

# **THE KEY FINDINGS OF EMPLOYMENT AND EARNINGS SURVEY-2001**

## **1.0 INTRODUCTION:**

In 30<sup>th</sup> June 2001 the National Bureau of Statistics launched the Annual Survey of Employment and Earnings in all active registered establishments of both public and private sectors. The launched survey is similar to the previous surveys of Employment and Earnings that were conducted by the former Central Bureau of Statistics as from the year 1963 to 1984. The Central Bureau of Statistics stopped conducting the Surveys in 1985, among other constraints hindered the continuation of the exercise was on the budgetary constraints grounds.

This brief report reveals the highlights of key findings of the 2001 Employment and Earnings Survey. The wide range of the findings of the survey has been elaborated broadly in the main document - The Report on Employment and Earnings Survey – 2001.

## **2.0 COVERAGE**

The statistical Unit that was served was an establishment defined as the economic or service delivery unit, which engages under a single control in one or predominantly one kind of activity at a single location. The surveyed establishments were captured from the Central Register of Establishments (CRE) that was existed during the reference year of 2001. The involved establishments were categorized into three main groups as follows: -

- a) All the public establishments existed at 30<sup>th</sup> June 2001 were included in the survey. However, the public sectors' establishments that representing 46.6 percent of the total employment, were further divided into three sub-sectors such as:
  - i. The Government establishments, which combined the Central Government and the Local Government representing 39.2 percent of total employment.
  - ii. The Parastatal profit making institutions presenting 7.8 percent of total employment.
  - iii. The non-profit making Parastatal institutions presenting 0.6 percent of total employment.
- b) All private establishments employed at least 50 employees presenting ...percent of total employment.
- c) Sampled private establishments employed persons in the range of 5-49 employees, presenting ...percent of total employment. Under the sampled group of establishments, the firms were further divided into two parts such as:
  - i. A sample of 10% of all establishments employed persons in the range of 5-9 employees presenting ... percent of total employment.

- ii. A sample of 33% of all establishments employed persons in the range of 10-49 employees presenting ... percent of the total employment.

### **3.0 THE RESPONSE STATUS:**

The results of the survey presented in this report are based on the response in the range as from 55.5 percent of the sampled private establishments employed 5-9 employees to 77.0 percent of all public establishments. The estimate procedures have been made for the non-responded establishments, on the basis of substitution with the same establishments responded in other surveys of the year 2002, year 2003 and the observed trends from other official reports.

### **4.0 THE SURVEY RESULTS:**

#### **4.10 The Employment profile shows that:**

- 4.11 The total employment covered by the survey in 30<sup>th</sup> June 2001 was 818,860 employees, compared to the total of 633,380 employees in 30<sup>th</sup> June 1984 and 621,828 employees in 30<sup>th</sup> June 1981. The results show an increase of 22.65 percent as from 1984 to 2001 compared to an increase of 1.82 percent as from 1981 to 1984. The rate of increase was 1.3 percent between 30<sup>th</sup> June 1984 to 30<sup>th</sup> June 2001 while the rate of increase between the years “1981 to 1984” was 0.61 percent.
- 4.12 A total of 429,207 employees were employed in private sectors, which constitute to 52.42 percent of the total adult employees captured in the survey during 30<sup>th</sup> June 2001. The private sectors employed 171,220 employees in 30<sup>th</sup> June 1984 that constituted to 27.03 percent of the total employees compared to 28.51 percent of total employees captured in 30<sup>th</sup> June 1981.
- 4.13 A total of 239,630 employees were adult females that constitute to 29.27 percent of total employees captured during the survey exercise of 30<sup>th</sup> June 2001. The adult female employees according to the surveys of 30<sup>th</sup> June 1984 and 30<sup>th</sup> June 1981 constituted to 17.34 percent and 15.19 percent of total adult employees of those years respectively.
- 4.14 The casual employees constitute to 15.10 percent of the total employment of 30<sup>th</sup> June 2001 whereby; the casual employees during the surveys of 30<sup>th</sup> June 1984 and 30<sup>th</sup> June 1981 were 15.14 and 19.37 percent respectively.
- 4.15 Out of 695,187 regular employees, 6,699 employees were non-citizen regular employees, which constitute to 0.96 percent of total regular employees. The regular non-citizen employees were 0.73 percent of the total regular employees captured during the survey of 30<sup>th</sup> June 1984 and 1.16 percent of total regular employees in the survey of 30<sup>th</sup> June 1981.

- 4.16 A total of 349,491 employees were employed in community services industrial sector, that constituted to the highest with 42.68 percent of the total employees, while mining and quarrying industrial sector observed to be the lowest with 0.69 percent of the total employees during the 30<sup>th</sup> June 2001 survey. These results reveal similar trends in both surveys of 1984 and 1981 too. In 30<sup>th</sup> June 1984, employment in community services sector marked the highest with 35.51 percent of the total employees and mining and quarrying sector marked the lowest with 0.85 percent of the total employees. The same appeared during the survey of 30<sup>th</sup> June 1981, community services sector constituted to the highest with 33.68 percent and mining and quarrying sector marked the lowest with 1.96 percent only.
- 4.17 A total of 338,568 persons were employed in Dar es Salaam region, which constitute to the highest with 41.35 percent of total employment in all twenty existed regions. Lindi region with a total of 7,346 employees had the lowest number of employees compared to the other regions that constitutes to 0.90 percent of total employees. The results of 1984's survey, Dar es Salaam revealed again to have the highest number of employees with 29.36 percent and Rukwa marked the lowest with 1.38 percent of the total employees.
- 4.18 The table below shows the employment trends of in various categories of employees as compared to three different surveys conducted during the years as from 1981, 1984 and the latest of 2001.

SER. NO.	EMPLOYMENT CATEGORY	PERCENTAGE OF TOTAL EMPLOYEES		
		1981	1984	2001
1	Persons employed in Private Sectors	28.51	27.03	52.42
2	Persons employed in Public Sectors	71.49	72.97	47.58
3	Number of Male Employees	84.10	82.13	70.72
4	Number of Female Employees	15.07	17.23	29.26
5	Number of Young Person Employees	0.83	0.64	0.02
6	Number of Regular Employees	80.63	84.86	84.90
7	Number of Casual Workers	19.37	15.14	15.10

ER. NO.	EMPLOYMENT CATEGORY	PERCENTAGE OF TOTAL REGULAR EMPLOYEES		
		1981	1984	2001
1	Number of Citizen Employees	98.84	99.27	99.04
2	Number of non-Citizen Employees	1.16	0.73	0.96
3	Number of Adult Male Employees	83.66	81.74	70.11
4	Number of Adult Female Employees	15.94	17.77	29.87
5	Number of Young Person Employees	0.40	0.49	0.02
SER. NO.	EMPLOYMENT CATEGORY	PERCENTAGE OF TOTAL CASUAL WORKERS		
		1981	1984	2001
1	Number of Adult Male Workers	85.92	84.33	74.10
2	Number of Adult Female Workers	11.45	14.15	25.87
3	Number of Young Person Workers	2.63	1.52	0.03
SER. NO.	EMPLOYMENT CATEGORY	PERCENTAGE OF TOTAL YOUNG PERSON EMPLOYEES		
		1981	1984	2001
1	Young Persons employed as Regular Employees	38.74	64.19	82.56
2	Young Persons employed as Casual Workers	61.26	35.81	17.44
SER. NO.	TYPE OF INDUSTRY	PERCENTAGE OF TOTAL EMPLOYEES		
		1981	1984	2001
1	Agriculture	19.21	16.76	10.02
2	Mining and Quarrying	1.06	0.85	0.69
3	Manufacturing	16.78	17.06	15.29
4	Public Utilities	3.86	4.28	1.40
5	Construction	7.34	5.43	4.39
6	Commerce	6.38	7.37	10.76
7	Transport & Communications	8.88	9.65	7.82
8	Finance	2.82	3.10	6.94
9	Community Services	33.67	35.50	42.69
	<b>ALL INDUSTRIAL SECTORS</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

SER. NO.	NAME THE REGION	PERCENTAGE OF TOTAL EMPLOYEES		
		1981	1984	2001
1	Dodoma		3.47	4.75
2	Arusha		6.55	7.09
3	Kilimanjaro		6.35	4.79
4	Tanga		7.74	3.35
5	Morogoro		7.63	5.10
6	Coast		1.76	0.96
7	Dar es Salaam		29.36	41.35
8	Lindi		1.98	0.90
9	Mtwara		2.52	1.82
10	Ruvuma		1.97	2.15
11	Iringa		5.34	6.67
12	Mbeya		4.05	3.37
13	Singida		1.66	1.31
14	Tabora		2.56	1.44
15	Rukwa		1.38	1.09
16	Kigoma		2.22	1.65
17	Shinyanga		3.13	2.75
18	Kagera		3.17	2.68
19	Mwanza		5.03	4.71
20	Mara		2.12	2.08
	<b>ALL REGIONS</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

#### **4.20 The Wage Rates profile shows that:**

4.21 The overall monthly average wage of regular adult citizen employees in private sectors is lower than the overall monthly average wage of the total employment by 7.24 percent, while the overall monthly average wage in public sectors is higher by 6.05 percent. In comparison to survey results of 30<sup>th</sup> June 1984, the observations revealed the reverse. The overall monthly average wage of regular adult citizen employed in private sectors earned higher than the overall monthly average wage of total employment by 4.39 percent and the overall monthly average wage of regular adult citizen employed in public sectors earned lower by 1.35 percent. The differences of overall monthly average wage of regular adult citizens between private and public sectors were negligible according to survey results of 30<sup>th</sup> June 1981.

4.22 The overall monthly average wage of adult female adult citizen employees is lower than the overall monthly average wage of the total employment by 6.62 percent, while the overall monthly average wage of adult female citizen is higher than the overall monthly average wage of total employment by 9.43 percent in 1984. The survey results of 30<sup>th</sup> June 1981 revealed the overall monthly average wage of adult citizen female to be lower by 8.95 of the total employment.

4.23 A comparison among the nine industrial sectors shows that, the monthly average wage of finance marks the highest, which constitutes to 91.95 percent higher than the overall monthly average of the total employment. The lowest position of monthly average wage deserved to agriculture, which account to 53.11 percent lower than the overall monthly average wage of the total. The survey results of 30<sup>th</sup> June 1984 show that, agriculture sector marked the highest with 713.63 percent higher than the overall monthly average wage of the total employment, while commerce deserved the lowest position with 14.74 percent lower than the overall monthly average wage of total employment. However, results of 30<sup>th</sup> June 1981 show similarities with those of 30<sup>th</sup> June 2001 in the sense that, finance marked the highest with 50.14 percent higher and agriculture with 34.54 percent lower than the overall monthly average wage of total employment.

#### **4.30 The Cash Earnings profile shows that:**

4.31 A total of shs. 1,377,620 million of annual total cash earnings earned by both citizen and non-citizen regular employees, of which the regular employees from public sectors earned 60.03 percent and the private sectors earned 39.97 percent only.

- 4.32 As we can compare the results of the previous survey of 30<sup>th</sup> June 1984, the regular employees from public sectors earned much by 76.57 percent while the regular employees from private sectors earned 23.43 percent only. The results of 30<sup>th</sup> June 1981 show that, the public sectors dominantly earned much by 77.42 percent and private sectors earned 22.58 percent only.
- 4.33 Out of a shs. 1,377,533.5 million of annual total cash earnings earned by total regular adult employees, female employees earned 22.90 percent while 77.10 percent earned by male employees according to the survey of 30<sup>th</sup> June 2001. The results of 30<sup>th</sup> June 1984's survey showed that, female employees earned 14.82 percent only while 85.18 percent earned by male employees. The survey of 30<sup>th</sup> June 1981 showed that, female employees earned 14.31 percent of total annual cash earnings and male employees 85.69 percent of the total.
- 4.34 From the total annual cash earnings of shs. 1,423,306.4 million observed in 2001's survey, casual workers earned a total of shs. 45,686.4 million, which accounts to 3.21 percent only while the regular employees exhausted the whole amount accounts to 96.79 percent of the total. As we compare with the other two previously passed surveys of the years 1984 and 1981, the results showed that, casual workers earned 7.73 percent only and 8.68 percent only in 1981.
- 4.35 The regular employees include the citizen and non-citizen employees. Out of the total annual cash earnings of adult regular employees, the non-citizen employees earned 4.17 percent only in 2001. The annual cash earnings of non-citizen employees constituted to 2.88 percent of the total annual cash earnings of regular employees in 1984 survey and 3.76 percent in 1981 survey.
- 4.36 The table below shows the trends of cash earnings in various categories of employees as compared to three different surveys conducted during the years as from 1981, 1984 and the latest of 2001.

SER. NO.	EMPLOYMENT CATEGORY	PERCENTAGE OF TOTAL CASH EARNINGS		
		1981	1984	2001
1	Earnings of persons employed in Private Sectors			
2	Earnings of persons employed in Public Sectors			
3	Earnings of Male Employees			
4	Earnings of Female Employees			
5	Earnings of Young Person Employees			
6	Earnings of Regular Employees			
7	Earnings of Casual Workers			
ER. NO.	EMPLOYMENT CATEGORY	PERCENTAGE OF TOTAL CASH EARNEN BY REGULAR EMPLOYEES		
		1981	1984	2001
1	Earnings of Citizen Employees			
2	Earnings of non-Citizen Employees			
3	Earnings of Adult Male Employees			
4	Earnings of Adult Female Employees			
5	Earnings of Young Person Employees			
SER. NO.	EMPLOYMENT CATEGORY	PERCENTAGE OF TOTAL CASH EARNED BY CASUAL WORKERS		
		1981	1984	2001
1	Earnings of Adult Male Workers			
2	Earnings of Adult Female Workers			
3	Earnings of Young Person Workers			
SER. NO.	EMPLOYMENT CATEGORY	PERCENTAGE OF TOTAL CASH EARNED BY EMPLOYED YOUNG PERSONS		
		1981	1984	2001
1	Earnings earned by Young Persons employed as Regular Employees			
2	Earnings earned by Young Persons employed as Casual Workers			

SER. NO.	TYPE OF INDUSTRY	PERCENTAGE OF TOTAL CASH EARNINGS		
		1981	1984	2001
1	Agriculture			
2	Mining and Quarrying			
3	Manufacturing			
4	Public Utilities			
5	Construction			
6	Commerce			
7	Transport & Communications			
8	Finance			
9	Community Services			
	<b>ALL INDUSTRIAL SECTORS</b>			

**4.40 The Annual Wage Bills profile shows that:**

4.41 A total of shs. 1,440,277.5 million of annual wage bills of which 58.46 percent were the total claims in respect of the public sectors while the total claims in private sectors reached to 41.54 percent only in 2001. Compared to 1984's figures, the annual wage bills in public sectors were 74.00 percent while in private sectors were 26.00 percent. The 1981's survey results show almost the same trends as the 1984's results. The results of the two surveys show that, the annual wage bills of the public sectors fall from 74 percent in 1984 to 58.46 percent in 2001 while in private sectors the annual wage bills rises from 26.00 percent in 1984 to 41.54 in 2001.

4.42 The table below shows the trends of total wage bills in various employment categories as compared to three different surveys conducted during the years as from 1981, 1984 and the latest of 2001.

ER. NO.	EMPLOYMENT CATEGORY	PERCENTAGE OF TOTAL ANNUAL WAGE BILLS		
		1981	1984	2001
1	Wage Bills of persons employed in Private Sectors			
2	Wage Bills of persons employed in Public Sectors			
SER. NO.	TYPE OF INDUSTRY	PERCENTAGE OF TOTAL CASH EARNINGS		
		1981	1984	2001
1	Agriculture			
2	Mining and Quarrying			
3	Manufacturing			
4	Public Utilities			
5	Construction			
6	Commerce			
7	Transport & Communications			
8	Finance			
9	Community Services			
	<b>ALL INDUSTRIAL SECTORS</b>			

SER. NO.	NAME THE REGION	PERCENTAGE OF TOTAL ANNUAL WAGE BILLS		
		1981	1984	2001
1	Dodoma			
2	Arusha			
3	Kilimanjaro			
4	Tanga			
5	Morogoro			
6	Coast			
7	Dar es Salaam			
8	Lindi			
9	Mtwara			
10	Ruvuma			
11	Iringa			
12	Mbeya			
13	Singida			
14	Tabora			
15	Rukwa			
16	Kigoma			
17	Shinyanga			
18	Kagera			
19	Mwanza			
20	Mara			
	<b>ALL REGIONS</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>