-	8,368
Shinyanga	8,748	3,742	-	12,490	614	93	-	707	93	56	-	149	9,455	3,891	-	13,346
Kagera	8,895	4,085	-	12,980	714	117	-	831	7	4	-	11	9,616	4,206	-	13,822
Mwanza	11,592	6,252	-	17,844	732	222	-	954	-	-	-	-	12,324	6,474	-	18,798
Mara	7,770	3,987	-	11,757	815	116	-	931	8	5	-	13	8,593	4,108	-	12,701
<b>Total</b>	<b>213,848</b>	<b>107,014</b>	<b>39</b>	<b>320,901</b>	<b>51,388</b>	<b>12,680</b>	<b>-</b>	<b>64,068</b>	<b>2,325</b>	<b>2,360</b>	<b>-</b>	<b>4,685</b>	<b>267,561</b>	<b>122,054</b>	<b>39</b>	<b>389,654</b>

**TABLE 2.16: TOTAL EMPLOYMENT BY REGIONS, CITIZENSHIP AND SEX**

REGION	CITIZEN				NON CITIZEN				TOTAL		
	Male	Female	Young	Total	Male	Female	Young	Total	Regular	Casual	Regular& Casual
Dodoma	28,438	9,040	75	37,553	1	3	-	4	37,557	1,357	38,914
Arusha	32,494	12,415	-	44,910	311	108	-	419	45,329	12,765	58,094
Kilimanjaro	20,464	9,963	9	30,436	113	37	-	150	30,586	8,615	39,201
Tanga	12,830	6,017	49	18,896	156	1	-	157	19,053	8,353	27,405
Morogoro	20,539	10,837	4	31,380	67	23	-	91	31,470	10,304	41,774
Pwani	3,784	2,470	5	6,259	9	8	-	17	6,276	1,570	7,846
Dar es Salaam	203,538	84,175	-	287,713	4,565	250	-	4,815	292,528	46,040	338,568
Lindi	4,421	1,887	-	6,308	2	2	-	4	6,312	1,035	7,346
Mtwara	9,840	3,450	-	13,290	4	8	-	12	13,302	1,579	14,881
Ruvuma	9,744	4,431	-	14,175	1	3	-	4	14,179	3,416	17,595
Iringa	28,390	13,627	-	42,017	63	8	-	71	42,087	12,565	54,653
Mbeya	15,646	7,543	-	23,189	65	2	-	67	23,256	4,328	27,584
Singida	6,987	3,717	-	10,704	-	-	-	-	10,704	58	10,762
Tabora	7,412	3,875	-	11,287	11	-	-	11	11,298	531	11,829
Rukwa	5,216	3,107	-	8,323	260	46	-	306	8,629	291	8,920
Kigoma	9,596	3,444	-	13,041	17	51	-	68	13,108	367	13,476
Shinyanga	15,523	5,407	-	20,930	26	10	-	36	20,966	1,531	22,497
Kagera	13,077	6,257	-	19,334	7	8	-	15	19,349	2,571	21,920
Mwanza	22,734	9,835	-	32,568	382	32	-	414	32,982	5,619	38,601
Mara	10,653	5,525	-	16,178	32	8	-	40	16,218	777	16,995
<b>Total</b>	<b>481,323</b>	<b>207,024</b>	<b>142</b>	<b>688,489</b>	<b>6,091</b>	<b>608</b>	<b>-</b>	<b>6,699</b>	<b>695,187</b>	<b>123,673</b>	<b>818,860</b>

**TABLE 2.17: WAGE GROUPS OF ADULT CITIZENS BY SECTOR AND GENDER**

WAGE GROUP	PUBLIC SECTORS								
	GOVERNMENT			PARASTATAL			TOTAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	241	107	348	964	795	1,759	1,205	902	2,107
30,000-49,999	27,157	17,298	44,455	5,409	2,333	7,742	32,566	19,631	52,197
50,000-69,999	57,064	28,868	85,931	10,269	1,899	12,168	67,333	30,767	98,099
70,000-89,999	39,203	24,015	63,218	6,164	1,288	7,452	45,367	25,303	70,670
90,000-109,999	30,333	19,347	49,680	4,751	1,367	6,118	35,084	20,714	55,798
110,000-149,999	11,523	6,927	18,450	5,746	1,237	6,983	17,269	8,164	25,433
150,000-189,999	11,476	2,420	13,896	3,408	876	4,284	14,884	3,296	18,180
190,000-229,999	18,200	3,139	21,339	3,541	1,000	4,541	21,741	4,139	25,880
230,000-269,999	4,619	1,211	5,830	1,973	696	2,669	6,592	1,907	8,499
270,000-309,999	2,261	771	3,032	1,795	613	2,408	4,056	1,384	5,440
310,000-349,999	768	201	969	849	238	1,087	1,617	439	2,056
350,000-389,999	237	88	325	592	137	729	829	225	1,054
390,000-429,999	1,657	529	2,186	621	153	774	2,278	682	2,960
430,000-469,999	183	52	235	375	95	470	558	147	705
470,000-509,999	268	85	353	276	113	389	544	198	742
510,000-549,999	888	159	1,047	242	84	326	1,130	243	1,373
550,000+	1,477	303	1,780	1,600	420	2,020	3,077	723	3,800
<b>TOTAL</b>	<b>207,554</b>	<b>105,519</b>	<b>313,073</b>	<b>48,575</b>	<b>13,344</b>	<b>61,919</b>	<b>256,129</b>	<b>118,863</b>	<b>374,992</b>

## CHAPTER THREE

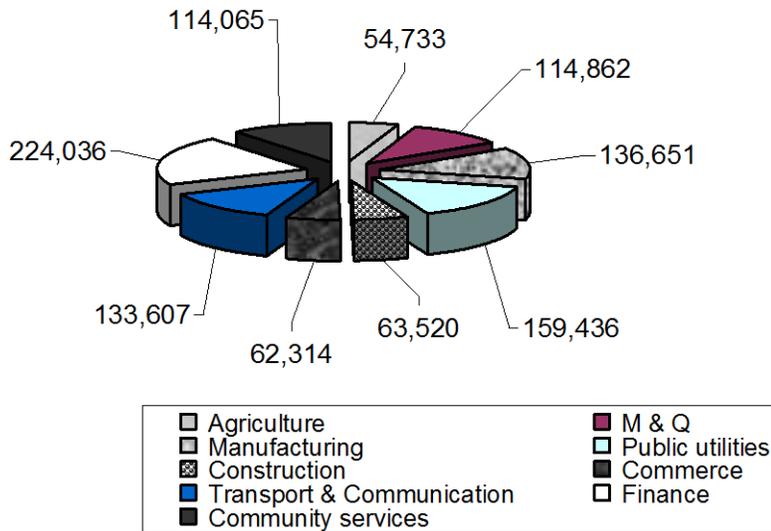
### WAGE RATE PROFILE

The 2001 Employment and Earnings Survey shows that, the Agricultural Sector had the lowest monthly Average Wage (Tshs. 54,733), 47 percent of the average for all the industrial sectors (Tshs. 116,717). The Finance Sector recorded the highest Average Monthly Wage (Tshs. 224,036), followed by public utilities (Tshs. 159,436) and manufacturing (Tshs. 136,651).

**TABLE 3.1: AVERAGE WAGES OF REGULAR ADULT CITIZENS BY INDUSTRIAL DIVISION AND MAJOR SECTORS**

Industry	PRIVATE			PUBLIC			TOTAL UDULT		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	39,036	36,476	38,522	69,275	61,938	67,172	55,297	53,035	54,733
Mining & Quarrying	120,033	108,266	119,148	110,048	74,185	104,519	117,289	92,615	114,862
Manufacturing	155,180	108,418	146,506	88,487	65,892	83,664	145,026	100,921	136,651
Public utilities	40,417	29,313	34,071	158,810	166,421	160,201	158,432	163,857	159,436
Construction	63,110	67,649	63,558	64,379	57,256	63,314	63,295	65,410	63,520
Commerce	67,622	48,426	62,097	82,539	77,165	81,285	67,803	48,690	62,314
Transport & Communication	89,393	162,088	102,171	206,662	248,196	213,598	122,729	185,499	133,607
Finance	248,700	179,022	211,950	210,683	556,122	260,308	234,386	210,401	224,036
Community services	91,304	80,383	87,172	127,004	103,546	118,861	121,822	99,777	114,065
<b>Total</b>	<b>109,322</b>	<b>105,567</b>	<b>108,266</b>	<b>129,460</b>	<b>111,536</b>	<b>123,779</b>	<b>120,038</b>	<b>108,994</b>	<b>116,717</b>

**Figure 3.1: AVERAGE WAGES OF REGULAR ADULT CITIZENS BY INDUSTRIAL DIVISION AND MAJOR SECTORS**



A comparison of the private sector and public sector shows that in the private sector, the lowest average wage was Tshs 34,071 in public utilities while in the public sector the lowest average wage was Tshs. 63,314 in the construction industry. On the other hand, the highest average wage in both sectors was in the finance industry with Tshs. 211,950 in the private sector and Tshs. 234,386 in the public sector.

In table 3.2 the wage group distribution in the private sector shows that 14 percent of the adult male citizens were in the Tshs. 30,000 to Tshs. 49,999 category while 5 percent of the adult females were in this group. Similarly, 5 percent of the adult males were in the Tshs. 50,000 to Tshs. 69,999 category while 2 percent of adult females were in this group. The public sector shows that 5 percent of the adult males were in the Tshs. 30,000 to Tshs. 49,999 age group as compared to 3 percent of adult females. As for Tshs. 50,000 to Tshs. 69,999 wage group, it can be observed that 10 percent of adult males and 4 percent of adult females were in this category.

**TABLE 3.2: COMPOSITION OF OVERALL WAGE DISTRIBUTION OF ADULT CITIZENS BY SECTOR, GENDER AND WAGE GROUP**

Wage group	PRIVATE			PUBLIC			BOTH SECTORS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	3	1	4	0	0	0	3	1	4
30,000-49,999	14	5	20	5	3	8	19	8	27
50,000-69,999	5	2	7	10	4	14	15	6	21
70,000-89,999	3	1	4	7	4	10	9	5	14
90,000-109,999	2	1	3	5	3	8	7	4	11
110,000-149,999	2	1	2	3	1	4	4	2	6
150,000-189,999	1	0	1	2	0	3	3	1	4
190,000-229,999	1	0	1	3	1	4	4	1	5
230,000-269,999	1	0	1	1	0	1	1	0	2
270,000+	2	1	3	2	1	3	4	2	6
<b>TOTAL</b>	<b>33</b>	<b>13</b>	<b>46</b>	<b>37</b>	<b>17</b>	<b>54</b>	<b>70</b>	<b>30</b>	<b>100</b>

Table 3.3 shows that only 4 percent earn less than 30,000/- contributed mainly by private sector, 48 percent earn between 30,000/= to 69,999/= and in the 70,000/= to 109,999/= wage brackets there are proportionately more females than males contributed mainly by the public sector.

**TABLE 3.3: COMPOSITION OF WAGE GROUP DISTRIBUTION OF ADULT CITIZENS BY SECTOR AND GENDER**

Wage group	PRIVATE			PUBLIC			BOTH SECTORS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	8	9	8	0	1	1	4	4	4
30,000-49,999	44	40	43	13	17	14	28	27	27
50,000-69,999	15	15	15	26	26	26	21	21	21
70,000-89,999	8	8	8	18	21	19	13	16	14
90,000-109,999	7	9	7	14	17	15	10	14	11
110,000-149,999	5	4	5	7	7	7	6	6	6
150,000-189,999	3	3	3	6	3	5	4	3	4
190,000-229,999	2	2	2	8	3	7	6	3	5
230,000-269,999	2	2	2	3	2	2	2	2	2
270,000+	7	7	7	6	3	5	6	5	6
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>						

**Figure 3.3: WAGE GROUP DISTRIBUTION OF ADULT CITIZENS BY SECTOR AND GENDER**

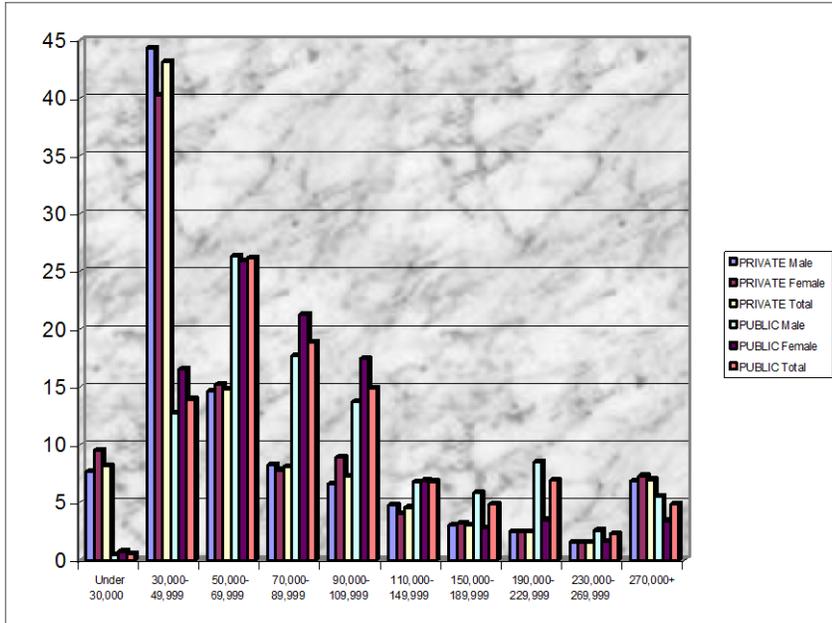


Table 3.4 shows that the average monthly wage of citizens for all sectors was Tshs. 116,717. The parastatal profit-making sector recorded the highest average monthly wage of Tshs. 156,234 and the cooperatives sector registered the lowest monthly average wage of Tshs. 55,029. The average monthly wages of male citizens were higher in all the sectors except the parastatal profit making sector, which recorded a higher average wage of Tshs 165,807 for females.

The overall average casual wage per day for adult citizens was Tshs. 1,448 the government sector paid the highest average casual wage per day of Tshs. 1,713 as compared to the private, non-profit sector, which paid the lowest casual wage per day of Tshs. 1,011.

**TABLE 3.4: AVERAGE WAGES OF CITIZENS BY SECTOR AND SEX**

SECTORS	CITIZEN			ALL CASUAL
	Male	Female	Total	Shs Per Day
Private Profit Making	113,217	111,263	112,687	1,435
Private Non Profit Making	93,166	81,913	88,813	1,011
Cooperatives	56,102	49,832	55,029	1,244
Government.	123,412	105,510	117,378	1,713
Parastatal Profit Making	153,954	165,807	156,234	1,677
Parastatal Non Profit Making	183,768	127,368	154,921	1,681
<b>Total</b>	<b>120,038</b>	<b>108,994</b>	<b>116,717</b>	<b>1,448</b>

**Figure 3.4: AVERAGE WAGES OF CITIZENS BY SECTOR AND SEX**

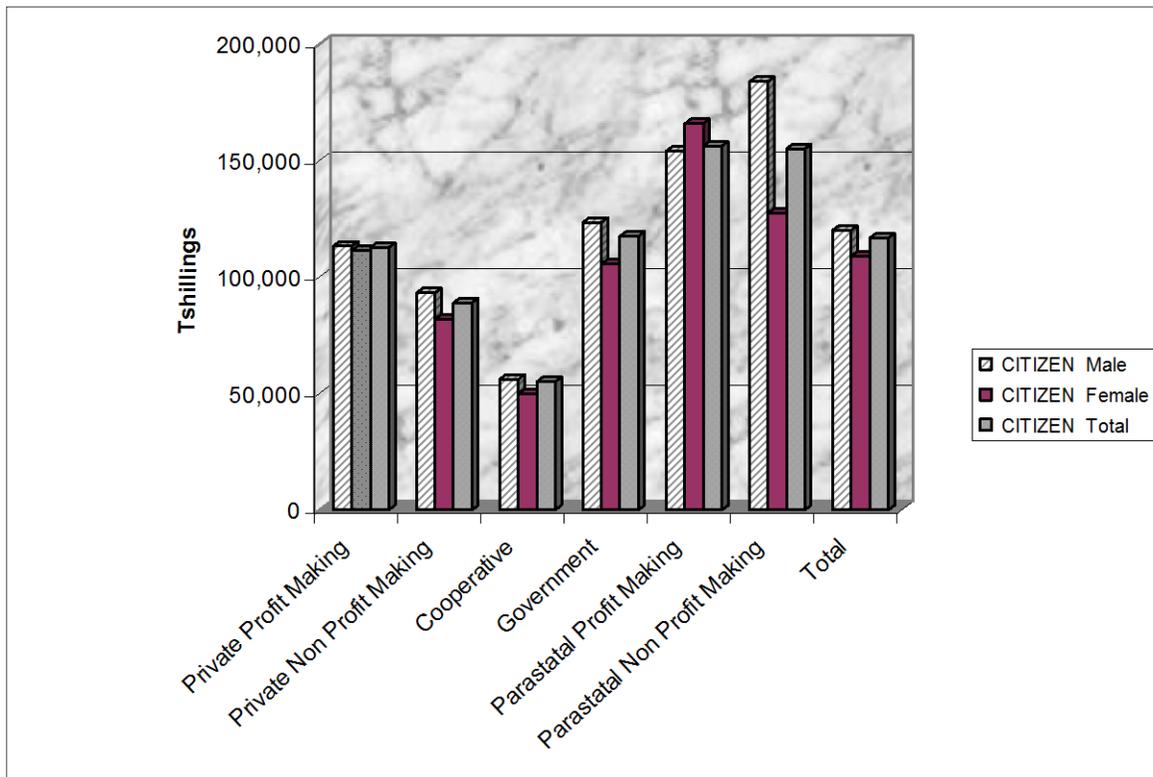


Table 3.5 shows that of all adult citizens earning 550,000/= and above 37 percent were in the Finance sector and 33 percent were in the Community services sector. The Community services sector also accounted for 54 percent of those earning 510,000/= to 549,999/=. The direction of the situation is the same for all wage groups except for the less than 30,000/= where those in commerce accounted for the highest percent (30 %) with hardly any in finance, mining and quarrying and public utilities.

**TABLE 3.5: COMPOSITION OF WAGE GROUPS OF REGULAR ADULT CITIZENS BY MAJOR INDUSTRIES**

Industry	Tshs."000"																	
	Under 30	30-<50	50-<70	70-<90	90-<110	110-<150	150-<190	190-<230	230-<270	270-<310	310-<350	350-<390	390-<430	430-<470	470-<510	510-<550	550+	Total
Agriculture	27	14	5	5	3	3	3	1	0	1	1	1	1	8	2	2	2	7
Mining & Quarrying	0	1	1	0	0	2	1	1	2	1	1	0	0	1	0	0	1	1
Manufacturing	14	19	10	8	5	8	9	5	8	8	8	10	8	16	12	7	8	11
Public utilities	0	1	1	1	3	3	1	2	5	1	6	5	0	2	5	1	2	1
Construction	4	5	2	2	2	2	4	1	3	2	1	0	2	0	0	0	1	3
Commerce	30	23	6	4	4	8	5	4	4	4	3	3	5	10	12	11	6	11
Transport & Communication	14	8	6	5	5	13	9	12	15	26	8	15	11	24	13	6	10	8
Finance	0	2	8	8	11	7	12	7	12	19	51	52	23	21	32	19	37	8
Community services	11	27	62	68	67	54	56	67	51	37	22	13	50	18	24	54	33	49
<b>Total</b>	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

**Figure 3.5: COMPOSITION OF WAGE GROUPS OF REGULAR ADULT CITIZENS BY MAJOR INDUSTRIES**

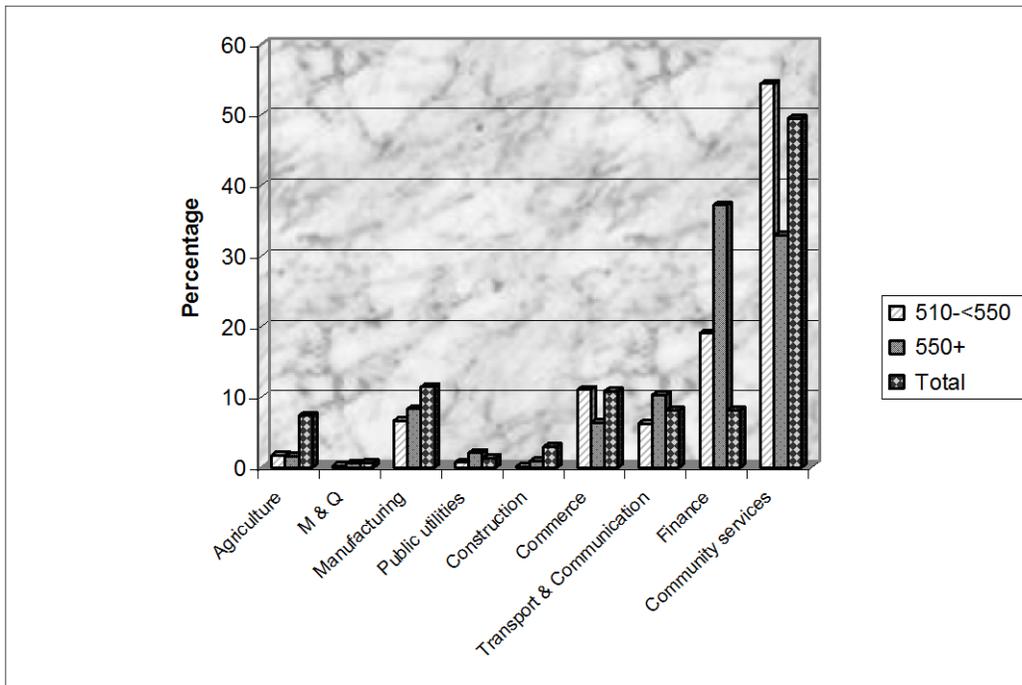


Table 3.6 indicates that the wage group distribution by region in Dar es Salaam took the lion's share of every wage group. It also recorded the highest percentage of regular adult citizens (42 percent). The majority of the regular adult citizens were in the Tshs. 30,000 to Tshs. 49,999 wage group (27 percent) and Tshs. 50,000 to Tshs. 69,999 wage group (21 percent) and they were more concentrated in Dar es Salaam, Arusha, Iringa, Mwanza and Kilimanjaro regions.

TABLE NO. 3.6. WAGE GROUPS OF REGULAR ADULT CITIZENS BY REGION

Tshs."000"

Industry	Under 30	30-<50	50-<70	70-<90	90-<110	110-<150	150-<190	190-<230	230-<270	270-<310	310-<350	350-<390	390-<430	430-<470	470-<510	510-<550	550+	Total
Dodoma	0.1	0.5	0.7	0.5	0.5	0.1	0.8	1.4	0.4	0.2	0.0	0.0	0.1	0.0	0.0	0.1	0.0	5.4
Arusha	0.5	2.2	0.8	0.5	0.4	0.2	0.5	0.8	0.2	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.1	6.5
Kilimanjaro	0.2	1.1	1.5	0.6	0.5	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.4
Tanga	0.2	1.0	0.4	0.3	0.4	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.7
Morogoro	0.4	1.4	0.9	0.8	0.6	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	4.6
Pwani	0.0	0.2	0.3	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9
DSM	0.7	10.6	9.7	5.3	3.9	3.0	2.1	2.1	0.9	0.8	0.5	0.4	0.4	0.2	0.2	0.2	0.9	41.8
Lindi	0.0	0.2	0.2	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9
Mtwara	0.1	0.4	0.4	0.3	0.4	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9
Ruvuma	0.2	0.5	0.5	0.5	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.1
Iringa	0.6	2.9	0.9	0.6	0.5	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.1
Mbeya	0.1	0.9	0.7	0.6	0.5	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.4
Singida	0.0	0.3	0.3	0.4	0.4	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.6
Tabora	0.1	0.3	0.3	0.3	0.3	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.6
Rukwa	0.2	0.2	0.3	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.2
Kigoma	0.1	0.5	0.4	0.4	0.3	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9
Shinyanga	0.0	0.9	0.6	0.5	0.5	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0
Kagera	0.2	0.8	0.6	0.5	0.5	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.8
Mwanza	0.1	1.7	1.0	0.9	0.6	0.2	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.7
Mara	0.1	0.5	0.6	0.5	0.4	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4
<b>Total</b>	<b>4.0</b>	<b>27.2</b>	<b>21.0</b>	<b>14.0</b>	<b>11.4</b>	<b>5.8</b>	<b>4.0</b>	<b>4.9</b>	<b>1.9</b>	<b>1.6</b>	<b>0.9</b>	<b>0.6</b>	<b>0.7</b>	<b>0.2</b>	<b>0.3</b>	<b>0.3</b>	<b>1.3</b>	<b>100.0</b>

**TABLE 3.7: WAGE GROUP DISTRIBUTION OF ADULT CITIZENS BY SECTOR AND GENDER**

Wage group	PRIVATE			PUBLIC			BOTH SECTORS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	17,229	8,370	25,599	1,205	902	2,107	18,434	9,272	27,706
30,000-49,999	99,802	35,455	135,256	32,566	19,631	52,197	132,368	55,085	187,453
50,000-69,999	32,853	13,385	46,238	67,333	30,767	98,099	100,186	44,152	144,337
70,000-89,999	18,507	6,858	25,365	45,367	25,303	70,670	63,874	32,161	96,034
90,000-109,999	14,870	7,853	22,723	35,084	20,714	55,798	49,954	28,567	78,521
110,000-149,999	10,761	3,519	14,280	17,269	8,164	25,433	28,030	11,683	39,713
150,000-189,999	6,773	2,801	9,575	14,884	3,296	18,180	21,657	6,097	27,755
190,000-229,999	5,531	2,134	7,665	21,741	4,139	25,880	27,272	6,273	33,545
230,000-269,999	3,508	1,366	4,875	6,592	1,907	8,499	10,100	3,273	13,374
270,000-309,999	3,655	1,660	5,315	4,056	1,384	5,440	7,711	3,044	10,755
310,000-349,999	2,246	1,860	4,105	1,617	439	2,056	3,863	2,299	6,161
350,000-389,999	1,836	1,057	2,893	829	225	1,054	2,665	1,282	3,947
390,000-429,999	1,425	420	1,844	2,278	682	2,960	3,703	1,102	4,804
430,000-469,999	816	118	934	558	147	705	1,374	265	1,639
470,000-509,999	778	271	1,049	544	198	742	1,322	469	1,791
510,000-549,999	643	99	742	1,130	243	1,373	1,773	342	2,115
550,000+	3,962	936	4,897	3,077	723	3,800	7,039	1,659	8,697
<b>TOTAL</b>	<b>225,194</b>	<b>88,161</b>	<b>313,354</b>	<b>256,129</b>	<b>118,863</b>	<b>374,992</b>	<b>481,323</b>	<b>207,024</b>	<b>688,346</b>

**TABLE 3.8: WAGE GROUP OF REGULAR ADULT CITIZENS BY MAJOR INDUSTRIES**

Industry	Tshs."000"																	Total
	Under 30	30-<50	50-<70	70-<90	90-<110	110-<150	150-<190	190-<230	230-<270	270-<310	310-<350	350-<390	390-<430	430-<470	470-<510	510-<550	550+	
Agriculture	7,379	25,961	7,747	4,653	1,979	1,157	738	309	65	95	44	51	47	135	27	37	137	50,559
Mining & Quarrying	1	1,149	761	257	375	627	327	213	230	62	31	18	13	14	7	5	50	4,140
Manufacturing	3,952	36,341	14,521	7,830	3,690	3,150	2,553	1,800	1,009	909	505	414	374	258	218	140	721	78,385
Public utilities	48	1,298	977	924	2,141	1,214	241	687	697	120	375	188	24	25	91	15	178	9,243
Construction	1,121	9,351	3,192	1,608	1,681	928	997	286	399	198	37	6	74	5	3	3	77	19,966
Commerce	8,284	42,369	8,082	3,847	3,309	3,061	1,438	1,322	563	469	176	121	248	162	223	232	553	74,456
Transport & Communication	3,793	14,950	8,284	4,719	4,054	5,183	2,516	3,977	2,061	2,804	475	577	550	399	224	131	889	55,586
Finance	64	4,634	11,659	7,249	8,661	2,933	3,456	2,502	1,592	2,088	3,146	2,049	1,090	339	577	402	3,232	55,673
Community services	3,066	51,400	89,116	64,948	52,630	21,460	15,490	22,448	6,758	4,011	1,373	522	2,384	302	421	1,150	2,861	340,339
<b>Total</b>	<b>27,706</b>	<b>187,453</b>	<b>144,337</b>	<b>96,034</b>	<b>78,521</b>	<b>39,713</b>	<b>27,755</b>	<b>33,545</b>	<b>13,374</b>	<b>10,755</b>	<b>6,161</b>	<b>3,947</b>	<b>4,804</b>	<b>1,639</b>	<b>1,791</b>	<b>2,115</b>	<b>8,697</b>	<b>688,346</b>

**TABLE 3.9: WAGE GROUP OF REGULAR ADULT CITIZENS BY REGION**

Tshs."000"

Region	Under 30	30-<50	50-<70	70-<90	90-<110	110-<150	150-<190	190-<230	230-<270	270-<310	310-<350	350-<390	390-<430	430-<470	470-<510	510-<550	550+	Total
Dodoma	778	3,189	4,629	3,614	3,756	1,004	5,321	9,461	2,528	1,202	325	79	902	17	32	430	210	37,478
Arusha	3,120	15,173	5,430	3,361	2,964	1,579	3,437	5,182	1,610	933	328	164	565	202	151	284	425	44,910
Kilimanjaro	1,529	7,895	10,632	3,887	3,404	1,120	458	443	268	278	134	73	70	63	17	14	143	30,427
Tanga	1,697	6,969	2,940	2,261	2,621	711	334	372	306	218	117	76	44	38	15	19	107	18,847
Morogoro	2,952	9,317	6,144	5,261	3,801	1,383	465	453	375	225	252	141	53	57	84	35	378	31,376
Pwani	253	1,437	1,873	1,143	679	468	162	48	40	59	16	39	1	1	2	9	24	6,254
DSM	4,679	73,170	66,491	36,171	26,899	20,705	14,151	14,596	6,242	5,673	3,627	2,685	2,821	1,058	1,265	1,065	6,415	287,713
Lindi	304	1,503	1,360	1,218	658	230	84	247	69	310	126	6	6	9	4	42	132	6,308
Mtwara	569	3,067	3,016	2,070	2,607	977	228	199	225	77	87	35	32	18	9	4	70	13,290
Ruvuma	1,142	3,165	3,148	3,113	2,102	581	276	245	66	56	89	52	18	12	4	64	42	14,175
Iringa	4,450	20,112	6,188	4,387	3,546	1,928	370	169	133	237	212	89	31	17	25	17	105	42,017
Mbeya	996	6,497	4,944	4,007	3,774	1,375	359	277	266	247	117	59	54	31	41	31	115	23,189
Singida	35	2,109	1,891	2,781	2,681	905	91	71	26	38	27	10	6	1	10	9	12	10,704
Tabora	650	2,161	2,073	2,130	1,795	1,377	497	244	118	79	40	42	28	13	12	6	22	11,287
Rukwa	1,284	1,342	1,776	1,604	795	204	83	257	147	250	251	129	61	3	61	3	73	8,323
Kigoma	384	3,159	2,507	2,997	2,244	579	384	262	63	192	69	67	17	31	20	12	54	13,041
Shinyanga	305	6,200	4,468	3,305	3,726	1,581	284	258	267	271	88	35	17	19	11	14	81	20,930
Kagera	1,114	5,754	3,992	3,579	3,481	815	127	176	61	67	37	66	11	16	5	3	31	19,334
Mwanza	677	11,809	6,754	5,887	3,918	1,444	335	336	507	278	156	82	67	27	22	32	241	32,568
Mara	787	3,425	4,082	3,259	3,068	746	309	247	57	66	64	18	1	6	2	22	18	16,178
<b>Total</b>	<b>27,706</b>	<b>187,453</b>	<b>144,337</b>	<b>96,034</b>	<b>78,521</b>	<b>39,713</b>	<b>27,755</b>	<b>33,545</b>	<b>13,374</b>	<b>10,755</b>	<b>6,161</b>	<b>3,947</b>	<b>4,804</b>	<b>1,639</b>	<b>1,791</b>	<b>2,115</b>	<b>8,697</b>	<b>688,346</b>

## CHAPTER FOUR

### CASH EARNINGS PROFILE

Earnings are a major part of income to employees and in this respect are to a great extent a measure of level of living of the workers and welfare of their families in general. Poverty Reduction Strategy (PRS) targets recognizes employment as a crucial dimension of the reduction of income poverty<sup>1</sup>.

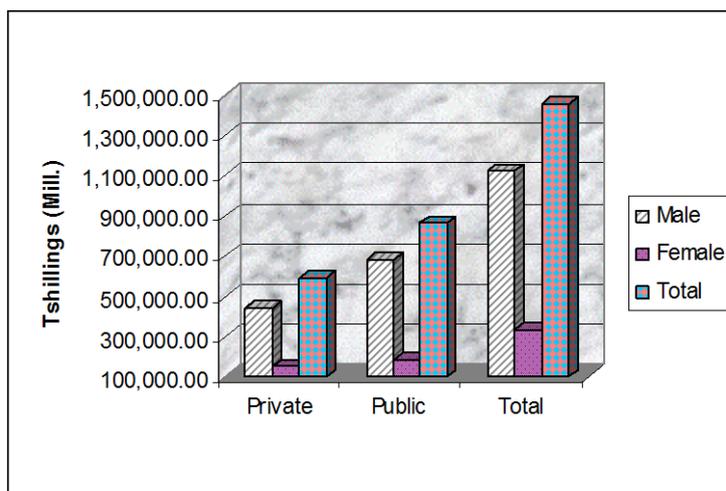
Tables in this section give survey data of earnings of estimated 818,860 formal sector employees in 2001. The information contained in these tables can help to identify which groups of employees are at risk of living in poverty.

The June 2001 survey estimates 818,860 persons who were in employment in the month of June earned Tshs. 1,456,524 million in one whole year. Employees in the public sector earned 59 percent and private sector employees 41 percent. Public sector employees earned a monthly average of Tshs 178,197 compared to Tshs. 114,569 in the private sector. Generally, female workers earned relatively less compared to male workers in both public and private sectors (Table 4.1 and figure 4.1).

**TABLE 4.1: ANNUAL EARNINGS BY BROAD SECTOR AND GENDER**

Sector	Total Annual Earnings (million Tshs)				Monthly Average Earnings (Tshs.)			
	Male	Female	Young	Total	Male	Female	Young	Total
Private	441,287.9	148,726.2	69.9	590,084.0	118,055	105,411	43,931	114,569
Public	681,259.6	185,158.9	21.4	866,439.8	204,404	120,792	41,080	178,197
<b>Total</b>	<b>1,122,547.5</b>	<b>333,885.1</b>	<b>91.3</b>	<b>1,456,523.8</b>	<b>157,954</b>	<b>113,245</b>	<b>43,283</b>	<b>144,846</b>

**Figure 4.1: ANNUAL EARNINGS BY BROAD SECTOR AND GENDER**

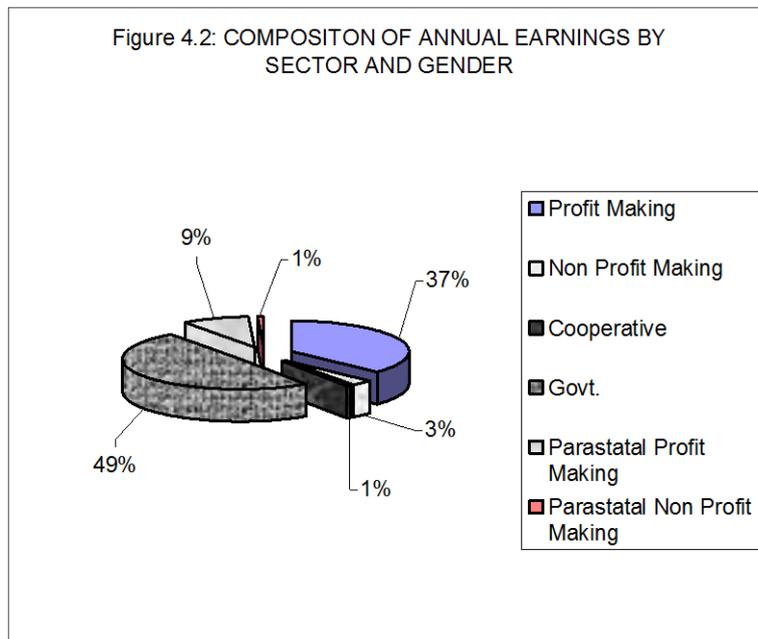


<sup>1</sup> Poverty and Human Development Report 2001/2002

Sector earnings were highest in Government sub-sector. Employees of Central and Local Governments who accounted for slightly over one third of total employment earned Tshs.720, 241 million equivalent to 49 percent of total earnings. Employees of the private business enterprises earned Tshs. 536,879, equivalent to 37 percent of total earnings. Private business enterprises employed 46 percent of total workers and had the largest number of workers than other sub-sectors in the country.

**TABLE 4.2: COMPOSITION OF ANNUAL EARNINGS BY SECTOR AND GENDER**

SECTORS	ALL EMPLOYEES			
	Male	Female	Young	Total
Private Profit Making	28	9	0	37
Private Non Profit Making	2	1	0	3
Cooperatives	0	0	-	1
<b>TOTAL PRIVATE</b>	<b>30</b>	<b>10</b>	<b>0</b>	<b>41</b>
Government	39	11	0	49
Parastatal Profit Making	7	2	0	9
Parastatal Non Profit Making	0	0	-	1
<b>TOTAL PUBLIC</b>	<b>47</b>	<b>13</b>	<b>0</b>	<b>59</b>
<b>TOTAL (A + B)</b>	<b>77</b>	<b>23</b>	<b>0</b>	<b>100</b>



Earnings between male and female workers varied significantly in both the public and the private sectors. The Private sector, which employed the majority of workers in the country paid between Tshs. 50,711 per employee in cooperatives and Tshs. 119,058 per employee in private business firms. Employees of the public sector earned between Tshs. 177,141 in parastatal profit making and Tshs. 195,903 in parastatal non-profit making. On average a Government employee earned Tshs. 178,150 per month.

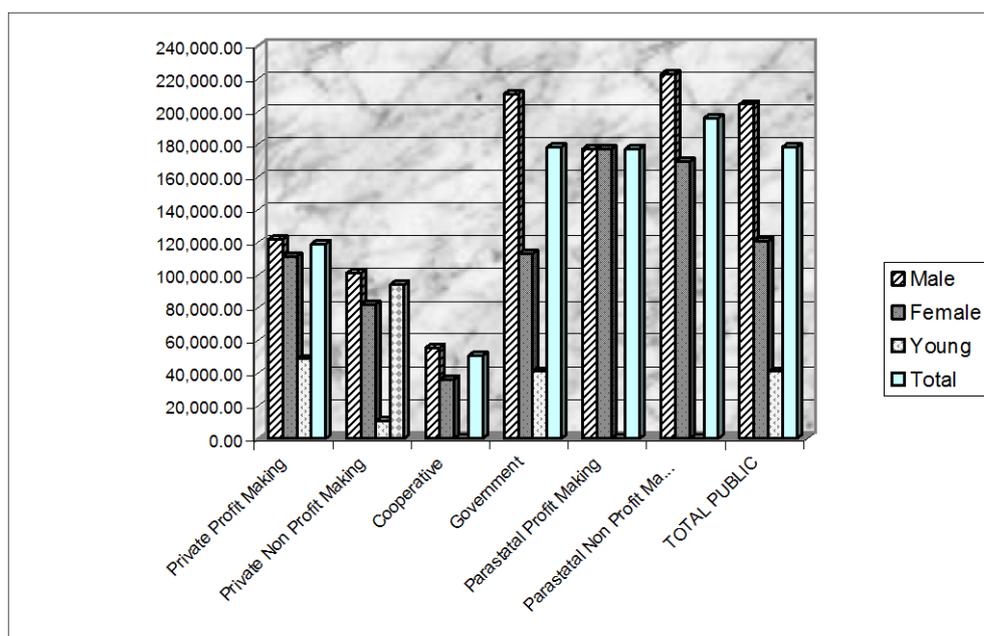
Employees' monthly average earnings differ considerably across sectors and between male and female workers. In the public sector, a male worker earned on average between Tshs. 177,168 and Tshs. 222,943 per month while a female worker earned between Tshs. 113,059 and Tshs. 177,031. Parastatal profit making was the only sub-sector where earnings of female workers and male workers were almost equal (Table 4.3). Monthly average earnings were lowest in the private sector for both male and female workers. A male worker of the private sector earned between Tshs. 55,646 and Tshs. 121,839 and a female worker earned between Tshs. 36,246 and Tshs. 111,376.

**TABLE 4.3: MONTHLY AVERAGE EARNINGS BY SECTOR AND GENDER (TSHS.)**

SECTORS	ALL EMPLOYEES			
	Male	Female	Young	Total
Private Profit Making	121,839.0	111,376.5	48,667.4	119,058.1
Private Non Profit Making	101,394.0	82,064.6	10,618.2	94,051.1
Cooperatives	55,645.9	36,245.6	-	50,710.7
<b>TOTAL PRIVATE</b>	<b>118,055.3</b>	<b>105,411.3</b>	<b>43,931.0</b>	<b>114,568.8</b>
Government	210,747.4	113,059.0	41,079.5	178,149.6
Parastatal Profit Making	177,168.4	177,031.2	-	177,141.3
Parastatal Non Profit Making	222,942.6	169,265.1	-	195,903.4
<b>TOTAL PUBLIC</b>	<b>204,404.2</b>	<b>120,791.7</b>	<b>41,079.5</b>	<b>178,197.3</b>
<b>TOTAL (A + B)</b>	<b>157,953.8</b>	<b>113,245.2</b>	<b>43,282.7</b>	<b>144,846.3</b>

*Monthly average earnings per employee were highest in non-profit making parastatals and lowest in cooperatives*

**Figure 4.3: MONTHLY AVERAGE EARNINGS BY SECTOR AND GENDER (TSHS.)**



**(a) Earnings by terms of Employment**

There were two categories of employees; regular and casual. Tables 4.4 and 4.5 provide data of earnings for the two categories of employees separately as their terms of employment are different.

Regular employees earned 97 percent of annual earnings of all employees and casual employees earned 3 percent. Regular employees of the public sector earned 60 percent and those of the private sector earned 40 percent.

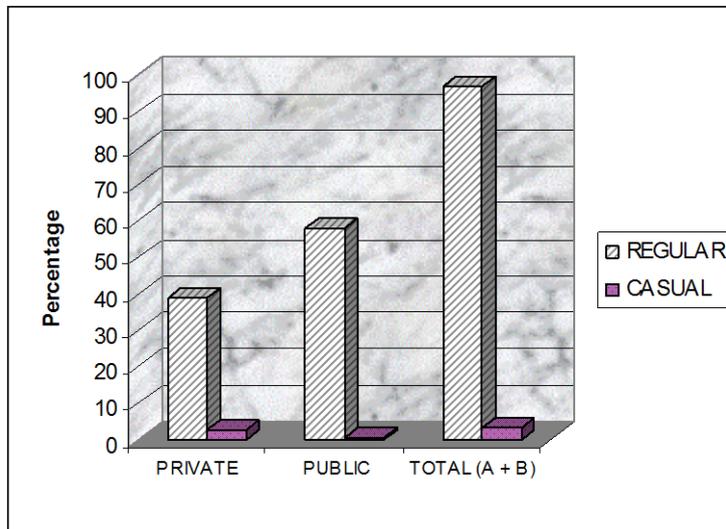
**Table 4.4: Composition of Annual Cash Earnings of Regular and Casual Employees**

SECTORS	REGULAR EMPLOYEES				CASUAL EMPLOYEES			
	Male	Female	Young	Total	Male	Female	Young	Total
Private Profit Making	26	9	0	35	2	1	0	3
Private Non Profit Making	2	1	0	3	0	0	0	0
Cooperatives	0	0	0	0	0	0	0	0
<b>TOTAL PRIVATE</b>	<b>29</b>	<b>10</b>	<b>0</b>	<b>39</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>3</b>
Government	38	10	0	48	0	0	0	0
Parastatal Profit Making	7	2	0	9	0	0	0	0
Parastatal Non Profit Making	0	0	0	1	0	0	0	0
<b>TOTAL PUBLIC</b>	<b>46</b>	<b>12</b>	<b>0</b>	<b>58</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL (A + B )</b>	<b>75</b>	<b>22</b>	<b>0</b>	<b>97</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>3</b>

**Table 4.5: Composition of Annual Cash Earnings of Regular Employees**

SECTORS	REGULAR EMPLOYEES			
	Male	Female	Young	Total
Private Profit Making	27	9	0	36
Private Non Profit Making	2	1	0	3
Cooperatives	0	0	0	1
<b>TOTAL PRIVATE</b>	<b>30</b>	<b>10</b>	<b>0</b>	<b>40</b>
Government.	39	11	0	50
Parastatal Profit Making	8	2	0	10
Parastatal Non Profit Making	0	0	0	1
<b>TOTAL PUBLIC</b>	<b>47</b>	<b>13</b>	<b>0</b>	<b>60</b>
<b>TOTAL A AND B</b>	<b>77</b>	<b>23</b>	<b>0</b>	<b>100</b>

**Figure 4.5: COMPOSITION OF ANNUAL CASH EARNINGS OF REGULAR AND CASUAL EMPLOYEES**



**(b) Average Monthly Earnings by terms of Employment**

Generally, regular employees were better remunerated than any other category. Overall monthly average of Tshs. 165,138 in June 2001 was much above the average for all employees (Tshs. 144,846 in table 4.3 above) but it varied considerably across sectors and between female and male regular workers. Public regular employees earned between Tshs. 181,479 in government and Tshs. 203,364 in parastatal non-profit making compared to between Tshs. 63,222 in cooperatives and Tshs. 151,673 in the private profit-making firms.

Table 4.6 and figure 4.6 show that female regular employees earned less than their male counterparts in both public and private sectors. In public sector where workers were better remunerated, regular male employees earned between Tshs. 191,412 and Tshs. 234,591 where as female workers earned between Tshs. 114,224 and Tshs. 198,860. Male and female workers in private sector earned between Tshs. 63,880 and Tshs. 155,607 and between Tshs. 60,036 and Tshs.140, 991 respectively.

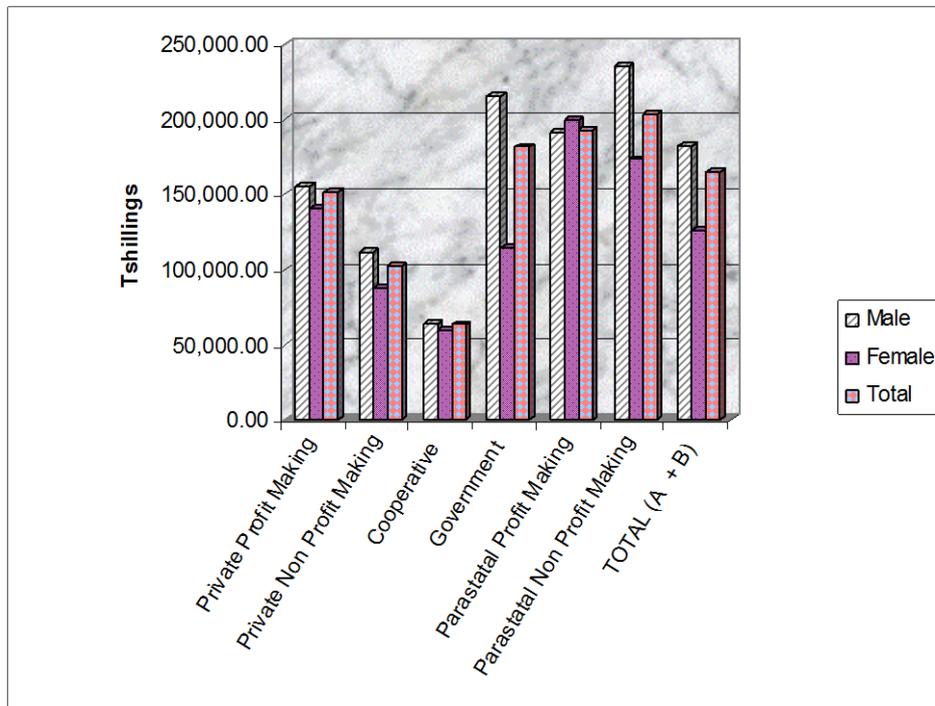
Table 4.7 shows that average earnings of casual employees in June 2001 were six times less than the regular employee earnings. Average casual earnings ranged between Tshs. 18,694 in non-profit private firms and Tshs. 39,509 in profit making parastatals. Casual workers employed by the Government earned an average of Tshs. 35,148 per worker in the month of June 2001.

**TABLE 4.6: MONTHLY AVERAGE EARNINGS OF REGULAR EMPLOYEES**

SECTORS	REGULAR			
	Male	Female	Young	Total
Private Profit Making	155,606.7	140,990.6	55,654.1	151,672.9
Private Non Profit Making	111,915.0	87,358.7	-	102,373.3
Cooperatives	63,879.6	60,036.1	-	63,221.7
<b>TOTAL PRIVATE</b>	<b>148,400.0</b>	<b>131,143.4</b>	<b>51,010.0</b>	<b>143,579.5</b>
Government	215,661.9	114,224.1	49,543.7	181,479.1
Parastatal Profit Making	191,411.7	198,860.0	-	192,843.8
Parastatal Non Profit Making	234,590.8	173,482.6	-	203,363.8
<b>TOTAL PUBLIC</b>	<b>211,434.1</b>	<b>123,233.5</b>	<b>49,543.7</b>	<b>183,481.0</b>
<b>TOTAL (A + B)</b>	<b>181,583.1</b>	<b>126,610.8</b>	<b>50,680.1</b>	<b>165,137.8</b>

*Parastatal profit making is the only sector where female workers were on the average better remunerated than male workers.*

**Figure 4.6: MONTHLY AVERAGE EARNINGS OF REGULAR EMPLOYEES**

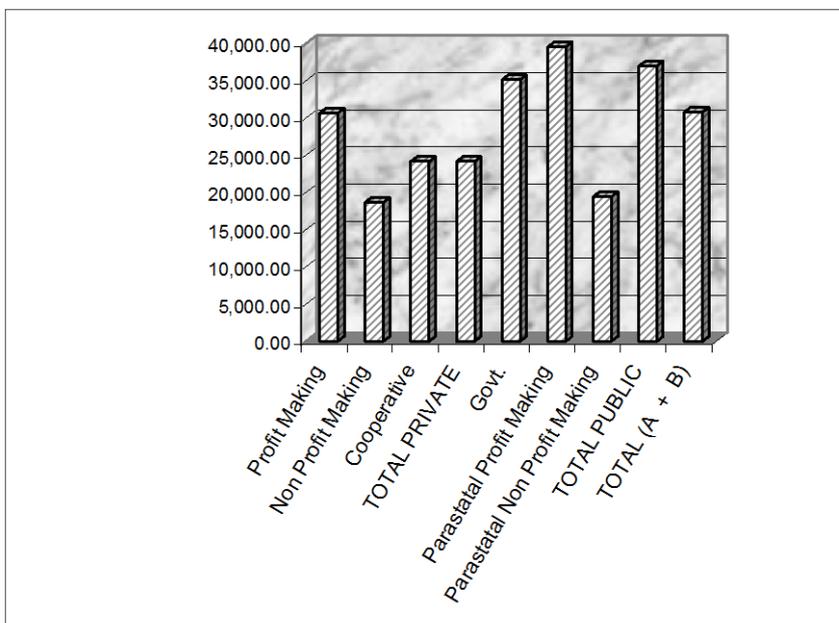


**TABLE 4.7: AVERAGE EARNINGS OF CASUAL EMPLOYEES IN JUNE 2001**

SECTORS	Casual			
	Male	Female	Young	Total
Private Profit Making	31,731.7	27,653.3	1,600.0	30,685.1
Private Non Profit Making	18,748.9	18,529.1	24,000.0	18,694.4
Cooperatives	30,157.0	16,179.3	-	24,130.1
<b>TOTAL PRIVATE</b>	<b>30,157.0</b>	<b>16,179.3</b>	<b>-</b>	<b>24,131.1</b>
Government	37,700.9	24,458.7	2,385.7	35,147.9
Parastatal Profit Making	43,187.4	28,318.3	-	39,509.2
Parastatal Non Profit Making	21,346.3	15,494.8	-	19,406.0
<b>TOTAL PUBLIC</b>	<b>39,981.2</b>	<b>26,312.2</b>	<b>2,385.7</b>	<b>36,971.4</b>
<b>TOTAL (A + B)</b>	<b>32,280.9</b>	<b>26,520.0</b>	<b>7,368.6</b>	<b>30,784.4</b>

*There is a disparity in remuneration between female casual workers and male casual workers except in private non-profit making firms.*

**Figure 4.7: AVERAGE EARNINGS OF CASUAL EMPLOYEES IN JUNE 2001**



After controlling for change in prices, monthly average earnings have more than tripled, i.e. in real terms over the past 17 years, though the increase varied among the sectors. Average earnings in the private sector increased by more than double the 1984 level in most of its sub-sectors, except cooperatives, which grew by 63 percent. Monthly average earnings in the public sector increased by fourfold, except in parastatal non – profit making with an increase of 193 percent.

**TABLE 4.8: TREND OF AVERAGE EARNINGS IN REAL TERMS BY TERMS OF EMPLOYMENT**

SECTORS	Regular Employee			% Change
	Current (2001)	Period	Previous period (1984)	
Private Profit Making		62,398	18,308	240.8
Private Non Profit Making		46,072	14,600	215.6
Cooperatives		28,685	17,600	63.0
<b>TOTAL PRIVATE</b>				
Government		82,217	14,769	456.7
Parastatal Profit Making		87,297	17,754	391.7
Parastatal Non Profit Making		90,412	30,831	193.2
<b>TOTAL PUBLIC</b>		<b>83,093</b>	<b>16,923</b>	<b>391.0</b>
<b>ALL SECTORS</b>		<b>72,372</b>	<b>17,154</b>	<b>321.9</b>

**(c) Earnings of Adult Citizens in Regular Employment**

Table 4.9 shows that total formal sector employment in June 2001 comprising 99 percent of all regular employees who earned about 96 percent of total regular employees earnings. The workers were fairly divided in the public and private sector but workers in the former earned about twice as their colleagues in the latter.

**TABLE 4.9: EMPLOYED ADULT CITIZENS AND ANNUAL EARNINGS BY BROAD SECTOR AND GENDER**

Sectors	Number of Employed Adult Citizens			Annual Earnings of Adult Citizens (TShs. mil)		
	Male	Female	Total	Male	Female	Total
Private Sector	225,194	88,161	313,354	358,426.2	135,048.6	493,474.8
Public Sector	256,129	118,863	374,992	648,940.8	175,159.5	824,100.3
Total	481,323	207,024	688,346	1,007,366.9	310,208.1	1,317,575.0

**(d) Earnings of Adult Non-Citizens**

Non-Citizens' terms of employment were usually different from those of citizens. Normally, they do not receive the whole of their salaries or wages but instead a bigger part of it is remitted back to their countries of origin. In this regard what this category of workers earn in the country cannot be compared to earnings of other categories. In 2001, non-citizens earning of 94 percent of total salary paid was accounted for by private business firms. There was no information on their remittances. Private business firms employed 89 percent of all non-citizens in the country in June 2001

**TABLE 4.10: ANNUAL CASH EARNINGS OF ADULT NON-CITIZENS**

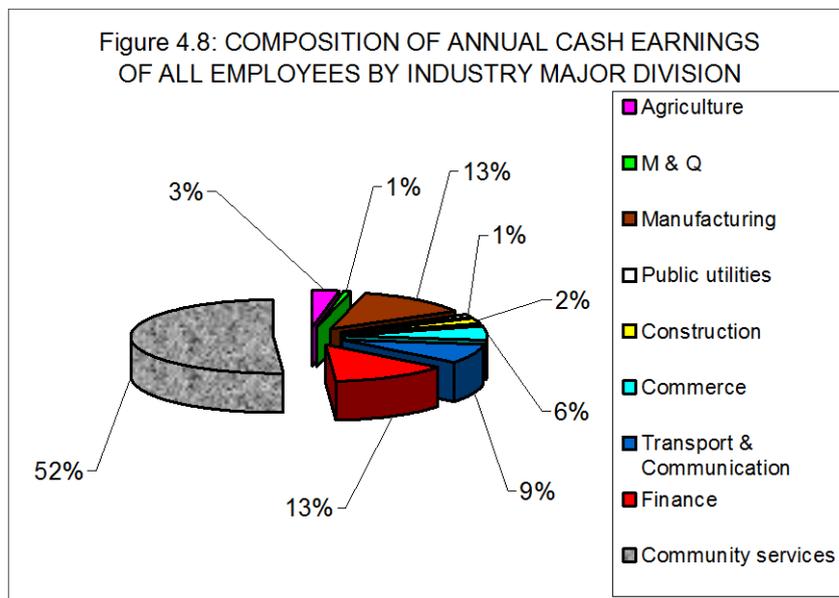
Sector	Earnings of Adult non-citizens (Tshs. M.)		
	Male	Female	Total
Private Profit Making	52,285.3	4,221.4	56,506.7
Private Non Profit Making	339.3	243.7	583.0
Cooperatives	0.0	0.0	0.0
<b>A: TOTAL PRIVATE</b>	52,624.6	4,465.1	57,089.8
Government	1,400.1	751.8	2,151.9
Parastatal Profit Making	451.2	35.1	486.3
Parastatal Non Profit Making	230.4	0.0	230.4
<b>B: TOTAL PUBLIC</b>	2,081.7	787.0	2,868.7
<b>TOTAL (A + B)</b>	54,706.3	5,252.1	59,958.4

**(e) Total Annual Cash Earnings in Different Industrial divisions**

Table 4.11 shows that over a half of all employees' earnings came from Community services. Finance and Manufacturing were the second and third in relation to employees' earnings. Employees of financial firms earned 13 percent and those of manufacturing firms 13 percent. The three industrial sectors paid their workers 75 percent of all employees' annual earnings.

**TABLE 4.11: COMPOSITION OF ANNUAL CASH EARNINGS OF ALL EMPLOYEES BY INDUSTRY MAJOR DIVISION**

Major Industrial Division	All Employees Annual Earnings (Tsh. Mil.)			
	Male	Female	Young	Total
Agriculture	2	1	0	3
Mining & Quarrying	1	0	0	1
Manufacturing	11	2	0	13
Public utilities	1	0	0	1
Construction	2	0	0	2
Commerce	5	1	0	6
Transport & Communication	7	2	0	9
Finance	8	5	0	13
Community services	40	11	0	51
Total	77	23	0	100



**(f) Earnings of Regular and Casual Workers by Industry**

Tables 4.12 - 4.13 indicate that earnings of employees differ in different industries. Employees of firms dealing with public utilities, agricultural activities, construction and Mining & Quarrying earned lower compared to workers of other firms or establishments. Monthly average earnings of regular employees of such establishments ranged from Tshs.43, 241 to Tshs. 115,857 in private sector and Tshs. 70,206 to Tshs.95, 284 in the public sector in June 2001. Average earnings of regular employees of other establishments were between Tshs. 104,819 and Tshs. 275,721 in private sector and were between Tshs. 108,904 and Tshs. 297,140 in public sector.

Female regular employees obtained lower average earnings than their male counterparts in all establishments except transport and communication in both private and public sectors, public utilities and finance in public sector only, where female workers earned more.

**TABLE 4.12: ANNUAL EARNINGS BY SECTOR AND GENDER (TSHS. MILLION)**

SECTORS	ALL EMPLOYEES			
	Male	Female	Young	Total
Private Profit Making	404,402.8	132,408.1	67.8	536,878.7
Private Non Profit Making	30,097.4	14,809.6	2.1	44,909.1
Cooperatives	6,787.8	1,508.4	-	8,296.2
<b>A: TOTAL PRIVATE</b>	<b>441,287.9</b>	<b>148,726.2</b>	<b>69.9</b>	<b>590,084.0</b>
Government	566,852.5	153,369.0	19.3	720,240.8
Parastatal Profit Making	107,321.3	26,642.7	2.1	133,966.2
Parastatal Non Profit Making	7,085.7	5,147.1	-	12,232.9
<b>B: TOTAL PUBLIC</b>	<b>681,259.6</b>	<b>185,158.9</b>	<b>21.4</b>	<b>866,439.8</b>
<b>TOTAL (A + B)</b>	<b>1,122,547.5</b>	<b>333,885.1</b>	<b>91.3</b>	<b>1,456,523.8</b>

The Public sector is leading in relation to employees' earnings. The sub-sector employed 48 percent of total employees in 2001.

**TABLE 4.13: ANNUAL CASH EARNINGS OF REGULAR EMPLOYEES (TSHS. MILLION)**

SECTORS	REGULAR EMPLOYEES			
	Male	Female	Young	Total
Private Profit Making	375,692.3	123,818.1	67.5	499,577.9
Private Non Profit Making	29,468.9	14,552.5	-	44,021.3
Cooperatives	5,889.6	1,143.2	-	7,032.8
<b>TOTAL PRIVATE</b>	<b>411,050.8</b>	<b>139,513.7</b>	<b>67.5</b>	<b>550,632.0</b>
Government	538,142.0	144,779.0	19.0	682,940.1
Parastatal Profit Making	106,692.9	26,385.5	-	133,078.4
Parastatal Non Profit Making	6,187.6	4,781.9	-	10,969.4
<b>TOTAL PUBLIC</b>	<b>651,022.5</b>	<b>175,946.4</b>	<b>19.0</b>	<b>826,987.9</b>
<b>TOTAL (A + B)</b>	<b>1,062,073.3</b>	<b>315,460.2</b>	<b>86.5</b>	<b>1,377,620.0</b>

Female regular employees' annual earnings were low due to their small share in employment. Their employment share in public sector was 31.7% and in private sector 27.7%

**TABLE 4.14: ANNUAL CASH EARNINGS OF CASUAL EMPLOYEES (TSHS. MILLION)**

SECTORS	CASUAL EMPLOYEES			
	Male	Female	Young	Total
Private Profit Making	28,710.5	8,590.0	0.3	37,300.7
Private Non Profit Making	628.5	257.2	2.1	887.8
Cooperatives	898.2	365.3	-	1,263.4
<b>TOTAL PRIVATE</b>	<b>30,237.1</b>	<b>9,212.4</b>	<b>2.4</b>	<b>39,451.9</b>
Government	2,671.1	407.7	0.2	3,079.6
Parastatal Profit Making	2,559.1	551.5	-	3,110.6
Parastatal Non Profit Making	32.5	11.7	-	44.2
<b>TOTAL PUBLIC</b>	<b>5,263.4</b>	<b>970.9</b>	<b>0.2</b>	<b>6,234.5</b>
<b>TOTAL (A + B)</b>	<b>35,500.5</b>	<b>10,183.3</b>	<b>2.6</b>	<b>45,686.4</b>

**TABLE 4.15: EMPLOYED ADULT CITIZENS BY SECTOR AND GENDER**

Sector	All Employed Citizens		
	Male	Female	Total
Private Profit Making	195,651	72,785	268,436
Private Non Profit Making	21,860	13,789	35,649
Cooperatives	7,683	1,587	9,270
<b>Total Private</b>	<b>225,194</b>	<b>88,161</b>	<b>313,354</b>
Government	207,554	105,519	313,073
Parastatal Profit Making	46,381	11,047	57,428
Parastatal Non Profit Making	2,194	2,297	4,491
<b>Total Public</b>	<b>256,129</b>	<b>118,863</b>	<b>374,992</b>
<b>Total</b>	<b>481,323</b>	<b>207,024</b>	<b>688,346</b>

*There is big disparity in employment between adult female citizens and adult male citizens in all sectors except parastatal non-profit where employment has reached parity*

**TABLE 4.16: ANNUAL CASH EARNINGS OF ADULT CITIZENS BY SECTOR AND GENDER**

Sector	Earnings of Adult citizens (Tsh. M.)		
	Male	Female	Total
Private Profit Making	323,407.00	119,596.71	443,003.7
Private Non Profit Making	29,129.58	14,308.72	43,438.3
Cooperatives	5,889.60	1,143.18	7,032.8
<b>A: TOTAL PRIVATE</b>	<b>358,426.17</b>	<b>135,048.62</b>	<b>493,474.8</b>
Government.	536,741.9	144,027.2	680,769.1
Parastatal Profit Making	106,241.7	26,350.4	132,592.1
Parastatal Non Profit Making	5,957.2	4,781.9	10,739.0
<b>B: TOTAL PUBLIC</b>	<b>648,940.8</b>	<b>175,159.5</b>	<b>824,100.2</b>
<b>TOTAL (A + B)</b>	<b>1,007,366.9</b>	<b>310,208.1</b>	<b>1,317,575.0</b>

*The Government which employs about the same number of adult citizens as the whole private sector (Table 4.16), pays more than one and half times the private sector in terms of earnings of citizens*

**TABLE 4.17: TOTAL EMPLOYMENT BY MAJOR INDUSTRIAL DIVISION**

Major Industrial Division	All Employees			
	Male	Female	Young	Total
Agriculture	55,989	21,251	33	77,273
Mining & Quarrying	5,209	420	0	5,630
Manufacturing	96,419	28,824	0	125,243
Public utilities	9,528	1,965	0	11,493
Construction	31,753	4,181	0	35,934
Commerce	64,216	23,893	0	88,110

Transport & Communication	53,959	10,014	70	64,043
Finance	32,705	24,124	0	56,829
Community services	229,280	124,957	68	354,306
<b>Total</b>	<b>579,058</b>	<b>239,630</b>	<b>172</b>	<b>818,860</b>

**TABLE 4.18: ANNUAL CASH EARNINGS OF ALL EMPLOYEES BY INDUSTRY MAJOR DIVISION**

Major Industrial Division	All Employees Annual Earnings (Tsh. M.)			
	Male	Female	Young	Total
Agriculture	33,797.3	11,509.9	8.2	45,315.4
Mining & Quarrying	10,210.0	602.5	0.0	10,812.6
Manufacturing	159,627.6	26,365.1	0.0	185,992.8
Public utilities	16,717.1	3,828.2	0.0	20,545.3
Construction	31,026.5	3,051.8	18.2	34,096.5
Commerce	70,127.4	17,162.3	0.0	87,289.7
Transport & Communication	96,465.8	24,638.8	7.6	121,112.1
Finance	112,446.6	76,992.2	0.0	189,438.8
Community services	567,155.3	161,492.9	55.1	728,703.2
<b>Total</b>	<b>1,097,573.7</b>	<b>325,643.5</b>	<b>89.1</b>	<b>1,423,306.4</b>

*78 percent of annual earnings of all employees in 2001 were paid to workers in Community services, financial firms and manufacturing enterprises.*

**TABLE 4.19: ANNUAL CASH EARNINGS OF ALL REGULAR EMPLOYEES BY MAJOR INDUSTRY**

Major Industrial Division	All Regular Employees Annual Earnings(Tsh. M.)			
	MALE	FEMALE	YOUNG	TOTAL
Agriculture	28,456.8	8,936.1	7.9	37,400.8
Mining & Quarrying	9,431.4	590.6	0.0	10,022.0
Manufacturing	146,266.6	21,254.7	0.0	167,521.3
Public utilities	15,358.6	3,641.1	0.0	18,999.7
Construction	24,910.5	2,427.3	18.2	27,356.1
Commerce	67,200.3	16,612.6	0.0	83,812.9
Transport & Communication	93,634.6	24,522.3	7.6	118,164.5
Finance	111,974.2	76,964.5	0.0	188,938.7
Community services	564,840.3	160,511.1	52.8	725,404.1
<b>Total</b>	<b>1,062,073.3</b>	<b>315,460.2</b>	<b>86.5</b>	<b>1,377,620.0</b>

*79 percent of employee earnings came from community services, finance and manufacturing.*

**TABLE 4.20: ANNUAL CASH EARNINGS OF ALL CASUAL EMPLOYEES BY MAJOR INDUSTRY**

Major Industrial Division	All Casual employees Annual Earnings (Tsh. M.)			
	MALE	FEMALE	YOUNG	TOTAL
Agriculture	5,340.5	2,573.8	0.3	7,914.6
Mining & Quarrying	778.7	12.0	0.0	790.6
Manufacturing	13,361.1	5,110.4	0.0	18,471.5
Public utilities	1,358.5	187.1	0.0	1,545.5
Construction	6,116.0	624.4	0.0	6,740.4
Commerce	2,927.1	549.7	0.0	3,476.8
Transport & Communication	2,831.2	116.5	0.0	2,947.7
Finance	472.4	27.7	0.0	500.1
Community services	2,315.0	981.8	2.3	3,299.1
<b>Total</b>	<b>35,500.5</b>	<b>10,183.3</b>	<b>2.6</b>	<b>45,686.4</b>

**TABLE 4.21: MONTHLY AVERAGE EARNINGS BY INDUSTRY (TSHS.M)**

Industry Major Division	ALL sectors			
	All employees			
	Male	Female	Young	Total
Agriculture	50,304	45,136	20,788	48,870
Mining & Quarrying	163,330	119,493	-	160,058
Manufacturing	137,963	76,224	-	123,754
Public utilities	146,210	162,347	-	148,970
Construction	81,426	60,821	-	79,071
Commerce	91,004	59,857	-	82,558
Transport & Communication	148,981	205,034	9,000	157,592
Finance	286,522	265,960	-	277,793
Community services	206,136	107,699	67,073	171,392
<b>Total</b>	<b>157,954</b>	<b>113,245</b>	<b>43,283</b>	<b>144,846</b>

**TABLE 4.22: MONTHLY AVERAGE EARNINGS OF EMPLOYEES IN THE PRIVATE SECTOR BY MAJOR INDUSTRY (TSHS.)**

Industry Major Division	Regular Employees				Casual Employees			
	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	53,823	45,813	-	52,211	20,369	21,853	1,600	20,841
Mining & Quarrying	212,558	139,113	-	207,057	45,652	94,370	-	46,014
Manufacturing	198,532	126,962	-	185,608	36,623	31,260	-	34,966
Public utilities	50,800	37,515	-	43,241	36,000	39,429	-	38,000
Construction	117,124	102,808	-	115,857	38,287	27,200	-	36,822
Commerce	102,499	63,978	-	91,575	25,577	19,793	-	24,455
Transport & Communication	126,773	179,865	9,000	135,738	32,393	19,174	-	31,952
Finance	322,385	233,380	-	275,721	56,304	46,500	-	55,886
Community services	110,795	95,074	86,596	104,819	22,145	24,428	24,000	23,220
<b>Total</b>	<b>148,400.0</b>	<b>131,143.4</b>	<b>51,010</b>	<b>143,580</b>	<b>31,234</b>	<b>26,542</b>	<b>8,933</b>	<b>29,991</b>

**TABLE 4.23: MONTHLY AVERAGE EARNINGS OF EMPLOYEES IN THE PUBLIC SECTOR BY MAJOR INDUSTRY (TSHS.)**

Industry Major Division	Regular Employees				Casual Employee			
	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	81,742	75,422	36,778	79,901	22,792.6	22,416	-	22,711
Mining & Quarrying	202,607	99,368	-	186,691.5	30,615	17,611	-	30,318
Manufacturing	116,429	81,054	-	108,903.6	22,430	18,878	-	21,269
Public utilities	170,255	179,980	-	172,032.1	56,854	62,245	-	57,448
Construction	71,332	63,798	-	70,206.2	46,611	14,422	-	41,363
Commerce	98,715	83,998	-	95,283.9	19,445	18,567	-	19,188
Transport & Communication	270,844	297,062	-	275,224.4	32,523	40,636	-	34,231
Finance	241,099	631,310	-	297,139.6	40,809	44,824	-	41,267
Community services	226,804	112,798	65,957	187,246.0	56,630	27,521	2,385.7	48,890
<b>Total</b>	<b>211,434</b>	<b>123,234</b>	<b>49,544</b>	<b>183,481.0</b>	<b>39,981</b>	<b>26,312</b>	<b>2,385.7</b>	<b>36,971</b>

## CHAPTER FIVE

### ANNUAL WAGE BILL PROFILE

Annual wage bill figures given in the following set of tables comprise of gross cash remunerations accrued as earnings of employees and actual cost of free rations paid by employers in respect of their employees. They represent workers claims for furnishing labour for the production of goods or services on behalf of the employer.

Since the first component (earnings) of the wage bill was discussed in the previous chapter, in this part more attention was given to the pattern of second component, i.e. cost of free rations in various sectors and industries.

According to June 2001 survey, as seen on Table 5.1, the total annual wage bill reached Tshs. 1,440,278 million by end of June 2001. The total claims in respect of employees in the public sector were Tshs. 841,973 million out of which Tshs. 8,751 million or one percent was in respect of free rations were offered to employees. Private sector employees claimed Tshs. 598,305 million, the amount that included Tshs. 8,221 million or 1.4 percent as value of free rations.

The results showed that share of free rations to total wage bill provided by employers in respect of their employees differs in different sectors and it ranged from zero (negligible) to 1.4%. Private business enterprises provided a bigger share of free rations than other sectors, with non-profit making parastatals putting a negligible share (Table 5.2).

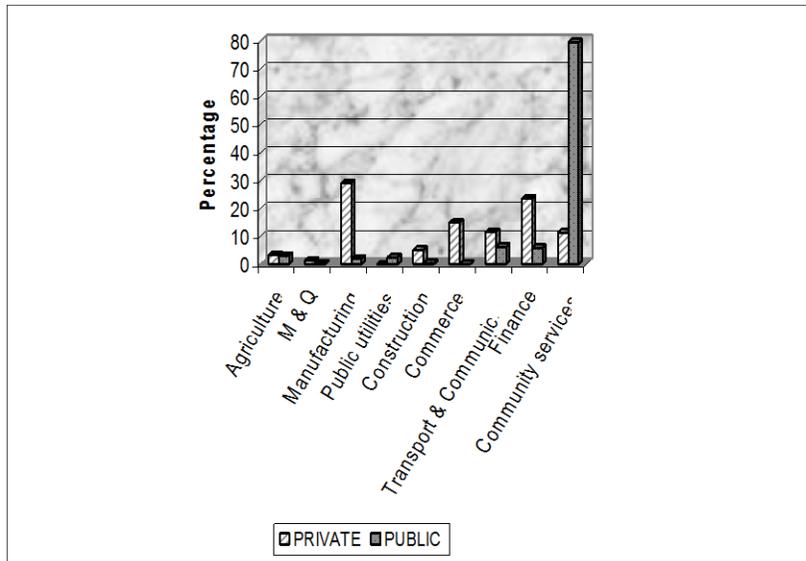
**TABLE 5.1: ANNUAL WAGE BILL BY CASH, FREE RATION AND SECTOR (TShs. Mil)**

SECTORS	Cash	Free Ration	Total Wage Bill	% free rations of Total Wage Bill
Private Profit Making	536,878.7	7,915.9	544,794.6	1.4
Private Non Profit Making	44,909.1	223.0	45,132.1	0.5
Cooperatives	8,296.2	81.8	8,378.0	1.0
<b>TOTAL- PRIVATE</b>	<b>590,084.0</b>	<b>8,220.6</b>	<b>598,304.6</b>	<b>1.4</b>
Government	686,019.7	8,332.2	694,351.8	1.2
Parastatal Profit Making	136,189.0	413.1	136,602.2	0.3
Parastatal Non Profit Making	11,013.7	5.2	11,018.8	0.0
<b>TOTAL- PUBLIC</b>	<b>833,222.4</b>	<b>8,750.5</b>	<b>841,972.9</b>	<b>1.0</b>
<b>ALL SECTORS</b>	<b>1,423,306.4</b>	<b>16,971.1</b>	<b>1,440,277.5</b>	<b>1.2</b>

**TABLE 5.2: COMPOSITION OF ANNUAL WAGE BILL BY INDUSTRIAL MAJOR DIVISION**

INDUSTRY	PRIVATE	PUBLIC	ALL SECTORS
Agriculture	3	3	3
Mining & Quarrying	1	0	1
Manufacturing	29	2	13
Public utilities	0	2	1
Construction	5	0	2
Commerce	15	0	6
Transport & Communication	12	6	8
Finance	23	6	13
Community services	11	79	51
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Figure 5.1: COMPOSITION OF ANNUAL WAGE BILL BY INDUSTRIAL MAJOR DIVISION**



However, combining all sectors together and separating free rations, results showed that one half of total value of free rations was provided to employees in community services alone - mainly government employees. Another 40 percent of free rations were given to workers of manufacturing and trading firms, which were mainly private

**TABLE 5.3: WAGE BILL BY CATEGORY OF EMPLOYMENT AND INDUSTRY (TShs Mil.)**

<b>Industry</b>	<b>ANNUAL CASH EARNINGS (REGULAR)</b>	<b>CASUAL EARNINGS</b>	<b>FREE RATION</b>	<b>TOTAL ANNUAL WAGE BILL</b>
Agriculture	37,400.8	7,914.6	877.4	46,192.8
Mining & Quarrying	10,022.0	790.6	11.7	10,824.3
Manufacturing	167,521.3	18,471.5	4,178.1	190,170.8
Public utilities	18,999.7	1,545.5	16.2	20,561.5
Construction	27,356.1	6,740.4	262.0	34,358.5
Commerce	83,812.9	3,476.8	2,523.7	89,813.4
Transport & Communication	118,164.5	2,947.7	511.0	121,623.1
Finance	188,938.7	500.1	150.3	189,589.1
Community services	725,404.1	3,299.1	8,440.7	737,143.9
<b>Total</b>	<b>1,377,620.0</b>	<b>45,686.4</b>	<b>16,971.1</b>	<b>1,440,277.5</b>

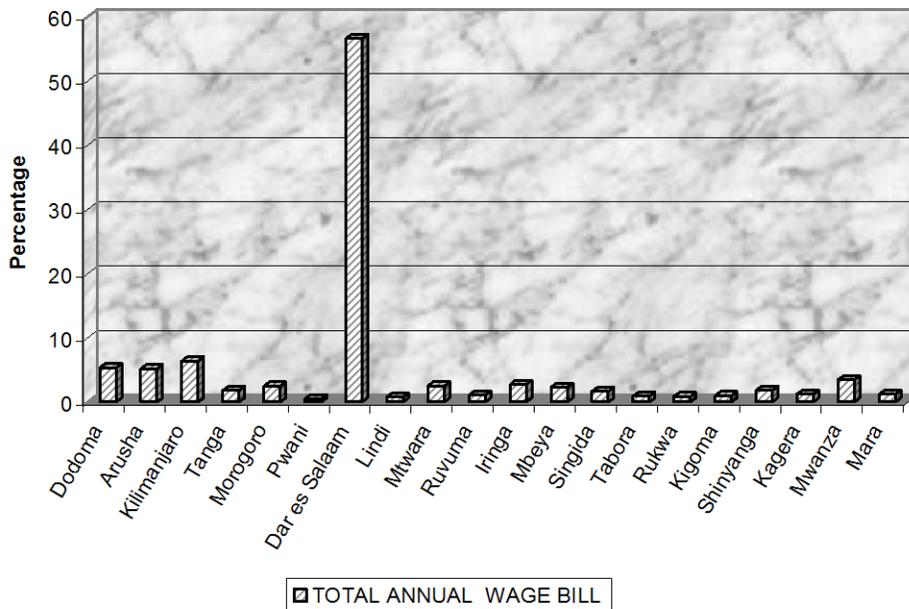
Regional differentials with respect to wage bill showed big variations due to differences in employment size. Overall regional wage bills ranged from Tshs. 7,449 million in Pwani region to Tshs. 815.703 million in Dar es Salaam region. Regions, which had wage bills of Tshs.50, 000 million or more were Kilimanjaro, Dodoma, Arusha and Mwanza. Pwani, Lindi, Tabora, Rukwa and Kigoma had smallest annual wage bills not exceeding Tshs. 15,000 million.

Provision of free rations was more widely practiced by employers in Mara than the rest of the regions. The cost of free rations was 4 percent of total wage bill for Mara region and 2 percent each for Kagera, Morogoro and Iringa. Although Dar es Salaam provided over two thirds of overall value of free rations in the country, the amount was equal to one percent of its regional wage bill (Table 5.5).

**TABLE 5.4: COMPOSITION OF ANNUAL WAGE BILL BY REGION**

REGION	TOTAL CASH EARNINGS (REGULAR)	CASUAL EARNINGS	FREE RATION	TOTAL ANNUAL WAGE BILL	Free Rations % of total
Dodoma	5	3	2	5	0.4
Arusha	5	7	5	5	1.1
Kilimanjaro	6	6	1	6	0.3
Tanga	2	8	1	2	0.6
Morogoro	2	5	4	2	1.8
Pwani	0	2	0	1	1.1
Dar es Salaam	57	44	67	57	1.4
Lindi	1	0	1	1	1
Mtwara	3	1	1	3	0.4
Ruvuma	1	2	0	1	0.2
Iringa	3	8	4	3	1.8
Mbeya	2	5	2	2	1
Singida	2	0	0	2	0
Tabora	1	1	1	1	0.7
Rukwa	1	0	1	1	1.5
Kigoma	1	0	1	1	1.2
Shinyanga	2	1	2	2	1
Kagera	1	1	2	1	2
Mwanza	3	5	1	3	0.4
Mara	1	0	4	1	3.6
<b>Total</b>	100	100	100	100	<b>1.2</b>

**Figure 5.2: COMPOSITION OF ANNUAL WAGE BILL BY REGION**



**TABLE 5.5: ANNUAL WAGE BILL BY INDUSTRIAL MAJOR DIVISION (TShs Mil.)**

INDUSTRY	PRIVATE	PUBLIC	ALL SECTORS
Agriculture	20,201.7	25,991.1	46,192.8
Mining & Quarrying	8,059.0	2,765.3	10,824.3
Manufacturing	173,182.6	16,988.2	190,170.8
Public utilities	35.6	20,526.0	20,561.5
Construction	30,953.4	3,405.1	34,358.5
Commerce	88,815.8	997.6	89,813.4
Transport & Communication	69,453.2	52,169.9	121,623.1
Finance	139,726.6	49,862.5	189,589.1
Community services	67,876.7	669,267.2	737,143.9
<b>Total</b>	<b>598,304.6</b>	<b>841,972.9</b>	<b>1,440,277.5</b>

*More than half of the wage bill in the private sector was paid by manufacturing and financial firms alone. In the public sector about 80% of the bill was paid in respect of workers in community services*

**TABLE 5.6: ANNUAL WAGE BILL BY REGION**

REGION	TOTAL CASH EARNINGS (REGULAR)	CASUAL EARNINGS	FREE RATION	ANNUAL WAGE BILL	Free Rations % of total
Dodoma	75,493.8	1,181.9	313.5	76,989.2	0.4
Arusha	70,709.0	3,394.6	845.4	74,949.0	1.1
Kilimanjaro	89,537.6	2,562.9	247.6	92,348.0	0.3
Tanga	22,019.7	3,683.0	155.6	25,858.3	0.6
Morogoro	32,612.2	2,218.5	641.6	35,472.4	1.8
Pwani	6,435.7	929.2	84.3	7,449.3	1.1
Dar es Salaam	784,034.7	20,245.3	11,422.9	815,702.9	1.4
Lindi	11,341.1	165.8	117.0	11,624.0	1.0
Mtwara	35,751.6	381.8	156.7	36,290.1	0.4
Ruvuma	14,686.4	952.6	36.3	15,675.3	0.2
Iringa	34,832.4	3,659.2	711.3	39,202.9	1.8
Mbeya	30,636.6	2,112.6	326.1	33,075.3	1.0
Singida	23,925.9	28.6	0.0	23,954.6	0.0
Tabora	12,555.3	245.7	84.9	12,885.9	0.7
Rukwa	12,296.3	77.3	183.0	12,556.5	1.5
Kigoma	13,861.6	126.1	167.0	14,154.7	1.2
Shinyanga	25,353.3	603.7	274.3	26,231.3	1.0
Kagera	17,211.1	490.8	364.2	18,066.0	2.0
Mwanza	47,674.1	2,416.0	212.7	50,302.8	0.4
Mara	16,651.7	210.9	626.6	17,489.1	3.6
<b>Total</b>	<b>1,377,620.0</b>	<b>45,686.4</b>	<b>16,971.1</b>	<b>1,440,277.5</b>	<b>1.2</b>

## APPENDICES

### APPENDIX 1: NUMBER OF REGULAR ADULT CITIZENS BY SECTOR AND GENDER AND WAGE

WAGE GROUP	PRIVATE SECTOR											
	PRIVATE PROFIT MAKING			PRIVATE NON PROFIT MAKING			COOPERATIVES			TOTAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	14,690	7,438	22,128	2,234	909	3,143	306	23	328	17,229	8,370	25,599
30,000-49,999	85,576	28,095	113,671	8,951	6,303	15,254	5,274	1,057	6,331	99,802	35,455	135,256
50,000-69,999	28,492	10,088	38,581	3,243	2,956	6,199	1,117	341	1,458	32,853	13,385	46,238
70,000-89,999	15,735	5,197	20,932	2,401	1,559	3,960	371	102	473	18,507	6,858	25,365
90,000-109,999	12,795	6,862	19,657	1,816	959	2,776	258	32	290	14,870	7,853	22,723
110,000-149,999	9,517	3,130	12,648	1,030	363	1,394	214	25	238	10,761	3,519	14,280
150,000-189,999	6,437	2,625	9,062	301	170	471	35	6	41	6,773	2,801	9,575
190,000-229,999	5,138	2,072	7,210	332	62	393	62	-	62	5,531	2,134	7,665
230,000-269,999	3,289	1,296	4,584	202	70	272	18	-	18	3,508	1,366	4,875
270,000-309,999	3,089	1,614	4,704	545	46	591	21	-	21	3,655	1,660	5,315
310,000-349,999	2,114	1,824	3,938	132	36	167	-	-	-	2,246	1,860	4,105
350,000-389,999	1,723	1,040	2,763	113	17	130	-	-	-	1,836	1,057	2,893
390,000-429,999	1,353	329	1,681	72	91	163	-	-	-	1,425	420	1,844
430,000-469,999	782	118	900	34	-	34	-	-	-	816	118	934
470,000-509,999	768	270	1,038	5	1	6	5	-	5	778	271	1,049
510,000-549,999	624	99	722	19	-	19	-	-	-	643	99	742
550,000+	3,530	688	4,217	430	246	676	2	2	4	3,962	936	4,897
<b>TOTAL</b>	<b>195,651</b>	<b>72,785</b>	<b>268,436</b>	<b>21,860</b>	<b>13,789</b>	<b>35,649</b>	<b>7,683</b>	<b>1,587</b>	<b>9,270</b>	<b>225,194</b>	<b>88,161</b>	<b>313,354</b>

**APPENDIX 2: NUMBER OF REGULAR ADULT CITIZENS BY SECTOR AND GENDER AND WAGE**

	PUBLIC SECTOR								
	GOVERNMENT			PARASTATAL			TOTAL		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Under 30,000	241	107	348	964	795	1,759	1,205	902	2,107
30,000-49,999	27,157	17,298	44,455	5,409	2,333	7,742	32,566	19,631	52,197
50,000-69,999	57,064	28,868	85,931	10,269	1,899	12,168	67,333	30,767	98,099
70,000-89,999	39,203	24,015	63,218	6,164	1,288	7,452	45,367	25,303	70,670
90,000-109,999	30,333	19,347	49,680	4,751	1,367	6,118	35,084	20,714	55,798
110,000-149,999	11,523	6,927	18,450	5,746	1,237	6,983	17,269	8,164	25,433
150,000-189,999	11,476	2,420	13,896	3,408	876	4,284	14,884	3,296	18,180
190,000-229,999	18,200	3,139	21,339	3,541	1,000	4,541	21,741	4,139	25,880
230,000-269,999	4,619	1,211	5,830	1,973	696	2,669	6,592	1,907	8,499
270,000-309,999	2,261	771	3,032	1,795	613	2,408	4,056	1,384	5,440
310,000-349,999	768	201	969	849	238	1,087	1,617	439	2,056
350,000-389,999	237	88	325	592	137	729	829	225	1,054
390,000-429,999	1,657	529	2,186	621	153	774	2,278	682	2,960
430,000-469,999	183	52	235	375	95	470	558	147	705
470,000-509,999	268	85	353	276	113	389	544	198	742
510,000-549,999	888	159	1,047	242	84	326	1,130	243	1,373
550,000+	1,477	303	1,780	1,600	420	2,020	3,077	723	3,800
<b>TOTAL</b>	<b>207,554</b>	<b>105,519</b>	<b>313,073</b>	<b>48,575</b>	<b>13,344</b>	<b>61,919</b>	<b>256,129</b>	<b>118,863</b>	<b>374,992</b>

**APPENDIX 3: EMPLOYMENT BY INDUSTRIAL MAJOR DIVISION**

Industry	CITIZEN				NON CITIZEN				TOTAL	TOTAL	TOTAL
	Male	Female	Young	Total	Male	Female	Young	Total	Regular	Casual	Employees
Agriculture	37,315	13,244	18	50,577	136	47	-	184	50,761	31,327	82,088
M & Q	3,733	407	-	4,140	13	-	-	13	4,153	1,477	5,630
Manufacturing	63,500	14,885	-	78,385	1,911	15	-	1,926	80,311	44,933	125,243
Public utilities	7,532	1,711	-	9,243	3	1	-	4	9,247	2,246	11,493
Construction	17,840	2,126	-	19,966	903	15	-	918	20,884	15,051	35,934
Commerce	53,072	21,384	-	74,456	1,586	193	-	1,779	76,236	11,874	88,110
Transport & Communication	45,953	9,633	70	55,656	724	18	-	742	56,398	7,644	64,043
Finance	31,650	24,023	-	55,673	300	50	-	350	56,023	805	56,829
Community services	220,729	119,610	54	340,393	515	268	-	783	341,175	8,316	349,491
<b>Total</b>	<b>481,323</b>	<b>207,024</b>	<b>142</b>	<b>688,489</b>	<b>6,091</b>	<b>608</b>	<b>-</b>	<b>6,699</b>	<b>695,187</b>	<b>123,673</b>	<b>818,860</b>

**APPENDIX 4: TOTAL EMPLOYMENT BY REGION AND INDUSTRIAL DIVISION: PRIVATE SECTOR**

REGION	Agriculture	M & Q	Manufacturing	Public utilities	Construction	Commerce	Transport & Commun.	Finance	Community services	TOTAL
Dodoma	-	-	3	-	718	195	496	233	2,670	4,315
Arusha	16,351	-	4,791	-	598	6,333	5,664	244	5,211	39,192
Kilimanjaro	2,090	-	3,776	-	3,701	7,258	-	265	3,823	20,912
Tanga	2,272	-	10,893	-	113	2,381	677	190	1,721	18,248
Morogoro	9,105	-	5,745	-	1,834	2,160	95	332	2,762	22,032
Pwani	794	-	-	-	189	683	-	-	735	2,400
DSM	1,032	1,509	60,478	70	15,743	51,256	32,822	38,242	12,940	214,091
Lindi	1,060	-	81	-	-	161	399	680	617	2,998
Mtwara	790	1	564	-	686	960	1,010	133	2,219	6,362
Ruvuma	1,016	-	1,983	-	1,233	1,781	-	132	1,769	7,914
Iringa	9,715	-	2,542	-	3,834	2,443	1,720	134	5,922	26,310
Mbeya	2,297	880	2,378	-	-	843	2,317	204	2,821	11,740
Singida	-	-	-	-	-	872	-	81	262	1,214
Tabora	117	300	577	-	-	339	-	22	923	2,278
Rukwa	-	-	-	-	-	1,326	-	1,062	358	2,747
Kigoma	-	138	162	-	-	1,141	82	70	3,515	5,108
Shinyanga	141	1,025	3,215	-	717	846	-	94	3,113	9,151
Kagera	1,005	-	939	-	125	2,927	1,096	80	1,928	8,098
Mwanza	3	-	11,823	-	1,723	2,652	984	162	2,457	19,803
Mara	-	432	636	-	-	586	361	324	1,955	4,294
<b>Total</b>	<b>47,789</b>	<b>4,285</b>	<b>110,584</b>	<b>70</b>	<b>31,214</b>	<b>87,142</b>	<b>47,723</b>	<b>42,682</b>	<b>57,718</b>	<b>429,207</b>

**APPENDIX 5: TOTAL EMPLOYMENT BY REGION AND INDUSTRIAL DIVISION: PUBLIC SECTOR**

REGION	Agriculture	M & Q	Manufacturing	Public utilities	Construction	Commerce	Transport & Commun.	Finance	Community services	TOTAL
Dodoma	867	22	85	757	251	8	852	334	31,423	34,599
Arusha	1,225	-	38	415	187	190	347	450	16,050	18,902
Kilimanjaro	448	-	4,944	50	151	5	154	166	12,371	18,289
Tanga	1,233	-	39	624	289	4	189	58	6,721	9,157
Morogoro	1,357	50	2,180	939	542	64	194	90	14,326	19,742
Pwani	732	-	72	82	235	-	19	6	4,300	5,446
DSM	10,091	35	2,670	3,626	114	462	12,260	12,203	83,016	124,477
Lindi	253	-	4	269	70	-	50	28	3,674	4,348
Mtwara	212	-	37	341	156	12	469	45	7,247	8,519
Ruvuma	254	-	8	308	194	102	101	75	8,639	9,681
Iringa	12,016	-	2,922	406	353	36	170	65	12,375	28,343
Mbeya	1,001	9	1,265	297	287	4	313	153	12,515	15,844
Singida	231	-	7	204	144	2	11	24	8,925	9,548
Tabora	411	-	29	327	123	9	468	80	8,104	9,551
Rukwa	268	-	27	213	344	-	31	28	5,262	6,173
Kigoma	326	-	2	324	59	18	58	63	7,518	8,368
Shinyanga	650	490	99	982	225	35	188	56	10,621	13,346
Kagera	921	7	110	220	432	-	52	70	12,010	13,822
Mwanza	855	732	-	665	265	4	363	104	15,810	18,798
Mara	948	-	121	374	299	13	31	49	10,866	12,701
<b>Total</b>	<b>34,299</b>	<b>1,345</b>	<b>14,659</b>	<b>11,423</b>	<b>4,720</b>	<b>968</b>	<b>16,320</b>	<b>14,147</b>	<b>291,773</b>	<b>389,654</b>

**APPENDIX 6: ANNUAL WAGE BILL COMPOSITION BY SECTORS**

	Cash	Free Ration	Total Wage Bill
<b>A: PRIVATE SECTOR:</b>			
Private Profit Making	91.0	96.3	91.1
Private Non Profit Making	7.6	2.7	7.5
Cooperative	1.4	1.0	1.4
<b>TOTAL</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>B: PUBLIC SECTOR:</b>			
Government	82.3	95.2	82.5
Parastatal Profit	16.3	4.7	16.2
Parastatal Non Profit	1.3	0.1	1.3
<b>TOTAL</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**APPENDIX 7: ANNUAL WAGE BILL BY INDUSTRIAL DIVISION**

(Per Annum ( Mil. TShs.))

INDUSTRY	PRIVATE	PUBLIC	ALL SECTORS
Agriculture	20,201.7	25,991.1	46,192.8
Mining & Quarrying	8,059.0	2,765.3	10,824.3
Manufacturing	173,182.6	16,988.2	190,170.8
Public utilities	35.6	20,526.0	20,561.5
Construction	30,953.4	3,405.1	34,358.5
Commerce	88,815.8	997.6	89,813.4
Transport & Communication	69,453.2	52,169.9	121,623.1
Finance	139,726.6	49,862.5	189,589.1
Community services	67,876.7	669,267.2	737,143.9
<b>Total</b>	<b>598,304.6</b>	<b>841,972.9</b>	<b>1,440,277.5</b>

**APPENDIX 8: TOTAL ANNUAL WAGE BILL BY INDUSTRIAL DIVISION**

Mil. Tshs.

Industry	CITIZEN				NON CITIZEN				CASH	CASUAL	FREE	ANNUAL
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	26,922.5	8,259.8	7.9	35,190.3	1,534.3	676.3	-	2,210.6	37,400.8	7,914.6	877.4	46,192.8
Mining & Quarrying	9,224.1	590.6	-	9,814.7	207.3	-	-	207.3	10,022.0	790.6	11.7	10,824.3
Manufacturing	130,751.4	21,144.2	-	151,895.6	15,515.2	110.5	-	15,625.7	167,521.3	18,471.5	4,178.1	190,170.8
Public utilities	15,353.9	3,637.5	-	18,991.4	4.7	3.6	-	8.3	18,999.7	1,545.5	16.2	20,561.5
Construction	19,768.3	2,332.9	18.2	22,119.4	5,142.2	94.4	-	5,236.6	27,356.1	6,740.4	262.0	34,358.5
Commerce	53,323.7	14,894.0	-	68,217.8	13,876.5	1,718.6	-	15,595.1	83,812.9	3,476.8	2,523.7	89,813.4
Transport & Commun.	84,937.4	24,409.3	7.6	109,354.3	8,697.2	112.9	-	8,810.1	118,164.5	2,947.7	511.0	121,623.1
Finance	104,799.0	75,908.3	-	180,707.4	7,175.1	1,056.2	-	8,231.3	188,938.7	500.1	150.3	189,589.1
Community services	562,286.5	159,031.4	52.8	721,370.7	2,553.8	1,479.7	-	4,033.5	725,404.1	3,299.1	8,440.7	737,143.9
<b>Total</b>	<b>1,007,366.9</b>	<b>310,208.1</b>	<b>86.5</b>	<b>1,317,661.5</b>	<b>54,706.3</b>	<b>5,252.1</b>	<b>-</b>	<b>59,958.4</b>	<b>1,377,620.0</b>	<b>45,686.4</b>	<b>16,971.1</b>	<b>1,440,277.5</b>

**APPENDIX 9: TOTAL ANNUAL WAGE BILL BY REGION AND INDUSTRIAL DIVISION**

(In Millions Tshs.)

	Agriculture	M & Q	Manufacturing	Public utilities	Construction	Commerce	Transport & Commun.	Finance	Community services	TOTAL
Dodoma	763.1	47.1	131.5	1,450.5	692.0	126.3	1,352.4	1,605.5	70,820.9	76,989.2
Arusha	9,870.1	-	6,425.4	403.9	275.9	7,922.5	7,140.2	3,169.2	39,741.8	74,949.0
Kilimanjaro	1,202.7	-	8,050.7	47.5	3,458.5	2,897.8	359.7	1,592.5	74,738.6	92,348.0
Tanga	2,154.8	-	10,321.0	1,649.0	244.0	937.9	935.1	1,069.3	8,547.0	25,858.3
Morogoro	3,996.2	15.2	5,722.5	2,454.9	449.7	2,127.9	563.2	1,632.8	18,509.9	35,472.4
Pwani	726.8	-	22.5	204.3	549.1	426.0	20.5	20.5	5,479.5	7,449.3
DSM	6,411.4	611.1	140,059.4	6,701.5	20,897.5	65,347.6	81,370.8	159,969.5	334,334.1	815,702.9
Lindi	463.6	-	19.0	299.2	51.0	89.0	366.8	3,983.5	6,352.0	11,624.0
Mtwara	413.0	0.4	527.7	592.0	1,102.0	453.9	9,842.2	819.2	22,539.8	36,290.1
Ruvuma	488.3	-	1,920.1	587.0	546.0	1,275.1	96.5	845.8	9,916.4	15,675.3
Iringa	13,112.1	-	3,048.1	864.8	1,512.7	1,337.1	988.1	988.3	17,351.6	39,202.9
Mbeya	1,695.8	1,093.6	3,525.1	195.3	199.9	1,434.6	2,715.2	2,172.4	20,043.4	33,075.3
Singida	184.7	-	1.8	381.3	95.0	487.3	24.1	520.3	22,260.0	23,954.6
Tabora	381.3	1,040.8	219.3	585.1	95.0	199.6	984.6	299.2	9,081.2	12,885.9
Rukwa	295.9	-	11.8	493.2	140.1	286.0	36.8	6,450.1	4,842.7	12,556.5
Kigoma	351.6	188.4	59.5	529.7	37.6	627.5	424.9	456.8	11,478.6	14,154.7
Shinyanga	575.0	6,305.1	1,701.4	926.7	2,507.4	357.9	452.8	654.2	12,750.8	26,231.3
Kagera	1,139.9	5.5	734.1	158.1	240.6	1,549.5	438.7	643.7	13,155.9	18,066.0
Mwanza	754.0	622.2	7,297.8	1,452.4	1,134.3	1,648.8	13,168.5	1,546.6	22,678.3	50,302.8
Mara	1,212.4	894.9	372.3	585.1	130.3	281.1	341.9	1,149.7	12,521.4	17,489.1
<b>Total</b>	<b>46,192.8</b>	<b>10,824.3</b>	<b>190,170.8</b>	<b>20,561.5</b>	<b>34,358.5</b>	<b>89,813.4</b>	<b>121,623.1</b>	<b>189,589.1</b>	<b>737,143.9</b>	<b>1,440,277.5</b>

**APPENDIX 10: ANNUAL CASH EARNINGS BY GENDER AND TERMS OF EMPLOYMENT**

(Mil. Tshs)

SECTORS	REGULAR				Casual				TOTAL			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
<b>A: PRIVATE</b>												
Private Profit Making	91.4	88.7	100.0	90.7	95.0	93.2	12.0	94.5	91.6	89.0	97.0	91.0
Private Non Profit Making	7.2	10.4	-	8.0	2.1	2.8	88.0	2.3	6.8	10.0	3.0	7.6
Cooperative	1.4	0.8	-	1.3	3.0	4.0	-	3.2	1.5	1.0	-	1.4
<b>TOTAL PRIVATE</b>	<b>100</b>											
<b>B: PUBLIC</b>												
Government	82.7	82.3	100.0	82.6	50.8	42.0	100.0	49.4	82.4	82.1	100.0	82.3
Parastatal Profit Making	16.4	15.0	-	16.1	48.6	56.8	-	49.9	16.6	15.2	-	16.3
Parastatal Non Profit Making	1.0	2.7	-	1.3	0.6	1.2	-	0.7	0.9	2.7	-	1.3
<b>TOTAL PUBLIC</b>	<b>100.0</b>											
<b>A. TOTAL PRIVATE</b>	<b>38.7</b>	<b>44.2</b>	<b>78.0</b>	<b>40.0</b>	<b>85.2</b>	<b>90.5</b>	<b>92.3</b>	<b>86.4</b>	<b>40.2</b>	<b>45.7</b>	<b>78.4</b>	<b>41.5</b>
<b>B. TOTAL PUBLIC</b>	<b>61.3</b>	<b>55.8</b>	<b>22.0</b>	<b>60.0</b>	<b>14.8</b>	<b>9.5</b>	<b>7.7</b>	<b>13.6</b>	<b>59.8</b>	<b>54.3</b>	<b>21.6</b>	<b>58.5</b>
<b>TOTAL A AND B</b>	<b>100.0</b>											

**APPENDIX 11: PRIVATE SECTOR; ANNUAL CASH EARNINGS BY TERMS OF EMPLOYMENT AND INDUSTRIAL DIVISION**

(Per Annum (Mill. TShs.))

PRIVATE SECTOR												
INDUSTRY	REGULAR				CASUAL				TOTAL			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	10,327.6	2,215.9	-	12,543.6	4,577.7	2,366.7	0.3	6,944.7	14,905.3	4,582.6	0.3	19,488.2
M & Q	6,936.9	367.6	-	7,304.5	731.5	11.3	-	742.8	7,668.3	378.9	-	8,047.3
Manufacturing	132,698.9	18,702.5	-	151,401.3	12,940.1	4,938.3	-	17,878.4	145,639.0	23,640.7	-	169,279.7
Public utilities	15.2	14.9	-	30.1	2.2	3.3	-	5.5	17.4	18.2	-	35.6
Construction	22,679.8	2,076.7	18.2	24,774.7	5,340.7	577.7	-	5,918.5	28,020.6	2,654.4	18.2	30,693.2
Commerce	66,432.7	16,414.0	-	82,846.7	2,906.8	541.6	-	3,448.5	69,339.5	16,955.7	-	86,295.2
Transport & Communication	51,100.2	15,164.8	7.6	66,272.6	2,643.8	54.1	-	2,697.9	53,744.0	15,218.9	7.6	68,970.5
Finance	77,487.4	61,820.6	-	139,308.0	373.5	13.7	-	387.2	77,860.9	61,834.4	-	139,695.2
Community services	43,372.2	22,736.8	41.7	66,150.6	720.8	705.7	2.1	1,428.6	44,092.9	23,442.4	43.8	67,579.1
<b>Total</b>	<b>411,050.8</b>	<b>139,513.7</b>	<b>67.5</b>	<b>550,632.0</b>	<b>30,237.1</b>	<b>9,212.4</b>	<b>2.4</b>	<b>39,451.9</b>	<b>441,287.9</b>	<b>148,726.2</b>	<b>69.9</b>	<b>590,084.0</b>

**APPENDIX 12: PUBLIC SECTOR; ANNUAL CASH EARNINGS BY TERMS OF EMPLOYMENT AND INDUSTRIAL DIVISION**

(Per Annum (Mill. TShs.))

PUBLIC SECTOR												
INDUSTRY	REGULAR				CASUAL				TOTAL			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	18,129.2	6,720.1	7.9	24,857.3	762.8	207.1	-	970.0	18,892.0	6,927.3	7.9	25,827.2
Mining & Quarrying	2,494.5	223.0	-	2,717.5	47.2	0.6	-	47.8	2,541.7	223.6	-	2,765.3
Manufacturing	13,567.7	2,552.2	-	16,119.9	421.0	172.2	-	593.1	13,988.7	2,724.4	-	16,713.1
Public utilities	15,343.4	3,626.2	-	18,969.6	1,356.3	183.7	-	1,540.1	16,699.7	3,810.0	-	20,509.7
Construction	2,230.7	350.6	-	2,581.3	775.2	46.7	-	822.0	3,005.9	397.4	-	3,403.3
Commerce	767.6	198.6	-	966.2	20.3	8.0	-	28.3	787.9	206.6	-	994.5
Transport & Commun.	42,534.5	9,357.4	-	51,891.9	187.3	62.4	-	249.7	42,721.8	9,419.9	-	52,141.7
Finance	34,486.8	15,143.9	-	49,630.6	98.9	14.0	-	112.9	34,585.7	15,157.9	-	49,743.5
Community services	521,468.1	137,774.3	11.1	659,253.6	1,594.2	276.1	0.2	1,870.5	523,062.4	138,050.4	11.3	661,124.1
<b>Total</b>	<b>651,022.5</b>	<b>175,946.4</b>	<b>19.0</b>	<b>826,987.9</b>	<b>5,263.4</b>	<b>970.9</b>	<b>0.2</b>	<b>6,234.5</b>	<b>656,285.8</b>	<b>176,917.4</b>	<b>19.2</b>	<b>833,222.4</b>

**APPENDIX 13: MEAN AND MEDIAN WAGES OF ADULT CITIZENS BY MAJOR INDUSTRIES**

Industry	PRIVATE SECTOR		PUBLIC SECTOR	
	MEAN	MEDIAN	MEAN	MEDIAN
Agriculture	35,488.0	30,000.0	73,286.3	65,894.2
Mining & Quarrying	73,846.4	86,388.8	76,031.4	72,602.0
Manufacturing	79,566.7	52,931.0	90,501.6	61,914.4
Public utilities	34,071.4	34,071.4	119,710.1	66,464.4
Construction	58,497.9	50,858.3	64,833.8	55,351.9
Commerce	53,830.3	33,963.4	80,695.4	54,999.5
Transport & Communication	133,074.5	61,091.1	207,419.0	201,000.0
Finance	349,290.6	369,139.4	259,135.5	221,145.2
Community services	77,823.3	61,922.0	91,378.1	72,501.7

**APPENDIX 14: AVERAGE WAGES OF REGULAR AND CASUAL ADULT MALES BY INDUSTRY SECTOR AND CITIZENSHIP**

SHS PER MONTH

Industry	PRIVATE SECTOR		PUBLIC SECTOR		TOTAL	
	CITIZEN	CASUAL	CITIZEN	CASUAL	CITIZEN	CASUAL
Agriculture	47,019.7	20,369.2	81,083.9	22,792.6	65,337.6	20,683.3
Mining & Quarrying	207,197.8	45,652.0	202,607.2	30,614.9	205,936.0	44,331.8
Manufacturing	181,944.2	36,623.2	113,935.3	22,430.3	171,589.7	35,907.4
Public utilities	40,416.7	36,000.0	170,288.2	56,854.8	169,874.4	56,802.5
Construction	95,930.2	38,286.6	71,359.8	46,611.1	92,342.4	39,173.4
Commerce	83,545.5	25,577.4	98,596.8	19,444.6	83,728.1	25,521.6
Transport & Communication	107,747.1	32,393.3	270,557.8	32,522.6	154,028.9	32,401.8
Finance	296,931.9	56,303.7	241,159.4	40,809.3	275,933.8	52,157.1
Community services	108,442.6	22,144.6	226,612.0	56,629.8	209,459.4	38,138.3
<b>Total</b>	<b>132,636.2</b>	<b>31,233.8</b>	<b>211,137.3</b>	<b>39,981.2</b>	<b>174,409.5</b>	<b>32,280.9</b>

**APPENDIX 15: AVERAGE WAGES OF REGULAR AND CASUAL ADULT FEMALES BY INDUSTRY SECTOR AND CITIZENSHIP**

SHS PER MONTH

Industry	PRIVATE SECTOR		PUBLIC SECTOR		TOTAL	
	CITIZEN	CASUAL	CITIZEN	CASUAL	CITIZEN	CASUAL
Agriculture	39,656.0	21,853.3	71,443.7	22,416.4	60,328.8	21,897.6
Mining & Quarrying	139,112.9	94,370.1	99,367.8	17,611.0	120,860.6	76,656.5
Manufacturing	126,366.8	31,259.7	81,054.2	18,878.3	118,378.7	30,583.9
Public utilities	29,312.5	39,428.6	179,979.9	62,245.3	177,162.0	61,614.0
Construction	99,027.5	27,199.6	63,798.2	14,421.9	91,438.5	25,508.4
Commerce	57,801.2	19,792.7	84,069.4	18,567.3	58,041.9	19,773.7
Transport & Communication	179,146.9	19,174.2	296,896.0	40,636.4	211,160.1	26,740.7
Finance	229,915.6	46,500.0	631,310.3	44,823.7	263,316.1	45,638.7
Community services	91,318.4	24,428.2	112,585.4	27,520.9	109,124.4	25,225.4
<b>Total</b>	<b>127,654.1</b>	<b>26,542.1</b>	<b>122,802.1</b>	<b>26,312.2</b>	<b>124,868.3</b>	<b>26,520.0</b>

**APPENDIX 16: LABOUR COSTS BY SECTORS**

(Mil. Tshs.)

	Private Profit Making	Private Non Profit Making	Cooperative	Govt.	Parastatal Profit Making	Parastatal Non Profit Making	Total Private	Total Public	Total
<b>1. DIRECT WAGE AND SALARIES</b>									
Regular Workers	41,631.5	3,668.4	586.1	56,911.7	11,089.9	914.1	45,886.0	68,915.7	114,801.7
Casual Workers	3,108.4	74.0	105.3	256.6	259.2	3.7	3,287.7	519.5	3,807.2
<b>Sub Total</b>	<b>44,739.9</b>	<b>3,742.4</b>	<b>691.3</b>	<b>57,168.3</b>	<b>11,349.1</b>	<b>917.8</b>	<b>49,173.7</b>	<b>69,435.2</b>	<b>118,608.9</b>
<b>2. RENUMARATION FOR TIME NOT WORKED</b>									
Paid Leave	1,895.6	74.3	1.7	671.0	183.2	48.0	1,971.6	902.3	2,873.9
Maternity Leave	39.4	6.4	3.7	21.7	5.2	2.6	49.6	29.4	79.0
Other Paid Leave	1,373.7	30.2	5.1	2,187.8	568.1	38.6	1,409.1	2,794.6	4,203.6
<b>Sub Total</b>	<b>3,308.8</b>	<b>110.9</b>	<b>10.5</b>	<b>2,880.5</b>	<b>756.5</b>	<b>89.2</b>	<b>3,430.3</b>	<b>3,726.2</b>	<b>7,156.5</b>
<b>3. PAYMENT IN KIND</b>									
Free Housing	1,218.35	47.91	11.03	151.03	854.30	22.05	1,277.29	1,027.39	2,304.68
Free ration	659.66	18.58	6.81	694.35	34.43	0.43	685.05	729.21	1,414.26
<b>Sub Total</b>	<b>1,878.01</b>	<b>66.49</b>	<b>17.85</b>	<b>845.38</b>	<b>888.73</b>	<b>22.48</b>	<b>1,962.35</b>	<b>1,756.59</b>	<b>3,718.94</b>
<b>4. SOCIAL SECURITY EXPENDITURE</b>									
NSSF	2,060.21	183.01	326.65	756.60	473.85	78.20	2,569.88	1,308.65	3,878.53
<b>TOTAL</b>	<b>51,986.88</b>	<b>4,102.87</b>	<b>1,046.39</b>	<b>61,650.83</b>	<b>13,468.19</b>	<b>1,107.68</b>	<b>57,136.14</b>	<b>76,226.69</b>	<b>133,362.83</b>

**APPENDIX 17: COMPOSITION OF LABOUR COSTS BY SECTORS**

	Private Profit Making	Private Non Profit Making	Cooperative	Govt.	Parastatal Profit Making	Parastatal Non Profit Making	Total Private	Total Public	Total
<b>1. DIRECT WAGE AND SALARIES</b>									
Regular Workers	93.1	98.0	84.8	99.6	97.7	99.6	93.3	99.3	96.8
Casual Workers	6.9	2.0	15.2	0.4	2.3	0.4	6.7	0.7	3.2
<b>Sub Total</b>	<b>86.1</b>	<b>91.2</b>	<b>66.1</b>	<b>92.7</b>	<b>84.3</b>	<b>82.9</b>	<b>86.1</b>	<b>91.1</b>	<b>88.9</b>
<b>2. RENUMARATION FOR TIME NOT WORKED</b>									
Paid Leave	57.3	67.0	16.0	23.3	24.2	53.9	57.5	24.2	40.2
Maternity Leave	1.2	5.8	35.3	0.8	0.7	2.9	1.4	0.8	1.1
Other Paid Leave	41.5	27.2	48.6	76.0	75.1	43.3	41.1	75.0	58.7
<b>Sub Total</b>	<b>6.4</b>	<b>2.7</b>	<b>1.0</b>	<b>4.7</b>	<b>5.6</b>	<b>8.1</b>	<b>6.0</b>	<b>4.9</b>	<b>5.4</b>
<b>3. PAYMENT IN KIND</b>									
Free Housing	64.9	72.1	61.8	17.9	96.1	98.1	65.1	58.5	62.0
Free ration	35.1	27.9	38.2	82.1	3.9	1.9	34.9	41.5	38.0
<b>Sub Total</b>	<b>3.6</b>	<b>1.6</b>	<b>1.7</b>	<b>1.4</b>	<b>6.6</b>	<b>2.0</b>	<b>3.4</b>	<b>2.3</b>	<b>2.8</b>
<b>4. SOCIAL SECURITY EXPENDITURE</b>									
NSSF	4.0	4.5	31.2	1.2	3.5	7.1	4.5	1.7	2.9
<b>TOTAL</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>100.0</b>	<b>100.0</b>	<b>100.0</b>

**APPENDIX 18: TOTAL EMPLOYMENT BY REGION AND INDUSTRIAL DIVISION**

Town/Industry	Agriculture	M & Q	Manufacturing	Public utilities	Construction	Commerce	Transport & Communication	Finance	Community services	TOTAL
Dodoma	867	22	88	757	969	203	1,348	567	34,093	38,914
Arusha	17,576	-	4,829	415	785	6,523	6,011	694	21,261	58,094
Kilimanjaro	2,538	-	8,720	50	3,852	7,263	154	431	16,194	39,201
Tanga	3,505	-	10,932	624	402	2,385	866	248	8,442	27,405
Morogoro	10,462	50	7,925	939	2,376	2,224	289	422	17,088	41,774
Pwani	1,526	-	72	82	424	683	19	6	5,035	7,846
DSM	11,123	1,544	63,148	3,696	15,857	51,718	45,082	50,445	95,956	338,568
Lindi	1,313	-	85	269	70	161	449	708	4,291	7,346
Mtwara	1,002	1	601	341	842	972	1,479	178	9,466	14,881
Ruvuma	1,270	-	1,991	308	1,427	1,883	101	207	10,408	17,595
Iringa	21,731	-	5,464	406	4,187	2,479	1,890	199	18,297	54,653
Mbeya	3,298	889	3,643	297	287	847	2,630	357	15,336	27,584
Singida	231	-	7	204	144	874	11	105	9,187	10,762
Tabora	528	300	606	327	123	348	468	102	9,027	11,829
Rukwa	268	-	27	213	344	1,326	31	1,090	5,620	8,920
Kigoma	326	138	164	324	59	1,159	140	133	11,033	13,476
Shinyanga	791	1,515	3,314	982	942	881	188	150	13,734	22,497
Kagera	1,926	7	1,049	220	557	2,927	1,148	150	13,938	21,920
Mwanza	858	732	11,823	665	1,988	2,656	1,347	266	18,267	38,601
Mara	948	432	757	374	299	599	392	373	12,821	16,995
<b>Total</b>	<b>82,088</b>	<b>5,630</b>	<b>125,243</b>	<b>11,493</b>	<b>35,934</b>	<b>88,110</b>	<b>64,043</b>	<b>56,829</b>	<b>349,491</b>	<b>818,860</b>

**APPENDIX 19: ANNUAL WAGE BILL COMPOSITION BY INDUSTRIAL DIVISION**

<b>INDUSTRY</b>	<b>PRIVATE</b>	<b>PUBLIC</b>	<b>ALL SECTORS</b>
Agriculture	3.4	3.1	3.2
Mining & Quarrying	1.3	0.3	0.8
Manufacturing	28.9	2.0	13.2
Public utilities	0.0	2.4	1.4
Construction	5.2	0.4	2.4
Commerce	14.8	0.1	6.2
Transport & Communication	11.6	6.2	8.4
Finance	23.4	5.9	13.2
Community services	11.3	79.5	51.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>