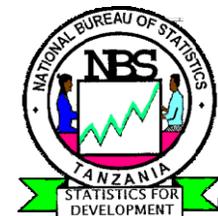


**CONFIDENTIAL**



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



**EMPLOYMENT AND EARNINGS SURVEY 2014**

**ID No:**

Region Code		District Code		Establishment Identification Number			

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

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

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

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

**Telephone No./Simu**.....

## **SURVEY OF EMPLOYMENT AND EARNINGS 2014**

### **EXPLANATORY NOTES**

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

## **UTAFITI WA AJIRA NA MAPATO WA MWAKA 2014**

### **MAELEZO MUHIMU**

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

**EMPLOYMENT AND EARNINGS SURVEY 2014**

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

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

All persons receiving monthly, weekly or daily wages must be shown on this form even if they are on leave, absent or sick during or/on 30th June,2014

**UTAFITI WA AJIRA NA MAPATO 2014**

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

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

Wote walipwao mshahara iwe kwa mwezi, juma au siku waingizwe katika fomu hii hata wale waliokuwa wagonjwa au likizo tarehe 30 Juni 2014

**(a) Identification:****Utambulisho:**

NAME (Estab.).....

P.O.Box: .....

Town:.....

**LOCATION:**

AREA:.....

WARD:.....

PLOT No:.....

TELEPHONE No:.....

FAX No:.....

**FOR OFFICIAL USE ONLY**

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

**CODE:****SECTOR:****NUMBER OF EMPLOYEES****CLASS SIZE:****REGION**

CODE:.....

NAME:.....

DISTRICT:.....

**(b) Description of Activity:-  
Aina ya Shughuli**

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

.....

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

.....

**PART II – REGULAR EMPLOYEES – YAWAHUSU WAFANYAKAZI WA KUDUMU 2014**

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

<b>PART III – CASUAL WORKERS – YAWAHUSU VIBARUA</b>							
<p><b>INSTRUCTIONS – MAELEKEZO</b>  All persons receiving daily wages and other employees who have not worked for a full month must be included in this section. Person - days means the sum of total number of days worked by each person during the month, whether he/she was actually employed on 30th June or not. e.g. if one employee has worked for 10 days and other two employees have EACH worked for 20 days, the total person – days worked = (1x10) + (2x20) = 50 person days.</p> <p>Watu wote wanaolipwa kila mwisho wa siku ya kazi na wengine wote waliofanya kazi kwa muda usiofikia mwezi kamili waingizwe hapa. Jumla ya siku za vibarua hupatikana kwa kujumlisha siku za vibarua wote wa mwezi ule. MFANO:- Kibarua mmoja amepata siku kumi mwezi June, wengine wawili siku 20 kila mmoja, basi vibarua watatu wamefanya kazi ya siku (1x10) + (2x20) = 50</p>	Employment Categories	Number of casual workers employed as on 30th June, 2014		Total person – days worked during June, 2014		Total cash earnings for the month of June, 2014	
		Persons aged 25 years and above					
		Males	40		41		42
		Females	43		44		45
		Youth person's 15 – 24 YRS					
		Males	46		47		48
		Females	49		50		51
		<b>TOTAL</b>	<b>52</b>		<b>53</b>		<b>54</b>

<b>TOTAL TURNOVER /MAPATO</b> <b>[For Profit Making Institutions - Parastatol and Private]</b>		
<b>[Kwa Taasisi Zenye Lengo la Kupata Faida - Mashirika ya Umma na Binafsi]</b>		
This is the business gross income before reducing operating cost and taxes. (Provide Best estimate in Tshs if the financial statement is not available)		<b>TOTAL TURNOVER IN Tshs</b>
<b>KIASI CHA MAUZO</b> Haya ni mapato yatokanayo na biashara kabla ya kuondoa gharama ya uendeshaji (uzalishaji) na kodi. (Andika makadirio sahihi kwa Tshs. iwapo hakuna taarifa ya fedha).	What is the total turnover/sales of your business based on the latest available financial statements for June 2014	<b>55</b>

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

**INSTRUCTIONS**

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

**Q. 55. OCCUPATIONAL TITLE:**

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

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

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

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

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

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

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

**Q. 59. CITIZENSHIP:**

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

**Q. 60. EMPLOYMENT STATUS:**

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

**Q. 61a. STARTING SALARY:**

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

**Q. 61b. FILLED POSITIONS**

Indicate the code for the nature of the filled position.

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

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

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

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

**PART V: CURRENT JOB VACANCIES:**

**INSTRUCTIONS**

**Q. 63. NUMBER OF VACANCES:**

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

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

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

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

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

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

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

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

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

**Q. 68. GENDER PREFERENCE:**

Write the appropriate code.

**PART V: CURRENT JOB VACANCIES (NAFASI ZA KAZI AMBAZO ZIPO WAZI KWA SASA)**

62. Occupational Title (Write in full) e.g. Accountant	For Official Use TASCO	63. Number of vacancies	64. Required level of education	65. Main Qualification /Skill required (Write in full)	For Official Use (SUBJECT OF TRAINING)			66. Required work experience	67. Existing vacancies are due to:	68. Gender Preference
			Tertiary University.....1 Tertiary Non University.....2 Teacher Education/College.....3 Vocational Education.....4 Secondary: A-Level.....5 Secondary: O-Level.....6 Primary Education.....7							
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										
11										
12										

*Note: If you have more than 12 occupation titles with different characteristics, list the additional titles with their related information in a separate sheet*

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

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

Name/Jina:.....

Position/Cheo:.....

Signed/Saini.....

Tephone No./Simu:.....

Date/Tarehe:.....

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

**ASANTE KWA USHIRIKIANO WAKO.**