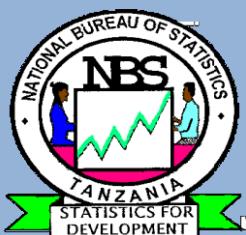




The United Republic of Tanzania

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY, 2014 TANZANIA MAINLAND



National Bureau of Statistics
Ministry of Finance
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FOREWORD

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

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

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

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

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

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

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EXECUTIVE SUMMARY

Introduction

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

Employment Profile

The findings show that the total number of employees in the formal sector in Tanzania Mainland was 2,141,351 in 2014; this is an increase of 282,382 employees from 1,858,969 recorded in 2013. The majority of employees were employed in the private sector (1,432,985 private and 708,366 public). Adult male employees accounted for 64.7 percent of total adult employees as compared to adult female employees who were about one third (35.3%) of total adult employees in 2014. The results further show that 61.1 percent of total youth aged between 15 and 24 years were employed in the private sector in 2014. Persons with disability were 0.2 percent of total regular employees in 2014.

Manufacturing industry had the highest proportion of the total employees (19.8 %) followed by education which accounted for 17.1 percent, and public administration and defense with 14.6 percent of the total employees in formal sector. The results further show that among the major regions Dar es Salaam had the highest percentage of employees (33.6%), followed by Morogoro (12.1%), Arusha (6.3%), Mwanza (5.9%), Mbeya (5.82%) and Kilimanjaro (4.79).

Wage Rates Profile

The findings reveal that comparisons of monthly wages across sectors indicate that, most of the employees (25.3 percent) in both public and private sectors earn monthly wages between TZS 300,001 – 500,000.

The majority of regular male citizen employees' (17.9 percent) earned monthly wage of between TZS 500,001 and 1,500,000 in 2014, this is a slight increase from 15.4 percent reported in 2013. On the other hand, the highest proportion of female employees (10.7 percent) earned monthly wage in the same range of between TZS 500,001 and 1,500,000 in 2014 which is insignificant increase from 10.3 percent reported in 2013.

Cash Earnings Profile

The findings show that there was a significant increase of the annual cash earnings to TZS 13,772,965 million in 2014 from TZS 11,125,472 million as recorded in 2013. The results were observed that, the public sector maintained to lead as it was in 2013 with twice (TZS 829,857) as much as compared to the monthly average earnings in the private sector (TZS 334,017).

Employees in the Financial and insurance activities continued to earn the highest monthly average cash earnings (TZS 1,168,914) followed by those employed in Professional, scientific and technical activities (TZS 922,730) and the third are in Electricity, gas, steam and air conditioning supply with TZS 839,402. Accommodation and food service activities had the lowest monthly average cash earnings (TZS 151,209).

Annual Wage Bill Profile

The results reveal that, the total annual wage bill increased from TZS 11,252,251 million in 2013 to TZS 13,934,332 million in 2014 which is an increase of 25.3 percent. This implies that employers' costs increased in 2014 as compared to 2013. Education industry had the largest share (20.3 percent) of annual wage bill in 2014, which decreased from 21.0 percent recorded in 2013. Dar es Salaam region and Morogoro region had the largest share of annual wage bill marked highest amounting to TZS 5,525,427 million and second highest with TZS 1,487,848 million respectively.

Number of Newly Recruited Workers

The findings show that the total number of newly recruited workers increased from 80,216 in 2012/13 to 93,899 in 2013/14; this is an increase of 17.1 percent. With regard to occupations, the largest numbers of newly recruited workers were technicians and associate professionals with 46,168 persons, followed by professionals (19,572 persons) and service workers and shop sales workers with 8,113 persons. This shows that the majority of the newly recruited workers were technicians and professionals.

Existing Job Vacancies

The results reveal that there were 174,149 existing vacancies in 2014. Technicians and associate professionals had the largest number of vacancies which was 103,277 in the formal sector. Professionals had the second largest number of vacancies which was 30,990, followed by Elementary occupations with 13,634 vacancies. Skilled agricultural and fishery workers had the smallest number of vacancies generated in 2014 with 1,101 vacancies.

KEY FINDINGS

Indicators	2013	2014
Employment profile		
Total employment	1,858,969	2,141,351
Adult Male	1,126,534	1,315,723
Adult Female	669,740	758,023
Youth Male	34,536	39,912
Youth Female	28,159	27,693
Employment by sector		
Private Sector	1,233,068	1,432,985
Profit Making Institutions	993,959	1,187,554
Non-profit Making Institutions	217,863	221,862
Cooperatives	21,246	23,569
Public Sector	625,901	708,366
Central and Local Government	571,565	653,503
Parastatal Organizations	54,336	54,862
Total Employment by Category of Employment		
Regular Employees	1,547,337	1,781,900
Casual Employees	311,633	359,451
Regular Employment by Citizenship		
Citizen	1,531,665	1,762,408
Non citizen	15,672	19,492
Employment for selected Industries		
Agriculture, forestry and fishing	143,505	117,708
Mining and quarrying	17,351	24,519
Manufacturing	355,103	423,081
Construction	46,639	51,398
Transportation and storage	66,680	65,815
Education	321,807	366,125
Employment for selected Regions		
Dar es Salaam	557,591	720,480
Morogoro	198,075	259,749
Arusha	121,932	134,641
Kilimanjaro	108,224	102,593
Mbeya	108,483	103,302
Lindi	25,038	27,813
Tanga	93,486	91,581
Distribution of Citizen Employees by Sector and Wage Rates		
Private		
Up to TZS 500,000	754,916	859,829
TZS 500,001 – 1,500,000	139,069	176,597
Above TZS 1,500,000	28,575	37,341
Public		
Up to TZS 500,000	330,934	335,882
TZS 500,001 – 1,500,000	255,378	328,491
Above TZS 1,500,000	26,602	28,766
Annual Cash Earnings (TZS Million) by Sector	11,125,472	13,772,965
Private	6,553,013	7971,472
Public	4,572,459	5,801,493

Key Findings Cont.....

Monthly Average Cash per Earnings (TZS) by Sector and Sex		
Private (Both Sexes)	322,527	334,017
Male	350,512	358,989
Female	313,301	325,975
Public (Both Sexes)	743,436	829,857
Male	768,502	854,022
Female	631,008	755,308
Monthly Average Cash Earnings per Employee (TZS) for Selected Industries		
Public administration and defense; compulsory social security	739,469	820,034
Education	556,881	523,328
Human health and social work activities	462,593	425,678
Professional, scientific and technical activities	892,772	922,730
Total Annual Wage Bill (TZS Millions)	11,252,251	13,934,332
Total Annual Wage Bill by sector		
Private	6,615,486	8,043,248
Public	4,636,765	5,891,084
Total Newly Recruited Workers	80,216	93,899
Newly Recruited Workers by Occupation		
Legislators, administrators and managers	2,550	7,742
Professionals	15,769	58,715
Technicians and Associate professionals	33,416	138,505
Plant and machine operators and assemblers	7,510	14,520
Clerks	4,320	11,033
New Workers Recruited by Level of Education		
Tertiary University	15,473	66,215
Tertiary Non University	10,268	39,893
Teacher Education / college	22,303	90,390
Vocational Education	5,959	21,436
Secondary Education	18,032	29,594
Primary Education	8,181	34,170
Newly Recruited Workers for Selected Regions		
Dar es Salaam	21,912	57,639
Morogoro	5,517	15,113
Arusha	3,147	14,050
Kilimanjaro	5,155	14,179
Mbeya	6,901	21,760
Mtwara	621	6,014
Total Number of Vacancies	112,761	174,149
Job Vacancies by Occupation		
Legislators, administrators and managers	3,379	9,406
Professionals	27,329	30,990
Technicians and associate professionals	63,207	103,277
Service workers and shop sales workers	5,433	5,471
Clerks	4,253	6,292
Number of Job Vacancies by Qualification/Skill Required		
Education training	37,629	49,276
Agriculture, forestry & fishery programs	16,812	24,483

Key Findings Cont.....

Medicine and health related programs	20,837	29,474
Commercial, clerical, business and public administration	11,705	18,254
<i>Number of Current Existing Job Vacancies by Work Experience</i>		
No Work Experience Required	88,029	139,791
1-2 years	14,212	27,644
3-4 years	8,346	4,574
5 or more years	2,174	2,140
<i>Number of Current Existing Job Vacancies by Reasons</i>		
Fell vacant	22,572	68,192
Unfilled Post	50,278	88,927
New Position	39,910	17,029

CHAPTER ONE

CONCEPTS, DEFINITIONS AND SURVEY METHODOLOGY

1.1 Introduction

The Employment and Earnings Survey (EES) is an annual survey conducted in Tanzania Mainland by the National Bureau of Statistics; and it covers three main categories of employing establishments in both private and public sectors. The categories involved are: all public sector establishments; all registered private establishments employing at least 50 persons; and a sample of all registered private establishments whose number of employees are between 5 and 49 persons.

1.2 Background

The 2014 EES was a continuation of the similar surveys conducted each year. The first EES was conducted in 1963, followed by other annual surveys up to 1984. However, due to lack of financial resources, these surveys were suspended after the year 1984. In 2001, the Employment and Earnings Surveys resumed and were conducted annually except for two years; 2008 and 2009. Reports for 2001, 2002, 2005-2007, 2010-2011, 2012 and 2013 were published and are available both on the National Bureau of Statistics website and in its library.

The results for 2005 to 2007 were compiled in one report and the 2010-2011 results are also available in one report. The surveys for 2003 and 2004 were conducted but due to low response rate that was below the threshold (not less than 60 percent of the surveyed establishments), the results could not be representative and were not published. The 2008 and 2009 surveys were not conducted due to financial constraints. Therefore this report is the seventh since 2001 when employment and earnings surveys were resumed.

1.3 Objectives of the Survey

The main objective of the 2014 Employment and Earnings Survey was to obtain comprehensive data on the status of employment and earnings as well as data on the socio-economic characteristics of the labour market.

1.4 Scope

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

1.5 Concepts and Definitions

1.5.1 Employee

An *employee* is any person who is hired to work or perform a job for a business, firm etc. in return for payment under a contract of service with an employer. The contract can be implied, oral or written for wage earners and salaried employees whether engaged full-time, part-time or casually.

1.5.2 Regular Employee

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

1.5.3 Casual Workers

The term *casual workers* refers to all persons receiving daily wages and their contracts are not expected to continue for more than one month.

1.5.4 Youth Persons

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

1.5.5 Wage Rate

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

1.5.6 Cash Earnings

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

1.5.7 Annual Wage Bill

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

1.5.8 Free Housing

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

1.5.9 Paid Leave

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

1.5.10 Maternity Leave

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

1.5.11 Free Ration

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

1.5.12 Social Security Fund

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

1.5.13 Public Sector

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

1.5.14 Private Sector

Private Sector includes profit making private establishments, non-profit making private establishments and co-operative establishments.

1.5.15 Industrial Classification

The Industrial Classification is based on the International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4. Establishments engaged in several activities were classified under the industrial activity in which the majority of workers were employed. The Government

technical services were allocated as far as possible to the industry of the employing department. The major industrial divisions are 21 according to the ISIC Revision 4 as follows:-

1.5.15.1 Agriculture, Forestry and Fishing

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

1.5.15.2 Mining and Quarrying

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

1.5.15.3 Manufacturing

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

1.5.15.4 Electricity, gas, steam and air conditioning supply

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

1.5.15.5 Water supply; sewerage, waste management and remediation activities

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

1.5.15.6 Construction

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

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

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

1.5.15.8 Transportation and Storage

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

1.5.15.9 Accommodation, Food and Beverage Service Activities

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

1.5.15.10 Information and Communication

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

1.5.15.11 Financial and Insurance Activities

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

1.5.15.12 Real Estate Activities

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

1.5.15.13 Professional, Scientific and Technical Activities

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

1.5.15.14 Administrative and Support Service Activities

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

1.5.15.15 Public Administration and Defence; Compulsory Social Security

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

1.5.15.16 Education

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

1.5.15.17 Human Health and Social Work Activities

This industry includes the provision of health and social work activities. Activities include a wide range of activities, starting from health care provided by trained medical professionals in hospitals

and other facilities, over residential care activities that still involve a degree of health care activities to social work activities without any involvement of health care professionals.

1.5.15.18 Arts, Entertainment and Recreation

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

1.5.15.19 Other Service Activities

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

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

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

1.5.15.21 Activities of Extraterritorial Organizations and Bodies

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

1.6 Survey Methodology and Estimation Procedure

1.6.1 The Sample Design

The Employment and Earnings Survey (EES) of 2014 covered a total of 9,660 establishments from a frame of 59,779 units. This frame consisted of all public and private establishments employing at least 50 employees. For private establishments, the sample taken included establishments employing between 5 and 49 employees.

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

The EES 2014 covered formal establishments in both private and public sectors in Tanzania Mainland in such a way that they formed a representative sample, reflecting the level and magnitude of the economic activities within their respective industrial groups. The EES sample was based on a sampling frame obtained from the Central Register of Establishments (CRE) developed and maintained by the NBS. The existing sampling frame was developed on the basis of International Standard Industrial Classification Revision 4 (ISIC Rev.4).

EES 2014 covered all establishments of public and all private sector establishments employing at least 50 employees. For all private sector establishments employing 5 – 49 employees, multistage sampling technique was used. The first stage within a region included stratification of all private establishments employing 5 – 49 employees into two strata namely; 5 – 9 employees and 10 – 49 employees. Then, the sample size for each stratum was developed in each region. Finally, probability proportional to size (PPS) was used to draw the sample within each industry.

A similar approach was used in all the 25 regions to draw the sample size across all industrial major divisions in the two strata separately to ensure representation of all economic activities to the economy. The 2014 sampling procedure was the same as that used in the 2013 EES; hence the results from this survey were consistent with the 2013 employment statistics.

1.6.2 Data Collected

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

- i. Wage earners in seasonal small-holder agriculture
- ii. Employees in households
- iii. Members of the foreign diplomatic missions, corporation and international aid organizations stationed in Tanzania
- iv. Members of armed forces

1.6.3 The Response Status

The accuracy of the statistical data provided in the tables depends on the response rate, especially where a few establishments are dominant in the industry. On average, the response rate was 84.0 percent for EES 2014, which was significantly representative for data analysis. The summary of response rates for both public and private sector is given in the table 1.1 below.

Table 1. 1: Number of Establishments and Response Rates by Employment Size and Sector, Tanzania Mainland, 2014

Sector	Employment Size	Number of Establishments		Response Rate
		Selected	Responded	
Private	5-9	2,693	2,531	94.0
	10-49	2,334	1,667	71.4
	50+	1,472	1,046	71.1
	Sub Total	6,499	5,244	80.7
Public	5-9	2,002	1,908	95.3
	10-49	1,744	1,477	84.7
	50+	1,256	1,031	82.1
	Sub Total	5,002	4,416	88.3
Grand-Total		11,501	9,660	84.0

1.6.4 Weight

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

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

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

n = Total number of sampled establishments.

CHAPTER TWO

EMPLOYMENT PROFILE

2.1 Introduction

Employment has been high on the social, economical and political agenda in the world. Tanzania like other countries is facing a number of challenges regarding employment. Therefore, a need for understanding employment situations in the country has become more important now than ever. This chapter on the employment profile will provide analysis on the performance of the formal sector in Tanzania Mainland. It will also discuss employment characteristics of regular and casual employees, provide important information regarding their sectors and industries of employment, citizenship, sex, geographical disparities as well as age differentials in adult employees and youths aged between 15 and 24 years.

2.2 Employment by Sector, Category of Employment and Sex

This section presents the characteristics of employment in terms of sectors, category of employment and sex. It highlights the strength and weaknesses on the performance of employment in the formal sector in Tanzania Mainland. This information plays an important role in evaluation, formulation and implementation of employment policy for betterment of the country's manpower utilization.

Table 2.1: Distribution of Total Employees (number) by Sector, Category of Employment and Sex, Tanzania Mainland, 2013 and 2014

Category of Employment	2013				2014			
	Private	Public	Total	Percent	Private	Public	Total	Percent
Regular Employees								
Adult male	603,676	354,742	958,418	51.6	710,512	410,402	1,120,914	52.3
Adult female	303,647	244,783	548,431	29.5	348,119	263,290	611,409	28.6
Sub Total	907,323	599,525	1,506,849	81.1	1,058,631	673,692	1,732,323	80.9
Youth male	15,045	5,873	20,918	1.1	17,625	9,787	27,412	1.3
Youth female	11,834	7,737	19,570	1.0	12,287	9,878	22,165	1.0
Sub Total	26,879	13,610	40,488	2.1	29,912	19,665	49,577	2.3
Total	934,202	613,135	1,547,337	83.2	1,088,542	693,358	1,781,900	83.2
Casual Employees								
Adult male	158,900	9,215	168,116	9.1	183,657	11,152	194,809	9.1
Adult female	118,014	3,296	121,309	6.5	143,467	3,147	146,614	6.8
Sub Total	276,914	12,511	289,425	15.6	327,124	14,299	341,423	15.9
Youth male	13,460	159	13,618	0.7	12,145	355	12,500	0.6
Youth female	8,492	97	8,589	0.5	5,174	354	5,528	0.2
Sub Total	21,952	256	22,207	1.2	17,319	709	18,028	0.8
Total	298,866	12,767	311,632	16.8	344,443	15,008	359,451	16.8
Grand Total	1,233,068	625,902	1,858,969	100	1,432,985	708,366	2,141,351	100.0

Note: Figures may not add up to a hundred percent due to rounding.

Table 2.1 shows that, the total number of employees in the formal sector in Tanzania Mainland stood at 2,141,351 in 2014 from 1,858,969 recorded in 2013, this is an increase of 282,382 over a period of one year, which is slightly lower than that recorded in 2012 and 2013 (308,951). As expected, results indicate that majority of employees were employed in the private sector where employment increased from 1,233,068 employees in 2013 to 1,432,985 in year 2014.

In the public sector, employment increased from 625,902 employees in 2013 to 708,366 in 2014. Private sector is still the lead driver of the economy in the formal sector employing twice as many employees as the public sector. Employment in private sector is growing at a faster rate compared to public sector, a sign that the government is doing its job to pave way for better performance in the private sector.

Results also show that regular employees constituted the larger proportion of total employees in 2014 accounting for 83.2 percent as compared to casual employees with 16.8 percent to total employment. Casual employment is naturally precarious and normally associated with unfavorable working conditions, most policies are being designed to prevent its growth, and hence its decrease will show the performance of such policies.

The proportion of youth regular employees aged 15-24 years in the formal sector increased from 2.1 percent of total employees in 2013 to 2.3 percent in 2014. Absorption of youth has increased in regular employment as compared to casual employment; this is a favorable pattern to enhance youth development. There is a small proportion of youth in the formal sector since most of them are still in school. The majority of persons employed in this sector are those aged 25 years and above.

The proportion of youth casual employees of the total employment decreased from 1.2 percent in 2013 to 0.8 percent of total employment in 2014. Casual employment was getting more common among adults; results show that there was an increase of adult casual employees from 15.6 percent in 2013 to 15.9 percent in 2014.

The proportion of regular adult male employees slightly increased from 51.6 percent in 2013 to 52.3 percent in 2014, while proportion of regular female employees decreased from 29.5 percent in 2013 to 28.6 percent in 2014.

2.3 Employment and Disability

Table 2.2: Distribution of Regular Employees with Disability by Sector and Sex, Tanzania Mainland, 2014

Sector	Employees with disabilities (number)			Percentage of employees with disability		
	Male	Female	Total	Male	Female	Total
Private	1,873	509	2,382	52.8	14.3	67.1
Public	780	386	1,166	22.0	10.9	32.9
Total	2,653	895	3,547	74.8	25.2	100.0

Disabled Person (employment) Act No. 2 of 1982 directing the target of two percent (persons with disability) of every 50 employees in an establishment. Table 2.2 shows that, there were 3,547 employees with disability in the formal sector out of 1,781,900 regular employees in 2014. Private sector employed 67.1 percent of persons with disability while the public sector employed only 32.9 percent of the total employees with disability.

Furthermore the results indicate that among the total disabled employees, there were more males with disability (74.8 percent) than females (25.2 percent). The sex difference is much lower in the public sector (22.0 percent for males and 10.9 percent females) while a significant difference is noticed in the private sector, in which 52.8 percent are males compared to females with only 14.3 percent.

2.4 Employment by Sub Sector, Age and Sex

Findings on employment variation across sub-sectors are important for designing sectoral programmes for employment promotions. Employment by sex and age can provide important indication on the equity of distribution of employment opportunities among males and females. Youth unemployment has been a major policy concern; therefore disaggregating employment by age group will provide useful information to aid policy makers in formulating policies for youth employment promotion.

Table 2.3A: Distribution of Total Employees by Sub Sector and Sex (%), Tanzania Mainland, 2013 and 2014

Sector	2013			2014		
	Male	Female	Total	Male	Female	Total
A. PRIVATE SECTOR						
Profit Making Institutions	35.3	18.2	53.5	36.8	18.7	55.5
Non-profit Making Institutions	6.5	5.3	11.7	5.5	4.8	10.3
Cooperatives	0.8	0.3	1.1	0.8	0.3	1.1
Total Percentage A:	42.6	23.8	66.3	43.1	23.8	66.9
B. PUBLIC SECTOR						
Central and Local Government	18.0	12.7	30.7	18.4	12.1	30.5
Parastatal Organizations	1.9	1.0	2.9	1.8	0.8	2.6
Total Percentage B:	19.9	13.8	33.7	20.2	12.9	33.1
Total Percentage (A+B)	62.5	37.5	100.0	63.3	36.7	100.0
Total Number of Employees	1,161,070	697,900	1,858,969	1,355,635	785,716	2,141,351

Table 2.3A shows that private profit making institutions have remained a major employer for total employees. Employment in this sub sector increased from 53.5 percent in 2013 to 55.5 percent in 2014. The central and local government ranked second employing 30.5 percent in 2014, which is a decrease from 30.7 percent recorded in 2013. This implies that private sector is increasing its proportionate share of employment in Tanzania earmarking the importance of private sector being the biggest employer in the economy. Cooperatives have the smallest proportion of employees (1.1 percent) to total employment.

Male employees are dominant in the private profit making institutions, where they account for 36.8 percent of total employees compared to 18.7 percent of females. The proportion of employed females is nearly a half of males proportions and a similar pattern was observed in 2013. The sex differential is also noticed in central and local government, where 18.4 percent are male and 12.1 percent are female employees.

The gap between male and females employees widened in both sectors, that is, the private sector increased from 18.8 in 2013 to 19.4 percentage point difference in 2014, while public sector increased from 6.1 in 2013 to 7.3 percentage point difference in 2014, indicating that proportionately more males were employed in the formal sector.

Table 2.3B: Distribution of Total Adult (25+ years) Employees by Sub-Sector and Sex (%), Tanzania Mainland, 2013 and 2014

Sector	2013			2014		
	Male	Female	Total	Male	Female	Total
A. PRIVATE SECTOR						
Private Profit Making Institutions	35.0	17.8	52.8	36.7	18.6	55.3
Private Non-Profit Makings Institution	6.6	5.3	11.9	5.7	4.8	10.5
Cooperative	0.9	0.3	1.2	0.7	0.3	1.0
Total Percentage: A	42.5	23.5	65.9	43.1	23.7	66.8
B. PUBLIC SECTOR						
Central and Local Government	18.3	12.7	31.1	18.5	12.0	30.5
Parastatal Organizations	1.9	1.1	3.0	1.8	0.8	2.7
Total Percentage: B	20.3	13.8	34.1	20.3	12.8	33.2
Total Percentage: (A+B)	62.7	37.3	100.0	63.4	36.6	100.0
Total Number of Employees	1,126,534	669,740	1,796,273	1,315,723	758,023	2,073,747

Table 2.3B shows the percentage distribution of adult employees by sub sector and sex. Results indicate that the private profit making institutions increased their share of employment from 52.8 percent of total adult employees in 2013 to 55.3 percent in 2014. The proportion of adult employment in central and local government decreased slightly from 31.1 percent in 2013 to 30.5 percent in 2014.

Male employees accounted for the largest share of employment in the private profit making institutions (36.7 percent) compared to females (18.6 percent). The dominance of males was also observed in central and local governments where they accounted for 18.5 percent of total adult employees compared to female employees (12.0 percent) of adult employees in this sector. A similar pattern was recorded in 2013.

Table 2.3C: Distribution of Total Youths (15 – 24 years) Employees by Sub Sector and Sex (%), Tanzania Mainland, 2013 and 2014

Sector	2013			2014		
	Male	Female	Total	Male	Female	Total
A. PRIVATE SECTOR						
Private Profit Making Institutions	41.8	29.4	71.2	39.0	21.8	60.8
Private Non-Profit Making Institutions	2.9	2.9	5.8	3.7	3.7	7.5
Cooperative	0.7	0.1	0.9	1.3	0.3	1.6
Total Percentage: A	45.5	32.4	77.9	44.0	25.8	69.9
B. PUBLIC SECTOR						
Central and Local Government	9.5	12.4	21.9	14.8	15.0	29.8
Parastatal Organizations	0.1	0.1	0.2	0.2	0.1	0.3
Total Percentage: B	9.6	12.5	22.1	15.0	15.1	30.1
Total Percentage: (A+B)	55.1	44.9	100.0	59.0	41.0	100.0
Total Number of Employees	34,536	28,160	62,696	39,911	27,693	67,604

Table 2.3C shows the distribution of youth of age 15-24 years, results indicate that private sector is also an important youth employer, employing about seven in ten youths (69.9 percent). However, the proportion decreased from 77.9 percent in 2013. The proportion of youth employed in public sector has increased from 22.1 percent in 2013 to 30.1 percent in 2014. Youth employment in Central and local government increased from 21.9 percent in 2013 to about one third of total youth (29.8 percent). Parastatal organizations had the lowest share of total youth employees with 0.3 percent in 2014.

Private sector had a higher proportion of total youth male employees (44.0 percent) compared to youth females (25.8 percent) in 2014. On the other hand, the proportion of youth male and female employees was almost the same in public sector with 15.0 and 15.1 percent respectively. The similar pattern was observed in 2013 whereby the gap was 2.9 percentage point difference compared to 0.1 percentage point difference in 2014. This suggests a faster absorption of male youth in public sector compared to female youth.

2.5 Regular Employment by Citizenship and Sector

Citizenship of employees has become an important issue following regional integrations such as East African Community (EAC) that aims at ensuring free movement of labour. In assessing the performance of employment in Tanzania, information on citizenship helps to inform policy formulation on areas of intervention.

Table 2.4: Distribution of Regular Employees by Citizenship and Sub-Sector (%), Tanzania Mainland, 2013 and 2014

Sector		Citizens		Non Citizens		Total	
		2013	2014	2013	2014	2013	2014
A. Private	Profit Making Institutions	45.4	47.4	0.8	0.9	46.1	48.3
	Non-profit Making Institutions	12.9	11.5	0.2	0.2	13.1	11.6
	Cooperatives	1.2	1.2	0.0	0.0	1.2	1.2
Total Percentage: A		59.4	60.0	1.0	1.1	60.4	61.1
B. Public	Central and Local Government	36.2	36.0	0.0	0.0	36.2	36.0
	Parastatal Organizations	3.4	2.9	0.0	0.0	3.4	2.9
Total Percentage: B		39.6	38.9	0.0	0.0	39.6	38.9
Total Percentage: (A+B)		99.0	98.9	1.0	1.1	100.0	100.0
Total Employees		1,531,665	1,762,408	15,672	19,492	1,547,337	1,781,900

Table 2.4 shows that, Tanzanian citizens accounted for 98.9 percent of total regular employees in the formal sector in 2014. However, a slight decrease of share is noticed compared to that recorded

in 2013 (99.0 percent). The proportion of non citizen employees slightly increased from 1.0 percent recorded in 2013 to 1.1 percent in 2014.

The proportion of citizen employees to total regular employees in the private sector increased from 59.4 percent in 2013 to 60.0 percent in 2014. On the other hand, the proportion of employees in the public sector decreased from 39.6 percent recorded in 2013 to 38.9 percent in 2014. This result was expected since the government is still implementing the policy of facilitating private sector to be the major driver of the economy.

Citizen employees gained more ground in private profit making institutions by increasing from 45.4 percent of regular employees in 2013 to 47.4 percent in 2014. The proportion of non citizen employees in private profit making institutions also increased from 0.8 percent in 2013 to 0.9 percent in 2014. A slight decrease of citizen employees is observed in both central and local government; and parastatal organizations from 36.2 percent in 2013 to 36.0 percent in 2014 and 3.4 percent in 2013 to 2.9 percent in 2014 respectively.

2.6: Employment by Industry and Category of Employment

This section analyses the distribution of employees in different economic activities. The assessment of these activities informs policy makers on performance of implemented policies and areas of intervention.

Table 2.5: Distribution of Total Employees by Selected Industries and Category of Employment (%), Tanzania Mainland, 2013 and 2014

Industry	Regular Employees		Casual Employees		Total Employees	
	2013	2014	2013	2014	2013	2014
Agriculture, forestry and fishing	3.8	2.9	27.0	18.2	7.7	5.5
Manufacturing	15.1	18.2	38.9	27.2	19.1	19.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.1	6.8	6.4	5.0	7.0	6.5
Financial and insurance activities	1.9	1.9	0.1	0.1	1.6	1.6
Public administration and defence; compulsory social security	18.1	17.2	1.9	1.8	15.4	14.6
Education	20.3	20.0	2.3	2.5	17.3	17.1
Other industries	33.6	33.0	23.4	45.2	31.9	34.9
Total Percentage	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	1,547,337	1,781,900	311,633	359,451	1,858,969	2,141,351

Table 2.5 shows the percentage distribution of total employees in the selected industries. The results indicate that manufacturing has the highest proportion of total employees, recording an increase of 0.7 percentage points from 19.1 percent in 2013 to 19.8 percent in 2014. Although education ranks the second in total employment, its employment proportion to total employment decreased from 17.3 percent in 2013 to 17.1 percent in 2014. Public administration and defence had the third largest proportion of employees to total employment which decreased from 15.4 percent in 2013 to 14.6 percent in 2014.

Education industry took a lead in 2014 by employing 20.0 percent of regular employees, followed by manufacturing employing 18.2 percent. Public administration and defence also revealed its importance in which it employed 17.2 percent of regular employees. Financial and insurance had the least share of only 1.9 percent.

Manufacturing was found to be the most important industry for casual employees, but with a decreasing share of total casual employees from 38.9 percent in 2013 to 27.2 percent in 2014. Despite a decreasing trend, agriculture, forestry and fishing is the second most important industry for casual employment, employing 27.0 percent of casual employees in 2013 and 18.2 percent in 2014.

2.7 Employment by Industry, Category of Employment and Sex.

This section analyses employment by industry in terms of regular and casual employment categories and sex. Information on industry and employment categories is important as it highlights employment levels and its characteristics for specific industries. The assessment of the relationship between industries and categories of employment is of vital importance as it provides information for policy formulation to enhance regular employment.

Table 2.6: Distribution of Total Employees by Industry, Category of Employment and Sex (%), Tanzania Mainland, 2014

Industry	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	2.2	0.8	2.9	11.3	6.8	18.1	5.5
Mining and quarrying	1.1	0.2	1.3	0.2	0.1	0.3	1.1
Manufacturing	13.5	4.7	18.2	16.9	10.4	27.2	19.8
Electricity, gas, steam and air conditioning supply	0.8	0.2	1.0	0.1	0.0	0.1	0.9
Water supply; sewerage, waste management and remediation activities	0.2	0.1	0.3	0.3	0.2	0.5	0.3
Construction	1.7	0.3	2.0	3.9	0.7	4.6	2.4
Wholesale and retail trade; repair of motor vehicles and motor cycles	5.2	1.6	6.8	4.0	1.0	5.0	6.5
Transportation and storage	2.7	0.7	3.4	1.3	0.1	1.4	3.1
Accommodation and food service activities	3.3	3.9	7.1	1.8	2.0	3.8	6.6
Information and communication	0.9	0.5	1.4	9.6	16.2	25.8	5.5
Financial and insurance activities	1.1	0.8	1.9	0.1	0.0	0.1	1.6
Real estate activities	0.1	0.1	0.2	0.0	0.0	0.0	0.1
Professional, scientific and technical activities	1.0	0.4	1.5	1.2	1.1	2.3	1.6
Administrative and support service activities	2.2	0.6	2.8	1.7	1.0	2.7	2.8
Public administration and defence; compulsory social security	11.7	5.5	17.2	1.3	0.5	1.8	14.6
Education	11.1	8.9	20.0	1.7	0.9	2.6	17.1
Human health and social work activities	2.6	4.4	7.0	0.9	0.5	1.4	6.1
Arts, entertainment and recreation	0.2	0.1	0.3	0.0	0.0	0.0	0.2
Other service activities	3.0	1.7	4.7	1.4	0.8	2.2	4.3
Total Percentage	64.4	35.6	100	57.7	42.3	100	100
Total Employees	1,148,326	633,574	1,781,900	207,309	152,142	359,451	2,141,351

Findings in table 2.6 show that, males account for higher proportion of regular employment (64.4 percent) compared to females (35.6 percent). This suggests that most jobs with favorable employment conditions like employment contract and access to social security schemes are held by males. Similar employment pattern is also observed in casual employment where male employees account for 57.7 percent compared to female employees with 42.3 percent.

Table 2.6 further shows that majority of regular male employees were in manufacturing industry with 13.5 percent followed by public administration and defence; compulsory social security (11.7 percent) and Education (11.1 percent). Under regular employment, there are only two major

industries in which female employees are slightly more dominant than male employees. These are human health and social work activities with 4.4 percent for females as compared to 2.6 percent for males and; accommodation and food service activities with 3.9 percent for females as compared to 3.3 percent for males.

The findings further reveal that across all industries there are more male casual employees than females except for information and communication and accommodation and food service industries. The proportion of female casual employees in information and communication industry was 16.2 percent of total casual employment as compared to 9.6 percent for males. In accommodation and food service, female casual employees accounted for 2.0 percent of total casual employment as compared to 1.8 percent of males. Moreover, manufacturing industry had the highest proportion of male casual employees with 16.9 percent of total casual employment, followed by agriculture, forestry and fishing with 11.3 percent.

2.8 Employment by Industry and Sector

Information on industry and sector of employment is important as it highlights the performance of employment in terms of levels and characteristics for specific economic activities across the sector. The assessment of the relationship between industries and sector of employment is important as it provides information for evaluation of employment policy and programmes.

Table 2.7: Distribution of Total Employees by Industry and Sector (%), Tanzania Mainland, 2013 and 2014

Industry	Private		Public		Total	
	2013	2014	2013	2014	2013	2014
Agriculture, forestry and fishing	11.4	8.1	0.5	0.2	7.7	5.5
Mining and quarrying	1.4	1.7	0.0	0.0	0.9	1.1
Manufacturing	28.7	29.4	0.1	0.3	19.1	19.8
Electricity, gas, steam and air conditioning supply	0.2	0.5	1.9	1.7	0.8	0.9
Water supply; sewage, waste management and remediation activities	0.1	0.1	0.8	0.7	0.3	0.3
Construction	3.7	3.6	0.1	0.0	2.5	2.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	10.5	9.8	0.1	0.0	7.0	6.5
Transportation and storage	4.4	3.7	2.1	1.8	3.6	3.1
Accommodation and food service activities	10.5	9.8	0.0	0.0	6.9	6.6
Information and communication	1.6	7.9	0.5	0.5	1.3	5.5
Financial and insurance activities	1.9	2.0	1.0	0.9	1.6	1.6
Real estate activities	0.1	0.1	0.1	0.1	0.1	0.1
Professional, scientific and technical activities	1.2	1.2	2.2	2.3	1.6	1.6
Administrative and support service activities	4.0	4.1	0.1	0.1	2.7	2.8
Public administration and defence; compulsory social security	0.7	0.2	44.4	43.8	15.4	14.6
Education	7.5	6.5	36.7	38.6	17.3	17.1
Human Health and social work activities	5.4	4.8	8.9	8.6	6.6	6.1
Arts, entertainment and recreation	0.3	0.3	0.1	0.0	0.3	0.2
Other service activities	6.4	6.2	0.3	0.4	4.4	4.2
Total Percentage	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	1,233,068	1,432,985	625,901	708,366	1,858,969	2,141,351

Table 2.7 shows that, employment by industry and sector in 2014 has maintained the same pattern as it was reflected in 2013. In 2014, the highest proportion of employees in private sector was in manufacturing industry with 29.4 percent while in the public sector, the highest proportion of employment was in public administration and defence; compulsory social security industry with 43.8 percent. In addition, the proportion of employment in manufacturing industry in the private sector increased from 28.7 percent in 2013 to 29.4 percent in 2014. However, despite public administration and defence being the dominant employing industry in the public sector, its share of public sector employment decreased from 44.4 percent in 2013 to 43.8 percent in 2014.

Accommodation and food service activity had the second largest proportion of total employment in the private sector although had decreased from 10.5 percent in 2013 to 9.8 percent in 2014. On the other hand, the second highest proportion of total employees in public sector was in education industry which increased from 36.7 percent in 2013 to 38.6 percent in 2014. Wholesale and retail trade; repair of motor vehicles, motorcycles industry ranked third in private sector with a slightly

decreased share from 10.5 percent in 2013 to 9.8 percent in 2014. In public sector human health and social work activities had the third highest proportion of total employees which decreased from 8.9 percent in 2013 to 8.6 percent in 2014.

2.9 Employment by Industry and Age Group

This section shows the distribution of total adult and youth employees in various economic activities. Information on youth employment which is a growing concern attracts policy consideration for improvement of youth's employment opportunities.

Table 2.8: Distribution of Total Employees by Industry and Age Group(%),Tanzania Mainland, 2013 and 2014

Industry	Adult Aged 25+		Youth Aged 15 – 24 years	
	2013	2014	2013	2014
Agriculture, forestry and fishing	7.6	5.3	11.4	10.2
Mining and quarrying	1.0	1.2	0.5	0.5
Manufacturing	18.8	19.8	27.9	18.9
Electricity, gas, steam and air conditioning supply	0.8	0.9	0.0	0.3
Water supply; sewage, waste management and remediation activities	0.4	0.3	0.1	0.1
Construction	2.5	2.4	4.1	2.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.8	6.4	12.8	11.1
Transportation and storage	3.7	3.1	1.0	1.5
Accommodation and food service activities	6.8	6.4	10.7	11.1
Information and communication	1.3	5.6	0.6	0.6
Financial and insurance activities	1.6	1.7	0.7	0.9
Real estate activities	0.1	0.1	0.0	0.2
Professional, scientific and technical activities	1.6	1.6	0.4	0.6
Administrative and support service activities	2.7	2.8	2.5	3.1
Public administration and defence; compulsory social security	15.9	14.9	2.4	4.8
Education	17.2	16.8	19.4	26.5
Human Health and social work activities	6.7	6.1	3.7	4.7
Arts, entertainment and recreation	0.3	0.2	0.1	0.3
Other service activities	4.2	4.4	1.7	2.0
Total Percentage	100.0	100.0	100.0	100.0
Total Employees	1,796,273	2,073,747	62,696	67,604

Table 2.8 shows that, the majority of the total adult employees were in manufacturing industry and their share increased from 18.8 percent in 2013 to 19.8 percent in 2014. The second and third industries in terms of the percentage of adult employees were education and public administration and defence; compulsory social security. However, the proportion of adult employment in these industries decreased from 17.2 percent in 2013 to 16.8 percent in 2014 and 15.9 percent in 2013 to 14.9 percent in 2014 respectively. On the other hand, most youth were employed in education industry with 26.5 percent followed by manufacturing industry which accounted for 18.9 percent and

wholesale and retail trade and accommodation and food service activities with 11.1 percent each. In general, there is no significant difference in distribution of both adult and youth employees across other industries.

2.10 Employment by Industry, Age Group and Sex

This section shows the distribution of total adult and youth employees by industrial major division and sex. The findings highlight gender gaps among total adult and youth employees in various economic activities. It provides relevant information for policy and decision makers in formulating, implementing and evaluating employment programmes which will help to reduce employment gender gaps.

Table 2.9: Distribution of Total Employees by Industry, Age Group and Sex, Tanzania Mainland, (%) 2014

Industry	Adult Aged 25+			Youth Aged 15 - 24		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	3.6	1.7	5.3	6.9	3.3	10.2
Mining and quarrying	1.0	0.2	1.2	0.4	0.1	0.5
Manufacturing	14.1	5.7	19.8	14.3	4.6	18.9
Electricity, gas, steam and air conditioning supply	0.7	0.2	0.9	0.2	0.1	0.3
Water supply; sewerage, waste management and remediation activities	0.2	0.1	0.3	0.0	0.0	0.0
Construction	2.1	0.3	2.4	1.8	0.8	2.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	4.9	1.5	6.4	8.1	3.0	11.1
Transportation and storage	2.5	0.6	3.1	0.9	0.6	1.5
Accommodation and food service activities	3.0	3.4	6.4	3.8	7.3	11.1
Information and communication	2.4	3.2	5.6	0.4	0.2	0.6
Financial and insurance activities	0.9	0.7	1.7	0.4	0.5	0.9
Real estate activities	0.1	0.0	0.1	0.0	0.2	0.2
Professional, scientific and technical activities	1.1	0.6	1.6	0.2	0.4	0.6
Administrative and support service activities	2.1	0.7	2.8	2.4	0.7	3.1
Public administration and defence; compulsory social security	10.2	4.8	14.9	2.6	2.2	4.8
Education	9.4	7.4	16.8	13.5	13.0	26.5
Human health and social work activities	2.3	3.8	6.1	1.6	3.1	4.7
Arts, entertainment and recreation	0.1	0.1	0.2	0.2	0.1	0.3
Other service activities	2.7	1.6	4.4	1.3	0.8	2.1
Total Percentage	63.4	36.6	100.0	59.0	41.0	100.0
Total Employees	1,315,723	758,023	2,073,747	39,911	27,693	67,604

Table 2.9 reveals that, among total adult employees, males dominate in all industries except in accommodation and food service activities, information and communication and human health and social work activities industries. In these industries, proportion of adult female employees accounted for 3.4 percent, 3.2 percent and 3.8 percent as compared to adult male with 3.0 percent, 2.4 percent and 2.3 percent respectively.

The highest proportion of adult male employees was in manufacturing industry with 14.1 percent followed by public administration and defence; compulsory social security with 10.2 percent. On the other hand, the majority of adult female employees were in education with 7.4 percent followed by manufacturing industry with 5.7 percent. Despite the fact that manufacturing industry is the main employment sector for both adult males and females, there was a wider gender gap of 8.4 percentage point. Public administration and defence; compulsory social security industry was the second sector with a largest employment gender gap of 5.4 percentage point. This highlights the need for the employment policy intervention to promote gender equality in employment.

In addition, the findings show that, there is a similar distribution of gender youth employment as depicted in the adult employment whereby youth males dominated in most of the industries. Among total youth employees, the majority of males were employed in manufacturing industry at 14.3 percent, followed by education which accounted for 13.5 percent and wholesale and retail trade at 8.1 percent. Most of females youths were employed in education industry at 13.0 percent, followed by accommodation and food service activities which accounted for 7.3 percent and manufacturing industry at 4.6 percent. The proportion of female youth employees in accommodation and food service was considerably high (7.3 percent) compared to youth male at 3.8 percent. Moreover, human health and social work activities industry was the second with a higher proportion of youth female employees at 3.1 percent as compared to 1.6 percent for youth males employees.

2.11 Regular Employment by Citizenship and Industrial Major Division

This section analyses the distribution of total regular employees by citizenship and industrial major division. The analysis gives insight on the distribution of citizen and non citizen regular employees among industries. The findings will help the policy makers to identify the industries which need special strategies for citizen human capital development to avoid higher attraction on non-citizen professional employment. In addition, policies should focus more on creating conducive environment to attract foreign investment which will promote citizen employment.

Table 2.10: Distribution of Regular Employees by Citizenship and Industry (%), Tanzania Mainland, 2013 and 2014.

Industry	Citizen		Non Citizen		Total	
	2013	2014	2013	2014	2013	2014
Agriculture, forestry and fishing	3.8	2.9	0.0	0.0	3.8	2.9
Mining and quarrying	1.0	1.3	0.0	0.0	1.0	1.3
Manufacturing	14.8	17.8	0.3	0.4	15.1	18.2
Electricity, gas, steam and air conditioning supply	0.9	1.0	0.0	0.0	0.9	1.0
Water supply; sewage, waste management and remediation activities	0.3	0.3	0.0	0.0	0.3	0.3
Construction	1.9	1.9	0.1	0.2	2.0	1.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.0	6.6	0.1	0.2	7.1	6.8
Transportation and storage	3.5	3.4	0.0	0.0	3.5	3.4
Accommodation and food service activities	7.3	7.0	0.2	0.2	7.3	7.1
Information and communication	1.4	1.3	0.0	0.0	1.5	1.4
Financial and insurance activities	1.9	1.9	0.0	0.0	1.9	1.9
Real estate activities	0.1	0.1	0.0	0.0	0.1	0.1
Professional, scientific and technical activities	1.5	1.4	0.0	0.0	1.5	1.5
Administrative and support service activities	2.9	2.8	0.0	0.0	2.9	2.8
Public administration and defence; compulsory social security	18.1	17.2	0.0	0.0	18.1	17.2
Education	20.2	19.9	0.1	0.1	20.3	20.0
Human Health and social work activities	7.5	7.0	0.2	0.0	7.6	7.0
Arts, entertainment and recreation	0.3	0.3	0.0	0.0	0.3	0.5
Other service activities	4.6	4.7	0.0	0.0	4.8	4.7
Total Percentage	99.0	98.9	1.0	1.1	100.0	100.0
Total Employees	1,531,665	1,762,408	15,672	19,492	1,547,337	1,781,900

Table 2.10 shows that 98.9 percent of total regular employees in formal sector are citizens of Tanzania and only 1.1 percent of the total regular employees were non-citizens. Most of non – citizens were employed in manufacturing industry with 0.4 percent and the remaining few industries accounted for less than 0.3 percent each. The results reveal that, the majority of Tanzanian citizens are employed in education industry at 19.9 percent, followed by manufacturing which stood at 17.8 percent and public administration and defence; compulsory social security at 17.2 percent.

2.12 Employment by Region and Sector

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

Table 2.11: Distribution of Total Employees by Region and Sector (%),Tanzania Mainland, 2013 and 2014

Region	Private		Public		Total	
	2013	2014	2013	2014	2013	2014
Dodoma	1.0	0.7	1.8	1.7	2.7	2.5
Arusha	5.3	5.1	1.3	1.2	6.6	6.3
Kilimanjaro	4.1	3.1	1.7	1.7	5.8	4.8
Tanga	3.2	2.6	1.8	1.7	5.0	4.3
Morogoro	7.0	8.8	3.6	3.4	10.7	12.1
Pwani	0.7	0.9	1.3	1.4	1.9	2.3
Dar es Salaam	25.5	29.3	4.5	4.3	30.0	33.6
Lindi	0.2	0.2	1.2	1.1	1.3	1.3
Mtwara	1.2	0.6	0.6	0.7	1.8	1.3
Ruvuma	1.2	1.1	0.9	1.0	2.1	2.0
Iringa	2.8	1.5	1.2	1.2	4.0	2.7
Mbeya	3.5	2.5	2.4	2.3	5.8	4.8
Singida	0.7	0.5	0.9	1.0	1.6	1.5
Tabora	0.5	0.4	1.2	1.1	1.7	1.5
Rukwa	0.2	0.3	0.5	0.6	0.7	0.9
Kigoma	0.8	0.5	1.0	1.1	1.8	1.6
Shinyanga	1.1	1.3	1.4	1.3	2.5	2.5
Kagera	0.8	0.7	0.8	1.0	1.6	1.7
Mwanza	3.4	4.2	1.7	1.7	5.1	5.9
Mara	0.8	0.6	1.5	1.3	2.3	2.0
Manyara	0.6	0.6	0.7	0.7	1.3	1.3
Njombe	0.7	0.3	0.5	0.5	1.3	0.8
Katavi	0.0	0.0	0.1	0.2	0.1	0.2
Simiyu	0.3	0.1	0.8	0.8	1.1	0.9
Geita	0.6	0.8	0.3	0.4	0.9	1.2
Total Percentage	66.3	66.9	33.7	33.1	100.0	100.0
Total Employees	1,233,068	1,432,985	625,901	708,366	1,858,969	2,141,351

Table 2.11 shows that among total number of employees in 2014; Dar es Salaam region had the highest proportion of employees at 33.6 percent, followed by Morogoro (12.1 percent), Arusha (6.3 percent), Mwanza (5.9 percent) and Kilimanjaro and Mbeya each with 4.8 percent. Rukwa, Simiyu, Njombe and Katavi had the least share of total employees of less than 1.0 percent. Furthermore, employment level in Dar es Salaam has notably increased by 3.6 percentage points when compared to employment in 2013. A change of employment in other regions is insignificant between 2013 and 2014 ranging from 0.1 to 1.4 percentage points.

The findings further show that, among the total employees, the largest proportion of employees in both private and public sector was in Dar es Salaam region with 29.3 percent and 4.3 percent respectively. The second region with the largest proportion of employees in both private and public sector was Morogoro with 8.8 percent and 3.4 percent respectively.

2.13 Employment by Region, Category of Employment and Sex

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

Table 2.12: Distribution of Total Employees by Region, Category of Employment and Sex (%), Tanzania Mainland, 2014

Region	Regular			Casual			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	1.6	1.2	2.7	1.1	0.3	1.3	2.5
Arusha	3.7	2.6	6.3	3.2	2.9	6.1	6.3
Kilimanjaro	2.6	2.0	4.6	3.4	2.2	5.6	4.8
Tanga	2.3	1.6	3.9	3.6	2.6	6.2	4.3
Morogoro	9.5	3.6	13.2	4.1	2.9	7.0	12.1
Pwani	1.2	1.1	2.3	1.7	0.4	2.0	2.3
Dar es Salaam	20.8	11.2	32.0	22.1	19.7	41.9	33.6
Lindi	1.0	0.5	1.5	0.1	0.1	0.2	1.3
Mtwara	1.0	0.4	1.4	0.3	0.5	0.8	1.3
Ruvuma	1.3	0.8	2.1	0.4	1.2	1.6	2.0
Iringa	1.6	1.0	2.6	2.2	0.8	3.0	2.7
Mbeya	2.9	2.0	4.9	2.7	1.6	4.3	4.8
Singida	1.1	0.6	1.7	0.3	0.1	0.4	1.5
Tabora	1.1	0.6	1.8	0.2	0.1	0.3	1.5
Rukwa	0.6	0.3	1.0	0.2	0.1	0.3	0.9
Kigoma	1.2	0.6	1.9	0.3	0.1	0.3	1.6
Shinyanga	2.0	0.8	2.8	0.8	0.3	1.1	2.5
Kagera	1.1	0.7	1.9	0.5	0.3	0.8	1.7
Mwanza	3.0	1.5	4.5	8.3	4.7	12.9	5.9
Mara	1.4	0.8	2.3	0.2	0.2	0.4	2.0
Manyara	0.7	0.4	1.2	1.3	0.9	2.1	1.3
Njombe	0.5	0.4	0.9	0.2	0.2	0.4	0.8
Katavi	0.2	0.1	0.3	0.0	0.0	0.0	0.2
Simiyu	0.7	0.4	1.0	0.2	0.0	0.3	0.9
Geita	1.0	0.3	1.3	0.3	0.3	0.6	1.2
Total Percentage	64.4	35.6	100.0	57.7	42.3	100.0	100.0
Total Number of Employees	1,148,326	633,574	1,781,900	207,309	152,142	359,451	2,141,351

Table 2.12 shows that, among total regular employees, Dar es Salaam region had the highest proportion of regular employees at 32.0 percent, followed by Morogoro region with 13.2 percent and Arusha with 6.3 percent. The regions with the lowest proportion of regular employees were Njombe and Katavi with less than 1.0 percent of the total regular employees each.

In addition, as was the case on the regular employees Dar es Salaam region had the highest proportion of casual employees which accounted for 41.9 percent of the total casual employees. The regions with second and third largest proportions of casual employees were Mwanza and Morogoro regions with 12.9 percent and 7.0 percent respectively.

It may be noted that across all regions the proportion of male regular employees was higher than that of female regular employees with Dar es Salaam showing a wider gender gap of 9.6 percentage points followed by Morogoro region with 5.9 percentage points. Gender disparity in casual employment has portrayed a slightly different pattern compared to regular employment. It was observed that the highest gender gap was in Mwanza region with 3.6 percentage points difference. Furthermore, female casual employees had slightly higher chance of being employed in Mtwara and Ruvuma regions than males with 0.5 and 1.2 percent as compared to male casual employees with 0.3 and 0.4 percent respectively.

2.14 Adult and Youth Employment in Private and Public Sectors by Region, Sex and Age Group

This section shows the distribution of total employees in public and private sector by region, sex and age group. Analysis of employment by broad sectors of private and public provide the performance and contribution of individual sectors to total employment. It will also reveal the role of private sector which is principally considered as the engine of the economy for necessary strategies of employment creation.

Table 2.13: Distribution of Total Employees in the Private Sector by Region, Age Group and Sex (%), Tanzania Mainland, 2014

Region	Adults of Age 25+ years			Youth of Age 15-24 years			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	0.7	0.4	1.1	0.6	0.8	1.4	1.1
Arusha	4.5	3.3	7.8	2.6	1.3	3.9	7.6
Kilimanjaro	2.8	1.8	4.6	1.8	1.6	3.4	4.6
Tanga	2.4	1.6	4.0	0.4	0.2	0.6	3.9
Morogoro	9.8	3.4	13.3	5.4	3.2	8.6	13.1
Pwani	0.9	0.4	1.3	1.5	0.3	1.8	1.3
Dar es Salaam	27.9	16.2	44.1	22.0	13.2	35.2	43.8
Lindi	0.1	0.1	0.3	0.3	0.3	0.6	0.3
Mtwara	0.5	0.3	0.8	0.4	0.3	0.7	0.8
Ruvuma	0.8	0.7	1.5	2.1	2.3	4.4	1.6
Iringa	1.3	0.7	1.9	7.5	3.6	11.1	2.2
Mbeya	2.4	1.4	3.8	1.3	1.8	3.1	3.7
Singida	0.5	0.3	0.8	0.5	0.3	0.8	0.8
Tabora	0.4	0.2	0.6	0.7	0.4	1.1	0.6
Rukwa	0.3	0.1	0.4	1.2	0.3	1.5	0.4
Kigoma	0.6	0.2	0.8	0.3	0.1	0.3	0.8
Shinyanga	1.4	0.4	1.8	2.2	1.1	3.3	1.9
Kagera	0.6	0.5	1.0	1.2	0.9	2.1	1.1
Mwanza	4.1	2.0	6.2	8.3	3.2	11.5	6.3
Mara	0.5	0.4	0.9	0.3	0.2	0.5	0.9
Manyara	0.6	0.4	1.0	0.8	0.3	1.1	1.0
Njombe	0.3	0.2	0.5	0.3	0.4	0.8	0.5
Katavi	0.0	0.0	0.1	0.0	0.0	0.0	0.1
Simiyu	0.1	0.1	0.2	0.2	0.2	0.3	0.2
Geita	1.0	0.3	1.2	1.1	0.7	1.8	1.3
Total Percentage	64.5	35.5	100.0	63.0	37.0	100.0	100.0
Total Number of Employees	894,169	491,586	1,385,754	29,769	17,461	47,230	1,432,985

Table 2.13 shows that among total adult and youth employees in private sector, Dar es Salaam region had the highest share of both adult and youth employees which accounted for 44.1 percent and 35.2 percent respectively. Morogoro was the second region with a higher proportion of adult employees at 13.3 percent followed by Arusha region with 7.8 percent. The smallest share of total adult employees in private sector is observed in Katavi region with 0.1 percent.

It is also indicated that, apart from Dar es Salaam region, the highest proportion of youth employment were in Mwanza region which accounted for 11.5 percent followed by Iringa region which stood at 11.1 percent.

The results further indicate that, there were more male than female employees in regions with higher proportions of employment for both adult and youth employees. The proportion of adult male employees in Dar es Salaam region was 27.9 percent as compared to adult female employees with

16.2 percent. The same pattern is revealed for youth male employees in Dar es Salaam region with 22.0 percent compared to 13.2 percent for youth female employees. In addition, other regions with wide gender gap in employment for adult employees was Morogoro region with 6.4 percentage point difference while Mwanza region had 5.1 percentage point difference gender gap in youth employment.

Table 2.14: Distribution of Total Employees in the Public Sector by Region, Age Group and Sex (%), Tanzania Mainland, 2014

Region	Adults of Age 25+ years			Youth of Age 15-24 years			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	3.0	2.0	5.0	5.7	5.7	11.4	5.2
Arusha	2.2	1.5	3.6	0.4	0.5	0.9	3.6
Kilimanjaro	2.8	2.5	5.3	1.1	1.0	2.1	5.2
Tanga	3.0	2.2	5.2	0.1	0.1	0.2	5.1
Morogoro	6.6	3.7	10.4	1.1	1.1	2.2	10.2
Pwani	2.2	2.0	4.2	0.0	0.0	0.0	4.1
Dar es Salaam	7.7	5.7	13.4	0.7	0.7	1.4	13.1
Lindi	2.2	1.0	3.2	5.4	4.2	9.6	3.3
Mtwara	1.6	0.7	2.2	1.0	1.1	2.2	2.2
Ruvuma	1.9	1.1	2.9	0.9	0.4	1.3	2.9
Iringa	2.0	1.3	3.3	3.2	5.5	8.8	3.5
Mbeya	4.0	2.8	6.8	6.3	8.2	14.5	7.0
Singida	1.9	1.1	3.0	0.4	0.6	1.0	3.0
Tabora	2.0	1.2	3.2	4.7	2.9	7.6	3.3
Rukwa	1.2	0.6	1.8	0.7	0.5	1.2	1.7
Kigoma	2.0	1.2	3.1	2.9	2.3	5.2	3.2
Shinyanga	2.6	1.3	3.9	1.2	1.4	2.6	3.9
Kagera	1.8	1.0	2.9	3.3	3.1	6.4	3.0
Mwanza	3.3	1.8	5.0	2.7	3.5	6.2	5.1
Mara	2.6	1.3	4.0	2.8	3.2	5.9	4.0
Manyara	1.3	0.8	2.1	0.9	0.9	1.8	2.1
Njombe	0.8	0.6	1.4	1.1	1.3	2.5	1.4
Katavi	0.4	0.2	0.6	0.0	0.1	0.1	0.6
Simiyu	1.5	0.8	2.3	2.6	1.5	4.1	2.3
Geita	0.7	0.4	1.1	0.5	0.3	0.8	1.1
Total Percentage	61.3	38.7	100.0	49.8	50.2	100.0	100.0
Total Number of Employees	421,555	266,438	687,992	10,142	10,232	20,374	708,366

Table 2.14 shows that, there was a similar distribution of adult employment in the public sector as it was depicted in the private sector. The pattern shows a higher proportion of adult male employees in regions with highest proportions of total adult employment. The results indicate that, among the total adult employees in public sector, Dar es Salaam region had the highest share of employees which stood at 13.4 percent with 7.7 percent of adult males and 5.7 percent for adult females. The second region was Morogoro with 10.4 percent in which the proportion of adult male employees was almost twice (6.6 percent) as much compared to 3.7 percent for adult female employees. In

contrast, the smallest share of total adult employees in public sector was observed in Katavi region with 0.6 percent.

Furthermore the results show that, Mbeya region had the largest share of total youth employees in public sector with 14.5 percent, whereby youth male and female employees accounted for 6.3 percent and 8.2 percent respectively. Other regions with substantial proportions of youth employment in the public sector were Dodoma and Lindi regions with 11.4 and 9.6 percent respectively. The same proportion (5.7 percent) for youth male and female employees was observed in Dodoma region while in Lindi region there were more youth males than females with 5.4 and 4.2 percent in that respectively. The smallest share of total youth employees in public sector was observed in Pwani region with less than 1.0 percent.

Key message:

Most employees were employed in private sector (1.4m) and (0.7m) in public sector, with adult males accounting for 61.4 percent, adult females (35.4 percent) and youths (3.2 percent). The sectors which had the highest proportion of total employees were manufacturing (19.8 percent) and education with (17.1 percent).

CHAPTER THREE

MONTHLY WAGE RATE PROFILE

3.1 Introduction

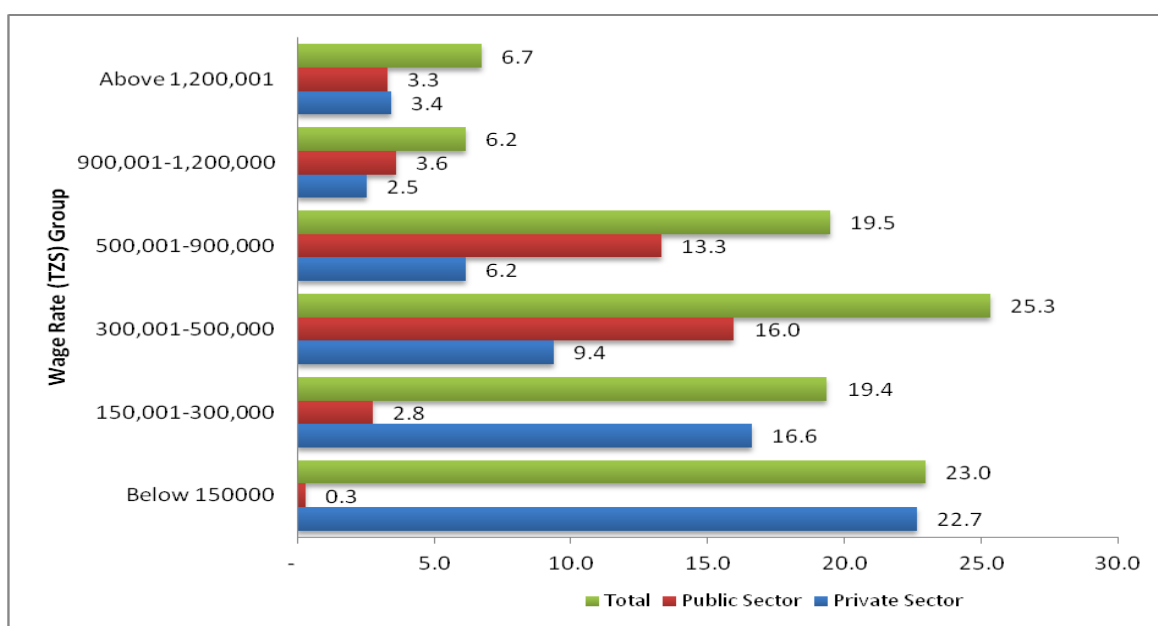
The term *wage rate* refers to the basic agreed rate of pay for normal time of work and relates to a time unit such as an hour, a day, week or month before any deductions are made. This chapter presents a monthly wage rate structure for regular employees in the formal sector. Analysis of wage rate profile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

Information on wage rate profile is also used for investment decisions in various industries of the economy and for vocational and career guidance for prospective employees. In this chapter, distribution of employees by wage rate groups is narrowed down to sector, sex, adult, youth, regional and industrial major divisions.

3.2 Total Citizen Employees by Sector and Monthly Wage Rate

This section gives the findings on distribution of total citizen employees in both private and public sectors by monthly wage rates. It shows the overall distribution of employees' remuneration in the two major sectors of the economy. The analysis in this sector can provide an insight into wage differentials between public and private sectors.

Chart 3.1: Percentage Distribution of Total Citizen Employees by Sector and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2014



Note: Wage rate groups in same tables have been merged because of small responses in the origin categories.

Chart 3.1 above reveals that, quite a few employees about 6.7 percent of total citizen have a monthly wage of TZS 1,200,000 and above; and about one out of five employees (23.0 percent) earned the lowest wage rate of TZS 150,000. In addition, majority of total citizen employees (25.3 percent) earn monthly wages in the range of TZS 300,001 - 500,000.

The findings further reveal that, the proportion of total citizen employees earning monthly wages below TZS 150,000 was significantly higher in private sector than in the public sector. Wage earners below TZS 150,000 per month accounted for 22.7 percent in private sectors as compared to only 0.3 percent in the public sector. This suggests that, public sector had been performing better in implementing its minimum monthly wage of TZS 240,000 for the year 2013/2014. A small group was observed in proportions of higher wage earners above TZS 1,200,000 per month for public and private sector. Proportions of higher wage earners above TZS 1,200,000 per month accounted for 3.4 percent and 3.3 percent in public and private sectors respectively.

3.3 Total Citizen Employees by Monthly Wage Rate Groups and Sex

This section presents the results on distribution of total citizen employees by wage rate groups. Analysis is done by sex to facilitate comparison of wage rates between males and females. The analysis of the distribution of total citizen employees by wage rate groups is used in reviewing remuneration of employees.

Table 3.1: Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sex (%), Tanzania Mainland, 2013 and 2014.

Monthly Wage Rate (TZS) Group	2013			2014		
	Male	Female	Total	Male	Female	Total
Below 65,000	1.7	1.5	3.2	2.3	1.7	4.0
65,001 -150,000	13.6	7.3	20.9	12.4	6.5	18.9
150,001 - 300,000	16.8	8.4	25.3	13.2	6.2	19.4
300,001 - 500,000	13.1	8.3	21.4	15.8	9.5	25.3
500,001 - 1,500,000	15.4	10.3	25.7	17.9	10.7	28.6
Above 1,500,000	2.6	1.0	3.6	2.5	1.2	3.7
Total Percentage	63.1	36.9	100.0	64.2	35.8	100.0
Total Number	969,025	566,449	1,535,475	1,134,283	631,373	1,765,656

Table 3.1 reveals that, the majority of total citizen employees in 2013 and 2014 earned monthly wages between TZS 500,001 and 1,500,000. Proportions of total citizen employees earning monthly wages in this group increased from 25.7 percent in 2013 to 28.6 percent in 2014. Furthermore, the results indicate that the proportion of both males and females earning monthly wage rate between

TZS 500,000 - 1,500,000 increased from 2013 to 2014 with males having a higher percentage point difference of 2.5 as compared to females with only 0.4 percentage point difference.

On the other hand, the proportion of total citizen employees earning above TZS 1,500,000 per month has almost stagnated for the two years under comparison varying slightly from 3.6 percent in 2013 to 3.7 percent in 2014. However, the proportion for monthly wage rate for males decreased from 2.6 percent in 2013 to 2.5 percent in 2014 compared to monthly wage rate for female which increased from 1.0 percent in 2013 to 1.2 percent in 2014. In addition, the proportion of total citizen employees earning monthly wages below TZS 65,000 slightly increased for both males and females from 1.7 percent to 2.3 percent and from 1.5 percent to 1.7 percent between 2013 and 2014 respectively. Generally, the proportion of male employees earning monthly wage rate between TZS 65,000 and 500,000 is almost twice that of the female employees.

3.4 Total Citizen Employees by Monthly Wage Rate Group and Selected Industrial Major Division

This section presents findings on distribution of total citizen employees by monthly wage rates and selected industries. The findings can be used to identify variations of wages across industries. The information derived from this section is used in making industry- specific reviews of wage profiles.

Table 3.2: Distribution of Total Citizen Employees by Selected Industry and Monthly Wage Rate (TZS) Group (%), Tanzania Mainland, 2014

Selected Industry	Under 150,000	150,001-500,000	500,001-900,000	900,001-1,500,000	Above 1,500,000	Total
Agriculture, forestry and fishing	1.6	1.0	0.2	0.1	0.0	3.0
Mining and quarrying	0.1	0.5	0.3	0.4	0.0	1.3
Manufacturing	8.4	7.6	1.0	0.6	0.3	18.0
Electricity, gas, steam and air conditioning supply	0.0	0.1	0.2	0.6	0.1	1.0
Financial and insurance activities	0.1	0.3	0.6	0.5	0.6	2.1
Public administration and defence; compulsory social security	0.1	9.6	4.5	2.4	0.9	17.4
Education	0.7	9.6	7.7	1.7	0.5	20.1
Human health and social work activities	0.5	3.1	2.1	1.1	0.3	7.1
Other Industries	11.4	12.8	2.9	1.8	1.1	30.1
Total Percentage	23.0	44.7	19.5	9.1	3.7	100.0
Total Employees	405,291	789,170	343,877	161,211	66,107	1,765,656

Table 3.2 presents results of the percentage distribution of total citizen employees in selected industries by monthly wage rates. It is observed that, among the selected industries; public administration and defence; compulsory social security has the highest proportion of employees (3.3 percent) earning above TZS 900,000 followed by education industry with 2.2 percent. On the other hand, manufacturing industry has the highest proportion of 8.4 percent of total citizen employees earning below TZS 150,000 per month.

The proportion of total citizen employees in other major industries earning monthly wage rate between TZS 150,001 and 900,000 is less than 1.5 percent except for human health and social work activities with 5.2 percent of total citizen employees.

3.5 Adult Citizen Employees by Monthly Wage Rate and Sex

Table 3.3: Distribution of Regular Adult Citizen Employees by Monthly Wage Rate (TZS) Group and Sex (%), Tanzania Mainland, 2014

Monthly Wage Rate (TZS) Group	Male	Female	Total
Below 65,000	2.2	1.6	3.8
65,001 -150,000	12.4	6.5	18.8
150,001 - 300,000	13.2	6.1	19.3
300,001 - 500,000	15.8	9.3	25.0
500,001 - 1,500,000	18.4	10.9	29.3
Above 1,500,000	2.6	1.2	3.8
Total Percentage	64.5	35.5	100.0
Total Number	1,107,383	609,631	1,717,013

Table 3.3 reveals that, the majority of adult citizen employees in 2014 (29.3 percent) earned monthly wages between TZS 500,001 and 1,500,000. The proportions of male and female adult citizen employees in the wage group of TZS 500,001 and 1,500,000 is highest compared to other wage rate groups, with (18.4 percent of males and 10.9 percent female). It is also noted that, the proportion of adult citizen female employees earning wages above 1,500,000 is roughly half (1.2 percent) of male employees (2.6 percent). This pattern is also observed in monthly wage rate between TZS 65,001 and 500,000 for both adult citizen male and female employees, where proportions of adult citizen male employees are almost twice as much as that of adult citizen female employees.

3.6 Youth Citizen Employees by Sector and Monthly Wage Rate

This section indicates the distribution of youth employees by monthly wage rates. Results in this section give indication of distribution of youth employees' remunerations. Youth being an important

cohort of the manpower, the findings help in design or monitoring of programs for promotion of youth employment.

Table 3.4: Distribution of Youth Citizen Employees by Sector and Monthly Wage Rate (TZS) Group (%),Tanzania Mainland, 2013 and 2014

Monthly Wage Rate (TZS) Group	2013			2014		
	Private	Public	Total	Private	Public	Total
Below 65,000	5.6	0.3	5.8	12.1	0.1	12.1
65,000 - 150,000	37.4	1.2	38.6	23.7	0.1	23.8
150,001 - 300,000	18.2	22	40.2	14.9	7.5	22.4
300,001 - 500,000	3.4	8.0	11.4	5.9	30.2	36.0
500,001 - 1,500,000	1.6	1.9	3.5	2.7	2.6	5.3
Above 1,500,000	0.2	0.0	0.3	0.3	0.0	0.3
Total Percentage	66.5	33.5	100	59.6	40.4	100.0
Total Citizen Employees	26,989	13,604	40,593	28,981	19,662	48,643

Table 3.4 reveals that, the overall wage rate structure of youth employees in both private and public sectors indicates an increase of proportion of youth employees earning low monthly wages below TZS 65,000 from 5.8 percent in 2013 to 12.1 percent in 2014. This is attributed to a large increase of the proportion of youth in the private sector earning wages below 65,000 per month from 5.6 percent in 2013 to 12.1 percent in 2014.

It is further indicated that, the proportion of employees earning between TZS 500,001-1,500,000 per month increased in both public and private sectors from 1.6 percent in 2013 to 2.7 percent in 2014 and from 1.9 percent in 2013 to 2.6 percent in 2014 respectively. Moreover, for both sectors there is a slight difference in the proportion of employees earning above TZS 1,500,000 per month between 2013 and 2014.

It is also found that, the proportion of youth employees receiving monthly wage rates between TZS 300,001 - 500,000 jumped in the public sector from 8.0 percent in 2013 to 30.2 percent in 2014. The same pattern is also observed in the private sector where the proportion of employees increased from 3.4 percent in 2013 to 5.9 percent in 2014.

Table 3.5: Distributions of Youth Citizen Employees by Monthly Wage Rate (TZS) Group and Sex (%), Tanzania Mainland, 2014

Monthly Wage Rate (TZS) Group	Male	Female	Both Sexes
Below 65,000	6.0	6.2	12.1
65,000 - 150,000	14.9	8.9	23.8
150,001 - 300,000	12.9	9.4	22.4
300,001 - 500,000	18.2	17.8	36.0
500,001 - 1,500,000	3.1	2.2	5.3
Above 1,500,000	0.2	0.1	0.3
Total Percentage	55.3	44.7	100.0
Total Citizen Employees	26,901	21,742	48,643

Table 3.5 reveals that, proportionately there were more male youth employees in higher monthly wage rates above TZS 500,001 as compared to female youth employees in 2014. There are 3.1 percent of male youth employees earning between TZS 500,001 -1,500,000 percent per month compared to 2.2 percent of female youth employees in 2014. Furthermore, the proportion of male youth employees earning above TZS 1,500,000 per month is twice (0.2 percent) as much as that of female employees (0.1 percent).

Unlike the pattern shown in the higher monthly wage rates, it is found that the proportion of female youth employees in lower monthly wage rates of below TZS 65,000 is higher (6.2 percent) than that of male youth employees (6.0 percent). Generally, there are proportionately more male youth employees earning monthly wage rates between TZS 65,000 and 500,000 compared to female youth employees.

Key message:

The findings reveal that most of the employees (25.3 percent) in both public and private sectors earn monthly wages between TZS 300,001 – 500,000. The majority of regular male citizen employees' (17.9 percent) earned monthly wage of between TZS 500,001 and 1,500,000 in 2014, this is a slight increase from 15.4 percent reported in 2013. On the other hand, the highest proportion of female employees (10.7 percent) earned monthly wage in the same range of between TZS 500,001 and 1,500,000 in 2014 which is insignificant increase from 10.3 percent reported in 2013.

CHAPTER FOUR

CASH EARNINGS PROFILE

4.1 Introduction

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

4.2 Monthly Average Cash Earnings by Sector and Sex

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

Table 4.1: Monthly Average Cash Earnings (TZS) per Employee by Sector and Sex, Tanzania Mainland, 2013 and 2014

Sector	2013			2014		
	Male	Female	Overall Average	Male	Female	Overall Average
Private	350,512	313,301	322,527	358,989	325,975	334,017
Public	768,502	631,008	743,436	854,022	755,308	829,857
Overall Average	409,571	358,857	380,553	427,394	385,847	400,714

Table 4.1 reveals uneven distribution of monthly average cash earnings between public and private sectors and sexes. Overall, it is indicated that employees in the public sector earned monthly cash earnings which were twice as much as those of employees in the private sector in 2013 and 2014. Monthly average cash earnings of employees in the public sector increased from TZS 743,436 in 2013 to TZS 829,857 in 2014, whereas in the private sector they increased from TZS 322,527 recorded in 2013 to TZS 334,017 in 2014.

Monthly average cash earnings for both males and females increased in 2014 although male employees still earn more monthly average cash earnings than female employees. Monthly average cash earnings for male employees increased from TZS 409,571 in 2013 to TZS 427,394 in 2014 while for female employees it increased from TZS 358,857 in 2013 to TZS 385,847 in 2014.

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

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

Table 4.2: Monthly Average Cash Earnings (TZS) per Employee by Broad Sector of Employment and Sex, Tanzania Mainland, 2013 and 2014

Sector	2013			2014		
	Male	Female	Both Sexes	Male	Female	Both Sexes
PRIVATE						
Profit Making Institutions	314,059	275,817	289,237	329,999	292,736	306,358
Non - Profit Making Institutions	471,354	428,549	431,542	438,343	428,727	416,365
Cooperatives	534,631	481,805	548,237	599,325	467,635	537,273
Overall Average	350,512	313,301	322,527	358,989	325,975	334,017
PUBLIC						
Central and Local Government	738,568	596,554	712,580	828,465	719,749	804,877
Parastatal Organizations	1,007,725	886,976	980,484	1,019,578	970,915	993,723
Overall Average	768,502	631,008	743,436	854,022	755,308	829,857

Table 4.2 reveals that, employees in parastatal organizations had the highest monthly average cash earnings of TZS 993,723 in 2014; this was an increase from TZS 980,484 recorded in 2013. However, employees in profit making institutions had the lowest monthly average cash earnings which increased from TZS 289,237 in 2013 to TZS 306,358 in 2014.

Despite the low monthly average cash earnings recorded in private sector, results indicate that in all its three sub sectors, males earned slightly more than females in both years. Profit making institutions, which employed most of the workers in the formal sector, recorded a difference of about TZS 38,000 between male and female in 2013 and a difference of about TZS 37,000 in 2014. Central and local government was the major employer in the public sector; however, it recorded a male-female gap of monthly average earnings of about TZS 140,000 in 2013 and a gap of about TZS 110,000 in 2014. This means that the male-female gap had narrowed in 2014.

4.4 Monthly Average Cash Earnings by Broad Sector and Category of Employment

Categories of employment refer to the regular and casual employment. Earnings by category of employment in this survey mean the earnings accruing to regular and casual employees. The data

collected on these two categories provide basic information pertaining to earnings differences as shown in Table 4.3.

Table 4.3: Monthly Average Cash Earnings (TZS) per Employee by Broad Sector and Category of Employment, Tanzania Mainland, 2013 and 2014

TZS				
Sub-Sector	2013		2014	
	Regular Employees	Casual Employees	Regular Employees	Casual Employees
Private Profit Making Institutions	316,723	109,082	332,253	118,014
Private Non-Profit Making Institutions	456,676	104,128	435,771	110,458
Cooperatives	578,279	102,894	557,177	111,764
Central and Local Government	731,361	152,177	824,646	162,567
Parastatal Organizations	1,007,511	165,711	1,017,215	162,190
Overall Average	406,604	111,657	424,636	120,492

Table 4.3 shows that, the monthly average cash earnings in the sub sectors and categories of employment have maintained the same pattern in 2014 as observed in 2013. Parastatal organizations remained the sector with highest monthly average cash earnings for regular employees which increased from TZS 1,007,511 in 2013 to TZS 1,017,215 in 2014. The sector with the second highest monthly average cash earnings in 2014 is the central and local government with TZS 824,646 followed by cooperatives with TZS 557,177. Private profit making institutions had the lowest monthly average cash earnings of TZS 332,253 for regular employees in 2014.

In regard to casual employees, central and local government had the highest monthly average cash earnings which increased from TZS 152,177 in 2013 to TZS 162,567 in 2014, followed by parastatal organizations which slightly decreased from TZS 165,711 in 2013 to TZS 162,190 in 2014. Private non-profit making institutions had the lowest monthly average cash earnings which had slightly increased from TZS 104,128 in 2013 to TZS 110,458 in 2014.

4.5 Monthly Average Cash Earnings of Employees by Industry and Sex

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

Table 4.4: Monthly Average Cash Earnings (TZS) of Employees by Industry and Sex, Tanzania Mainland, 2013 and 2014

Industry	2013			2014		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	305,904	219,589	282,201	320,264	253,668	304,323
Mining and quarrying	583,110	431,940	528,685	620,490	427,644	559,796
Manufacturing	272,695	247,823	259,396	282,825	258,383	266,789
Electricity, gas, steam and air conditioning supply	1,030,891	964,637	1,023,655	816,852	986,278	839,402
Water supply; sewerage, waste management and remediation activities	433,538	390,234	422,886	575,874	467,885	558,177
Construction	468,518	343,343	419,725	559,593	402,498	496,796
Wholesale and retail trade; repair of motor vehicles and motorcycles	281,509	290,202	272,634	289,533	292,940	276,681
Transportation and storage	456,799	459,686	435,811	583,566	498,803	561,836
Accommodation and food service activities	162,833	137,801	145,118	165,678	145,460	151,209
Information and communication	736,987	674,845	688,031	601,944	643,877	610,765
Financial and insurance activities	1,288,784	977,420	1,095,078	1,394,765	1,052,770	1,168,914
Real estate activities	681,073	931,550	629,779	552,187	699,883	542,100
Professional, scientific and technical activities	939,109	802,031	892,772	994,265	741,669	922,730
Administrative and support service activities	379,324	404,899	375,534	412,832	485,155	408,598
Public administration and defense; compulsory social security	763,904	608,253	739,469	850,870	701,435	820,034
Education	575,130	531,188	556,881	545,671	487,745	523,328
Human health and social work activities	525,773	407,297	462,593	463,892	410,322	425,678
Arts, entertainment and recreation	373,154	538,333	371,084	489,173	530,402	487,366
Other service activities	432,319	358,792	375,020	402,689	436,473	389,188
Overall Average	409,571	358,857	380,553	427,394	385,847	400,714

Table 4.4 shows that, employees in financial and insurance activities had the highest monthly average cash earnings which increased from TZS 1,095,078 in 2013 to TZS 1,168,914 in 2014. It was followed by those in professional, scientific and technical activities whose monthly average cash earnings had increased from TZS 892,772 in 2013 to TZS 922,730 in 2014. The industry with the third highest monthly average cash earnings is electricity, gas, steam and air conditioning supply. Its monthly average cash earnings decreased from TZS 1,023,655 in 2013 to TZS 839,402 in 2014. Higher remuneration in these industries is a result of having highly skilled personnel. On the other hand, accommodation and food service activities had the lowest monthly average cash earnings which had increased from TZS 145,118 in 2013 to TZS 151,209 in 2014.

Overall, male employees had significantly higher monthly cash earnings than female employees in both 2013 and 2014. For instance in 2014, the findings reveal that, there is a wide gap of monthly average cash earnings between males and females in industries of professional, scientific and

technical activities of about TZS 252,596 and mining and quarrying activities of about TZS 192,846. However, few industries where female employees have higher monthly average cash earnings than male employees are wholesale and retail trade; repair of motor vehicles and motorcycles, and administrative and support service activities. Despite female employees earning higher monthly cash earnings in some industries the gap with their male counterparts is smaller than those industries where male employees earn higher cash earnings than female employees.

4.6 Annual Cash Earnings of Employees by Sector in 2013 and 2014

Cash earnings of employees by sector are used for measuring the living standard of employees in different sectors.

Chart 4.1: Percentage Distribution of Total Annual Cash Earnings by Sector, Tanzania Mainland, 2013 and 2014

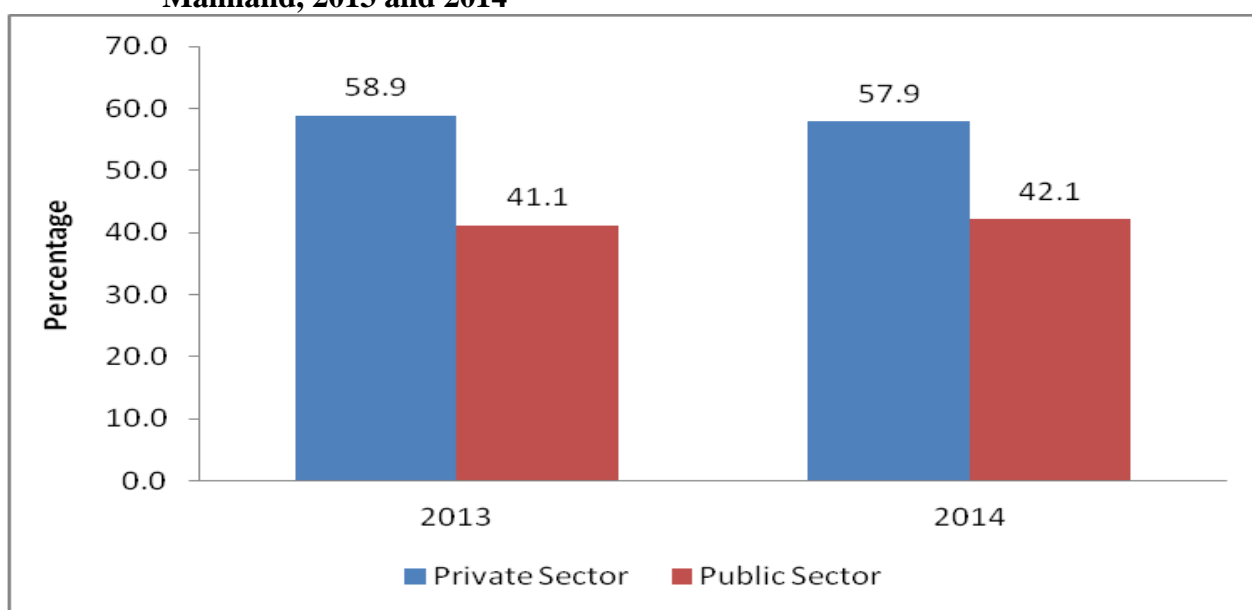


Chart 4.1 shows the percentage distribution of total annual cash earning by sector 2013 and 2014. It reveals that private sector in both years constituted the highest percentages of total annual cash earnings in the formal sector compared to public sector.

Results also show that, although private sector has higher percentage contribution to the total annual cash earnings its contribution has decreased slightly from 58.9 percent in 2013 to 57.9 percent in 2014. On the other hand, annual cash earnings in the public sector increased from 41.1 percent in 2013 to 42.1 percent in 2014. Therefore in general, private sector is still the main contributor to the annual cash earnings in the economy.

4.7 Annual Cash Earnings of Employees by Industry

Cash earnings of employees are useful in determining the income generating capacity of different industries which is related to standard of living of employees in those industries.

Table 4.5: Annual Cash Earnings of Employees by Industry (TZS Million), Tanzania Mainland, 2013 and 2014

Industry	2013	2014
Agriculture, forestry and fishing	307,505	297,691
Mining and quarrying	310,520	296,391
Manufacturing	1,457,409	2,090,802
Electricity, gas, steam and air conditioning supply	174,767	233,753
Water supply; sewerage, waste management and remediation activities	34,127	41,836
Construction	246,463	312,100
Wholesale and retail trade; repair of motor vehicles and mot	635,220	718,640
Transportation and storage	436,831	570,024
Accommodation and food service activities	354,957	430,741
Information and communication	352,447	482,405
Financial and insurance activities	602,256	749,463
Real estate activities	14,352	24,542
Professional, scientific and technical activities	287,172	307,565
Administrative and support service activities	195,681	225,354
Public administration and defense; compulsory social security	1,982,405	2,487,144
Education	2,353,629	2,816,708
Human health and social work activities	946,259	1,121,356
Arts, entertainment and recreation activities	26,437	37,630
Other service activities	407,034	528,820
Total	11,125,472	13,772,965

Table 4.5 shows that, there was a significant increase of the annual cash earnings from TZS 11,125,472 million in 2013 to TZS 13,772,965 million in 2014, which is an increase of 23.8 percent. It may be noted across all industries in 2014, the highest annual cash earnings were in education industry with TZS 2,816,708 million, followed by public administration and defense; compulsory social security with TZS 2,487,144 million and manufacturing with TZS 2,090,802 million. Though, real estate industry had the lowest annual cash earnings of TZS 24,542 million in 2014, it increased substantially by 71.0 percent from TZS 14,352 million in 2013.

4.8 Annual Cash Earnings of Employees by Industry and Category of Employment

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

Table 4.6: Percentage Distribution of Annual Cash Earnings of Employees by Industry and Category of Employment, Tanzania Mainland, 2014

Industry	Cash Earnings Regular Employees	Cash Earnings Casual Employees	Total
Agriculture, forestry and fishing	1.7	0.5	2.2
Mining and quarrying	2.1	0	2.2
Manufacturing	14.1	1.1	15.2
Electricity, gas, steam and air conditioning supply	1.7	0	1.7
Water supply; sewerage, waste management and remediation activities	0.3	0	0.3
Construction	2	0.3	2.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	5	0.2	5.2
Transportation and storage	4.1	0.1	4.1
Accommodation and food service activities	3	0.1	3.1
Information and communication	3	0.5	3.5
Financial and insurance activities	5.4	0	5.4
Real estate activities	0.2	0	0.2
Professional, scientific and technical activities	2.1	0.2	2.2
Administrative and support service activities	1.5	0.1	1.6
Public administration and defense; compulsory social security	18	0.1	18.1
Education	20.4	0.1	20.5
Human health and social work activities	8.1	0.1	8.1
Arts, entertainment and recreation activities	0.3	0	0.3
Other service activities	3.8	0.1	3.8
Total Percentage	96.6	3.4	100
Total Annual Cash Earning (TZS Million)	13,304,851	468,114	13,772,965

Table 4.6 shows that, regular employees had the largest proportions of annual cash earning as compared to casual employees in general. Industries with the highest proportions of annual cash earning for regular employees are education industry with 20.4 percent, followed by public administration and defense; compulsory social security with 18.0 percent and manufacturing industry with 14.1 percent. On the other hand, real estate activities had the lowest proportion of annual cash earnings with 0.2 percent of the total cash earnings for regular employees.

The industry where casual employees have the largest proportion of the total annual cash earnings is manufacturing industry with 1.1 percent of the total annual cash earnings. Proportions of annual cash earnings for casual employees in the remaining industries constitute less than 1.0 percent of the total annual cash earnings.

Key message:

The results were observed that, the public sector maintained to lead as it was in 2013 with twice (TZS 829,857) as much as compared to the monthly average earnings in the private sector (TZS 334,017). Employees in the Financial and insurance activities continued to earn the highest monthly average cash earnings (TZS 1,168,914). Accommodation and food service activities had the lowest monthly average cash earnings (TZS 151,209).

CHAPTER FIVE

ANNUAL WAGE BILL PROFILE

5.1 Introduction

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

Among the most pressing challenges to policy makers, employers and workers' organizations is the wage inequality. This chapter provides planners with some information on gross cash earnings and free rations in the annual wage bills for 2014. The results can be used as evidence based indicator for policy formulation and amendments. The analysis also focuses on the distribution of wage bill by sector of employment, industry, category of employment and region.

5.2 Annual Wage Bill by Sector

This section illustrates the distribution of annual wage bill by public and private sectors of employment. The analysis is done by considering the level of employment in a particular sector over the same reference period to realize the real impact of changes in the annual wage bill observed in 2014.

Chart 5.1: Distribution of Annual Wage Bill (TZS in Billions) by Major Sector, Tanzania Mainland, 2013 and 2014

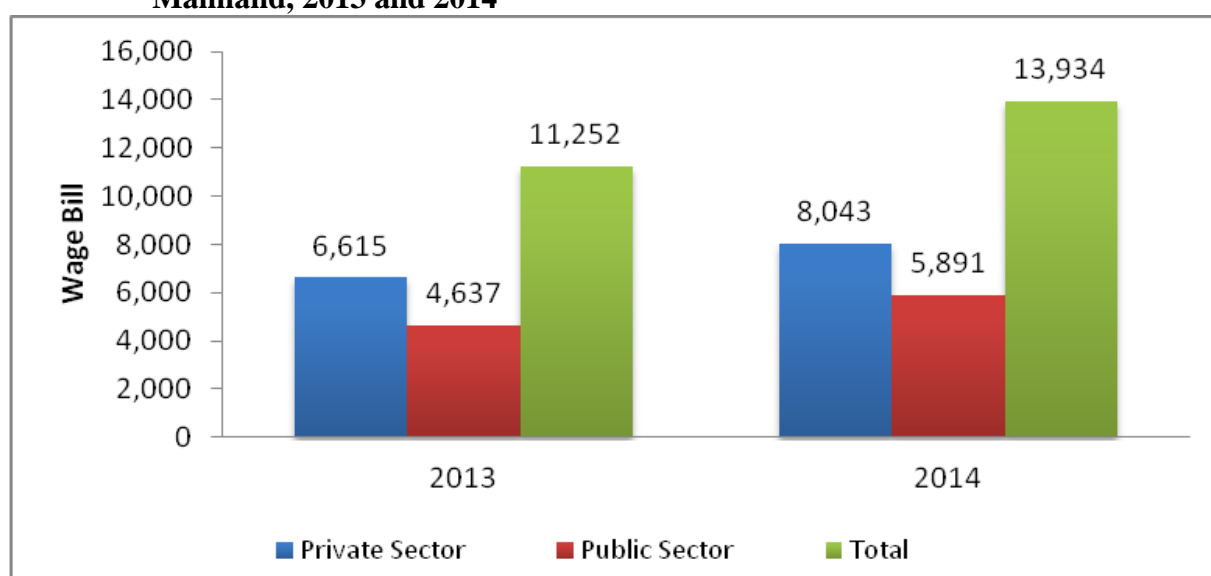


Chart 5.1 shows that, the total annual wage bill increased from TZS 11,252 billion in 2013 to TZS 13,934 billion in 2014 which is an increase of 23.8 percent. This implies that employers' costs increased in 2014 as compared to 2013.

At the same time, the total number of employees as shown in chapter two increased from TZS 1,858,969 in 2013 to TZS 2,141,351 in 2014, which is an increase of 15.2 percent. The percentage increase of the annual wage bill from 2013 to 2014 was 1.6 times the increase in the level of employment over the same interval, suggesting that, the living standard of employees improved in 2014 compared to 2013.

Furthermore, the private sector had a higher annual wage bill than the public sector in 2014. There was an increase in the annual wage bill for both sectors with public sector showing a slightly higher rate of increase of 27.1 percent than the private sector (21.6 percent) from 2013 to 2014. This also implies that there was an increased cost to employers in 2014.

5.3 Annual Wage Bill by Cash Earnings, Free Ration and Broad Sectors

This section highlights the components of annual wage bill and their contribution to the change in the total annual wage bill by broad sectors from 2013 to 2014. The annual cash earnings and free rations are the two components of the wage bill.

Table 5.1: Annual Wage Bill (TZS Million) by Cash Earnings, Free Rations and Broad Sectors, Tanzania Mainland, 2013 and 2014

Sector	2013				2014			
	Cash Earnings	Free Rations	Wage Bill	Percent of Free Rations	Cash Earnings	Free Rations	Wage Bill	Percent of Free Rations
Private Sector								
Profit Making Institutions	4,791,188	55,348	4,846,536	1.1	6,101,685	61,081	6,162,766	1.0
Non-profit Making Institutions	1,617,976	7,103	1,625,079	0.4	1,695,764	9,431	1,705,195	0.6
Cooperatives	143,849	22	43871	0.1	174,022	1,264	175,287	0.7
Sub Total	6,553,013	62,473	6,615,486	1.9	7,971,472	71,776	8,043,248	0.9
Public Sector								
Central and Local Government	3,988,311	64,096	4,052,406	1.6	5,086,003	88,970	5,174,973	1.7
Parastatal Organizations	584,148	211	584,359	0.0	715,490	621	716,111	0.1
Sub Total	4,572,459	64,307	4,636,766	1.4	5,801,493	89,591	5,891,084	1.5
Grand Total	11,125,472	126,780	11,252,251	1.1	13,772,965	161,367	13,934,332	1.2

Table 5.1 shows that in 2014, private profit making institutions had the highest share of annual wage bill in the private sector with total cash earning of TZS 6,101,685 million and free ration

worth TZS 61,081 million. On the other hand, central and local government institutions had the highest annual wage bill in public sector with cash earning of TZS 5,086,003 million and free ration of TZS 88,970 million. In addition, the total annual wage bill in private profit making institutions increased from TZS 4,846,536 million in 2013 to TZS 6,162,766 million in 2014 which is an increase of about 27.2 percent. Almost the same increase (27.7 percent) of total annual wage bill is observed in central and local government in public sector between 2013 and 2014.

On the other hand, cooperatives in the private sector had the smallest share of annual wage bill with total cash earning of TZS 174,022 million and free ration of TZS 1,264 million in 2014. In the public sector, parastatal organizations had the smallest share of annual wage bill with total cash earning of TZS 715,490 million and free ration of TZS 621 million.

The results further show that an increase of annual wage bill in 2014 was mainly attributed to an increase in annual cash earnings with 23.8 percent as compared to only 0.3 percent increase in free rations.

5.4 Annual Wage Bill by Industry

Wage bill by industry refers to total amount of money that employers incur in retaining personnel who furnish labour in production of goods or services in a particular industry. Analysis of wage bill by industry provides an indication of relative costs incurred by employers in different industries.

Table 5.2: Percentage Distribution of Annual Wage Bill (TZS Million) by Industry, Tanzania Mainland, 2013 and 2014

Industry	Annual Wage Bill	
	2013	2014
Agriculture, forestry and fishing	2.8	2.2
Mining and quarrying	2.8	2.1
Manufacturing	13.1	15.1
Electricity, gas, steam and air conditioning supply	1.6	1.7
Water supply; sewerage, waste management and remediation activities	0.3	0.3
Construction	2.2	2.2
Wholesale and retail trade; repair of motor vehicles and motor cycles	5.7	5.2
Transportation and storage	3.9	4.1
Accommodation and food service activities	3.3	3.2
Information and communication	3.1	3.5
Financial and insurance activities	5.4	5.4
Real estate activities	0.1	0.2
Professional, scientific and technical activities	2.6	2.2
Administrative and support service activities	1.8	1.6
Public administration and defense; compulsory social security	18.2	18.5
Education	21.0	20.3
Human health and social work activities	8.4	8.1
Arts, entertainment and recreation	0.2	0.3
Other service activities	3.6	3.8
Total Percentage	100.0	100.0
Annual Wage Bill (TZS Million)	11,252,251	13,934,332

Table 5.2 reveals that, education industry had the largest share of annual wage bill which decreased from 21.0 percent in 2013 to 20.3 percent in 2014. The second and third industries with the largest share of annual wage bill were public administration and defence; compulsory social security which increased slightly from 18.2 percent in 2013 to 18.5 percent in 2014 and manufacturing which increased from 13.1 percent in 2013 to 15.1 percent in 2014.

All other industries had proportions of annual wage bills ranging from 0.2 percent in real estate activities to 8.1 percent of annual wage bill in human health and social work activities in 2014. A similar trend was observed in 2013 except that, the proportions of annual wage bills ranged from 0.1 percent again in Real estate activities to 8.4 percent in human health and social work industries.

5.5 Annual Wage Bill for Selected Regions

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

Chart 5.2: Distribution of Annual Wage Bill (TZS Billion) by Selected Region, Tanzania Mainland, 2013 and 2014

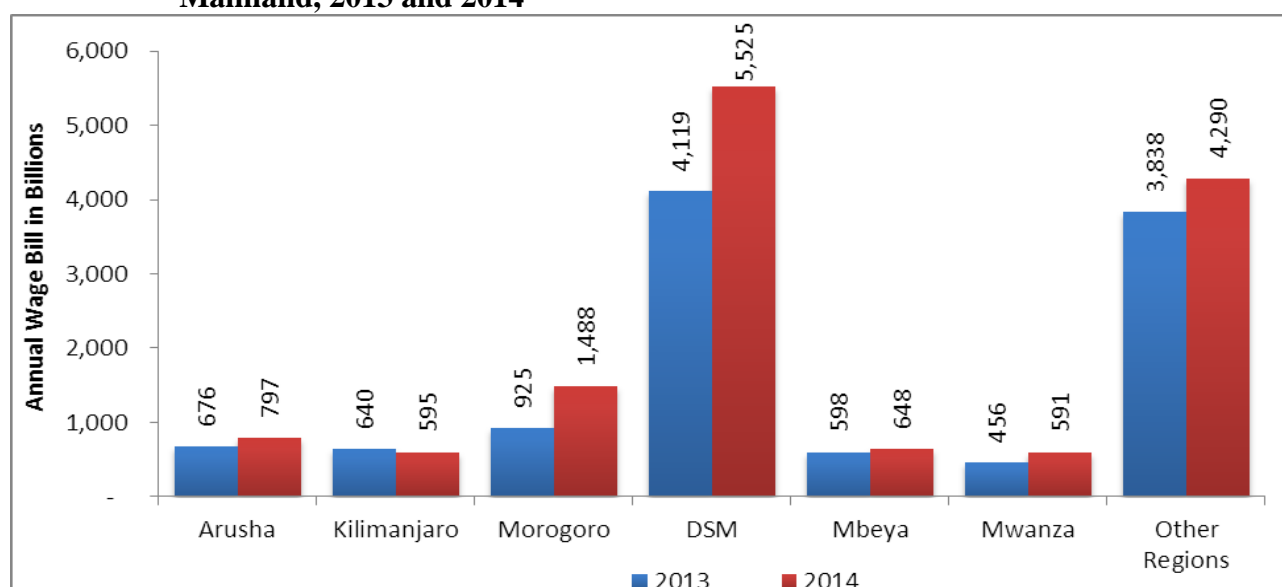


Chart 5.2 shows that, Dar es Salaam region has the largest share of annual wage bill amounting to TZS 5,525 billion in 2014. The second, third and fourth regions with the largest annual wage bills were Morogoro (TZS 1,488 billion), Arusha, (TZS 797 billion) and Mbeya (TZS 648 billion). All other regions except Kilimanjaro with TZS 595 billion and Mwanza with TZS 591 billion had amounts of annual wage bill below TZS 500 billion in 2014.

It was further revealed that, except in Kilimanjaro, there was an increase in annual wage bill in all regions in 2014 as compared to 2013. Despite Dar es Salaam region having the highest annual wage bill, Morogoro region registered the highest increase of annual wage bill in 2014 with an increment of 60.9 percent as compared to 34.1 percent for Dar es Salaam. The region with the third highest increment of annual wage bill was Mwanza region with 29.4 percent followed by Arusha region with 17.9 percent. The remaining selected regions ranged from negative 7.0 percent to 11.8 percent.

CHAPTER SIX

RECRUITMENT OF NEW WORKERS

6.1 Introduction

This chapter presents the findings on the number of newly recruited employees for the year 2014. Employers were requested to state the numbers of newly recruited employees into their establishments during the last 12 months, from 1st July, 2013 to 30th June, 2014.

The analysis presents information on the numbers of newly recruited employees in the formal sector by sex, occupation, level of education, main subject of training, country of origin, employment status and starting salary at the commencement of the service contract.

6.2 Recruited Employees by Nature of Position, Sex and Sector

The recruitment of employees has currently become an important aspect to policy makers as it reflects the economic performance of the existing employment programs. The analysis in this section focuses on the nature of existing position with respect to posts which had fallen vacant as well as new created positions.

Table 6.1: Number of Newly Recruited Employees by Nature of Position, Sex and Sector, Tanzania Mainland, 2014

Sector	A: Fell vacant			B: New positions			Total (A+B)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private	44,118	35,900	80,018	16,413	10,577	26,990	60,531	46,478	107,009
Public	43,553	34,029	77,582	54,655	42,451	97,107	98,209	76,480	174,689
Total	87,671	69,929	157,601	71,068	53,029	124,097	158,740	122,958	281,698

Table 6.1 above reveals that, the total number of newly recruited workers in 2014 is 281,698 of which 157,601 employees filled existing vacant positions and 124,097 employees filled newly created posts. Among the total newly recruited employees, there were more male employees (158,740) than female employees (122,958). In addition, public sector has the highest number of newly recruited employees with 174,689 as compared to private sector with 107,009 employees.

As indicated in chapter two on employment, the growth of employment between 2013 and 2014 is 282,382, these are reflected as newly recruited employees with a slight difference of 684 employees.

The variation is a result of different reference periods during data collection in 2013 and data collection of newly recruited workers in 2014.

6.3 Number of Newly Recruited Employees during 2012/13 and 2013/14 by Occupation and Sex

This section focuses on the total number of newly recruited employees for the period of 2013/14 in comparison with 2012/13 financial years. It also provides an insight into the occupation and distribution of male and female employees recruited.

Table 6.2: Number of Newly Recruited Employees by Occupation and Sex, Tanzania Mainland, 2012/13 and 2013/14

Occupation	2012/13			2013/14		
	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	1,392	1,158	2,550	4,853	2,889	7,742
Professionals	7,762	8,007	15,769	36,200	22,515	58,715
Technicians and associate professionals	18,099	15,317	33,416	74,933	63,573	138,505
Clerks	1,645	2,675	4,320	3,456	7,577	11,033
Service workers and shop sales workers	4,883	5,090	9,973	9,972	14,366	24,338
Skilled agricultural and fishery workers	80	46	126	313	310	623
Craft and related workers	1,368	277	1,645	3,989	1,303	5,292
Plant and machine operators and assemblers	3,772	3,737	7,510	12,259	2,262	14,520
Elementary occupations	2,261	2,647	4,907	12,766	8,164	20,929
Total	41,262	38,954	80,216	158,740	122,958	281,698

Table 6.2 shows that, the number of newly recruited employees increased considerably from 80,216 in 2012/13 to 281,698 in 2013/14. This increase is attributed to performance of national employment policy and different programs which focus on vocational training for skill development and also improving access to microfinance services for investment and job creation.

The results reveal that, technicians and associate professionals had the highest number of newly recruited employees who increased from 33,416 in 2012/13 to 138,505 in 2013/14. It is also observed that, the number of newly recruited males in this cadre increased from 18,099 in 2012/13 to 74,933 in 2013/14 and the number of newly recruited females also increased from 15,317 in 2012/13 to 63,573 in 2013/14.

The second occupation with the largest number of newly recruited employees is that of professionals who were 15,769 in 2012/13 then increased to 58,715 employees in 2013/14. The number of newly recruited professional male employees increased from 7,762 in 2012/13 to 36,200 in 2013/14 while, the number of recruited professional female employees increased from 8,007 in 2012/13 to 22,515 in 2013/14.

The result further reveals that, skilled agricultural and fishery workers had the smallest number of newly recruited employees who increased from 126 in 2012/13 to 623 in 2013/14. Relatively, the number of newly recruited males increased from 80 in 2012/13 to 313 in 2013/14 and that of females increased from 46 in 2012/13 to 310 in 2013/14.

Generally, in all occupations the number of newly recruited male employees is higher than the number of newly recruited female employees for both 2012/13 and 2013/14. This pattern calls for policy interventions on equal employment opportunities among males and females as stipulated in the specific objectives of the national employment policy of 2008 to “promote equal access to employment opportunities and resources endowment for marginalized and vulnerable groups, including women, youth and people with disability”.

6. 4 Number of Newly Recruited Employees in 2013/14 by Occupation and Level of Education

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

Table 6.3: Number of Newly Recruited Employees by Occupation and Level of Education, Tanzania Mainland, 2013/14

Occupation	Tertiary University	Tertiary Non University	Teacher Education /College	Vocational Education	Secondary Education	Primary Education	Total
Legislators, Administrators and Managers	3,633	1,854	874	208	758	416	7,742
Professionals	55,193	1,483	290	78	1,672	0	58,715
Technicians and Associate professionals	5,500	31,120	85,515	6,110	9,378	883	138,505
Clerks	199	1,805	1,330	2,005	4,242	1,451	11,033
Service workers and Shop sales workers	164	1,840	1,039	3,510	6,270	11,514	24,338
Skilled agricultural and Fishery workers	0	0	0	0	66	557	623
Craft and related workers	1,063	23	920	2,144	399	743	5,292
Plant and machine operators and assemblers	301	873	388	6,058	1,796	5,105	14,520
Elementary occupations	163	895	34	1,323	5,014	13,501	20,929
Total	66,215	39,893	90,390	21,436	29,594	34,170	281,698

Table 6.3 shows that, out of the total number of newly recruited employees in 2013/14, the majority 90,390 (32.1 percent) attained teachers education. Among those, technicians and associate professionals had the largest number of newly recruited employees at 85,515 followed by clerks at 1,330 employees and service workers and shop sales workers at 1,039 employees. The remaining occupations with teacher education level had less than 1,000 newly recruited employees.

The level of education which had the second largest number of newly recruited employees is tertiary university with 66,215 (23.5 percent). Professionals lead this group with 55,193 of newly recruited employees followed by technicians and associate professionals with 5,500 employees. Other occupations which recruited employees with this level of education have less than 5,000 employees.

Tertiary non university and primary education are the third and fourth levels of education with the largest numbers of newly recruited employees with 39,893 and 34,170 employees respectively. In these levels of education, there are more technicians and associate professionals (31,120) with tertiary non university, and in primary level of education most of the newly recruited employees were in elementary occupations with 13,501 employees.

6.5 Newly Recruited Employees by Level of Education and Sex

This section analyses the number of newly recruited employees by level of education and sex. The analysis focuses on providing information which can be used to determine the distribution of newly recruited male and female employees with different levels of education.

Table 6.4: Distribution of Number of Newly Recruited Employees by Sex and Level of Education, Tanzania Mainland 2013/14

Level of Education	2014		
	Male	Female	Total
Tertiary University	41,144	25,071	66,215
Tertiary Non University	21,093	18,800	39,893
Teachers Education/College	48,338	42,052	90,390
Vocational Education	13,360	8,076	21,436
Secondary Education	14,358	15,236	29,594
Primary Education	20,447	13,723	34,170
Total	158,740	122,958	281,698

Table 6.4 shows that, out of the total number of newly recruited employees, male employees accounted for more than a half of total newly recruited employees with 158,740 (56.4 percent) as compared to females with 122,958 (43.6 percent).

It is also observed that, there was a small difference in the numbers of newly recruited employees between males and females having the same level of education. However, a noticeable difference was observed in tertiary university with 41,144 of newly recruited male employees compared to 25,071 of female employees. Newly recruited employees with primary education level were the second group with a noticeable difference between newly recruited male and female employees. In this level of education, males were 20,447 compared to 13,723 of newly recruited female employees. The remaining levels of education had more newly recruited male than female

employees except for secondary education level where newly recruited male employees were 14,358 as compared to 15,236 newly recruited female employees.

6.6 Newly Recruited Employees by Sector and Employment Status

This section focuses on the newly recruited employees in different sectors of the economy by the status of employment namely; permanent, contract, casual and apprenticeship. The analysis will provide valuable information to be used as one of the indicators in identifying the level of decent work conditions in formal sector employment.

Table 6.5: Number of Newly Recruited Employees by Sector, Sub sector and Status of Employment, Tanzania Mainland, 2013/14

Sector	Status of Employment					
	Permanent	Contractual	Casual	Apprentices	Others	Total
A. PRIVATE SECTOR						
Profit Making Institutions	25,331	30,565	13,068	557	2,589	72,110
Non Profit Making Institutions	14,504	15,206	1,349	31	638	31,728
Cooperatives	877	2,293	0	0	0	3,170
Total	40,712	48,064	14,417	589	3,227	107,009
B. PUBLIC SECTOR						
Central Government	7,148	2,716	0	5	66	9,935
Local Government (Urban)	21,323	230	163	3	0	21,720
Local Government (District)	132,692	1,144	13	0	3	133,852
Parastatal Profit Making Institutions	2,017	66	0	0	0	2,083
Parastatal Non Profit Making Institutions	3,988	2,692	420	0	0	7,100
Total	167,167	6,848	596	8	69	174,689
Grand Total	207,879	54,913	15,013	597	3,296	281,698

Table 6.5 shows that, out of the total number of newly recruited employees, the largest number (207,879, 73.8 percent) of newly recruited employees were employed on permanent basis and (54,913, 19.5 percent) were employed on contract. Among the permanent newly recruited employees, public sector had the largest number of employees (167,167) compared to private sector with 40,712 employees. On the contrary, there were more newly recruited employees (48,064) on contract basis in private sector compared to public sector with 6,848 employees.

The results further indicate that, majority of the newly recruited employees were in district local government with 133,852 employees, followed by private profit making institutions with 72,110 employees and private non-profit making institutions with 31,728 employees. With regard to the

status of employment, the majority on newly recruited employees in these sectors were either on permanent or contract basis.

6.7 Newly Recruited Employees by Occupation and Citizenship

This section analyses the distribution of total newly recruited employees by occupation and citizenship. The analysis identifying the occupations which non-citizens are employed will help formulation of strategies for skills development of citizen employees so that they can take up those occupations.

Table 6.6: Number of Newly Recruited Employees by Occupation and Citizenship, Tanzania Mainland, 2013/14

Occupation	Tanzania	Kenya	Uganda	Other East Africa Countries	Other Countries	Total
Legislators, Administrators and Managers	7,353	199	5	14	172	7,742
Professionals	58,019	284	10	6	396	58,715
Technicians and Associate professionals	138,412	94	0	0	0	138,505
Clerks	11,024	3	0	0	5	11,033
Service workers and Shop sales workers	24,305	15	0	0	18	24,338
Skilled agricultural and Fishery workers	623	0	0	0	0	623
Craft and related workers	5,173	0	0	0	119	5,292
Plant and machine operators and assemblers	14,520	0	0	0	0	14,520
Elementary occupations	20,876	3	10	40	0	20,929
Total	280,304	598	25	60	710	281,698

Table 6.6 shows that, 280,304 (99.5 percent) of the newly recruited employees in all occupations were Tanzanians. The remaining employees at 1,393 (0.5 percent) were non Tanzania citizens. It is also revealed that, about 683 of the newly recruited employees are from other East African countries with Republic of Kenya having the largest number (598) of its citizens working in Tanzania. The contribution of other countries apart from East African Community (EAC) Member States was 710 newly recruited employees.

Furthermore, the analysis shows that, the largest number of Tanzanian citizens was recruited in the occupation category of technicians and associate professionals with 138,412 of newly recruited employees. Professionals were the second largest category with 58,019 of newly recruited Tanzanian employees. As might be expected, the results indicate that the majority of the newly recruited non-citizens were in the category of professionals with 696 followed by occupational category of legislators, administrators and managers with 390.

6.8 Newly Recruited Employees by Region and Sex

This section presents the distribution of the newly recruited employees by regions and sex. Employment by sex across the regions is an important indicator as it provides an understanding of the location and level of sex differentials in employment.

Table 6.7: Number of Newly Recruited Employees by Region and Sex, Tanzania Mainland, 2012/13 and 2013/14

Region	2012/13			2013/14		
	Male	Female	Total	Male	Female	Total
Dodoma	1,448	1,467	2,915	7,192	5,625	12,817
Arusha	2,008	1,139	3,147	7,235	6,815	14,050
Kilimanjaro	2,084	3,071	5,155	6,703	7,476	14,179
Tanga	2,419	1,475	3,894	6,310	4,216	10,526
Morogoro	3,356	2,161	5,517	8,996	6,117	15,113
Pwani	894	665	1,560	4,801	6,035	10,836
DSM	8,912	13,000	21,912	34,661	22,978	57,639
Lindi	868	759	1,627	5,186	4,005	9,191
Mtwara	392	228	621	3,435	2,579	6,014
Ruvuma	565	467	1,032	4,311	4,628	8,939
Iringa	2,501	2,435	4,936	4,714	5,373	10,087
Mbeya	4,115	2,786	6,901	12,442	9,318	21,760
Singida	601	431	1,032	3,511	3,187	6,698
Tabora	2,201	936	3,138	5,557	3,765	9,322
Rukwa	395	286	682	3,079	1,679	4,759
Kigoma	1,004	641	1,644	5,597	4,172	9,769
Shinyanga	1,232	752	1,983	7,474	4,387	11,861
Kagera	1,062	747	1,808	4,816	3,218	8,033
Mwanza	1,532	1,279	2,810	9,593	8,554	18,146
Mara	1,057	1,841	2,898	903	730	1,633
Manyara	844	571	1,414	3,074	2,340	5,414
Njombe	698	621	1,319	2,615	1,712	4,327
Katavi	148	78	226	1,311	622	1,933
Simiyu	927	1,118	2,045	4,264	2,937	7,201
Geita	0	0	0	959	491	1,450
Total	41,262	38,954	80,216	158,740	122,958	281,698

Table 6.7 shows that, in 2013/14 the region with the largest number of newly recruited employees was Dar es Salaam. The number of newly recruited employees in the region increased from 21,912 in 2012/13 to 57,639 in 2013/14, followed by Mbeya region with 21,760 in 2013/14 and Mwanza region with 18,146 in the same year.

The results also reveal that, the pattern of sex differentials in recruitment for 2013/14 is similar to the pattern observed in 2012/13 whereby there are more newly recruited males than female employees. The regions in which there are more newly recruited male employees than female in

2013/14 are Dar es Salaam (34,661 males, 22,978 females), Mbeya (12,442 males, 9,318 females) and Shinyanga (7,474 males, 4,387 females). On the other hand, the regions in which there are more newly recruited female employees than male employees are Kilimanjaro (6,703 males, 7,476 females) Iringa (4,714 males, 5,373 females) and Ruvuma (4,311 males, 4,628 females).

Generally, despite an increase in the total number of newly recruited employees in most regions, there has been a decrease in the number of newly recruited employees in Mara region from 2,898 in 2012/13 to 1,633 employees in 2013/14.

6.9 Newly Recruited Employees by Occupation and Starting Salary

This section analyses the distribution of newly recruited employees by occupation and starting salary. The information presented in this section can provide an indication of wage differentials between occupations at the start of employment contracts.

Table 6.8: Number of Newly Recruited Employees by Occupation and Starting Monthly Salary (TZS), Tanzania Mainland, 2013/14

Occupation	Starting Monthly Salary (TZS)						Total
	Less than 100,000	100,000- 150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	
Legislators, Administrators and Managers	468	231	791	2,572	3,149	531	7,742
Professionals	213	228	2,367	10,833	41,611	3,463	58,715
Technicians and Associate professionals	129	1,925	16,610	93,839	25,430	572	138,505
Clerks	207	5,657	2,014	2,086	983	86	11,033
Service workers and Shop sales workers	2,144	16,389	3,792	680	1,299	34	24,338
Skilled agricultural and Fishery workers	0	516	107	0	0	0	623
Craft and related workers	410	1,168	2,572	859	257	27	5,292
Plant and machine operators and assemblers	17	3,753	4,749	4,988	986	27	14,520
Elementary occupations	991	13,620	4,543	649	1,097	31	20,929
Total	4,579	43,487	37,545	116,506	74,811	4,770	281,698

Table 6.8 shows that the majority of newly recruited employees about 116,506 persons received a starting salary between TZS 300,001 and 500,000, followed by 74,811 employees who received starting salary between TZS 500,001 and 1,500,000. Few employees, about 4,579 persons received a starting salary below TZS 100,000.

The analysis by occupation further reveals that, the majority of those who earned starting salary between TZS 300,001 and 500,000 were 93,839 employees consisting of technicians and associate professionals, followed by 41,611 employees with starting salary between TZS 500,001 and 1,500,000 who were professionals.

However, the majority of those who earned the lowest starting salary below TZS 100,000 about 2,144 employees were service workers and shop sales workers. It is further revealed that, among the total number of recruited employees, 4,770 persons had the highest starting salary of above TZS 1,500,000, in which the majority of employees in this salary scale were professionals with 3,463 employees.

6.10 Newly Recruited Employees by Level of Education and Monthly Starting Salary

This section analyses the distribution of newly recruited employees by level of education and starting salary. The findings will provide highlights on stipend for recruited employees in relation to the level of education.

Table 6.9: Number of Newly Recruited Employees by Level of Education and Starting Monthly Salary (TZS), Tanzania Mainland, 2013/14

Level of Education	Starting Monthly Salary (TZS)						Total
	Less than 100,000	100,000- 150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	
Tertiary University	0	952	2,930	12,886	45,455	3,991	66,215
Tertiary Non University	43	2,067	6,040	20,136	11,338	268	39,893
Teacher Education/ college	105	1,160	10,815	64,590	13,473	248	90,390
Vocational Education	733	3,998	7,778	6,860	1,851	216	21,436
Secondary Education	618	13,028	4,799	8,913	2,207	29	29,594
Primary Education	3,081	22,282	5,182	3,120	487	18	34,170
Total	4,579	43,487	37,545	116,506	74,811	4,770	281,698

Table 6.9 indicates that, the largest number (64,590) of the newly recruited employees had attained teacher education with starting salary of TZS 300,001-500,000 followed by employees with Tertiary university education (45,455) who had starting salary of TZS 500,001-1,500,000. The third largest number of employees (22,282) had attained Primary education with starting salary of TZS 100,000- 150,000.

The results further indicate that, as might be expected, the majority of newly recruited employees (3,081) who were in low starting salary scales of less than TZS 100,000 had attained primary education level. On the other hand, the majority of the newly recruited employees in the highest starting salary of above TZS 1,500,000 had attained Tertiary university level of education.

Key message:

With regard to occupations, the largest numbers of newly recruited workers were technicians and associate professionals with 46,168 persons, followed by professionals (19,572 persons) and service workers and shop sales workers with 8,113 persons. This shows that the majority of the newly recruited workers were technicians and professionals. This shows that the majority of the newly recruited workers were technicians and professionals.

CHAPTER SEVEN

JOB VACANCIES

7.1 Introduction

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

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

7.2 Job Vacancies by Occupation and Working Experience

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

Table 7.1: Number of Job Vacancies by Occupation and Working Experience, Tanzania Mainland, 2013/14

Occupation	Working Experience				
	Not Required	1-2 years	3-4 years	5 years and above	Total
Legislators, Administrators and Managers	7,497	1,023	235	651	9,406
Professionals	22,741	5,874	1,690	685	30,990
Technicians and Associate professionals	88,120	13,541	1,359	257	103,277
Clerks	3,771	1,723	516	282	6,292
Service workers and Shop sales workers	3,190	2,081	62	137	5,471
Skilled agricultural and Fishery workers	905	196	0	0	1,101
Craft and related workers	356	1,196	50	5	1,607
Plant and machine operators and assemblers	974	839	489	69	2,372
Elementary occupations	12,237	1,171	173	53	13,634
Total	139,791	27,644	4,574	2,140	174,149

Table 7.1 shows that, working experience requirement appears to be unimportant as the results reveal that, among the job vacancies in 2013/14; the majority (139,791 vacancies, 80.3 percent) of

the total vacancies did not require any working experience. Vacancies that required previous work experiences of 1-2 and 3-4 years were (27,644 vacancies, 15.9 percent) and (4,574 vacancies, 2.6 percent) respectively. And, the least vacancies (2,140 vacancies, 1.2 percent) required work experience of 5 or more years.

With regard to occupation, results indicate that, more than a half of the job vacancies (103,277 vacancies, 59.3 percent) were for technicians and associate professionals, followed by professionals (30,990 vacancies, 17.8 percent), elementary occupations with (13,634 vacancies, 7.8 percent) and legislators, administrators and managers with (9,406 vacancies, 5.4 percent). The remaining occupations each had less than 4.0 percent of the total number of job vacancies.

7.3 Job Vacancies by Qualification Required and Sex Preference

This section presents findings on the distribution of job vacancies by the required qualifications to fill such vacancies. The collected information helps to determine the demand for various skills in the labour market, so that appropriate policy intervention or decision can be taken to increase the number of the highly demanded skills. Information on sex preference is also provided to determine the nature and magnitude of sex preferences in employment.

Table 7. 2: Percentage Distribution of Job Vacancies by Occupation and Sex Preference, Tanzania Mainland, 2013/14

Occupation	Sex Preference			
	Male	Female	None	Total
Legislators, administrators and managers	0.2	0.1	5.1	5.4
Professionals	0.7	0.6	16.5	17.8
Technicians and associate professionals	2.4	1.8	55.1	59.3
Clerks	0.1	0.6	3	3.6
Service workers and shop sales workers	0.3	0.5	2.4	3.1
Skilled agricultural and fishery workers	0	0	0.6	0.6
Craft and related workers	0.4	0	0.5	0.9
Plant and machine operators and assemblers	0.6	0	0.8	1.4
Elementary occupations	0.5	0.5	6.9	7.8
Total	5.1	4.1	90.8	100
Total Number	8,903	7,172	158,073	174,149

Table 7.2 shows that, a larger proportion of the vacancies 90.8 percent had no sex preference for the prospective holders of such posts in 2013/14. It also reveals that, there was a small difference in proportion of vacancies which preferred male employees with 5.1 percent as compared to vacancies which preferred female employees with 4.1 percent.

Moreover, it was found that, technicians and associate professionals male employees had higher chances of being employed with 2.4 percent than their female counterparts with 1.8 percent despite having the same qualifications. However, the preference for male and female is almost the same for the remaining existing vacancies.

7.4 Job Vacancies by Industry and Reason

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

Table 7.3: Number of Job Vacancies by Industry and Reason for the vacancy, Tanzania Mainland, 2014

Industry	Reason for the Vacancy			
	Fell vacant	Unfilled Post	New Position	Total
Agriculture, forestry and fishing	10,557	2,871	0	13,428
Mining and quarrying	994	122	0	1,116
Manufacturing	862	1,702	0	2,564
Electricity, gas, steam and air conditioning supply	133	9	0	142
Water supply; sewerage, waste management and remediation activities	143	377	6	526
Construction	388	274	13	675
Wholesale and retail trade; repair of motor vehicles	695	621	3	1,319
Transportation and storage	358	301	0	660
Accommodation and food service activities	1,533	612	0	2,145
Information and communication	273	383	128	785
Financial and insurance activities	116	70	0	186
Real estate activities	41	4	0	45
Professional, scientific and technical activities	1,319	1,353	22	2,695
Administrative and support service activities	710	345	0	1,055
Public administration and defense; compulsory social security	20,944	32,707	7,148	60,800
Education	19,486	27,663	9,192	56,340
Human health and social work activities	8,345	15,640	517	24,502
Arts, entertainment and recreation	5	9	0	15
Other service activities	1,290	3,863	0	5,153
Total Number	68,192	88,927	17,029	174,149

Table 7.3 shows that, public administration and defence; compulsory social security industry had highest number of 60,800 vacancies followed by education industry with 56,340 vacancies and human health and social work activities with 24,502 vacancies. On the reasons for job vacancies,

overall findings show that, about 88,927 vacancies are due to unfilled posts, followed by 68,192 vacancies which fell vacant and 17,029 vacancies which were due to new positions.

7.5 Job Vacancies by Industry and Level of Education

Analysis in this section shows the distribution of the existing vacancies by industry and required level of education. This information helps to reveal industrial categories that have large proportions of vacancies across levels of education. Information on level of education in relation to the job vacancies may create a need for planners and decision makers to allocate more resources on level of education that has many job vacancies.

Table 7.4: Number of Job Vacancies by Industry and Level of Education, Tanzania Mainland, 2014

Industry	Level of Education						
	Tertiary University	Tertiary Non-University	Teacher Education/c college	Vocational Education	Secondary Education	Primary Education	Total
Agriculture, forestry and fishing	370	5,922	371	61	419	6,284	13,428
Mining and quarrying	347	32	10	19	676	31	1,116
Manufacturing	432	126	161	216	1,305	324	2,564
Electricity, gas, steam and air conditioning supply	2	31	14	49	47	0	142
Water supply; sewerage, waste management and remediation activities	163	181	56	63	63	0	526
Construction	358	232	5	79	0	0	675
Wholesale and retail trade; repair of motor vehicles and motorcycle	210	194	242	290	272	112	1,319
Transportation and storage	68	84	6	366	90	45	660
Accommodation and food service activities	30	109	50	435	838	683	2,145
Information and communication	435	162	41	135	0	13	785
Financial and insurance activities	122	4	40	0	21	0	186
Real estate activities	39	1	0	4	0	0	45
Professional, scientific and technical activities	743	595	442	95	788	31	2,695
Administrative and support service activities	136	2	112	97	380	327	1,055
Public administration and defense; compulsory social security	14,350	22,613	14,478	3,007	6,247	105	60,800
Education	15,157	11,361	24,238	1,768	3,609	206	56,340
Human health and social work activities	3,917	8,628	9,656	1,196	990	114	24,502
Arts, entertainment and recreation	0	3	2	0	3	6	15
Other service activities	1,881	1,064	810	642	230	526	5,153
Total	38,763	51,342	50,733	8,524	15,978	8,809	174,149

Table 7.4 above shows that, largest number of vacancies (51,342) required employees with educational qualification of tertiary non- university followed by 50,733 vacancies which required employees with teacher education and about 38,763 vacancies requiring employees with tertiary university education. In addition, there were a few vacancies about 8,524 and 8,809 which required persons with vocational education and primary education level respectively.

Moreover, public administration and defence; compulsory social security industry had the largest number of the vacancies with a total of 60,800 followed by education industry with 56,340 vacancies. The results further indicate that, industries with a large number of vacancies required persons with at least teacher education level except a few industries like manufacturing where the largest number of vacancies required persons with secondary level of education.

Key message:

Technicians and associate professionals had the largest number of vacancies which was 103,277 in the formal sector. Professionals had the second largest number of vacancies which was 30,990, followed by Elementary occupations with 13,634 vacancies.

APPENDICES FOR CHAPTER TWO

Table A1 : Number of Total Employees by Sector, Sub-Sector and Sex, Tanzania Mainland, 2013 and 2014

Sector	2013			2014		
	Male	Female	Total	Male	Female	Total
A. PRIVATE SECTOR						
Profit Making Institution	655,326	338,633	993,959	788,034	399,520	1,187,554
Non-profit Making Institution	120,020	97,844	217,863	119,741	102,120	221,862
Cooperatives	15,735	5,511	21,246	16,162	7,407	23,569
Total A:	791,081	441,987	1,233,068	923,938	509,047	1,432,985
B. PUBLIC SECTOR						
Central and Local Government	335,084	236,481	571,565	393,486	260,018	653,504
Parastatal Organizations	34,905	19,431	54,336	38,211	16,651	54,862
Total B:	369,989	255,913	625,901	431,697	276,669	708,366
Total A+B	1,161,070	697,900	1,858,969	1,355,635	785,716	2,141,351

Table A2: Number of Total Adult Employees by Sector, Sub-Sector and Sex, Tanzania Mainland, 2013 and 2014

Sector	2013			2014		
	Male	Female	Total	Male	Female	Total
A. PRIVATE SECTOR						
Private Profit Making Institution	629,104	320,215	949,319	761,688	384,786	1,146,474
Private Non-Profit Making Institution	118,189	96,022	214,211	117,223	99,567	216,790
Cooperative	15,283	5,425	20,708	15,258	7,233	22,491
Total : A	762,577	421,661	1,184,238	894,169	491,586	1,385,754
B. PUBLIC SECTOR						
Central and Local Government	329,088	228,731	557,819	383,463	249,878	633,341
Parastatal Organizations	34,869	19,347	54,217	38,092	16,559	54,651
Total e: B	363,957	248,079	612,036	421,555	266,438	687,992
Total : (A+B)	1,126,534	669,740	1,796,273	1,315,723	758,023	2,073,747

Table A3: Number of Total Youth Employees by Sector, Sub-Sector and Sex, Tanzania Mainland, 2013 and 2014

Sector	2013			2014		
	Male	Female	Total	Male	Female	Total
A. PRIVATE SECTOR						
Private Profit Making Institution	26,222	18,418	44,640	26,346	14,734	41,080
Private Non-Profit Making Institution	1,831	1,822	3,652	2,519	2,553	5,072
Cooperative	452	86	538	904	174	1,078
Total : A	28,504	20,326	48,830	29,769	17,461	47,230
B. PUBLIC SECTOR						
Central and Local Government	5,996	7,750	13,746	10,023	10,140	20,163
Parastatal Organizations	36	84	120	120	91	211
Total: B	6,032	7,834	13,866	10,142	10,232	20,374
Total (A+B)	34,536	28,160	62,696	39,911	27,693	67,604

Table A4: Number of Regular Employees by Citizenship, Sector and Sub-Sector, Tanzania Mainland, 2013 and 2014

Sector		Citizens		Non-Citizens		Total	
		2013	2014	2013	2014	2013	2014
A. Private	Profit Making Institutions	702,071	843,905	11,741	16,219	713,812	860,124
	Non-profit Making Institutions	198,848	204,566	3,167	2,578	202,015	207,144
	Cooperatives	17,868	20,767	507	507	18,375	21,274
Total : A		918,787	1,069,237	15,415	19,305	934,202	1,088,542
B. Public	Central and Local Government	559,958	640,805	113	3	560,072	640,808
	Parastatal Organizations	52,920	52,366	143	184	53,063	52,550
Total B		612,878	693,170	257	187	613,135	693,358
Total : (A+B)		1,531,665	1,762,408	15,672	19,492	1,547,337	1,781,900

Table A5: Number of Total Employees by Industry and Category of Employment, Tanzania Mainland, 2013 and 2014

Industry	Regular Employees		Casual Employees		Grand Total	
	2013	2014	2013	2014	2013	2014
Agriculture, forestry and fishing	59,444	52,413	84,061	65,294	143,505	117,708
Mining and quarrying	16,013	23,575	1,337	944	17,351	24,519
Manufacturing	233,894	325,150	121,209	97,931	355,103	423,081
Electricity, gas, steam and air conditioning supply	14,174	18,017	332	323	14,506	18,340
Water supply; sewage, waste management and remediation activities	4,731	4,838	1,666	1,806	6,397	6,644
Construction	31,111	34,739	15,528	16,658	46,639	51,398
Wholesale and retail trade; repair of motor vehicles and motorcycles	109,887	121,226	19,920	18,144	129,806	139,370
Transportation and storage	54,525	60,649	12,335	5,166	66,860	65,815
Accommodation and food service activities	113,531	127,010	15,660	13,558	129,191	140,568
Information and communication	22,475	24,283	790	92,897	23,265	117,181
Financial and insurance activities	29,415	34,438	325	462	29,740	34,901
Real estate activities	1,173	2,220	3	319	1,176	2,539
Professional, scientific and technical activities	23,101	25,862	6,034	7,989	29,135	33,851
Administrative and support service activities	45,629	49,910	4,475	9,703	50,104	59,614
Public administration and defence; compulsory social security	280,556	306,902	5,890	6,322	286,446	313,225
Education	314,558	357,059	7,250	9,066	321,807	366,125
Human Health and social work activities	117,450	125,367	4,437	4,961	121,887	130,329
Arts, entertainment and recreation	4,694	4,830	191	90	4,885	4,919
Other service activities	70,976	83,411	10,192	7,814	81,168	91,225
Total	1,547,337	1,781,900	311,633	359,451	1,858,969	2,141,351

Table A6: Number of Total Employees by Industry, Categories of Employment and Sex, Tanzania Mainland, 2014

Industry	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	38,586	13,827	52,413	40,712	24,582	65,294	117,708
Mining and quarrying	20,231	3,344	23,575	726	218	944	24,519
Manufacturing	240,968	84,182	325,150	60,727	37,204	97,931	423,081
Electricity, gas, steam and air conditioning supply	14,038	3,979	18,017	262	61	323	18,340
Water supply; sewerage, waste management and remediation activities	3,610	1,227	4,838	1,132	674	1,806	6,644
Construction	29,798	4,941	34,739	14,167	2,491	16,658	51,398
Wholesale and retail trade; repair of motor vehicles and motorcycles	92,461	28,766	121,226	14,436	3,708	18,144	139,370
Transportation and storage	48,420	12,229	60,649	4,835	331	5,166	65,815
Accommodation and food service activities	58,201	68,809	127,010	6,415	7,143	13,558	140,568
Information and communication	15,832	8,451	24,283	34,588	58,310	92,897	117,181
Financial and insurance activities	19,412	15,026	34,438	304	159	462	34,901
Real estate activities	1,304	916	2,220	151	168	319	2,539
Professional, scientific and technical activities	17,855	8,006	25,862	4,137	3,852	7,989	33,851
14 Administrative and support service activities	38,474	11,437	49,910	6,229	3,475	9,703	59,614
Public administration and defence; compulsory social security	208,552	98,350	306,902	4,535	1,788	6,322	313,225
16 Education	198,189	158,869	357,059	5,961	3,105	9,066	366,125
Human health and social work activities	46,524	78,844	125,367	3,029	1,932	4,961	130,329
Arts, entertainment and recreation	2,927	1,902	4,830	55	34	90	4,919
Other service activities	52,944	30,467	83,411	4,907	2,908	7,814	91,225
Total Employees	1,148,326	633,574	1,781,900	207,309	152,142	359,451	2,141,351

Table A7: Number of Total Employees by Industry and Sector, Tanzania Mainland, 2013 and 2014

Industry	Private		Public		Total	
	2013	2014	2013	2014	2013	2014
Agriculture, forestry and fishing	140,082	116,129	3,422	1,578	143,505	117,708
Mining and quarrying	17,351	24,519	0	0	17,351	24,519
Manufacturing	354,386	420,985	717	2,096	355,103	423,081
Electricity, gas, steam and air conditioning supply	2,732	6,585	11,774	11,755	14,506	18,340
Water supply; sewage, waste management and remediation activities	1,622	1,714	4,775	4,930	6,397	6,644
Construction	46,069	51,398	570	0	46,639	51,398
Wholesale and retail trade; repair of motor vehicles and motorcycles	129,424	139,370	383	0	129,806	139,370
Transportation and storage	53,776	52,972	13,084	12,843	66,860	65,815
Accommodation and food service activities	129,154	140,568	37	0	129,191	140,568
Information and communication	19,931	113,680	3,333	3,500	23,265	117,181
Financial and insurance activities	23,175	28,293	6,565	6,608	29,740	34,901
Real estate activities	654	1,976	522	563	1,176	2,539
Professional, scientific and technical activities	15,191	17,382	13,944	16,469	29,135	33,851
Administrative and support service activities	49,562	59,182	542	432	50,104	59,614
Public administration and defence; compulsory social security	8,250	2,829	278,195	310,396	286,446	313,225
Education	92,291	92,569	229,516	273,556	321,807	366,125
Human Health and social work activities	66,019	69,191	55,868	61,138	121,887	130,329
Arts, entertainment and recreation	4,122	4,919	762	0	4,885	4,919
Other service activities	79,275	88,723	1,893	2,502	81,168	91,225
Total Employees	1,233,068	1,432,985	625,901	708,366	1,858,969	2,141,351

Table A8: Number of Total Employees by Industry and Age Group, Tanzania Mainland, 2013 and 2014

Industry	Adult Aged 25+		Youth Aged 15 – 24 years	
	2013	2014	2013	2014
Agriculture, forestry and fishing	136,382	110,833	7,122	6,874
Mining and quarrying	17,066	24,176	285	344
Manufacturing	337,623	410,320	17,479	12,761
Electricity, gas, steam and air conditioning supply	14,490	18,146	16	194
Water supply; sewage, waste management and remediation activities	6,357	6,606	40	38
Construction	44,057	49,668	2,581	1,730
Wholesale and retail trade; repair of motor vehicles and motorcycles	121,763	131,865	8,044	7,506
Transportation and storage	66,221	64,826	639	989
Accommodation and food service activities	122,465	133,036	6,726	7,533
Information and communication	22,918	116,751	346	430
Financial and insurance activities	29,317	34,285	423	616
Real estate activities	1,176	2,378	0	161
Professional, scientific and technical activities	28,864	33,419	271	432
Administrative and support service activities	48,533	57,548	1,571	2,066
Public administration and defence; compulsory social security	284,935	309,997	1,511	3,228
Education	309,638	348,198	12,169	17,926
Human Health and social work activities	119,562	127,184	2,325	3,145
Arts, entertainment and recreation	4,829	4,718	56	201
Other service activities	80,076	89,794	1,092	1,431
Total Employees	1,796,273	2,073,747	62,696	67,604

Table A9: Number of Total Employees by Industry, Age Group and Sex, Tanzania Mainland, 2014

Industry	Adult Aged 25+			Youth Aged 15 - 24		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	74,665	36,168	110,833	4,633	2,241	6,874
Mining and quarrying	20,683	3,493	24,176	274	70	344
Manufacturing	292,028	118,292	410,320	9,668	3,093	12,761
Electricity, gas, steam and air conditioning supply	14,150	3,996	18,146	150	44	194
Water supply; sewerage, waste management and remediation activities	4,717	1,889	6,606	26	12	38
Construction	42,780	6,888	49,668	1,185	544	1,730
Wholesale and retail trade; repair of motor vehicles and motorcycles	101,423	30,441	131,865	5,473	2,032	7,506
Transportation and storage	52,633	12,193	64,826	622	367	989
Accommodation and food service activities	62,015	71,021	133,036	2,602	4,931	7,533
Information and communication	50,158	66,593	116,751	262	168	430
Financial and insurance activities	19,433	14,852	34,285	282	334	616
Real estate activities	1,455	923	2,378	0	161	161
Professional, scientific and technical activities	21,843	11,576	33,419	150	282	432
Administrative and support service activities	43,072	14,476	57,548	1,630	436	2,066
Public administration and defence; compulsory social security	211,379	98,618	309,997	1,708	1,520	3,228
Education	194,998	153,200	348,198	9,152	8,774	17,926
Human health and social work activities	48,485	78,699	127,184	1,069	2,076	3,145
Arts, entertainment and recreation	2,839	1,879	4,718	143	58	201
Other service activities	56,969	32,825	89,794	881	550	1,431
Total Employees	1,315,723	758,023	2,073,747	39,911	27,693	67,604

Table A10: Number of Total Employees by Region and Sector, Tanzania Mainland, 2013 and 2014

Region	Private		Public		Total	
	2013	2014	2013	2014	2013	2014
Dodoma	18,114	15,934	32,716	37,039	50,830	52,973
Arusha	98,505	109,477	23,427	25,164	121,932	134,641
Kilimanjaro	77,084	65,523	31,140	37,070	108,224	102,593
Tanga	59,548	55,617	33,938	35,964	93,486	91,581
Morogoro	130,786	187,818	67,289	71,931	198,075	259,749
Pwani	12,108	19,051	23,908	29,133	36,016	48,183
Dsm	473,662	628,026	83,928	92,454	557,591	720,480
Lindi	3,468	4,084	21,570	23,728	25,038	27,813
Mtwara	22,468	12,080	11,619	15,674	34,087	27,754
Ruvuma	21,498	23,058	17,422	20,542	38,920	43,600
Iringa	52,407	32,173	22,176	24,647	74,583	56,820
Mbeya	64,154	53,597	44,329	49,705	108,483	103,302
Singida	12,674	11,367	17,436	20,959	30,110	32,326
Tabora	9,439	9,067	22,878	23,351	32,316	32,418
Rukwa	4,453	5,875	8,582	12,344	13,035	18,219
Kigoma	15,059	11,687	18,892	22,646	33,950	34,333
Shinyanga	20,595	26,894	26,596	27,389	47,191	54,283
Kagera	15,797	15,492	14,334	21,075	30,131	36,567
Mwanza	63,320	90,784	30,901	35,899	94,221	126,683
Mara	15,774	13,383	27,744	28,440	43,518	41,823
Manyara	11,898	13,735	12,940	15,004	24,838	28,738
Njombe	13,809	6,834	9,851	10,117	23,660	16,951
Katavi	878	744	1,107	4,086	1,985	4,830
Simiyu	4,951	2,572	15,011	16,409	19,962	18,981
Geita	10,620	18,113	6,166	7,595	16,786	25,708
Total Employees	1,233,068	1,432,985	625,901	708,366	1,858,969	2,141,351

Table A11: Number of Total Employees in the Private Sector by Region, Age Group and Sex, Tanzania Mainland, 2014

Region	Adult Aged 25+ years			Youth of Age 15-24 years			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	9,106	6,156	15,262	306	367	672	15,934
Arusha	62,186	45,443	107,629	1,221	627	1,848	109,477
Kilimanjaro	38,870	25,046	63,916	860	747	1,607	65,523
Tanga	33,008	22,305	55,314	203	100	303	55,617
Morogoro	136,270	47,480	183,750	2,557	1,512	4,069	187,818
Pwani	12,089	6,092	18,181	711	158	870	19,051
Dsm	386,273	225,139	611,412	10,394	6,220	16,615	628,026
Lindi	2,067	1,730	3,797	142	145	287	4,084
Mtwara	7,406	4,331	11,737	182	160	343	12,080
Ruvuma	11,227	9,747	20,975	1,001	1,082	2,083	23,058
Iringa	17,712	9,210	26,921	3,548	1,704	5,252	32,173
Mbeya	33,017	19,110	52,127	598	872	1,470	53,597
Singida	6,963	4,023	10,987	255	125	380	11,367
Tabora	6,054	2,511	8,565	329	172	501	9,067
Rukwa	3,565	1,618	5,184	559	132	691	5,875
Kigoma	8,698	2,836	11,534	122	31	153	11,687
Shinyanga	19,482	5,873	25,355	1,036	503	1,539	26,894
Kagera	8,219	6,303	14,522	544	426	971	15,492
Mwanza	56,975	28,388	85,363	3,909	1,513	5,421	90,784
Mara	7,492	5,638	13,129	161	93	254	13,383
Manyara	7,902	5,322	13,224	362	149	510	13,735
Njombe	3,722	2,744	6,466	161	207	368	6,834
Katavi	496	237	733	3	8	11	744
Simiyu	1,714	694	2,408	79	85	164	2,572
Geita	13,655	3,609	17,264	525	324	849	18,113
Total Number of Employees	894,169	491,586	1,385,754	29,769	17,461	47,230	1,432,985

Table A12: Number of Total Employees in the Public Sector by Region, Age Group and Sex, Tanzania Mainland, 2014

Region	Adult 25+ years			Youth of age 15-24 years			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	20,950	13,760	34,709	1,163	1,167	2,330	37,039
Arusha	14,859	10,118	24,977	82	105	187	25,164
Kilimanjaro	19,450	17,191	36,641	216	213	429	37,070
Tanga	20,759	15,172	35,931	11	23	33	35,964
Morogoro	45,712	25,769	71,481	227	223	450	71,931
Pwani	15,040	14,089	29,129	0	4	4	29,133
Dsm	53,168	38,994	92,162	150	143	292	92,454
Lindi	14,940	6,840	21,779	1,095	854	1,949	23,728
Mtwara	10,694	4,540	15,234	212	229	440	15,674
Ruvuma	12,863	7,408	20,271	189	81	270	20,542
Iringa	13,768	9,096	22,864	659	1,124	1,783	24,647
Mbeya	27,229	19,513	46,742	1,287	1,676	2,964	49,705
Singida	13,300	7,458	20,758	74	127	202	20,959
Tabora	13,746	8,063	21,809	952	591	1,543	23,351
Rukwa	8,013	4,092	12,105	138	101	239	12,344
Kigoma	13,543	8,036	21,579	600	467	1,067	22,646
Shinyanga	17,661	9,202	26,863	249	277	526	27,389
Kagera	12,623	7,154	19,776	676	622	1,298	21,075
Mwanza	22,481	12,152	34,633	548	717	1,266	35,899
Mara	17,976	9,254	27,231	564	646	1,210	28,440
Manyara	9,281	5,353	14,634	185	184	370	15,004
Njombe	5,774	3,836	9,611	233	273	506	10,117
Katavi	2,718	1,353	4,072	4	10	14	4,086
Simiyu	10,221	5,354	15,575	525	309	834	16,409
Geita	4,785	2,642	7,427	102	66	168	7,595
Total Number of Employees	421,555	266,438	687,992	10,142	10,232	20,374	708,366

APPENDICES FOR CHAPTER THREE

Table B 3.1: Number of Total Citizen Employees by Monthly Wage Rate Group and Sex, Tanzania Mainland, 2013 and 2014.

Monthly Wage Rate (TZS) Group	2013			2014		
	Male	Female	Total	Male	Female	Total
Under 65,000	25,548	23,248	48,796	41,059	29,737	70,795
65,000 - 150,000	208,126	112,202	320,328	219,362	115,133	334,496
150,001 - 300,000	258,585	129,552	388,137	232,906	109,085	341,991
300,001 - 500,000	200,624	127,964	328,588	279,563	167,616	447,179
500,001 - 1,500,000	236,838	157,610	394,447	316,720	188,368	505,088
Above 1,500,000	39,305	15,873	55,177	44,673	21,434	66,107
Total	969,026	566,449	1,535,475	1,134,283	631,373	1,765,656

Table B 3.2: Number of Total Citizen Employees by Sector and Monthly Wage Rate Group, Tanzania Mainland, 2014

Monthly Wage Rate (TZS) Group	SECTOR		Total
	Private	Public	
Below 150,000	399,998	5,294	405,291
150,001_300,000	293,343	48,648	341,991
300,001_500,000	165,239	281,940	447,179
500,001_900,000	108,750	235,127	343,877
900,001_1,200,000	44,793	63,843	108,636
Above 1,200,001	60,395	58,288	118,683
Total Number	1,072,516	693,140	1,765,656

Table B 3.3: Number of Regular Adult Citizen Employees by Monthly Wage Rate Group and Sex, Tanzania Mainland, 2014

Monthly Wage Rate (TZS) Group	Male	Female	Total
Below 65,000	38,152	26,744	64,896
65,001 -150,000	212,110	110,797	322,907
150,001 - 300,000	226,618	104,497	331,115
300,001 - 500,000	270,693	158,956	429,649
500,001 - 1,500,000	315,222	187,276	502,498
Above 1,500,000	44,587	21,361	65,948
Total	1,107,383	609,631	1,717,013

Table B 3.4: Number of Citizen Employees by Monthly Wage Rate (TZS) Group and Selected Industrial Major Division, Tanzania Mainland, 2014

	Under 150,000	150001_500,000	500001_900,000	900001_1500,000	Above 1,500,000	Total
Selected Industries						
Agriculture, forestry and fishing	27,445	18,377	3,199	2,551	573	52,146
Mining and quarrying	1,607	8,677	5,714	6,420	622	23,040
Manufacturing	148,930	134,265	18,416	10,565	5,156	317,330
Electricity, gas, steam and air conditioning supply	76	2,375	3,861	9,906	1,680	17,898
Financial and insurance activities	1,560	5,867	10,419	9,293	10,334	37,472
Public administration and defence; compulsory social security	1,906	168,680	78,800	42,433	15,031	306,850
Education	12,526	169,113	135,749	29,545	8,209	355,142
Human health and social work activities	9,170	55,302	36,752	18,740	4,993	124,957
Other Industries	202,072	226,513	50,966	31,759	19,511	530,821
Total Employees	405,291	789,170	343,877	161,211	66,107	1,765,656

Table B 3.5: Number of Youth Citizen Employees by Sector and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2013 and 2014

Monthly Wage Rate (TZS) Group	2013			2014		
	Private	Public	Total	Private	Public	Total
Under 65,000	2,300	113	2,413	5,864	36	5,900
65,000 - 150,000	15,179	496	15,675	11,522	67	11,589
150,001 - 300,000	7,384	8,947	16,331	7,252	3,624	10,876
300,001 - 500,000	1,382	3,256	4,639	2,860	14,670	17,530
500,001 - 1,500,000	650	778	1,428	1331	1258	2,590
Above 1,500,000	95	14	109	152	7	159
Total	26,989	13,604	40,593	28,981	19,662	48,643

Table 3.5: Percentage Distribution of Youth Citizen Employees by Monthly Wage Rate and Sex, Tanzania Mainland, 2014

Monthly Wage Rate (TZS) Group	Male	Female	Both Sexes
Under 65,000	6.0	6.2	12.1
65,000 - 150,000	14.9	8.9	23.8
150,001 - 300,000	12.9	9.4	22.4
300,001 - 500,000	18.2	17.8	36.0
500,001 - 1,500,000	3.1	2.2	5.3
Above 1,500,000	0.2	0.1	0.3
Total Percentage	55.3	44.7	100.0
Total number	26,901	21,742	48,643

APPENDICES FOR CHAPTER FOUR

Table C1: Total Annual Cash Earning (TZS Million) by Sector, Tanzania Mainland, 2013 and 2014

Sector	2013	2014
Private	6,553,013	7,971,472
Public	4,572,459	5,801,493
Total	11,125,472	13,772,965

Table C2: Annual Cash Earnings (TZS Millions) of All Employees by Major Industry and Terms of Employment, Tanzania Mainland, 2014

Industry	Regular Employees	Casual Employees
Agriculture, forestry and fishing	231,814	65,877
Mining and quarrying	294,680	1,711
Manufacturing	1,940,806	149,996
Electricity, gas, steam and air conditioning supply	233,062	691
Water supply; sewerage, waste management and remediation activities	38,799	3,037
Construction	277,491	34,609
Wholesale and retail trade; repair of motor vehicles and mot	690,559	28,080
Transportation and storage	558,169	11,855
Accommodation and food service activities	414,562	16,179
Information and communication	410,804	71,600
Financial and insurance activities	748,524	939
Real estate activities	23,962	579
Professional, scientific and technical activities	282,658	24,908
Administrative and support service activities	210,958	14,396
Public administration and defense; compulsory social security	2,473,089	14,055
Education	2,803,315	13,393
Human health and social work activities	1,113,969	7,387
Arts, entertainment and recreation activities	37,531	99
Other service activities	520,099	8,721
Total Percentages	13,304,851	468,114

Table C3: Annual Cash Earnings (TZS Million) of All Employees by Major Industry, Terms of Employment and Sex, Tanzania Mainland, 2014

Industry	Regular Employees			Casual Employees		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	183,145	48,669	231,814	42,035	23,841	65,877
Mining and quarrying	267,681	27,000	294,680	1,345	366	1,711
Manufacturing	1,508,832	431,974	1,940,806	101,739	48,257	149,996
Electricity, gas, steam and air conditioning supply	179,315	53,747	233,062	546	145	691
Water supply; sewerage, waste management and remediation act	29,314	9,485	38,799	1,591	1,446	3,037
Construction	238,177	39,314	277,491	30,320	4,289	34,609
Wholesale and retail trade; repair of motor vehicles and mot	539,247	151,312	690,559	21,497	6,583	28,080
Transportation and storage	441,270	116,899	558,169	11,183	673	11,855
Accommodation and food service activities	233,384	181,178	414,562	8,166	8,013	16,179
Information and communication	295,707	115,097	410,804	21,734	49,867	71,600
Financial and insurance activities	467,310	281,214	748,524	661	278	939
Real estate activities	13,351	10,611	23,962	259	321	579
Professional, scientific and technical activities	202,752	79,905	282,658	12,782	12,126	24,908
Administrative and support service activities	159,959	50,999	210,958	9,207	5,190	14,396
Public administration and defense; compulsory social security	1,684,564	788,526	2,473,089	10,957	3,098	14,055
Education	1,597,901	1,205,415	2,803,315	8,483	4,910	13,393
Human health and social work activities	445,220	668,749	1,113,969	4,806	2,581	7,387
Arts, entertainment and recreation	22,656	14,874	37,531	45	54	99
Other service activities	307,864	212,235	520,099	6,126	2,595	8,721
Total	8,817,648	4,487,203	13,304,851	293,482	174,632	468,114

APPENDICES FOR CHAPTER FIVE

Table D1: Distribution of Annual Wage Bill by Cash earnings (TZS Million), Free Ration and Sector, Tanzania Mainland, 2013 and 2014

Sector	2013				2014			
	Annual Cash Earning for Regular Employees	Annual Cash Earnings for Casual Employees	Annual Free ration	Annual Wage Bill	Annual Cash Earning for Regular Employees	Annual Cash Earnings for Casual Employees	Annual Free Ration	Annual Wage Bill
Private Profit Making Institutions	4,439,073	352,114	55,348	4,846,535	5,685,871	415,814	61,081	6,162,766
Private Non-Profit Making Institutions	1,598,305	19,671	7,103	1,625,079	1,675,935	19,829	9,431	1,705,195
Cooperatives	141,223	2,627	22	143,872	171,116	2,907	1,264	175,287
Central Government	1,334,414	10,659	61,303	1,406,376	1,641,005	8,763	88,518	1,738,286
Local Government (Urban)	713,953	3,431	30	717,414	654,092	3,866	354	658,312
Local Government (District)	1,919,586	6,267	2,764	1,928,617	2,768,227	10,050	98	2,778,375
Parastatal Profit Making Institutions	350,228	1,466	27	351,721	451,222	5,592	89	456,903
Parastatal Non-profit Making Institutions	231,312	1,142	183	232,637	257,383	1,293	532	259,208
Total	10,728,094	397,377	126,780	11,252,251	13,304,851	468,114	161,367	13,934,332

Table D2: Distribution of Annual Wage Bill (TZS Million) by Industry Major Division, Tanzania Mainland, 2013 and 2014

Industry	Annual Wage Bill	
	2013	2014
Agriculture, forestry and fishing	311,364	301,451
Mining and quarrying	312,076	297,698
Manufacturing	1,475,274	2,106,560
Electricity, gas, steam and air conditioning supply	174,767	233,753
Water supply; sewerage, waste management and remediation activities	34,128	41,841
Construction	246,849	312,770
Wholesale and retail trade; repair of motor vehicles and motorcycles	641,226	729,642
Transportation and storage	441,566	577,161
Accommodation and food service activities	371,476	448,498
Information and communication	352,476	482,493
Financial and insurance activities	603,784	750,808
Real estate activities	14,362	24,571
Professional, scientific and technical activities	288,045	308,484
Administrative and support service activities	197,760	227,126
Public administration and defense; compulsory social security	2,045,685	2,576,307
Education	2,359,018	2,823,039
Human health and social work activities	947,640	1,123,831
Arts, entertainment and recreation	26,446	37,751
Other service activities	408,309	530,548
Total	11,252,251	13,934,332

Table D3: Distribution of Annual Wage Bill (TZS Million) by Region and Terms of Employment, Tanzania Mainland, 2014

Region	Cash Earnings Regular	Cash Earnings Casual	Free Ration	Annual Wage Bill
Dodoma	327,204	5,059	5,124	337,387
Arusha	751,308	24,468	21,588	797,364
Kilimanjaro	557,194	28,041	9,709	594,944
Tanga	416,735	27,830	4,225	448,790
Morogoro	1,439,446	30,833	17,569	1,487,848
Pwani	315,561	10,076	2,171	327,808
Dar es Salaam	5,267,667	224,755	33,005	5,525,427
Lindi	182,506	895	6,265	189,666
Mtwara	150,742	3,220	4,505	158,467
Ruvuma	207,312	7,684	2,966	217,962
Iringa	319,309	14,428	5,792	339,529
Mbeya	628,640	15,711	4,002	648,353
Singida	202,360	1,836	5,688	209,884
Tabora	224,114	1,205	1,706	227,025
Rukwa	99,739	1,352	1,241	102,332
Kigoma	207,594	1,705	7,054	216,353
Shinyanga	387,190	5,313	7,880	400,383
Kagera	225,899	5,948	3,585	235,432
Mwanza	540,558	43,301	7,023	590,882
Mara	251,646	1,683	3,659	256,988
Manyara	127,260	7,167	3,679	138,106
Njombe	89,312	1,378	901	91,591
Katavi	29,206	84	496	29,786
Simiyu	129,257	1,288	0	130,545
Geita	227,091	2,855	1,534	231,480
Total	13,304,850	468,115	161,367	13,934,332

APPENDICES FOR CHAPTERS SIX AND SEVEN

Table E1: Number of Newly Recruited Employees by Occupation and Field of Study, Tanzania Mainland, 2014

Field of Study	Legislators, Administrators and Managers	Professionals	Technicians and Associate professionals	Clerks	Service workers and Shop sales workers	Skilled agricultural and Fishery workers	Craft and related workers	Plant and machine operators and assemblers	Elementary occupations	Total
General training programs	28	22	40	3,535	4,032	470	24	83	7,150	15,384
Education training	2,023	36,794	92,060	0	370	0	24	177	71	131,517
Fine and applied arts programs	5	6	0	0	0	0	268	326	0	605
Programs in languages	0	0	0	0	4	0	0	0	0	4
Other humanity courses	416	265	843	0	0	0	0	0	16	1,539
Social and behavior science programs	659	3,360	348	0	0	0	228	816	0	5,411
commercial, clerical, business and public administration pro	2,962	6,386	3,276	6,233	629	0	33	348	122	19,991
programs in law	70	368	76	0	0	0	0	0	0	515
Natural science programs	27	166	33	0	7	0	0	0	0	233
Mathematics and computer science programs	144	746	346	31	0	0	0	0	0	1,268
Medicine and health related programs	121	5,396	25,130	155	1,533	0	0	0	605	32,940
Construction trades programs	0	10	342	3	9	0	721	30	13	1,128
Other craft, trade and industrial programs	5	132	506	5	169	0	1,785	3,329	607	6,538
Engineering and allied programs	90	1,352	2,673	14	9	0	2,144	817	0	7,098
Architectural & town planning programs	5	543	37	0	0	0	0	0	0	585
Agriculture, forestry & fishery programs	924	2,270	11,078	4	15	42	0	43	81	14,458
Home economics and domestic science programs	6	81	21	30	761	29	0	0	0	928
Transport and communication programs	11	5	1,033	189	0	0	0	7,635	32	8,905
Service trades programs	198	0	65	380	15,917	0	49	411	8,110	25,130
Programs in mass communication and documentation	12	663	393	84	0	0	5	0	256	1,412
Other programs	37	150	207	370	883	81	12	506	3,865	6,111
Total	7,742	58,715	138,505	11,033	24,338	623	5,292	14,520	20,929	281,698

Table E2: Number of Newly Recruited Employees by Region and Occupation, Tanzania Mainland, 2014

Region	Legislators, Administrators and Managers	Professionals	Technicians and Associate professionals	Clerks	Service workers and Shop sales workers	Skilled agricultural and Fishery workers	Craft and related workers Craft and related workers	Plant and machine operators and assemblers	Elementary occupations	Total
Dodoma	595	3,204	7,230	294	993	0	82	19	400	12,817
Arusha	1,022	2,458	7,360	502	1,298	101	193	307	809	14,050
Kilimanjaro	665	2,389	8,483	416	994	0	87	303	843	14,179
Tanga	540	818	6,270	97	301	8	142	1,930	421	10,526
Morogoro	56	6,576	6,822	75	442	0	6	491	645	15,113
Pwani	543	2,860	5,422	150	1,639	29	22	94	77	10,836
Dar es Salaam	1,430	11,050	9,844	3,186	13,503	0	2,306	6,487	9,833	57,639
Lindi	33	1,275	7,216	13	240	0	90	215	109	9,191
Mtwara	401	853	2,633	313	375	0	95	197	1,149	6,014
Ruvuma	95	1,483	4,772	1,374	149	0	18	12	1,037	8,939
Iringa	43	2,543	5,510	195	750	419	44	71	512	10,087
Mbeya	1,084	3,624	11,331	873	306	0	295	2,076	2,170	21,760
Singida	130	2,085	3,875	73	206	0	154	57	118	6,698
Tabora	33	1,250	7,489	80	226	14	4	9	217	9,322
Rukwa	31	1,094	3,363	47	136	0	0	6	81	4,759
Kigoma	56	1,659	7,341	235	299	0	41	13	125	9,769
Shinyanga	470	1,662	4,900	2,350	172	0	1,004	1,043	260	11,861
Kagera	189	1,877	5,178	150	335	6	26	28	243	8,033
Mwanza	166	4,951	9,660	323	1,114	46	107	582	1,197	18,146
Mara	0	61	371	132	586	0	13	72	398	1,633
Manyara	111	1,060	3,075	62	47	0	564	484	9	5,414
Njombe	24	1,161	3,123	0	0	0	0	0	20	4,327
Katavi	15	324	1,435	12	0	0	0	16	132	1,933
Simiyu	10	1,779	5,041	80	161	0	0	7	123	7,201
Geita	0	621	763	0	66	0	0	0	0	1,450
Total	7,742	58,715	138,505	11,033	24,338	623	5,292	14,520	20,929	281,698

Table E3: Distribution of the Newly Recruited Permanent, Contractual Casual and Apprentice Employees by Sub Sectors and Sex, Tanzania Mainland, 2014

Sub Sector	Permanent		Contractual		Casual		Apprentices		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
A. PRIVATE SECTOR												
Profit Making Institutions	15,419	9,912	19,714	10,851	4,593	8,474	346	211	1,850	739	41,922	30,188
Non Profit Making Institutions	7,602	6,903	8,474	6,731	561	788	0	31	297	340	16,934	14,794
Cooperatives	488	389	1,187	1,107	0	0	0	0	0	0	1,675	1,495
B. PUBLIC SECTOR												
Central Government	3,397	3,751	1,992	724	0	0	5	0	19	47	5,413	4,522
Local Government (Urban)	12,099	9,224	163	67	159	4	0	3	0	0	12,421	9,298
Local Government (District)	73,818	58,875	709	435	9	3	0	0	0	3	74,536	59,316
Parastatal Profit Making Institutions	1,144	872	42	24	0	0	0	0	0	0	1,186	897
Parastatal Non Profit Making Institutions	1,964	2,023	2,478	214	210	210	0	0	0	0	4,652	2,448
Total	115,931	91,948	34,758	20,154	5,533	9,480	351	246	2,166	1,130	158,740	122,958

Table E4: Number of Newly Recruited Employees by selected Occupation, Starting Basic Salary and Sex, Tanzania Mainland, 2013 and 2014

Occupation	Less than 100,000		100,000- 150,000		150,001-300,000		300,001-500,000		500,001-1,500,000		Above 1,500,000		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Legislators and administrators	0	416	0	0	217	249	729	680	590	685	23	48	3,637
Company directors and corporate managers	23	30	51	180	42	283	368	795	671	1,203	176	284	4,105
Physical, mathematical and engineering science professionals	0	0	0	0	16	146	128	246	464	1,303	258	482	3,043
Life science professionals	213	0	65	162	709	1,497	4,353	6,106	15,475	24,369	834	1,889	55,673
Physical, mathematical and engineering sciences associate professionals	0	0	9	104	372	1,355	366	1,094	173	1,114	52	207	4,847
Life science and health associate professionals	9	5	676	118	3,004	1,802	10,626	10,341	5,258	4,413	19	91	36,363
Office clerks	31	64	81	98	4,198	4,962	30,217	38,518	6,019	7,478	61	80	91,808
Customer service clerks	19	0	285	555	530	387	1,173	1,503	351	623	40	23	5,487
Personal service workers	0	66	3,264	1,439	1,113	347	964	635	412	325	37	15	8,619
Protective service workers	0	141	702	252	408	146	435	51	208	37	33	0	2,414
Skilled agricultural and fishery workers	1,629	417	8,158	3,947	1,594	884	375	265	656	177	0	19	18,120
Subsistence agricultural fishery and related workers	21	77	883	3,401	997	317	3	38	50	415	0	15	6,218
Extraction and building trades workers	0	0	253	263	57	50	0	0	0	0	0	0	623
Metal and machinery trades workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Industrial plant operators	0	13	0	116	210	1,283	15	122	5	15	0	27	1,806
Stationary machine operators and assemblers	96	301	312	740	479	600	177	545	10	228	0	0	3,487
Sales and services elementary occupations	0	0	288	991	46	1,185	43	728	166	223	0	0	3,670
Agricultural, forestry, fishery and related labourers	0	17	1,037	1,436	443	3,075	228	3,989	10	587	0	27	10,851
Sales and services elementary occupations	829	162	4,823	7,345	1,424	2,905	288	325	267	477	13	18	18,875
Agricultural, forestry, fishery and related labourers	0	0	360	1,091	72	142	28	8	61	292	0	0	2,054
Total	2,871	1,708	21,248	22,239	15,930	21,615	50,516	65,990	30,847	43,965	1,546	3,223	281,698

Table F1: Number of Job Vacancies by Qualification/Skill Required and Sex Preference, Tanzania Mainland, 2014

Qualification/ Skill Required	Gender Preference			
	Male	Female	None	Total
General training programs (including literacy)	819	968	7,939	9,725
Education training	2,412	1,352	45,512	49,276
Fine and applied arts programs	1	0	31	32
Programs in languages	0	1	12	13
Other humanity courses	101	0	126	227
Social and behavior science programs	546	619	7,524	8,689
Commercial, clerical, business and public administration	811	1,255	16,189	18,254
Programs in law	21	9	618	648
Natural science programs	19	0	1,022	1,040
Mathematics and computer science programs	107	47	738	892
Medicine and health related programs	651	1,372	27,451	29,474
Construction trades programs	74	6	332	412
Other craft, trade and industrial programs	327	62	1,033	1,422
Engineering and allied programs	462	128	5,450	6,039
Architectural & town planning programs	72	15	1,799	1,886
Agriculture, forestry & fishery programs	626	431	23,427	24,483
Home economics and domestic science programs	7	29	8,048	8,084
Transport and communication programs	776	12	4,070	4,858
Service trades programs	943	632	4,291	5,865
Programs in mass communication and documentation	59	44	757	859
Other programs	70	193	1,706	1,969
Total	8,903	7,172	158,073	174,149

Table F2: The Number of Job Vacancies by Occupation and Working Experience, Tanzania Mainland, 2014

Selected Occupations	Working Experience				
	Not Required	1-2 years	3-4 years	5 years and above	Total
Legislators and administrators	5,550	711	108	124	6,493
Company directors and corporate managers	1,948	312	127	526	2,913
Physical, mathematical and engineering science professionals	2,669	1,383	536	68	4,657
Life science professionals	20,071	4,491	1,153	617	26,333
Physical, mathematical and engineering sciences associate professionals	2,827	1,061	485	37	4,410
Life science and health associate professionals	39,133	3,828	518	90	43,569
Office clerks	39,701	7,123	139	80	47,044
Customer service clerks	6,459	1,529	216	49	8,254
Personal service workers	3,708	1,563	507	282	6,060
Protective service workers	63	159	9	0	231
Skilled agricultural and fishery workers	2,486	1,743	59	137	4,425
Subsistence agricultural fishery and related workers	705	338	3	0	1,045
Extraction and building trades workers	825	196	0	0	1,021
Metal and machinery trades workers	80	0	0	0	80
Industrial plant operators	148	621	28	4	802
Stationary machine operators and assemblers	208	575	22	1	805
Sales and services elementary occupations	152	80	19	0	251
Agricultural, forestry, fishery and related labourers	822	760	470	69	2,121
Sales and services elementary occupations	5,402	1,133	141	53	6,730
Agricultural, forestry, fishery and related labourers	6,834	37	32	0	6,904
Total	139,791	27,644	4,574	2,140	174,149

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