



The United Republic of Tanzania



EMPLOYMENT AND EARNINGS SURVEY

ANALYTICAL REPORT

2010-2011



National Bureau of Statistics,
Ministry of Finance
Dar es Salaam
November, 2012

FOREWORD

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

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

This report is the only source of regional information showing the distribution of income, new workers recruited, current job vacancies and number of employees in the formal sector of employment. Therefore, the need for this report arises from the appreciation of information gap that persisted on employment and earnings.

Special thanks should go to employers and all stakeholders who supplied us with the requested information. NBS looks forward for their continued cooperation in the coming surveys.

Any comments regarding this report and other NBS publications are welcome.

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TABLE OF CONTENTS

FOREWORD	i
LIST OF TABLES	vi
LIST OF FIGURES.....	ix
EXECUTIVE SUMMARY	viii
CHAPTER ONE	1
INTRODUCTION, BACKGROUND AND METHODOLOGY	1
1.1 Introduction.....	1
1.2 Background.....	1
1.3 Objectives of the Survey.....	2
1.4. Scope.....	2
1.5 Concepts and Definitions.....	2
1.5.1 Employee	2
1.5.2 Regular Employee	2
1.5.3 Casual Workers.....	2
1.5.4 Young Persons	2
1.5.5 Wage Rate.....	2
1.5.6 Cash Earnings	3
1.5.7 Annual Wage-Bill.....	3
1.5.8 Free Housing.....	3
1.5.9 Paid Leave	3
1.5.10 Maternity Leave.....	3
1.5.11 Free Ration.....	3
1.5.12 Social Security Fund.....	4
1.5.13 Public Sector	4
1.5.14 Private Sector.....	4
1.5.15 Industrial Classification	4
1.5.15.1 Agriculture, Forestry and Fishing.....	4
1.5.15.2 Mining and Quarrying	4

1.5.15.3	Manufacturing.....	5
1.5.15.4	Construction.....	5
1.5.15.5	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	5
1.5.15.6	Transportation and Storage.....	5
1.5.15.7	Accommodation, Food and Beverage Service Activities	5
1.5.15.8	Information and Communication.....	5
1.5.15.9	Financial and Insurance Activities.....	6
1.5.15.10	Real Estate Activities.....	6
1.5.15.11	Professional, Scientific and Technical Activities	6
1.5.15.12	Administrative and Support Service Activities	6
1.5.15.13	Public Administration and Defence; Compulsory Social Security.....	6
1.5.15.14	Education	7
1.5.15.15	Human Health and Social Work Activities	7
1.5.15.16	Arts, Entertainment and Recreation.....	7
1.5.15.17	Other Service Activities.....	7
1.5.15.18	Activities of Households as Employers; Undifferentiated Goods- and Services-Producing Activities of Households for Own Use.....	7
1.5.15.19	Activities of Extraterritorial Organizations and Bodies	7
1.6	Survey Methodology and Estimation Procedure	8
1.6.1	The Sample Design.....	8
1.6.2	Sources of Data.....	9
1.6.3	The Response Status	9
1.6.4	Weight.....	10
CHAPTER TWO	11
EMPLOYMENT PROFILE		11
2.0	Introduction.....	11
2.1.	Employment by Sector, Terms of Employment and Sex	11
2.2.	Employment by sector	12
2.3.	Employment by Industry	13
2.4.	Employment by Citizenship and Sector	15

2.5.	Regular Employment by Industry and Citizenship.....	16
2.6.	Employment by Industry and sector	17
2.7.	Employment by Region and Sector	19
2.8.	Private Sector Employment by Region and Sex	20
2.9.	Public Employment by Region and Sex	21
CHAPTER THREE		24
WAGE RATES PROFILE		24
3.0	Introduction.....	24
3.1	Monthly Average Wage Rates by Industry	24
3.2	Monthly Average Wage Rates by Sector.....	25
3.3	Monthly Wage Rate Groups by Major Sector	26
3.4	Monthly Wage Rate Groups by Sex	28
3.5	Monthly Wage Rate Groups by Major Sector and Sex	29
3.6	Monthly Wage Rate Groups by Industry	30
3.7	Distribution of Total Wage	32
3.8	Monthly Wages Rate Group by Region.....	33
CHAPTER FOUR.....		34
CASH EARNINGS PROFILE		34
4.0	Introduction.....	34
4.1	Annual Cash Earnings by Sector	34
4.2	Monthly Average Earnings by Sector and Sex.....	34
4.3	Annual Cash Earnings by Sector	35
4.4	Annual Cash Earnings by Terms of Employment	36
4.5	Annual Cash Earnings by Sex of Employees	37
4.6	Total Annual Cash Earnings by Industry.....	38
4.7	Annual Cash Earnings by Industry and Terms of Employment	39
CHAPTER FIVE		40
ANNUAL WAGE BILL PROFILE.....		40
5.0	Introduction.....	40
5.1	Annual Wage Bill by Sector	40
5.2	Annual Wage Bill by Cash Earnings and Free Ration	41
5.3	Annual Wage Bill by Industry	42
5.4	Annual Wage Bill by Category of Employment.....	43
5.5	Annual Wage Bill by Region.....	44

CHAPTER SIX	45
NEW WORKERS RECRUITED	45
6.0 Introduction.....	45
6.1 New Workers Recruited by Occupation and Sex	45
6.2 New Workers Recruited by Level of Education	46
6.3: Number of Workers Recruited by Citizenship	47
6.4 New Workers Recruited by Status of Employment.....	48
6.5 New Workers Recruited by Region and Sex	50
6.6 Recruited Workers by Starting Salary	50
6.7 Recruited Workers by Industry.....	52
6.8 Recruited Workers by Sector.....	53
CHAPTER SEVEN	55
CURRENT JOB VACANCIES	55
7.0 Introduction.....	55
7.1 Job Vacancies by Occupation and Working Experience	55
7.2 Job Vacancies by Qualification Required and Sex Preference	56
7.3: Job Vacancies by Industry and Reasons of the Vacancies	58
7.4: Job Vacancies by Occupation and Sex Preference	59
APPENDICES	61

LIST OF TABLES

Table 1.1:	Number of Establishments and Response Rates, 2010 and 2011	9
Table 2.1:	Percentage Distribution of Total Employment by Sector, Terms of Employment and Sex, 2010 and 2011	11
Table 2.2:	Percentage Distribution of Regular Employees by Citizenship and Sector, 2010 and 2011	15
Table 2.3:	Percentage Distribution of Regular Employment by Citizenship and Industrial Major Divisions, 2010 and 2011	17
Table 2.4:	Percentage Distribution of Total Employees by Sector and Industrial Division, 2010 – 2011	18
Table 2.5:	Percentage Distribution of Total Employees by Sector and Region, 2010 and 2011	19
Table 2.6:	Percentage Distribution of Private Sector Total Employees by Region and Sex, 2010 and 2011	20
Table 3.1:	Percentage Distribution of Adult Citizens by Wage Rate Group, Sector and Sex, 2010 and 2011	30
Table 3.2:	Percentage Distribution of Adult Citizens by Monthly Wage Rate Group and Industry, 2010	31
Table 3.3:	Distribution of Adult Citizens by Monthly Wage Rate Group and Industry, 2011	31
Table 3.4:	Percentage distribution of Regular employees and Total Wage	32
Table 3.5:	Percentage Distribution of Adult Citizens by Wage Group and Region, 2010 and 2011	33
Table 4.1:	Total Annual Cash Earnings (Tshs. Million) by Sector, 2010 and 2011	34
Table 4.2:	Monthly Average Earnings (Tshs) by Sector and Sex, 2010 and 2011	35
Table 4.3:	Total Annual Cash Earnings (Tshs. Million) by Sector and Terms of Employment, 2010 and 2011	36
Table 4.4:	Percentage Distribution of Annual Cash Earnings of Adult Citizens by Sector and Sex, 2010 and 2011	37
Table 4.5:	Total Annual Cash Earnings (Tshs. Million) of All Employees by Industry, 2010 and 2011	38
Table 4.6:	Percentage Distribution of Annual Cash Earnings of All Employees by Industry and Terms of Employment, 2010 and 2011	39
Table 5.1:	Annual Wage Bill by Category and Sector, 2010 and 2011	41
Table 5.2:	Percentage Distribution of Annual Wage Bill (Tshs. Million) by Industry 2010 and 2011	42
Table 6.1:	Number of New Workers Recruited by Occupation and Sex, 2010 and 2011.....	45

Table 6.2:	Percentage Distribution of New Workers Recruited by Occupation and Level of Education 2010 - 2011	46
Table 6.3:	Number of New Workers Recruited by Occupation and Citizenship 2010 and 2011	47
Table 6.4:	Number of New Workers Recruited by Occupation and Status of Employment	49
Table 6.5:	Distribution of New Workers Recruited by Region and Sex, 2010 and 2011	50
Table 6.6:	Distribution of Recruited Workers by Occupation and Starting Salary 2010 and 2011	52
Table 6.7;	The Percentage Distribution of Recruited Workers by Industry and Starting Salary	53
Table 6.8	Recruited Workers by Sector and Status of Employment.....	54
Table 7.1:	Percentage Distribution of Job Vacancies by Occupation and Working Experience.....	56
Table 7.2:	Percentage Distribution of Job Vacancies by Qualification/Skill Required and Sex Preference, 2010 and 2011	57
Table 7.3:	Percentage Distribution of Job Vacancies by Industry and Reasons, 2010 and 2011	58
Table 7.4	Percentage Distribution of Job Vacancies by Occupation and Sex Preference	59

LIST OF FIGURES

Figure 2.1:	Percentage Distribution of Total Employment by Sector, 2010 and 2011	13
Figure 2.2 (a):	Percentage Distribution of Total Employment by Industry, 2010 and 2011	14
Figure 2.2 (b):	Percentage Distribution of Casual Employees by Major Industries, 2010 and 2011	14
Figure 2.3 (a):	Percentage Distribution of Public Sector Total Employees by Region and Sex.....	22
Figure 2.3(b):	Percentage Distribution of Public Sector Total Employees by Sex	23
Figure 3.1:	Monthly Average Wage Rates ('000 Tshs) of Regular Adult Citizen Employees by Industry, 2010 and 2011	25
Figure 3.2:	Monthly Average Wage Rates (Tshs) of Adult Citizen Employees by Sector, 2010 and 2011	26
Figure 3.3:	Percentage Distribution of Adult Citizens by Sector and Wage Group, 2010.....	27
Figure 3.4:	Percentage Distribution of Adult Citizens by Sector and Wage Group, 2011	27
Figure 3.5:	Percentage Distribution of Adult Citizens by Sex and Wage Rate Groups, 2010	28
Figure 3.6:	Percentage Distribution of Adult Citizens by Sex and Wage Rate Group, 2011	29
Figure 4.1:	Percentage Distribution of Annual Cash Earnings by Sector, 2010 – 2011	36
Figure 5.1	Distribution of Annual Wage Bill (Tshs. Million) by Major Sector, 2010 – 2011	40
Figure 5.2:	Distribution of Annual Wage Bill (Tshs. Million) by Category of Employment 2010- 2011	43
Figure 5.3:	Percentage Distribution of Annual Wage Bill by Region, 2010 – 2011	44
Figure 6.1:	Percentage Distribution of New Workers Recruited by Status of Employment, 2010 and 2011	48
Figure 6.2:	Percentage Distribution of Recruited Workers by Starting Salary 2010 and 2011	51

LIST OF APPENDICES

APPENDIX A	61
Table A1: Distribution of Total Employment by Sector, Terms of Employment and Sex, 2010 and 2011	61
Table A2: Distribution of Total Employees by Sector, 2010 and 2011	61
Table A3: Distribution of Total Employment by Industrial Major Divisions and Terms of Employment, 2010 and 2011.....	62
Table A4: Distribution of Regular Employment by Citizenship and Sector, 2010 and 2011.....	63
Table A5: Distribution of Regular Employment by Citizenship and Industrial Major Divisions, 2010 and 2011	63
Table A6: Distribution of Total Employment by Sector and Industrial Division, 2010 – 2011.....	64
Table A7: Distribution of Total Employment by Sector and Region, 2010 and 2011	65
Table A8: Distribution of Private Total Employment by Region and Sex, 2010 and 2011	66
Table A9: Distribution of Public Total Employment by Region and Sex, 2010 and 2011	67
APPENDIX B	68
Table B1: Monthly Average Wages Rates of Regular Adult Citizen Employees by Industry and Major Sector, 2010 and 2011	68
Table B2: Monthly Average Wages of Regular Adult Citizen Employees by Broad Sector and Sex, 2010 and 2011	69
Table B3: Distribution of Regular Adult Citizen by Monthly Wage Rate Groups and Major Sector, 2010 - 2011	69
Table B4: Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Sex, 2010 and 2011	70
Table B5: Distribution of Regular Adult Citizens by Monthly Wage Rate Groups, Major Sector and Sex, 2010 and 2011	70
Table B6 (a): Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Major Industrial Divisions, 2010	71
Table B6 (b): Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Major Industrial Divisions, 2011	72
Table B7 (a): Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Regions, 2010.....	73
Table B7 (b): Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Regions, 2011	74
APPENDIX C	75
Table C1: Total Annual Earnings (Tshs. Million) by Broad Sectors, 2010 and 2011	75

Table C2:	Total Annual Cash Earnings of Adult Citizens by Broad Sectors and Sex, 2010 and 2011	75
Table C3:	Annual Cash Earnings (Tshs. Million) of All Employees by Major Industries and Terms of Employment, 2010 and 2011	76
APPENDIX D		77
Table D1;	Distribution of Annual Wage Bill by Industrial Major Divisions (Tshs. Million), 2010 and 2011	77
Table D2:	Distribution of Annual Wage Bill by Terms of Employment and Industry Major Division (Tshs. Million), 2010 and 2011	78
Table D3:	Distribution of Annual Wage Bill by Region and Terms of Employment (Tshs. Million), 2010 and 2011	79
APPENDIX E		79
Table E1:	Number of New Workers Recruited by Occupation and Sex, 2010 and 2011	79
Table E2:	Number of New Workers Recruited by Occupation Title and Level of Education 2010 – 2011	92
Table E3:	Number of New Workers Recruited by Occupation Title and Level of Subject of Training, 2010	93
Table E4:	Number of New Workers Recruited by Occupation Title and Level of Subject of Training, 2011	94
Table E5:	Number of New Workers Recruited by Region and Occupation, 2010 – 2011	95
Table E6:	Number of New Workers Recruited by Education Level and Starting Salary, 2010 - 2011	96
Table E7:	Number of New Workers Recruited by Industry and Level of Education, 2010	97
Table E8:	Number of New Workers Recruited by Industry and Level of Education, 2011	98
Table E9:	Number of New Workers Recruited by Industry and Subject of Training, 2010	99
Table E10:	Number of New Workers Recruited by Industry and Subject of Training, 2011	100
Table E11:	Number of New Workers Recruited by Sector of Employment and Employment Status, 2010 - 2011	101
Table E12:	Number of Current Existing Job Vacancies by Occupation and Working Experience.	102
APPENDIX F		103
Table F1:	Number of Current Existing Job Vacancies by Qualification/ Skill Required and Sex Preference	103
Table F2:	Number of Current Existing Job Vacancies by Work Experience with Sex Preference	92
Table F3:	Number of Current Existing Job Vacancies by Reasons and Sex Preference	92
Table F4:	Number of Current Existing Job Vacancies by Industry and Reasons	92
Table F5:	Number of Current Existing Job Vacancies by Occupational Title and Sex Preference	93

EXECUTIVE SUMMARY

Introduction

This part summarizes the state of employment in the formal sector establishments in Tanzania Mainland.

Employment Profile

The findings show that a total of 1,362,559 persons were employed in the formal sector in 2011 as compared to 1,276,982 persons in 2010. This was an increase of 6.7 percent. The proportion of total employment was higher in the private sector (63.1 percent in 2011 and 63.7 percent in 2010) than in the public sector (36.9 percent in 2011 and 36.3 percent in 2010) for the two years.

Public administration and defence industry accounted for highest proportion of employees which increased to 23.4 percent in 2011 from 21.1 percent in 2010 followed by manufacturing which decreased to 13.8 percent in 2011 from 17.2 percent recorded in 2010. Dar es Salaam had the largest share of employed persons which increased to 33.5 percent in 2011 from 32.9 percent in 2010 while Lindi region had the lowest proportion of employment (1.1 percent in 2011 and 1.3 percent in 2010) compared to other regions.

Wage Rates Profile

The results show that financial and insurance industry had the highest monthly average wage rates which increased to Tshs. 913,021 in 2011 from Tshs. 783,849 in 2010 while agriculture, forestry and fishing industry observed to have the lowest monthly average wage rates which increased to Tshs. 418,440 in 2011 from Tshs. 378,222 in 2010.

Parastatal organizations had the highest monthly average wage rate in both years that increased to Tshs. 629,164 in 2011 from Tshs. 585,199 in 2010 followed by government sector with Tshs. 537,755 in 2011 from Tshs. 492,040 in 2010.

Cash Earnings Profile

The findings show that, the total annual cash earnings increased to Tshs. 6,974,061 million in 2011 from Tshs. 5,155,878 millions in 2010. Overall, monthly average cash earnings increased to Tshs. 368,589 in 2011 from Tshs. 355,208 in 2010. Public sector employees earned almost twice as much

(Tshs. 638,486 in 2011 and increase from 623,792 in 2010) than private sector (Tshs. 317,089 in 2011 and increase from Tshs. 307,850 in 2010).

Annual Wage Bill Profile

The results reveal that, total annual wage bill increased to Tshs. 5,912,916 millions in 2011 from Tshs. 5,220,837 millions in 2010. Furthermore, employees in Public Sector had higher annual wage bill (Tshs. 3,159,269 million in 2011 from Tshs. 2,653,452 million in 2010) compared to employees in Private Sector (Tshs. 2,753,647 million in 2011 in 2011 from Tshs. 2,567,385 in 2010).

Number of New Workers Recruited

The findings show that, the number of new workers recruited decreased to 47,637 in 2011 from 53,442 in 2010. The results reveal that the large numbers of new workers recruited were Technicians and Associate Professionals (18,676 in 2011 from 18,249 in 2010). Furthermore the results reveal that, the proportions of the starting salary of the new workers recruited range from Tshs. 70,000 to Tshs. 500,000 which accounts for 79.3 percent in 2011 and 79.0 percent in 2010.

Existing Job Vacancies

Observations reveal that across the period, Technicians and Associate Professionals composed the highest proportion of job vacancies amounting to 50.9 percent in 2011, which was a decrease from 57.7 percent observed in 2010. Public administration and defence; compulsory social security had the highest number of new job vacancies (46.0 percent in 2011 from 42.8 percent in 2010) followed by Education (19.6 percent in 2011 from 25.3 percent in 2010).

CHAPTER ONE

INTRODUCTION, BACKGROUND AND METHODOLOGY

1.1 Introduction

The Employment and Earnings Surveys of 2010 and 2011 are annual surveys conducted in Tanzania Mainland by the National Bureau of Statistics. The enumeration covers three main categories of employing establishments in both private and public sectors. The categories involved are: All establishments of public sector; all registered private establishments employing at least 50 persons; and a sample of all registered private establishments whose number of employees was between 5 and 49 persons. The survey did not include domestic servants in private households, non-salaried working proprietors and non-salaried family workers.

The Employment and Earnings Surveys conducted in 2010 and 2011 were based on a combination of both complete enumeration and sample approach. The sampling approach was adopted to reduce cost and time.

1.2 Background

The 2010 and 2011 employment and earnings surveys were a continuation of the previous similar surveys which are conducted each year. The first Employment and Earnings Survey (EES) was conducted in 1963 and it was followed by other annual surveys up to 1984. However, due to lack of financial resources, these surveys were discontinued after the 1984 survey.

In 2001, the Employment and Earnings Surveys were re-started and were done annually up to 2007. Reports for 2001, 2002, and 2005 to 2007 were published and are available in the National Bureau of Statistics Office. However, the 2005 to 2007 survey results are in one report. The 2003 and 2004 surveys were conducted but due to low response rates the results were not published. However, the 2008 and 2009 surveys were not conducted due to financial constraints. This report is the fourth since 2001 when employment and earnings surveys were re-started.

These surveys are conducted under the by-law NBS Statistics Act of 1967 which was revised in 2002 as Statistics (Employees in Tanzania) Act 2002, and it empowers NBS to collect data from any registered establishments in the country.

1.3 Objectives of the Survey

The broad objective of the Employment and Earnings Surveys 2010 and 2011, was to obtain comprehensive data on the annual status of Employment and Earnings as well as data on the socio-economic characteristics of the Labour Market.

1.4. Scope

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

1.5 Concepts and Definitions

1.5.1 Employee

An employee is any person who has entered into or works under a contract of service with an employer whether by way of manual labour, clerical work or otherwise and whether the contract is expressed or implied or is oral or written.

With respect to this survey, the term Employee refers to all Wage Earners and Salaried employees whether engaged full-time, part-time or casually in a full working day.

1.5.2 Regular Employee

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

1.5.3 Casual Workers

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

1.5.4 Young Persons

The term Young Persons, for the purpose of this survey, refers to all persons under the age of 18 years.

1.5.5 Wage Rate

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

1.5.6 Cash Earnings

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

1.5.7 Annual Wage-Bill

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

1.5.8 Free Housing

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

1.5.9 Paid Leave

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

1.5.10 Maternity Leave

The term Maternity Leave refers to the total number of person-days and their total value in terms of Tanzanian Shillings (Tshs.) 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 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 vegetal 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 the crude materials for marketing, for example, crushing, grinding, cleaning, drying, sorting, concentrating ores, liquefaction of natural gas and agglomeration of solid fuels.

1.5.15.3 Manufacturing

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

1.5.15.4 Construction

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

1.5.15.5 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.

1.5.15.6 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 included renting of transport equipment with driver or operator and postal and courier activities.

1.5.15.7 Accommodation, Food and Beverage Service Activities

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

1.5.15.8 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.

1.5.15.9 Financial and Insurance Activities

This industry includes financial service activities, including insurance, reinsurance and pension funding activities and activities to support financial services. 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.

1.5.15.10 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.

1.5.15.11 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.

1.5.15.12 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.

1.5.15.13 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.

1.5.15.14 Education

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

1.5.15.15 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.

1.5.15.16 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.

1.5.15.17 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.

1.5.15.18 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, overnights, 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.

1.5.15.19 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) covered a total of 11,177 establishments in 2010 and 11,494 establishments in 2011 from sampling frames of 39,286 and 39,743 establishments respectively employing at least five employees. In this survey, establishment is the sampling unit which is a legal economic entity under a single control or ownership engaging itself in one main kind of economic activity at a fixed location.

The EES covered formal establishments in Private and Public Sectors in Tanzania Mainland in such a way that they make up a representative sample, reflecting the level and magnitude of the economic activities within their respective industrial groups.

The EES sample was based on a sampling frame obtained from the Central Register of Establishments (CRE) maintained by the NBS. Sampling was done by the NBS in collaboration with an expert from the University of Dar es Salaam.

All public and private sector establishments employing at least 50 employees were covered. The existing sampling frame was developed on the basis of International Standard Industrial Classification Revision 4 (ISIC Rev.4).

In the overall, the multistage sampling technique was used. The first stage within a region includes stratification of all private establishments into two strata employing 5 – 9 and 10 – 49 persons. Then, the PPS technique was applied to draw the sample size across all industrial major divisions in the two strata separately to enhance representation of all economic activities to the economy. Finally, a systematic sampling technique was used to draw the sample within each industry. Similar approach was used in all the 21 regions.

The 2010 and 2011 EES sampling procedures were improved compared to the procedures used in the previous EESs. The results from this improved design are concurrent to other sources of

employment statistics. However, as a result of such improvement in the design, slight differences may be noticed in the results if compared with the previous EESs.

1.6.2 Sources of Data

Data was collected using questionnaires delivered to the selected establishments by regional statistical offices. Data collected refer to identification of establishments, regular employees, casual workers, number of new workers recruited and the current job vacancies.

The Survey did not include the following:

1. Wage earners in seasonal small-holder agriculture
2. Employees in households
3. Members of the Foreign Diplomatic Corporations and International Aid Organizations stationed in Tanzania
4. Members of armed forces

1.6.3 The Response Status

The accuracy of the statistical data provided in the tables is dependent on the rate of response, especially where a few establishments are dominant in the industry. On average, response rate was above 70 percent for 2010 and 2011.

Table 1.1: Number of Establishments and Response Rates, 2010 and 2011

Sector	Employment size	2010			2011		
		Number of establishments selected	Responded establishments	Response Rate (percent)	Number of establishments selected	Responded establishments	Response Rate (percent)
Private	5-9	1,931	1,791	92.7	1,925	1,821	94.6
	10-49	2,364	1,449	61.3	2,485	1,650	66.4
	50+	1,279	724	56.6	1,251	806	64.4
	Sub-Total	5,574	3,964	71.1	5,661	4,277	75.6
Public	5-9	2,622	1,636	62.4	2,578	1,673	64.9
	10-49	2,122	1,591	75.0	2,306	1,792	77.7
	50+	859	928	108.0	949	913	96.2
	Sub-Total	5,603	4,155	74.2	5,833	4,378	75.1
Grand Total		11,177	8,119	72.6	11,494	8,655	75.3

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

2.0 Introduction

This chapter highlights the employment situation in the formal sector in Tanzania Mainland. It mainly focuses on the Regular and Casual Employees, their major sectors of employment, industry, citizenship, sex and regional dispersions. The chapter also discusses findings on the young employees aged below 18 years. The economic activities are classified using the International Standard Industrial Classification (ISIC) codes rev.4.

2.1. Employment by Sector, Terms of Employment and Sex

This section explains the relationship between total employment, sectors, terms of employment and sex. It shows the proportion of total employment distributed in major sectors by terms of employment i.e. Regular and Casual employees and Sex.

Table 2.1: Percentage Distribution of Total Employment by Sector, Terms of Employment and Sex, 2010 and 2011

Terms of Employment		A: Private		B: Public		TOTAL:- A+B	
		2010	2011	2010	2011	2010	2011
Regular Employees	Male	30.8	30	20	21.8	50.8	51.9
	Female	15.6	15.6	13.4	13.5	29	29
	Young	0	0	0	0	0	0
	Total	46.4	45.6	33.4	35.3	79.8	80.9
Casual Employees	Male	10.5	8.9	2.2	1.3	12.7	10.2
	Female	6.8	8.3	0.7	0.3	7.5	8.7
	Young	0	0.2	0	0	0	0.2
	Total	17.3	17.5	2.9	1.6	20.2	19.1
Total employment	Male	41.2	38.9	22.2	23.1	63.5	62.1
	Female	22.4	23.9	14.1	13.8	36.5	37.7
	Young	0	0.3	0	0	0.1	0.3
	Total	63.7	63.1	36.3	36.9	100	100
Total Employment		813,297	859,435	463,685	503,124	1,276,982	1,362,559

The results show that, the proportion of employees was higher in the private sector (63.7 percent in 2010 and 63.1 percent in 2011) than in the public sector (36.3 percent in 2010 and 36.9 percent in 2011) for two years. Within the private sector, there was a slight decrease of 0.6 percent of the total employment while within the public sector there was an increase of 0.6 percent. The decrease in the number of employees in the private sector could be attributed to the decrease in the regular

employees from 46.4 percent in 2010 to 45.6 percent in 2011 while the increase in the public sector was associated with the increase in the regular employment levels (33.4 percent to 35.3 percent in 2011).

The share of casual employees to the total employment had an increasing trend (17.3 percent in 2010 to 17.5 percent in 2011) in the private sector while the public sector had a decreasing trend (2.9 percent in 2010 to 1.6 percent in 2011).

On the other hand, the results show that the economy has expanded its regular employment levels from 79.8 percent in 2010 to 80.9 percent in 2011. This was accompanied by a decrease in the shares of casual employment from 20.2 percent in 2010 to 19.1 percent in 2011. Due to the decency associated with regular employment that provides social protection, social dialogue, respect of labour standards and freely chosen; the findings suggest that, Tanzania is progressing towards the decent and productive work in conditions of freedom, equity, security and human dignity.

In terms of sex, the survey results indicate that the proportion of male employees in the private sector decreased to 38.9 percent in 2011 from 41.2 percent in 2010 while the proportion of female employees slightly increased to 23.9 percent in 2011 from 22.4 percent in 2010. The public sector showed an increasing trend for male employees (22.2 percent in 2010 to 23.1 percent in 2011), while registering a decreasing trend for female employees (14.1 percent in 2010 to 13.8 percent in 2011).

2.2. Employment by sector

This section illustrates the percentage distribution of the total employment by sector. Private sector constitutes Private Profit and Non-profit Making Institutions and Cooperatives while public sector constitutes Parastatal Organization Institutions and Central and Local Government Institutions.

Figure 2.1: Percentage Distribution of Total Employment by Sector, 2010 and 2011

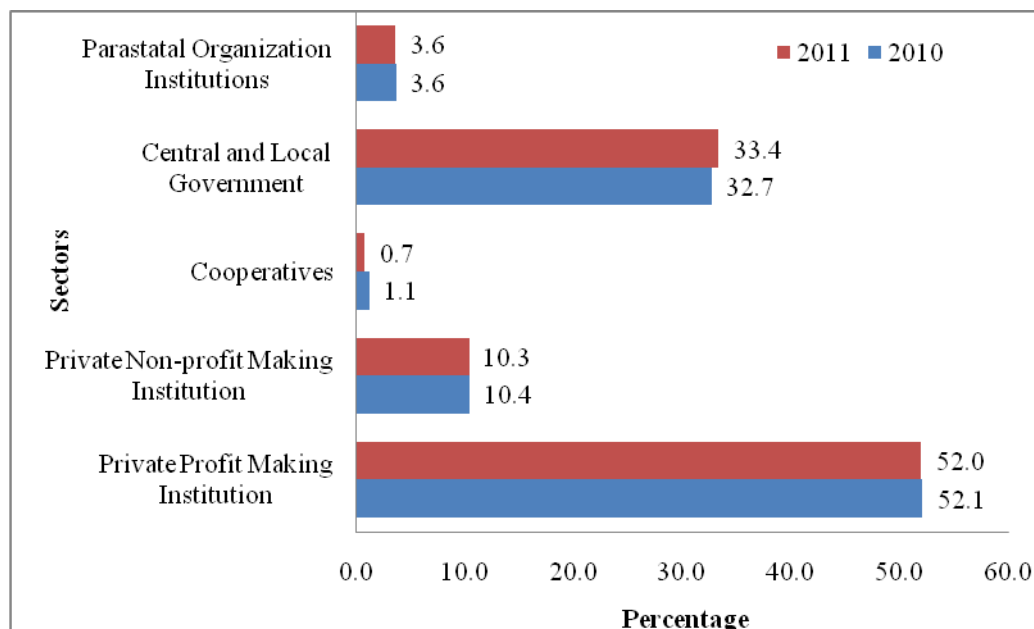


Figure 2.1 show that, Private Profit Making Institutions had the highest shares of the total employment amounting to 52.1 percent in 2010 and 52.0 percent in 2011. Conversely, the proportion of employees working in Private Non-profit Making Institutions decreased to 10.3 percent in 2011 from 10.4 percent recorded in 2010. A decrease was also noticed for employees working in cooperatives from 1.1 percent in 2010 to 0.7 percent in 2011.

The proportion of employees in the central and local government increased from 32.7 percent in 2010 to 33.4 percent in 2011. However, the proportion of employees in Parastatal organizations remained the same at 3.6 percent in both years. This indicates that, employment growth rate in the public sector was slightly higher as compared to the private sector. Much more effort is therefore required to boost the capability of private sector in employment generation, as it is the main driver of the economy.

2.3. Employment by Industry

Industries play major roles in the improvement of the economy of the country. This part presents findings on the distribution of the total employment by industries and terms of employment in 2010 and 2011. It focuses on some major industries which are; Public Administration and Defence, Agriculture, Forestry and Fishing, Manufacturing and Financial and Insurance activities.

Figure 2.2 (a): Percentage Distribution of Total Employment by Industry, 2010 and 2011

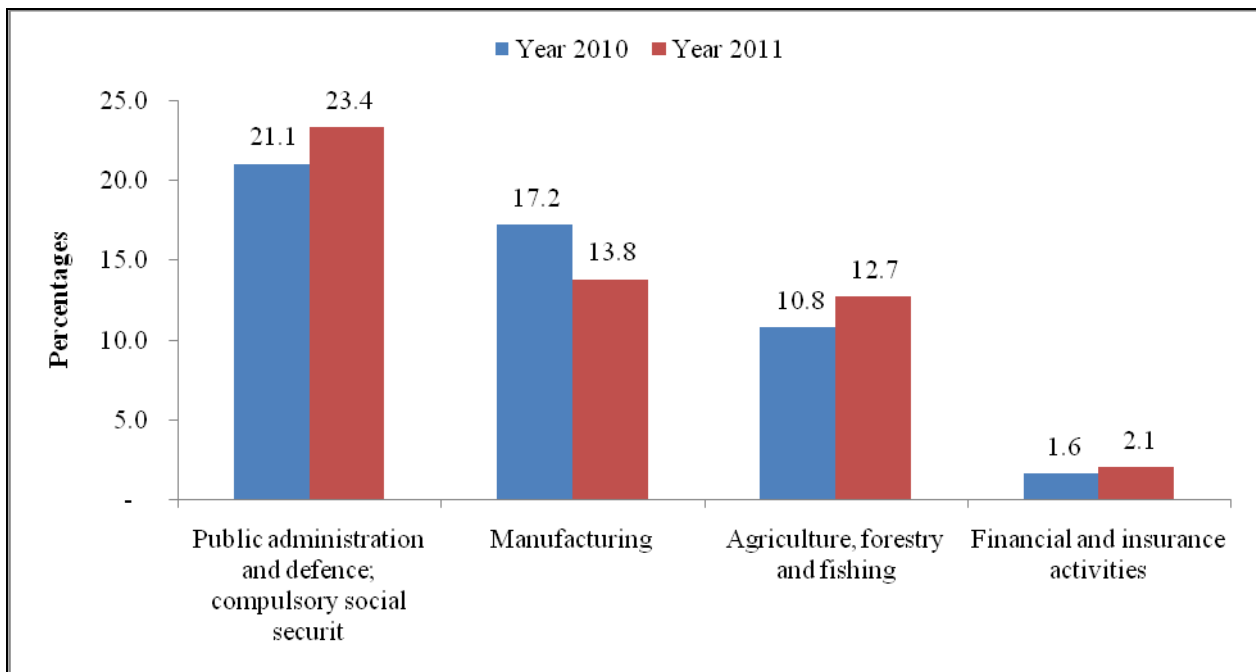


Figure 2.2 (b): Percentage Distribution of Casual Employees by Major Industries, 2010 and 2011

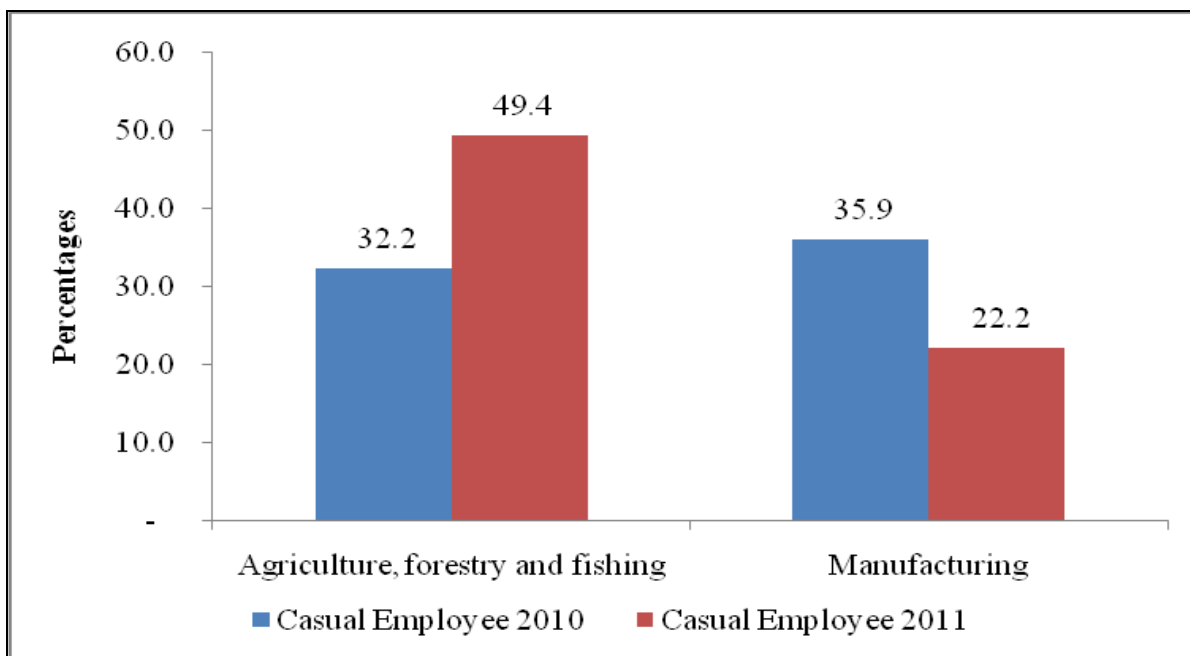


Figure 2.2(a) shows that, Public Administration and Defence industry accounted for the highest proportions of employees ((21.1 percent in 2010 and 23.4 percent in 2011) followed by Manufacturing with 17.2 percent in 2010 and 13.8 percent in 2011, Agriculture, Forest and Fishing which accounted for 10.8 percent in 2010 and 12.7 percent in 2011.

An increase in employment has been recorded in Financial and Insurance activities with 1.6 percent in 2010 and 2.1 percent in 2011. This provides evidence on the growing banking and insurance activities in Tanzania Mainland.

The results as recorded in figure 2.2 (b) shows that, casual employees in agriculture has increased to 49.4 percent in 2011 from 32.2 percent in 2010. A notable decrease in the proportion of casual employment was realized in the Manufacturing industry from 35.9 percent in 2010 to 22.2 percent in 2011.

2.4. Employment by Citizenship and Sector

This section illustrates in detail, the distribution of the total regular employment by citizenship and sector whereby citizenship is classified as citizen and non citizen.

Table 2.2: Percentage Distribution of Regular Employees by Citizenship and Sector, 2010 and 2011

Sector	Citizens		Non citizens		Total	
	2010	2011	2010	2011	2010	2011
Private						
Private Profit Making Institutions	43.8	42.9	0.7	0.7	44.5	43.6
Private Non-profit Making Institutions	12.2	11.9	0.1	0.1	12.3	12
Cooperatives	1.3	0.8	0.0	0.0	1.3	0.8
Total	57.3	55.6	0.8	0.8	58.1	56.4
Public						
Central and Local Government	38.3	39.4	0.0	0.0	38.3	39.4
Parastatal Organizations	3.5	4.2	0.0	0.0	3.5	4.2
Total	41.8	43.6	0.0	0.0	41.9	43.6
Grand Total	99.2	99.2	0.8	0.8	100	100
Total employment: (A+B)	1,010,918	1,093,853	8,586	8,620	1,019,504	1,102,473

Table 2.2 shows that, the proportions of non citizen employees in both private and public sectors remained the same at 0.8 percent in 2010 and in 2011. The proportion of citizen regular employees in the private sector decreased to 55.6 percent in 2011 from 57.3 percent in 2010. However, the public sector has recorded an increase of citizen regular employees from 41.8 percent in 2010 to 43.6 percent in 2011.

2.5. Regular Employment by Industry and Citizenship

The analysis of the distribution of the total regular employees by industry and citizenship focuses mainly on the selected major industries which are; Public Administration and Defence; Compulsory Social Security, Education, Manufacturing and Human Health and Social Work industry.

Table 2.3 indicates that, Public Administration and Defence; Compulsory Social Security industry had the highest proportions of the total regular employees in two reference years with 24.9 percent in 2010 and 27.7 percent in 2011, followed by Education which decreased to 13.6 percent in 2011 from 14.8 percent in 2010. Manufacturing and Human Health and Social Work industries had decreasing trends (12.5 percent in 2010 to 11.9 percent in 2012 for manufacturing and 7.1 percent in 2010 to 6.8 percent in 2011 for human health and social work).

These findings also show that non citizen regular employees were very few in the formal employment across all the industries in both years. However, there were noticeable proportions of non citizen regular employees in the Manufacturing, Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods and Education industries.

Table 2.3: Percentage Distribution of Regular Employment by Citizenship and Industrial Major Divisions, 2010 and 2011

Industry	Citizens		Non Citizens		Total	
	2010	2011	2010	2011	2010	2011
Agriculture, forestry and fishing	5.4	4.0	0.0	0.0	5.4	4.1
Mining and quarrying	0.9	0.7	0.0	0.0	0.9	0.7
Manufacturing	12.2	11.6	0.4	0.3	12.5	11.9
Electricity, gas, steam and air conditioning supply	1.0	0.8	0.0	0.0	1.0	0.8
Water supply; sewerage, waste management and remediation act	0.4	0.7	0.0	0.0	0.4	0.7
Construction	2.2	2.0	0.0	0.1	2.3	2.1
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	8.3	8.0	0.1	0.1	8.4	8.1
Transportation and storage	4.3	2.7	0.1	0.0	4.3	2.8
Accommodation and food service activities	7.9	8.0	0.0	0.1	7.9	8.0
Information and communication	0.4	1.1	0.0	0.0	0.4	1.2
Financial and insurance activities	2.0	2.5	0.0	0.0	2.0	2.5
Real estate activities	1.0	0.1	0.0	0.0	1.0	0.1
Professional, scientific and technical activities	0.4	1.1	0.0	0.0	0.4	1.1
Administrative and support service activities	0.7	2.7	0.0	0.0	0.7	2.8
Public administration and defense; compulsory social security	24.9	27.7	0.0	0.0	24.9	27.7
Education	14.7	13.5	0.1	0.1	14.8	13.6
Human health and social work activities	7.1	6.7	0.0	0.0	7.1	6.8
Arts, entertainment and recreation	0.1	0.4	0.0	0.0	0.1	0.4
Other service activities	5.5	4.9	0.0	0.0	5.5	4.9
Total	99.2	99.2	0.8	0.8	100.0	100.0
Total employment	1,010,918	1,093,853	8,586	8,620	1,019,504	1,102,473

2.6. Employment by Industry and sector

This section provides information on the distribution of the total employment by sector and industrial division. Only the Manufacturing, Agriculture, Forestry and Fishing, Public Administration and Compulsory Social Security, Education and Wholesale and Retail trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods industries are explained in detail.

Table 2.4: Percentage Distribution of Total Employees by Sector and Industrial Division, 2010 – 2011

INDUSTRY	A: Private		B: Public		Total: (A+B)	
	2010	2011	2010	2011	2010	2011
Agriculture, forestry and fishing	10.2	12.3	0.6	0.5	10.8	12.7
Mining and quarrying	0.9	0.8	0.0	0.0	0.9	0.8
Manufacturing	17.0	13.5	0.3	0.3	17.2	13.8
Electricity, gas, steam and air conditioning supply	0.2	0.2	0.8	0.6	0.9	0.8
Water supply; sewerage, waste management and remediation act	0.0	0.1	0.3	0.5	0.3	0.6
Construction	2.4	2.4	0.2	0.2	2.7	2.5
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	7.7	7.7	0.1	0.1	7.8	7.8
Transportation and storage	3.0	1.9	1.4	0.5	4.4	2.4
Accommodation and food service activities	7.0	7.1	0.0	0.0	7.0	7.1
Information and communication	0.2	0.8	0.1	0.1	0.4	1.0
Financial and insurance activities	1.0	1.2	0.6	0.8	1.6	2.1
Real estate activities	0.7	0.1	0.1	0.0	0.8	0.1
Professional, scientific and technical activities	0.1	0.5	0.3	0.6	0.4	1.1
Administrative and support service activities	0.5	2.3	0.1	0.0	0.5	2.3
Public administration and defense; compulsory social security	0.5	0.2	20.6	23.2	21.1	23.4
Education	4.6	4.8	7.6	6.6	12.2	11.3
Human health and social work activities	3.2	3.1	3.0	2.5	6.3	5.6
Arts, entertainment and recreation	0.0	0.2	0.0	0.1	0.1	0.3
Other service activities	4.4	4.0	0.3	0.2	4.6	4.2
Total	63.7	63.1	36.3	36.9	100.0	100.0
Total employment	813,297	859,435	463,685	503,124	1,276,982	1,362,559

Table 2.4 above shows that, Manufacturing industry had the highest proportion of the total employees in each reference year as follows; in 2010 (17.2 percent) and in 2011 (13.8 percent), followed by Agriculture, Forestry and Fishing industry with 10.8 percent in 2010 and 12.7 percent in 2011.

In private sector, Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods had the same proportions to the total employment in both years (7.7 percent) in 2010 and 2011.

In public sector, the largest proportion of the total employees was in the Public Administration and Compulsory Social Security as follows; 20.6 percent in 2010 and 23.2 percent in 2011 followed by

Education with 7.6 percent in 2010 and 6.6 percent in 2011 and Human Health and Social Work industry with 3.0 percent in 2010 and 2.5 percent in 2011.

The proportions of employees in Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods industries remained the same at 7.8 percent of the total employees in 2010 and 2011.

2.7. Employment by Region and Sector

This part shows percentage distribution of the total employees by region and sector. It presents detailed information for some regions such as Dar es Salaam, Morogoro, Lindi, Mtwara, Ruvuma, Kigoma and Kagera by sector.

Table 2.5: Percentage Distribution of Total Employees by Sector and Region, 2010 and 2011

Region	Private		Public		Total	
	2010	2011	2010	2011	2010	2011
Dodoma	0.9	0.9	1.6	1.5	2.6	2.4
Arusha	4.0	4.3	1.2	1.1	5.2	5.5
Kilimanjaro	3.4	3.1	1.4	2.1	4.8	5.1
Tanga	2.1	2.2	1.7	1.8	3.8	4.0
Morogoro	8.4	10.6	3.8	3.5	12.2	14.1
Pwani	0.6	0.7	1.1	1.3	1.7	1.9
Dar es Salaam	25.7	25.5	7.2	8.1	32.9	33.5
Lindi	0.3	0.3	1.0	0.8	1.3	1.1
Mtwara	1.1	1.2	0.8	0.8	1.9	2.0
Ruvuma	0.7	1.1	0.9	0.8	1.6	2.0
Iringa	1.8	1.5	2.3	1.7	4.1	3.2
Mbeya	3.0	2.6	2.3	2.2	5.3	4.8
Singida	0.7	0.6	0.9	0.9	1.6	1.5
Tabora	0.6	0.3	1.2	1.3	1.9	1.6
Rukwa	0.3	0.4	0.7	0.4	1.0	0.8
Kigoma	0.5	0.8	1.1	0.9	1.6	1.6
Shinyanga	1.5	1.4	2.3	2.8	3.8	4.2
Kagera	1.0	1.1	0.9	1.2	1.8	2.3
Mwanza	4.9	3.1	1.8	1.7	6.8	4.9
Mara	0.7	0.7	1.6	1.5	2.3	2.2
Manyara	1.5	0.8	0.6	0.5	2.0	1.3
Total	63.7	63.1	36.3	36.9	100.0	100.0
Total employees	813,297	859,435	463,685	503,124	1,276,982	1,362,559

Table 2.5 shows that, Dar es Salaam region had the largest percentage of employed persons in each reference year; 2010 (32.9 percent) and 2011 (33.5 percent). In private sector, employment in Dar es Salaam has slightly decreased to 25.5 percent of the total employees in 2011 from 25.7 percent in 2010 while in public sector, employees increased to 8.1 percent in 2011 from 7.2 percent in 2010.

In addition, the proportion of employees in Morogoro region increased to 14.5 percent of the total employed persons in 2011 from 12.2 percent in 2010 whereby in the private sector, the proportion

of employees increased to 10.6 percent in 2011 from 8.4 percent in 2010. The proportion of employees in public sector in Morogoro decreased to 3.5 percent in 2011 from 3.8 percent in 2010. Lindi region had the lowest proportion of employees (1.1 percent in 2011 and 1.3 percent in 2010) as compared to other regions.

Some regions like Mtwara, Ruvuma, Kigoma and Kagera had almost equal proportions of employed persons in both years at approximately 2 percent of the total employment for each region.

2.8. Private Sector Employment by Region and Sex

This section provides information on the distribution of the total employees in the private sector by region and sex.

Table 2.6: Percentage Distribution of Private Sector Total Employees by Region and Sex, 2010 and 2011

Region	2010				2011			
	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	0.8	0.6	0.0	1.5	0.8	0.6	0.0	1.5
Arusha	3.7	2.5	0.0	6.2	4.1	2.8	0.0	6.9
Kilimanjaro	3.4	2.0	0.0	5.3	3.1	1.7	0.0	4.9
Tanga	2.3	1.0	0.0	3.3	2.3	1.2	0.0	3.5
Morogoro	6.7	6.5	0.0	13.2	7.5	9.2	0.0	16.8
Pwani	0.6	0.4	0.0	1.0	0.7	0.4	0.0	1.1
Dar es Salaam	28.9	11.3	0.0	40.3	27.9	12.5	0.0	40.4
Lindi	0.4	0.2	0.0	0.5	0.3	0.1	0.0	0.4
Mtwara	0.6	1.1	0.0	1.7	0.6	1.3	0.0	1.9
Ruvuma	0.8	0.4	0.0	1.2	1.1	0.7	0.0	1.8
Iringa	1.7	1.1	0.0	2.8	1.4	0.9	0.0	2.3
Mbeya	2.9	1.8	0.0	4.7	2.3	1.5	0.3	4.1
Singida	0.7	0.4	0.0	1.1	0.6	0.4	0.0	1.0
Tabora	0.6	0.3	0.0	1.0	0.3	0.1	0.0	0.5
Rukwa	0.3	0.2	0.0	0.5	0.4	0.2	0.0	0.6
Kigoma	0.5	0.2	0.0	0.7	0.9	0.3	0.0	1.2
Shinyanga	1.8	0.7	0.0	2.4	1.7	0.6	0.0	2.2
Kagera	0.9	0.6	0.0	1.6	1.1	0.7	0.0	1.8
Mwanza	5.4	2.4	0.0	7.7	3.3	1.6	0.0	5.0
Mara	0.7	0.4	0.0	1.1	0.7	0.4	0.0	1.1
Manyara	1.2	1.1	0.0	2.3	0.7	0.5	0.0	1.2
TOTAL	64.8	35.2	0.0	100.0	61.7	37.9	0.4	100.0
Total employment	526,729	286,004	565	813,297	530,243	325,750	3,442	859,435

Table 2.6 shows the distribution of employees in the private sector. The results show that, male employees accounted for the highest proportion (61.7 percent) of the total employees in 2011, the same pattern was observed in 2010 (64.8 percent).

Female employees accounted for 37.9 percent in 2011, which was an improvement as compared to the year 2010 when their contribution was 35.2 percent of all the employees in the sector.

The proportion of young employees had slightly increased to 0.4 percent in 2011 from 0.1 percent of the total employees as observed in 2010.

Male employees in Dar es Salaam region accounted for the highest proportion (28.9 percent) in 2010, one percentage point lower than that recorded in 2011 (27.9 percent). On the contrary, the female employees proportion in Dar es Salaam increased to 12.5 percent in 2011 from 11.3 percent recorded in 2010.

Morogoro region had the highest proportions of female employees (9.2 percent) compared to male employees (7.5 percent) in 2011, unlike in 2010 where males accounted for a slightly higher proportion of employees (6.7 percent) compared to 6.5 percent of female employees. The lowest proportions of female employees were observed in Lindi and Tabora regions each with 0.1 percent. The overall proportion of female employees was less than 40 percent of the total employees in the private sector as shown in Table 2.6.

2.9. Public Employment by Region and Sex

This section gives findings on the distribution of the total employees in the public sector by region and sex.

Figure 2.3 (a): Percentage Distribution of Public Sector Total Employees by Region and Sex

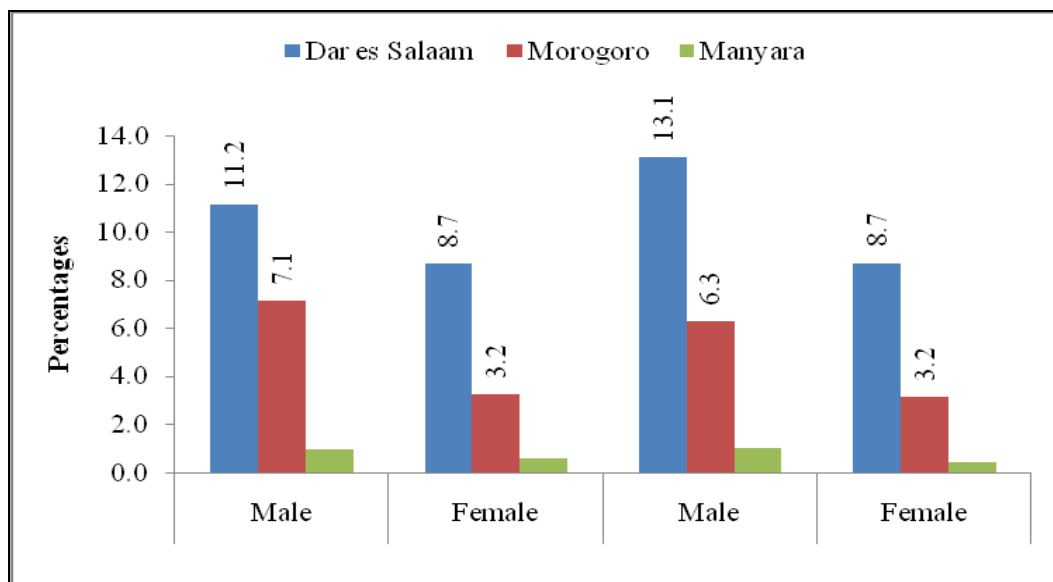


Figure 2.3(a) shows that, male employees in Dar es Salaam region had the highest percentage of the total employees with 11.2 percent in 2010 and 13.1 percent in 2011 while the proportion of female employees had remained the same at 8.7 percent in 2010 and in 2011.

Morogoro region had the second largest proportion of the total employees whereas male employees decreased to 6.3 percent in 2011 from 7.1 percent in 2010, while the proportion of female employees remained the same at 3.2 percent in 2010 and 2011.

Manyara region had the lowest percentage of female employees with 0.6 percent in 2010 and 0.4 percent in 2011 in the public sector.

Figure 2.3(b): Percentage Distribution of Public Sector Total Employees by Sex

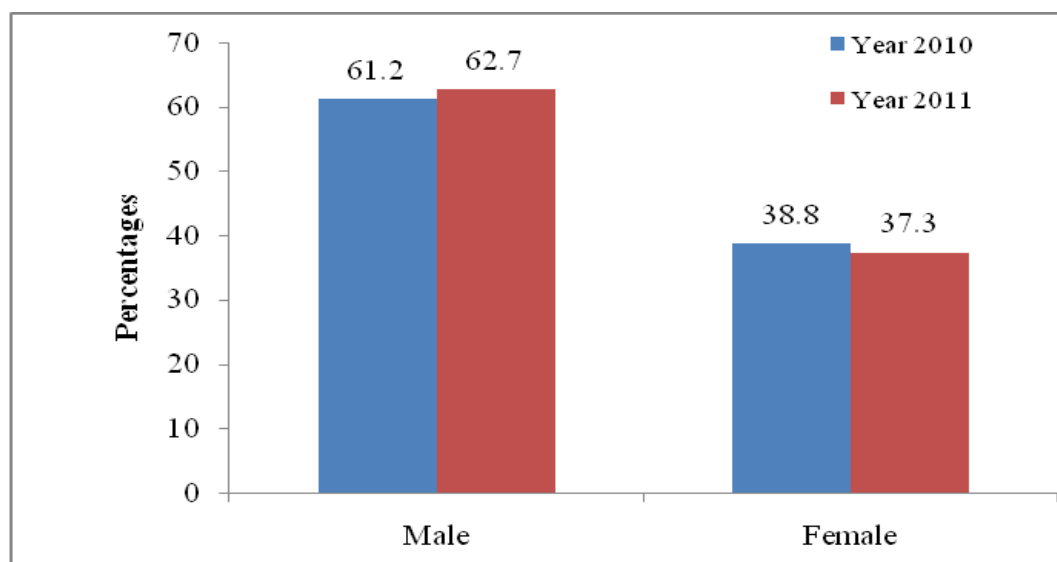


Figure 2.3(b) shows the percentage distribution of the total employees in the public sector. The findings show that, males had the highest proportion of employees in the public sector in all the regions in both 2010 and 2011. In addition, the proportion of male employees to the total employees in the public sector increased to 62.7 percent in 2011 from 61.2 percent in 2010. However, the proportion of female employees decreased to 37.3 percent in 2011 from 38.8 percent in 2010.

CHAPTER THREE

WAGE RATES PROFILE

3.0 Introduction

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. Tables in this chapter give data on wage rates in the formal sector of employees in 2010 and 2011. The information contained in this chapter can help to identify which groups of citizen employees obtained either higher or lower monthly wage rates across major sectors, industries, sex and by region.

Wage rates data on the country's workforce is crucial for the formulation and successful implementation of national development programmes. Wage data is useful in investment decisions and vocational guidance, economic and employment policy formulation. It can also be used for minimum wage fixing, collective bargaining, and for assessment of standards of living. The wage data is useful in determining remuneration and employment trends for public and private employees.

3.1 Monthly Average Wage Rates by Industry

The analysis in this section focuses on the level of monthly average wage rates within the two sectors across the industrial categories of the economy over the survey periods. The findings indicate which industry pays higher or less monthly average wage rates as compared to others across total employment which in turn helps planners and decision makers to make interventions accordingly.

Figure 3.1: Monthly Average Wage Rates ('000 Tshs) of Regular Adult Citizen Employees by Industry, 2010 and 2011

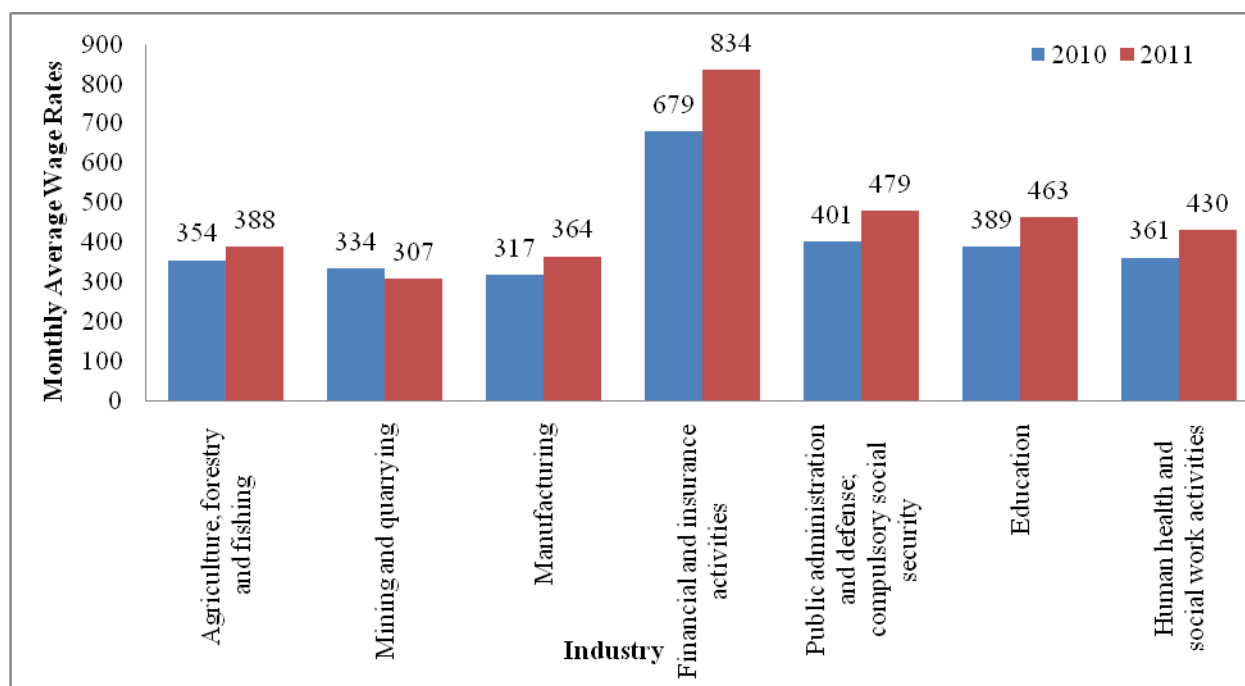


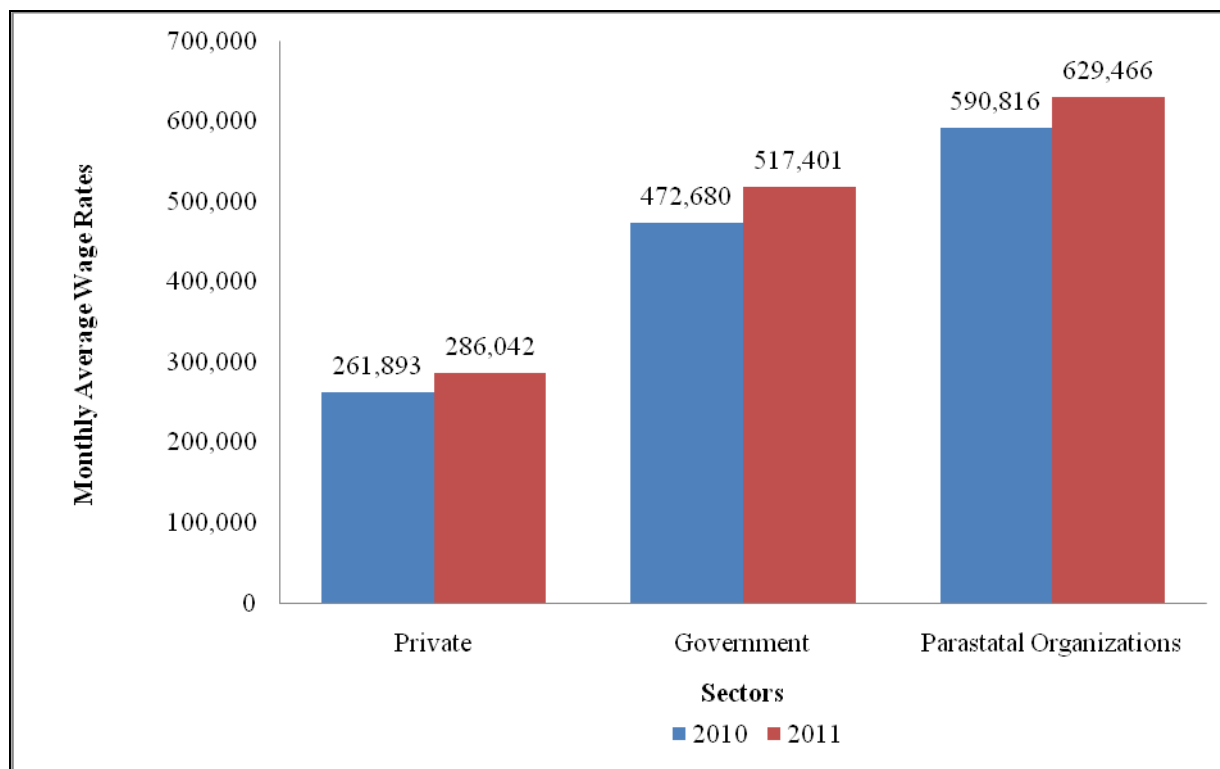
Figure 3.1 shows the distribution of monthly average wage rates by selected industries in 2010 and 2011. The results show that, across the survey period, financial and insurance industry had the highest monthly average wage rates which increased to Tshs. 834 thousand in 2011 from Tshs. 679 thousand in 2010. The second highest was realised in Public Administration and Defence; Compulsory Social Security industry with monthly average wage rates increased to Tshs. 479 thousand in 2011 from Tshs. 401 thousand in 2010.

Mining and Quarrying industry had the lowest monthly average wage rates which decreased to Tshs. 307 thousand in 2011 from Tshs. 334 thousand in 2010.

3.2 Monthly Average Wage Rates by Sector

This section examines the sectors which pay the highest and the lowest monthly average wage rates to adult citizen employees. The higher the remunerations the more decent welfare to employees while the lower remuneration the more miserable life.

Figure 3.2: Monthly Average Wage Rates (Tshs) of Adult Citizen Employees by Sector, 2010 and 2011



Comparing across the sectors, Parastatal Organizations (profit and non-profit making) had the highest monthly average wage rates in both years which increased to Tshs. 629,466 in 2011 from Tshs. 590,816 in 2010 as shown in figure 3.2 above. Government sector (Central and Local Government) had the second highest monthly average wage rates which increased to Tshs. 517,401 in 2011 from Tshs. 472,680 in 2010.

The private sector (profit, non-profit and cooperative organizations) had the lowest monthly average wage rates which increased to Tshs. 286,042 in 2011 from Tshs. 261,893 in 2010.

3.3 Monthly Wage Rate Groups by Major Sector

This section analyses the findings on how the percentage of adult citizen employees were distributed among the various monthly wage rate groups. The normal distribution shape of the graph indicates fair payments to employees while the skewed distribution to low levels of the monthly wage rates implies unfair systems of payment.

Figure 3.3: Percentage Distribution of Adult Citizens by Sector and Wage Group, 2010

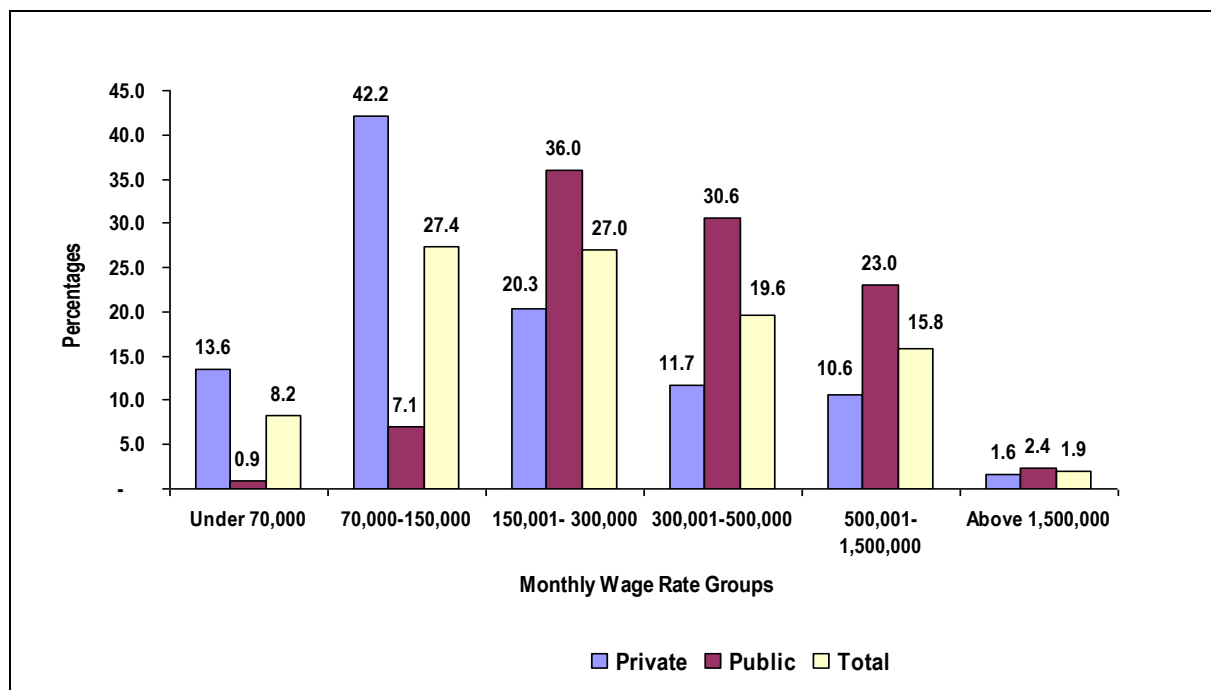
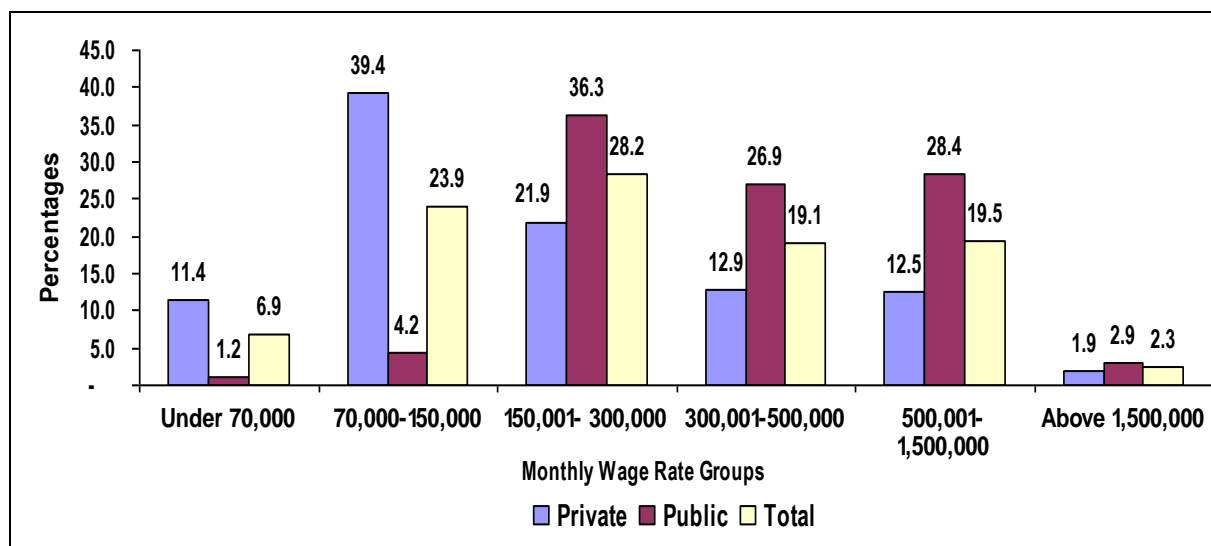


Figure 3.4: Percentage Distribution of Adult Citizens by Sector and Wage Group, 2011



Figures 3.3 and 3.4 show that, majority of the employees (42.2 percent in 2010 and 39.4 percent in 2011) in the private sector earned monthly wage rate group between Tshs. 70,000 and Tshs. 150,000 while in the public sector the majority of employees (36.0 percent in 2010 and 36.3 percent in 2011) earned monthly wage rate group between Tshs. 150,001 and Tshs. 300,000.

The lowest proportion of the employees in the private sector (1.6 percent in 2010 and 1.9 percent in 2011) earned monthly wage rate group above Tshs. 1,500,000 while in the public sector the lowest proportion of employees (0.9 percent in 2010 and 1.2 percent in 2011) earned monthly wage rate group under Tshs. 70,000.

In both 2011 and 2010, the results show that the distribution of adult citizen employees across the monthly wage rate groups skewed to the right in the private sector between monthly wage rate under Tshs. 70,000 and Tshs. 300,000. This implies that the majority of employees earned low payments. However, the monthly wage rate of the adult citizen employees in the public sector was slightly normally distributed showing that the majority of employees earned a little bit higher monthly wage rate between Tshs. 150,001 and Tshs. 1,500,000.

3.4 Monthly Wage Rate Groups by Sex

Analysis of this section is based on the percentage distribution of adult citizen employees among the various monthly wage rate groups in respect of sex. The aim of this analysis is to examine whether the sex of an employee affects his or her employment terms of payments.

Figure 3.5: Percentage Distribution of Adult Citizens by Sex and Wage Rate Groups, 2010

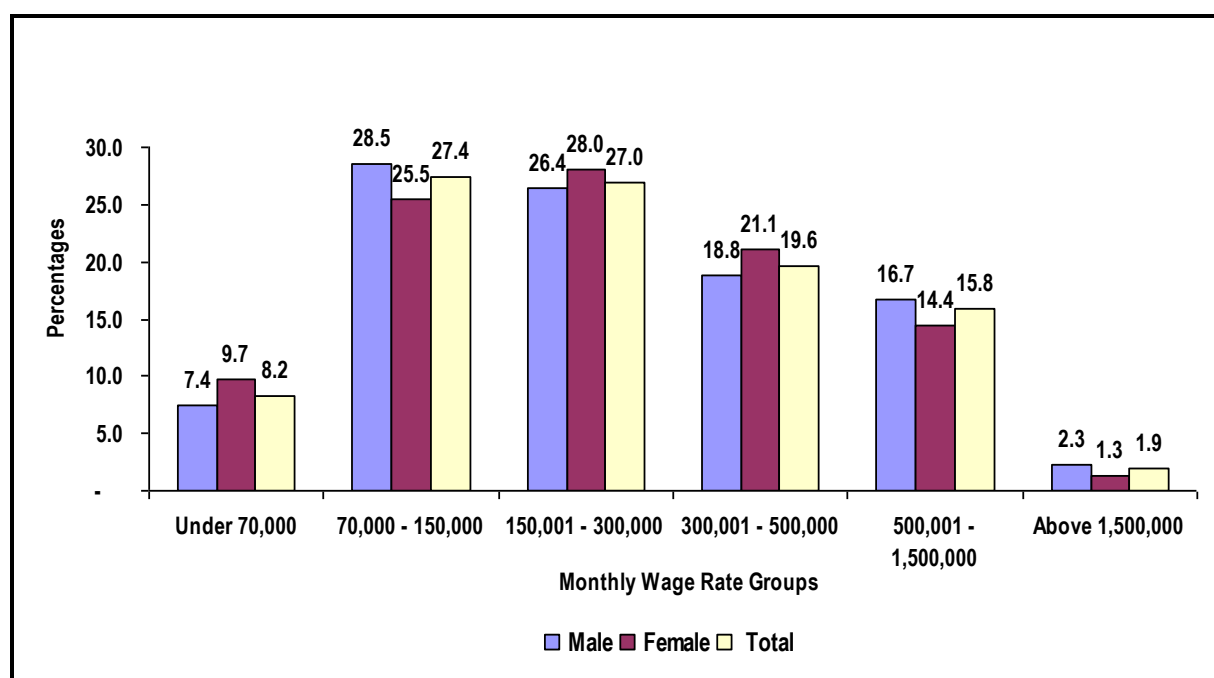
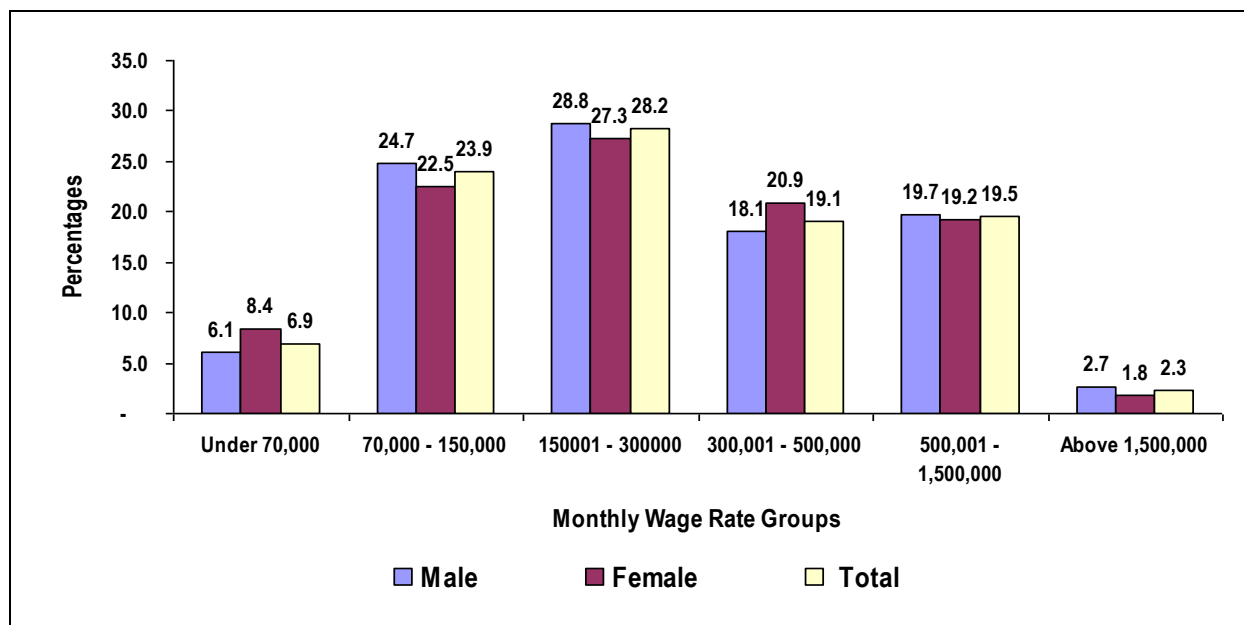


Figure 3.6: Percentage Distribution of Adult Citizens by Sex and Wage Rate Group, 2011



Figures 3.6 and 3.7 show that, in 2011, majority (28.2 percent) of the employees of both sex earned monthly wage rate group of Tshs. 150,001-TShs. 300,000 while in 2010, majority (27.4 percent) of employees earned monthly wage rate group of Tshs. 70,000-TShs.150,000. The lowest proportion of adult citizen employees who earned monthly wage rate group above Tshs. 1,500,000 increased to 2.3 percent in 2011 from 1.9 percent in 2010.

The majority of female employees (28.0 percent in 2010 and 27.3 percent in 2011) earned monthly wage rate group of Tshs. 150,001-TShs. 300,000. On the other hand, majority (28.5 percent) of the male employees earned monthly wage rate group of Tshs. 70,000-TShs.150,000 in 2010 and 28.8 percent earned monthly wage rate group of Tshs. 150,001-TShs. 300,000 in 2011.

3.5 Monthly Wage Rate Groups by Major Sector and Sex

This section presents percentage distribution of the adult citizen employees by monthly wage rate groups, major sectors and sex. It attempts to examine the difference of employees' payments in two sectors with regards to sex.

Table 3.1: Percentage Distribution of Adult Citizens by Wage Rate Group, Sector and Sex, 2010 and 2011

Sector	Wage Group	2010			2011		
		Male	Female	Total	Male	Female	Total
Private	Under 70,000	7.8	5.8	13.6	6.5	4.9	11.4
	70,000-150,000	28.1	14.1	42.2	26.1	13.3	39.4
	150,001- 300,000	13.8	6.6	20.3	14.9	7.0	21.9
	300,001-500,000	7.8	3.9	11.7	8.2	4.7	12.9
	500,001-1,500,000	7.4	3.2	10.6	8.5	4.0	12.5
	Above 1,500,000	1.2	0.4	1.6	1.4	0.5	1.9
	Total	66.1	33.9	100.0	65.6	34.4	100.0
Public	Under 70,000	0.5	0.4	0.9	0.6	0.6	1.2
	70,000-150,000	4.3	2.8	7.1	2.7	1.5	4.2
	150,001- 300,000	20.8	15.3	36.0	22.9	13.5	36.3
	300,001-500,000	17.6	13.0	30.6	15.8	11.2	26.9
	500,001-1,500,000	14.9	8.1	23.0	17.8	10.6	28.4
	Above 1,500,000	1.8	0.6	2.4	2.1	0.8	2.9
	Total	59.8	40.2	100.0	61.9	38.1	100.0

Table 3.1 shows that, within the private sector, the highest proportions of male employees (26.1 percent) and female employees (13.3 percent) earned monthly wage rate between Tshs. 70,000-TShs. 150,000 in 2011. This proportion has dropped from 28.1 percent of male employees and 14.1 percent of female employees who earned the same monthly wage rate in 2010.

The findings further show that, the proportion of total employees earned between Tshs. 150,001 to Tshs. 300,000, almost remained the same with 36.3 percent in 2011 and 36.0 percent in 2010. On the other hand, the highest proportion of male employees earned monthly wage between Tshs. 150,001 and Tshs. 300,000 which has also increased to 22.9 percent in 2011 from 20.8 percent in 2010.

However, the situation was different to female employees, whereby the proportion of female employees who earned monthly wage between Tshs. 150,001 and Tshs. 300,000 dropped to 13.5 percent in 2011 from 15.3 percent in 2010.

3.6 Monthly Wage Rate Groups by Industry

Analysis in this section focuses on the distribution of adult citizen employees by monthly wage rate groups and the selected industries which are; Agriculture, Forestry and Fishing, Mining and Quarrying, Manufacturing, Financial and Insurance activities, Public Administration and Compulsory Social security, Education and Human Health and Social Work activities.

Table 3.2: Percentage Distribution of Adult Citizens by Monthly Wage Rate Group and Industry, 2010

Industry	Under 70,000	70,000 - 150,000	150,001- 300,000	300,001- 500,000	500,001- 1,500,000	Above 1,500,000	Total
Agriculture, forestry and fishing	12.5	52.2	16.4	8.7	9.5	0.7	100.0
Mining and quarrying	1.0	11.5	16.3	26.5	40.6	4.1	100.0
Manufacturing	10.6	49.2	22.6	8.5	7.9	1.2	100.0
Financial and insurance activities	1.0	5.9	7.8	22.6	47.2	15.4	100.0
Public administration and compulsory social security	0.6	7.6	38.0	30.1	21.8	2.0	100.0
Education	1.3	9.9	37.2	32.3	17.6	1.7	100.0
Human health and social work activities	4.9	18.9	28.8	24.9	20.3	2.1	100.0
Total	4.0	20.4	31.1	24.1	18.2	2.1	100.0

Table 3.2 shows that, in 2010, the majority of adult citizens employed in Financial and Insurance industry earned higher monthly wage rate group above Tshs. 300,001 amounting to 85.2 percent, followed by Mining and Quarrying industry with 71.2 percent and Public Administration and Compulsory Social security ranked the third with 53.9 percent.

However, Manufacturing industry had the highest proportion (82.4 percent) of adult citizen employees earning monthly wage rate below Tshs. 300,001 followed by Agriculture, Forestry and Fishing with 81.1 percent.

Table 3.3: Distribution of Adult Citizens by Monthly Wage Rate Group and Industry, 2011

Industry	Under 70,000	70,000 - 150,000	150,001- 300,000	300,001- 500,000	500,001- 1,500,000	Above 1,500,000	Total
Agriculture, forestry and fishing	12.1	47.0	19.1	8.6	12.5	0.7	100.0
Mining and quarrying	3.2	7.8	21.4	27.5	36.4	3.7	100.0
Manufacturing	11.0	44.0	24.8	10.2	8.8	1.2	100.0
Financial and insurance activities	1.4	2.9	9.7	14.1	53.4	18.5	100.0
Public administration and compulsory social security	1.0	4.8	41.8	27.0	23.6	1.9	100.0
Education	1.6	7.3	30.5	28.3	29.5	2.8	100.0
Human health and social work activities	4.3	13.1	27.1	27.3	25.7	2.4	100.0
Total	3.9	15.4	32.3	22.8	23.0	2.6	100.0

Table 3.3 shows similar pattern of the findings in 2011 as observed in the previous Table 3.2 above whereby, Financial and Insurance activities had the largest proportion (86.0 percent), followed by Mining and Quarrying industry with 67.6 percent of the employees earning monthly wage rate above Tshs. 300,000.

However, Manufacturing industry had the highest proportion (79.8 percent) of the adult citizen employees earning monthly wage rate below Tshs. 300,001 followed by Agriculture, Forestry and Fishing with 78.2 percent.

3.7 Distribution of Total Wage

This section analyses the distribution of number of regular employees and the percentage share of total wage by wage group.

Table 3.4 Percentage distribution of Regular employees and Total Wage

Wage groups (TZS)	Employees		Share of Total Wage	
	2010	2011	2010	2011
Under 70,000	0.6	0.7	0.1	0.1
70,000-150,000	16.7	16.5	4.5	4.2
150,001-300,000	32.0	29.3	18.6	15.6
300,001-500,000	29.3	25.9	29.3	24.0
500,001-900,000	15.0	19.1	24.7	29.5
900,001-1,200,000	2.0	3.3	5.0	7.9
1,200,001-1,500,000	2.3	3.1	7.7	9.3
1,500,000+	2.2	2.2	9.9	9.3
Total	100.0	100.0	100.0	100.0

Table 3.4 shows remuneration improvement for persons working in the formal sector in Tanzania Mainland. A shift from lower pay to higher pay is noticed by slight decrease of proportion of employees earning below TZS 150,000 a month at 17.2% in 2011 from 17.3% in 2010. The proportion of employee's earned between TZS 150,000 and TZS 500,000 has also decreased to 55.1% in 2011 from 61.3% in 2010 of the total employees.

On the other hand, the proportion of employee's wage between TZS 500,000 and TZS 900,000 has increased to 19.1% in 2011 from 17.0% in 2010, the same pattern is noticed for employees earning above TZS 900,000 with an increase of 8.5% in 2011 from 6.4% in 2010.

Concerning the income distribution among employees in Tanzania, results show that the proportion of total income received by employees earning under TZS 70,000 per month has decreased to 4.3% in 2011 from 4.6% in 2010. In addition, the proportion of total income of middle class employees earning between TZS 150,000 and TZS 500,000 has also decreased to 39.6% in 2011 from 48.0% in 2010.

Conversely, the proportion of total income earned by employees over TZS 900,000 a month has increased to 26.6% in 2011 from 22.7% in 2010. This indicates that the income gap in the formal sector is widening over time.

3.8 Monthly Wages Rate Group by Region

Analysis in this section focuses on the distribution of adult citizen employees among the three monthly wage rate groups in the 21 regions across the reference years.

Table 3.5: Percentage Distribution of Adult Citizens by Wage Group and Region, 2010 and 2011

Region Name	Under 70,000		70,000 - 150,000		150,001- 300,000		300,001- 500,000		500,001- 1,500,000		Above 1,500,000		Total	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
Dodoma	6.4	4.6	17.9	14.3	34.9	30.0	21.9	22.9	17.9	26.2	1.0	2.0	100	100
Arusha	4.2	4.0	33.1	34.1	31.4	30.6	17.2	17.1	12.6	12.7	1.6	1.6	100	100
Kilimanjaro	7.5	6.5	25.8	21.0	23.4	25.7	22.2	22.9	19.4	21.7	1.7	2.2	100	100
Tanga	6.3	5.4	27.1	22.5	28.2	27.1	22.4	17.7	15.0	25.6	0.8	1.7	100	100
Morogoro	4.7	2.3	39.0	25.9	22.7	27.4	17.9	24.1	14.4	18.5	1.3	1.7	100	100
Pwani	13.0	14.0	18.9	18.2	30.9	31.1	19.0	18.8	16.9	16.9	1.3	1.1	100	100
Dar es Salaam	10.2	6.6	31.0	30.6	22.5	25.9	15.4	15.3	17.2	17.6	3.7	4.0	100	100
Lindi	5.3	5.1	13.2	13.1	29.7	33.1	29.6	28.2	21.3	19.6	0.9	0.9	100	100
Mtwara	14.7	12.6	13.5	14.7	27.2	28.0	23.2	23.1	19.3	19.5	2.1	2.1	100	100
Ruvuma	8.6	20.4	28.7	20.1	30.7	24.1	18.7	19.0	12.9	15.8	0.5	0.7	100	100
Iringa	6.9	7.3	22.7	15.7	34.3	29.7	21.4	25.8	13.9	20.4	0.7	1.0	100	100
Mbeya	8.3	11.7	23.1	17.2	30.4	24.8	23.1	18.9	13.9	26.2	1.1	1.1	100	100
Singida	12.3	12.9	21.5	17.4	31.8	35.8	20.4	16.3	13.5	16.6	0.6	0.9	100	100
Tabora	5.1	3.2	13.2	10.1	33.6	38.3	26.5	22.1	20.7	25.4	0.9	1.0	100	100
Rukwa	9.6	10.3	15.9	15.5	28.1	32.9	28.7	21.5	17.0	18.6	0.6	1.1	100	100
Kigoma	8.0	6.8	16.1	18.4	31.4	32.3	31.8	19.4	11.9	22.5	0.8	0.6	100	100
Shinyanga	7.9	8.2	16.0	10.3	34.3	34.4	23.5	23.8	17.3	22.6	0.9	0.7	100	100
Kagera	5.2	5.1	24.2	17.7	31.3	35.0	22.8	19.6	15.7	21.6	0.8	1.1	100	100
Mwanza	8.1	4.9	37.7	27.7	23.5	26.4	15.9	21.4	13.8	17.3	1.0	2.3	100	100
Mara	8.1	7.7	13.4	12.8	34.0	31.3	33.4	19.5	10.4	27.5	0.8	1.2	100	100
Manyara	12.3	6.1	16.8	16.3	30.5	33.9	24.8	23.6	14.3	18.1	1.3	2.0	100	100

Table 3.5 shows that, the highest proportion of adult citizen employees earning monthly wages above Tshs. 1,500,000 was in Dar es salaam region which had 3.7 percent in 2010 and 4.0 percent in 2011 followed by Mwanza region in which the proportion of adult citizen employees earning monthly wages above Tshs. 1,500,000 increased from 1.0 percent in 2010 to 2.3 percent in 2011.

In addition, the highest proportion of adult citizen employees earning monthly wages below Tshs. 70,000 was in Ruvuma region with 8.6 percent in 2010 and 20.4 percent in 2011 followed by Pwani region with 13.0 percent in 2010 and 14.0 percent in 2011.

CHAPTER FOUR

CASH EARNINGS PROFILE

4.0 Introduction

Cash Earnings refer to the remuneration in cash paid to employees and is 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.

4.1 Annual Cash Earnings by Sector

Earnings of employees in private and public sectors are very crucial in determining the level and standard of living as well as family well being for different categories.

Table 4.1: Total Annual Cash Earnings (Tshs. Million) by Sector, 2010 and 2011

Sector	2010	2011
Private	2,516,735	3,153,255
Public	2,639,143	3,820,806
Total	5,155,878	6,974,061

Table 4.1 shows that, the total annual cash earnings increased from Tshs. 5,155,878 in 2010 to Tshs. 6,974,061 million in 2011, an increase of about 35 percent. The proportion of average annual cash earnings to the total employment has also increased from Tshs. 4.0 million in 2010 to Tshs. 5.1 million in 2011. This indicates an improvement in the welfare of employees.

The results reveal that in 2011, the public sector had higher annual cash earnings of Tshs. 3,820,806 million compared to Tshs. 3,153,255 millions in the private sector. Similar pattern was also in 2010 where the total annual cash earning in the public sector was Tshs. 2,639,143 million while that of the private sector was Tshs. 2,516,735 million.

4.2 Monthly Average Earnings by Sector and Sex

Data was collected on cash earnings and analyzed in relation to sector of employment and sex to determine the economic impact and labour market demand per month for both males and females in the respective years.

Table 4.2: Monthly Average Earnings (Tshs) by Sector and Sex, 2010 and 2011

Sector	2010			2011		
	Male	Female	Overall	Male	Female	Overall
Private	331,067	252,360	307,850	324,946	254,065	317,089
Public	658,710	478,559	623,792	667,121	550,912	638,486
Overall	380,969	288,030	355,208	379,775	302,489	368,589

Table 4.2 shows that, overall monthly average cash earnings have increased from Tshs. 355,208 in 2010 to Tshs. 368,589 in 2011. This represents a 4 percent increase of the total monthly average earnings between 2010 and 2011.

There was a big difference of monthly average cash earnings between public and private sectors in 2010 and 2011. In 2011, the public sector employees earned almost twice as much (Tshs. 638,486) than the private sector employees (Tshs. 317,089). This is similar to what has been observed in the 2010 monthly average cash earnings.

Furthermore, the results show that on average, female employees earned less monthly average cash earnings than their male counterparts in both private and public sector. In 2011, monthly average cash earning for females was Tshs. 302,489 compared to Tshs. 379,775 for males.

4.3 Annual Cash Earnings by Sector

This section analyses the findings of annual cash earnings by sector of employment which are Central and Local Government, Private Profit Making Institutions, Private Non- Profit Making Institutions, Cooperatives and Parastatal Organizations.

Figure 4.1: Percentage Distribution of Annual Cash Earnings by Sector, 2010 – 2011

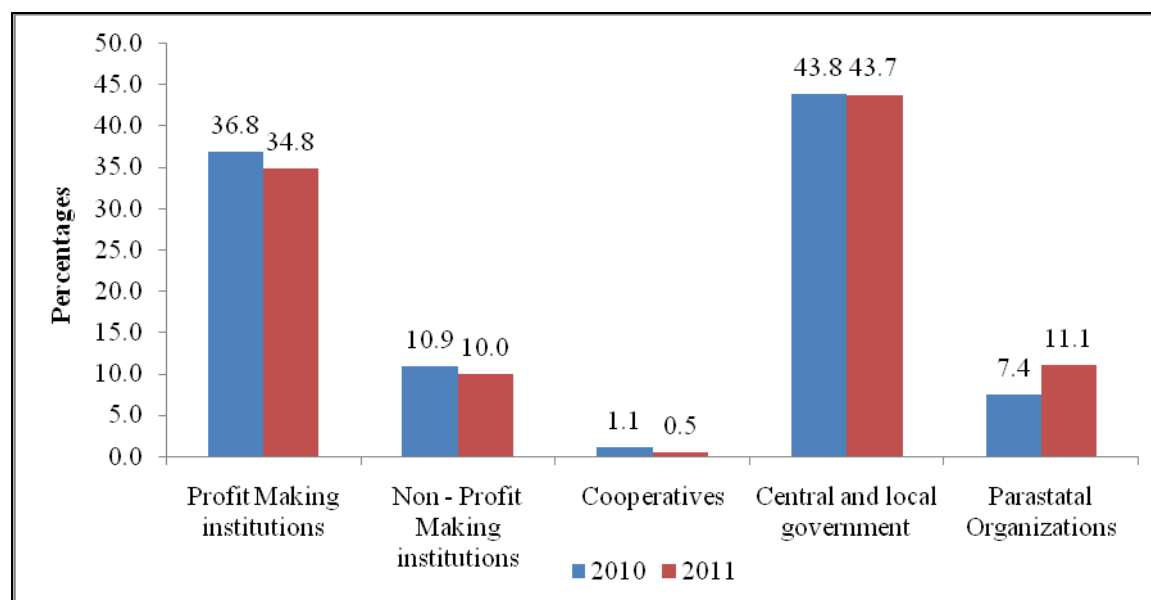


Figure 4.1 shows that, Central and Local Government had the highest annual cash earnings compared to other sectors with 43.8 percent and 43.7 percent of the total annual cash earnings in 2010 and 2011 respectively. Private Profit Making Institutions sector was the second in terms of annual cash earnings with 36.8 percent in 2010 and 34.8 percent in 2011. Cooperatives accounted for the lowest total annual cash earnings with 1.1 percent in 2010 and 0.5 percent in 2011.

4.4 Annual Cash Earnings by Terms of Employment

Cash earnings by terms of employment in this survey refer to the earnings of both regular and casual employees. Information obtained in these two categories highlight the earning differences.

Table 4.3: Total Annual Cash Earnings (Tshs. Million) by Sector and Terms of Employment, 2010 and 2011

Sector	Regular Employees		Casual Employees	
	2010	2011	2010	2011
Private Sector				
Profit Making Institutions	1,619,111	1,792,193	277,951	201,200
Non-profit Making Institutions	549,682	678,011	12,393	11,958
Cooperatives	56,385	36,146	1,213	2,016
Sub Total	2,225,178	2,506,350	291,557	215,173
Public Sector				
Central and Local Government	2,175,233	2,642,523	82,504	19,839
Parastatal Organizations	368,363	467,400	13,043	8,317
Sub Total	2,543,596	3,109,923	95,547	28,156
Total	4,768,774	5,616,274	387,104	243,330

Table 4.3 shows that, Central and Local Government had the highest annual cash earnings for the regular employees with Tshs. 4,768,774 million in 2005 and Tshs. 5,616,274 million in 2011. Private Profit Making Institutions ranked the second with annual cash earnings of Tshs. 1,619,111 million in 2010 and Tshs. 1,792,193 million in 2011.

However, for casual employees, Private Profit Making Institutions had the highest annual cash earnings of Tshs. 277,951 million in 2010 and Tshs. 201,200 million in 2011 followed by the Central and Local Government with Tshs. 82,504 million in 2010 and Tshs. 19,839 million in 2011.

4.5 Annual Cash Earnings by Sex of Employees

Earnings by sex of employees provide more interesting information when aggregated by sector. Analysis by sex also enlarges the understanding of different groups and provides focus on the type of workers under the study.

Table 4.4: Percentage Distribution of Annual Cash Earnings of Adult Citizens by Sector and Sex, 2010 and 2011

Sector	2010			2011		
	Male	Female	Total	Male	Female	Total
Private Sector						
Private Profit Making Institutions	32.3	16.9	49.3	31	9.9	40.9
Private Non-profit Making Institutions	4.4	3.5	7.9	6.0	4.4	10.4
Cooperatives	0.7	0.2	0.8	0.4	0.2	0.6
Sub total	37.4	20.6	58.0	37.4	14.5	51.9
Public Sector						
Central and Local Government	15.1	6.2	21.3	26.2	14.7	40.9
Parastatal Organizations	13.1	7.7	20.7	4.6	2.6	7.2
Sub total	28.2	13.9	42.0	30.8	17.3	48.1
Total	65.5	34.5	100.0	68.2	31.8	100.0
Annual Cash Earnings	4,626,290	2,433,381	7,059,671	4,502,805	2,097,618	6,600,424

Table 4.4 shows a decrease in the pattern of annual cash earnings for the adult citizens for both males and females in 2010 and 2011. Annual cash earnings for male adult citizens increased from 65.5 percent in 2010 to 68.2 percent of the total annual cash earnings in 2011 and for female adult citizens, the annual cash earnings decreased from 34.5 percent in 2010 to 31.8 percent in 2011.

The annual cash earnings for the Parastatal Organizations decreased much for male adult citizens from 13.1 percent in 2010 to 4.6 percent in 2011. Also, annual cash earnings for female adult citizens in Parastatal Organizations decreased from 7.7 percent in 2010 to 2.6 percent in 2011.

4.6 Total Annual Cash Earnings by Industry

The total annual cash earnings by industry provide information on the total earnings of both regular and casual employees and their industries.

Table 4.5: Total Annual Cash Earnings (Tshs. Million) of All Employees by Industry, 2010 and 2011

Industry	2010	2011
Agriculture, forestry and fishing	311,015	184,847
Mining and quarrying	54,250	56,080
Manufacturing	544,934	683,236
Electricity, gas, steam and air conditioning supply	120,352	311,817
Water supply; sewerage, waste management and remediation act	20,668	36,239
Construction	96,531	78,623
Wholesale and retail trade; repair of motor vehicles and motorcyle	293,984	677,003
Transportation and storage	274,423	243,730
Accommodation and food service activities	207,941	214,445
Information and communication	39,823	137,722
Financial and insurance activities	231,543	386,200
Real estate activities	39,160	6,279
Professional, scientific and technical activities	37,160	93,997
Administrative and support service activities	21,847	93,783
Public administration and defence; compulsory social security	1,466,730	1,839,556
Education	809,386	1,030,544
Human health and social work activities	391,775	688,123
Arts, entertainment and recreation	4,272	22,367
Other service activities	190,085	189,469
Total	5,155,878	6,974,061

Table 4.5 shows that, the highest total annual cash earnings was in the Public Administration and Defence; Compulsory Social Security employees with Tshs. 1,466,730 million in 2010 and Tshs. 1,839,556 million in 2011 followed by Education with Tshs. 809,386 million in 2010 and Tshs. 1,030,544 million in 2011 while Arts, Entertainment and Recreation industry had the lowest cash earnings of Tshs. 4,272 million in 2010 and Tshs. 22,367 million in 2011.

Furthermore, results show that across the industries, the total annual cash earnings of all employees in 2011 ranged from Tshs. 22,367 million in the Arts, Entertainment and Recreation industry to Tshs. 1,839,556 million in the Public Administration and Defence; Compulsory Social Security.

Also in 2010, the lowest and highest annual cash earnings were recorded in the same industries as in 2011.

4.7 Annual Cash Earnings by Industry and Terms of Employment

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

Table 4.6: Percentage Distribution of Annual Cash Earnings of All Employees by Industry and Terms of Employment, 2010 and 2011

Industry	Regular Employees		Casual Employees	
	2010	2011	2010	2011
Agriculture, forestry and fishing	4.5	2.6	25.4	18.9
Manufacturing	8.9	8.3	30.6	38.7
Construction	1.5	1.4	5.9	5.6
Wholesale and retail trade; repair of motor vehicles and motorcycle	5.7	5.6	5.4	9.5
Transportation and storage	5.4	3.0	3.8	1.0
Accommodation and food service activities	4.2	3.6	2.6	7.1
Financial and insurance activities	4.9	6.1	0.1	0.1
Public administration and defence; compulsory social security	29.4	31.7	16.8	4.7
Education	16.8	17.2	1.8	2.5
Human health and social work activities	8.0	8.2	2.6	1.0
Other service activities	10.7	12.2	5.0	10.9
Total	100.0	100.0	100.0	100.0
Total Annual Cash Earnings (TShs. million)	4,768,774	5,616,274	387,104	243,330

Table 4.6 shows that, among casual employees, the majority (30.6 percent) were employed in the Manufacturing industry in 2010 and 38.7 percent in 2011 followed by Agriculture, Forestry and Fishing with 25.4 percent in 2010 and 18.9 percent in 2011. However, the majority of regular employees were employed in the Public Administration and Defence, Compulsory Social Security at 29.4 percent in 2010 and 31.7 percent in 2011. The remaining industries had less than 5 percent share within the industries for both casual and regular employees in 2010 and 2011.

CHAPTER FIVE

ANNUAL WAGE BILL PROFILE

5.0 Introduction

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

Among the most pressing challenges to policy makers, employers and workers' organizations is the wage inequality. This chapter provides planners with some practical guidance on gross cash earnings and free rations in the total annual wage bills for 2010 and 2011. The results can be used as evidence based indicators for policy formulation and amendments. The analysis also focuses on the distribution of wage bill by sectors of employment, industries, terms of employment and by region.

5.1 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 particular sector over the same reference period to realize the real impact of changes in the annual wage bill observed from 2010 to 2011.

Figure 5.1 Distribution of Annual Wage Bill (Tshs. Million) by Major Sector, 2010 – 2011

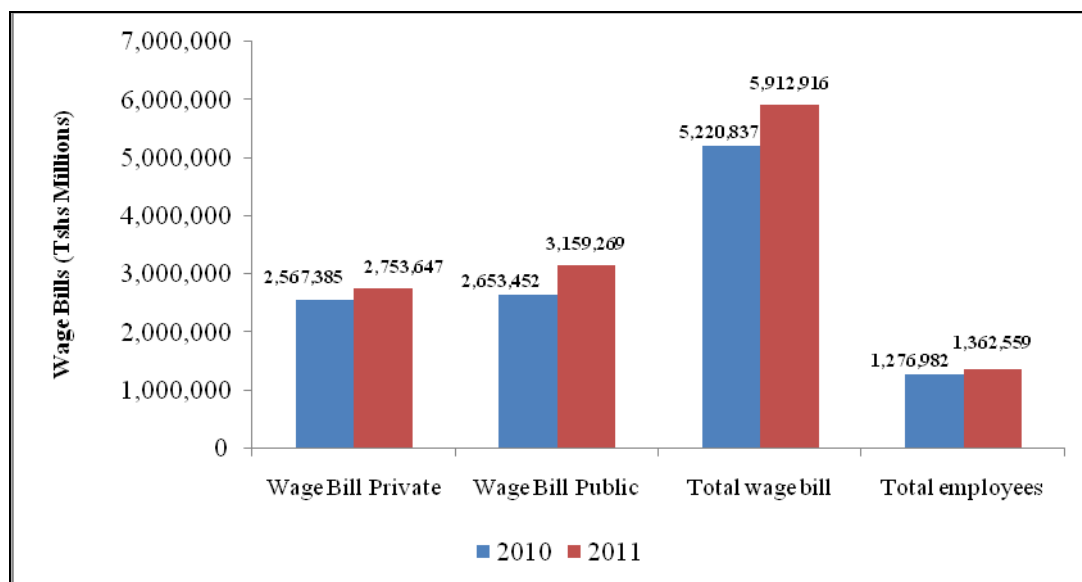


Figure 5.1 shows that, the total annual wage bill has increased to Tshs. 5,912,916 million in 2011 from Tshs. 5,220,837 million in 2010 equivalent to an increase of about 13 percent of the annual wage bill in 2011 when compared with the total annual wage bill recorded in 2010. At the same time, the total number of employees increased to 1,362,559 in 2011 from 1,276,982 in 2010, an increase of about 7 percent. Basing on those evidence based indicators, the percentage increase of the annual wage bill from 2010 to 2011 was almost twice as much as the increase in the level of employment over the same interval, suggesting that, the living standard of employees improved in 2011 compared to 2010.

Furthermore, employees in the public sector had a higher annual wage bill as compared to employees in the private sector for both 2010 and 2011. There was an increasing pattern of the annual wage bill in both sectors with public sector showing a higher rate of increase than the private sector from 2010 to 2011.

5.2 Annual Wage Bill by Cash Earnings and Free Ration

This section highlights the components of annual wage bill and their contributions to the change in the total annual wage bill from 2010 to 2011. Table 5.1 below shows that, the annual cash earnings and free rations were the two components of the wage bill. Cash earnings have been a major drive for changes noted in the annual wage bill from 2010 to 2011 when compared to free rations.

Table 5.1 Annual Wage Bill by Category and Sector, 2010 and 2011

Sector	2010				2011			
	Cash Earnings	Free Rations	Wage Bill	% of Free Ration	Cash Earnings	Free Rations	Wage Bill	% of Free Ration
Private Sector								
Profit Making Institutions	1,619,111	26,894	1,923,956	0.5	1,792,193	27,425	2,020,818	0.5
Non-profit Making Institutions	549,682	23,701	585,776	0.5	678,011	4,414	694,383	0.1
Cooperatives	56,385	54	57,653	0.0	36,146	284	38,446	0.0
Sub Total	2,225,178	50,649	2,567,385	1.0	2,506,350	32,123	2,753,647	0.6
Public Sector								
Central and Local Government	2,175,233	13,537	2,271,273	0.3	2,642,523	19,535	2,681,898	0.3
Parastatal Organizations	368,363	773	382,179	0.0	467,400	1,654	477,372	0.0
Sub Total	2,543,596	14,310	2,653,452	0.3	3,109,923	21,189	3,159,270	0.3
Grand Total	4,768,774	64,959	5,220,837	1.3	5,616,273	53,312	5,912,917	0.9

Annual cash earnings in 2011 increased from Tshs. 4,768,774 million in 2010 to Tshs. 5,616,274 million in 2011, an increase of about 18 percent. Annual free rations dropped from Tshs. 64,959 million in 2010 to Tshs. 53,312 million in 2011, a decrease of about twice as much (-18 percent) when compared to the annual cash earnings. As a result, a large proportion of the annual wage bill increase noted in 2011 was caused by an increase in the annual cash earnings.

The results further show that, employers had slightly increased the cash earnings to their employees and at the same time decreased substantially free rations to employees as shown in Table 5.1. The proportion of free ration to the total annual wage bill decreased to 0.9 percent in 2011 from 1.2 percent in 2010. This implies that, the employees' free ration benefits decreased in 2011 compared to the year 2010. There is therefore a need for an appropriate policy and well coordinated Trade Unions to address a more stable wage share and benefits over time.

5.3 Annual Wage Bill by Industry

This section presents the findings on the annual wage bill by industry.

Table 5.2: Percentage Distribution of Annual Wage Bill (Tshs. Million) by Industry 2010 and 2011

Industry	2010	2011
Agriculture, forestry and fishing	6.0	3.3
Mining and quarrying	1.0	0.9
Manufacturing	10.6	9.5
Electricity, gas, steam and air conditioning supply	2.3	1.4
Water supply; sewerage, waste management and remediation act	0.4	0.6
Construction	1.9	1.6
Wholesale and retail trade; repair of motor vehicles and motorcycle	5.8	5.9
Transportation and storage	5.3	3.0
Accommodation and food service activities	4.1	3.8
Information and communication	0.8	2.1
Financial and insurance activities	4.5	5.9
Real estate activities	0.8	0.2
Professional, scientific and technical activities	0.7	1.6
Administrative and support service activities	0.4	1.6
Public administration and defense; compulsory social security	28.3	30.6
Education	15.8	16.5
Human health and social work activities	7.5	7.9
Arts, entertainment and recreation	0.1	0.3
Other service activities	3.8	3.3
Total	100.0	100.0

The results shown in Table 5.2 reveal that, the Public Administration and Defence; Compulsory Social Security industry recorded the highest share (30.6 percent) of the total annual wage bill in 2011. The second and third industries in ranking were Education and Manufacturing with 16.5 percent and 9.5 percent respectively. Employees working in other industries had low payment of annual wage bill of less than 5 percent except Human Health and Social Work activities (7.9 percent), Financial and Insurance activities and; Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycle industries with 5.9 percent each. The similar pattern was also observed in 2010.

5.4 Annual Wage Bill by Category of Employment

This section provides information on treatment to the regular and casual employees with regards to the wage bill payments.

Figure 5.2: Distribution of Annual Wage Bill (Tshs. Million) by Category of Employment 2010- 2011

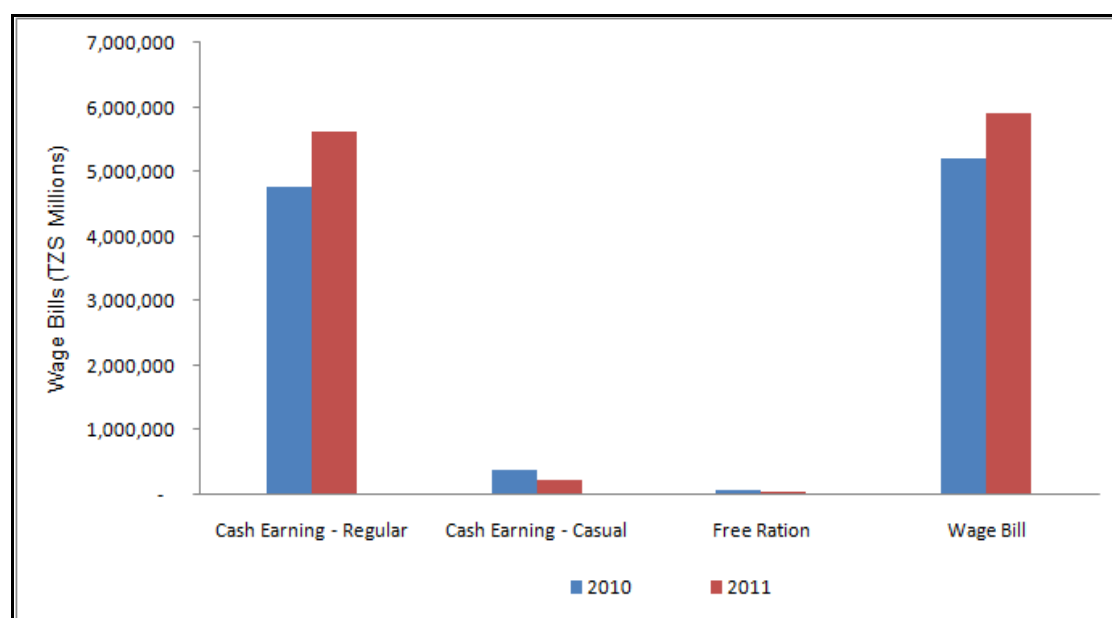
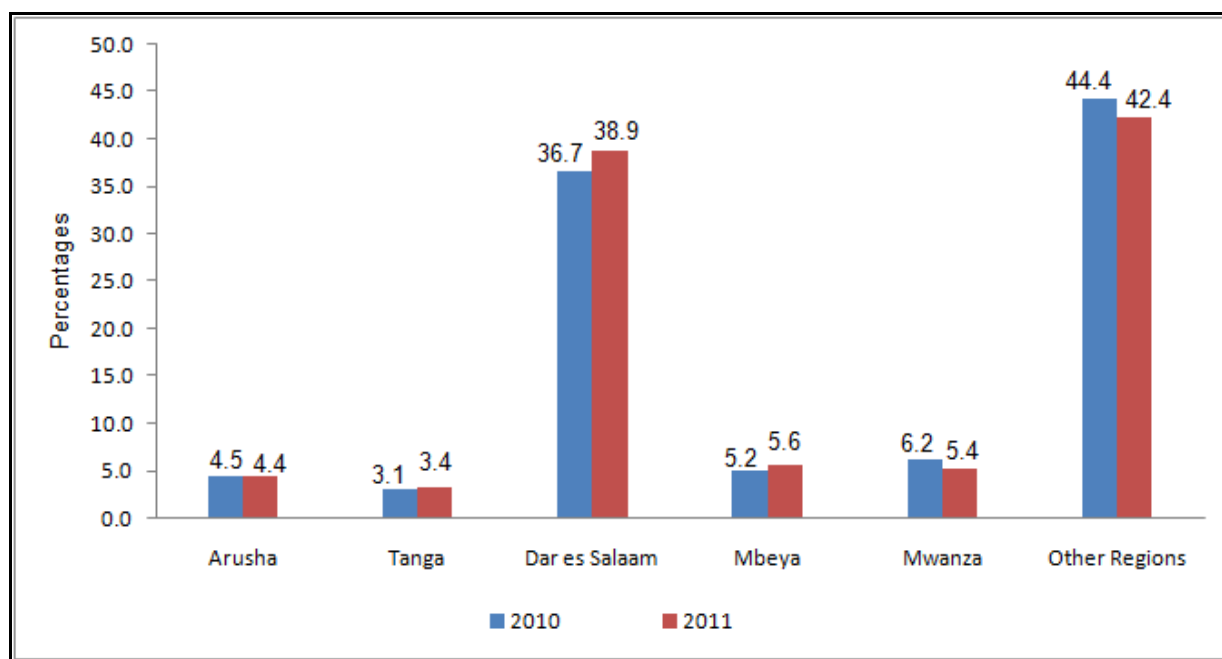


Figure 5.2 shows that, cash earnings for regular employees were higher than those of the casual workers for both 2010 and 2011. In addition, the cash earnings for the regular employees increased from 2010 to 2011 unlike those of the casual workers. The higher total annual wage bill observed in 2011 was more due to an increase in total cash earnings for regular employees than that of casual employees. This is a clear indication that, the demand for casual workers in the economy has decreased and has been replaced by a demand for more skilled and professional workers who are mostly regular employees.

5.5 Annual Wage Bill by Region

Analysis on the distribution of annual wage bill by region focuses mainly on the following regions; Arusha, Tanga, Dar es Salaam, Mbeya and Mwanza. The remaining regions as shown in Figure 5.3 are grouped together as other regions.

Figure 5.3: Percentage Distribution of Annual Wage Bill by Region, 2010 – 2011



The results show that, Dar es Salaam region had the highest proportion of the total annual wage bill in both 2010 and 2011 as compared to all other regions. Furthermore, its proportion of the total annual wage bill increased to 38.9 percent in 2011 from 36.7 percent in 2010. The highest proportion of the annual wage bill observed in Dar es Salaam was a result of various factors such as the largest number of establishments existing in the region which employs the largest number of employees. Also, Dar es Salaam region has the largest commercial center in Tanzania and its contribution to the growth of the economy and welfare of the employees is noticeable.

The second and third regions with higher proportion of the annual wage bill in 2011 are Mbeya and Mwanza with 5.6 percent and 5.4 percent respectively. Tanga region had the lowest proportion of the total annual wage bill of 3.4 percent in 2011 compared to other major regions.

CHAPTER SIX

NEW WORKERS RECRUITED

6.0 Introduction

Analysis in this chapter presents information on the number of new workers recruited in all formal establishments by industry, region, sex, occupation, level of education, citizenship, starting salary, sector and status of employment in 2010 and 2011. During the survey period, employers were asked to state the number of new employees recruited in their institutions during the last 12 months (from 1st July of previous year to 30th June of current year).

6.1 New Workers Recruited by Occupation and Sex

This section provides an insight on the distribution of males and females workers recruited by occupational title.

Table 6.1: Number of New Workers Recruited by Occupation and Sex, 2010 and 2011

Occupation	2010			2011		
	Male	Female	Total	Male	Female	Total
Legislators, Administrators and Managers	747	491	1,239	532	255	787
Professionals	6,086	4,184	10,270	4,015	1,915	5,931
Technicians and Associate professionals	9,060	9,189	18,249	9,792	8,884	18,676
Clerks	2,344	2,737	5,081	1,223	5,204	6,427
Service workers and Shop sales workers	3,321	2,619	5,940	3,148	5,079	8,227
Skilled agricultural and Fishery workers	175	47	222	708	85	793
Craft and related workers	1,301	279	1,581	783	155	938
Plant and machine operators and assemblers	3,047	2,430	5,477	2,400	991	3,391
Elementary occupations	3,249	2,134	5,383	1,294	1,173	2,467
Total	29,332	24,110	53,442	23,896	23,741	47,637

Table 6.1 shows that, there was a slight downward pattern on the number of new workers recruited that decreased to 47,637 in 2011 from 53,442 in 2010. In 2011 the results reveal that, the largest number of new workers recruited were Technicians and Associate Professionals (18,676), followed by Service Workers and Shop Sales Workers (8,227) and Clerks (6,427) while Legislators, Administrators and Managers was an occupation group with the smallest number of newly recruited workers (787).

Majority of the newly recruited workers in 2010 were Technicians and Associate Professionals (18,249), followed by Professionals (10,270) and Service workers and Shop Sales workers (5,940)

while Skilled Agricultural and Fishery workers is an occupational group with the smallest number of the newly recruited workers (222).

Furthermore, analysis shows that, despite the increasing number of recruited Technicians and Associate Professionals, the number of female workers decreased to 8,884 in 2011 from 9,189 who were recruited in 2010.

Across all occupations, the number of female workers recruited in the Clerks and Service workers and Shop Sales workers showed the highest increase compared to other occupations with 5,204 and 5,079 in 2011 from 2,737 and 2,619 in 2010 respectively.

6.2 New Workers Recruited by Level of Education

Analysis in this section shows the percentage distribution of the number of new workers recruited by occupational title and level of education.

Table 6.2: Percentage Distribution of New Workers Recruited by Occupation and Level of Education 2010 - 2011

Occupation	2010								2011							
	Tertiary University	Tertiary Non University	Teacher Education/college	Vocational Education	Secondary: A-level	Secondary: O-level	Primary Education	Total	Tertiary University	Tertiary Non University	Teacher Education/college	Vocational Education	Secondary: A-level	Secondary: O-level	Primary Education	Total
Legislators, Administrators and Managers	31.3	6.6	1.7	1.8	2.5	34.6	21.4	100	31.7	9.7	10.6	7.9	2.9	15.5	21.6	100
Professionals	60.7	9.0	4.5	21.0	1.6	2.4	0.8	100	87.3	5.4	2.5	1.0	1.4	0.9	1.4	100
Technicians and Associate Professionals	10.1	19.9	48.3	4.6	3.7	12.6	0.9	100	8.6	18.7	45.1	4.5	4.7	17.6	0.7	100
Clerks	5.6	13.9	10.9	13.5	17.2	27.4	11.6	100	7.3	5.0	5.6	5.8	7.6	65.5	3.1	100
Service Workers and Shop Sales Workers	0.3	6.2	3.9	9.8	8.0	36.5	35.3	100	3.7	1.2	5.0	9.4	2.7	42.7	35.3	100
Skilled Agricultural and Fishery Workers	6.8	7.6	0.0	3.1	19.3	50.6	12.5	100	0.4	0.4	0.0	8.5	13.2	13.4	64.1	100
Craft and Related Workers	5.8	1.7	5.1	56.3	1.9	16.7	12.6	100	4.7	0.4	1.1	18.5	4.2	24.7	46.5	100
Plant and Machine Operators and Assemblers	9.4	0.8	0.9	16.3	1.6	29.0	42.0	100	16.1	1.7	1.1	23.2	4.4	34.2	19.3	100
Elementary Occupations	12.2	2.6	0.1	1.4	2.9	12.3	68.6	100	0.5	1.4	7.4	2.4	6.6	34.0	47.7	100

Table 6.2 shows the percentage distribution of the number of workers recruited by their occupation and level of education. The results show that, about 30 percent of the recruited employees in the field of Legislators, Administrators and Managers were university degree holders.

The results also show that, the demand for professionals with university level of education increased to 87.3 percent in 2011 compared to 60.7 percent in 2010. This indicates that there was more absorption of qualified professionals into the labour market. As expected, most of the recruited employees in the Clerical works, Service Workers and Shop Sales Workers had Ordinary Level Secondary Education in 2010 and 2011.

The number of the recruited workers with Primary Level Education in elementary occupations decreased to 47.7 percent in 2011 from 68.6 percent in 2010. This implies that there was an increase in the demand for more educated and skilled persons in the labour market.

6.3: Number of Workers Recruited by Citizenship

In this section, analysis shows the distribution of the new workers recruited by occupation and citizenship.

Table 6.3: Number of New Workers Recruited by Occupation and Citizenship 2010 and 2011

Occupation	2010					2011				
	Tanzanian	Kenyan	Ugandan	Other	Total	Tanzanian	Kenyan	Ugandan	Other	Total
Legislators, Administrators and Managers	1,206	9	10	13	1,239	742	34	0	11	787
Professionals	7,808	221	91	2,150	10,270	5,773	39	2	116	5,931
Technicians and Associate professionals	17,767	317	2	162	18,249	18,533	45	0	98	18,676
Clerks	4,627	390	10	54	5,081	6,422	5	0	0	6,427
Service workers and Shop sales workers	5,911	7	19	4	5,940	8,164	33	30	0	8,227
Skilled agricultural and Fishery workers	206	0	16	0	222	793	0	0	0	793
Craft and related workers	1,581	0	0	0	1,581	915	0	0	23	938
Plant and machine operators and assemblers	5,448	28	0	1	5,477	3,378	7	0	5	3,391
Elementary occupations	5,343	0	7	33	5,383	2,467	0	0	0	2,467
Total	49,897	972	156	2,417	53,442	47,187	163	33	254	47,637

Table 6.3 shows the number of workers recruited by occupation and citizenship. It reveals that, the largest number of workers recruited in all occupational categories were Tanzanian citizens, with a total of 49,897 (93.4 percent) in 2010 and 47,187 (99.1) in 2011.

Analysis further shows that, the highest number of Tanzanian citizens were recruited in the occupation category of Technicians and Associate Professionals with 18,533 in 2011 and 17,767 in 2010 equivalent to an increase of about 4 percent; Professionals was the second highest category with 5,773 in 2011 and 7,808 in 2010 or a decrease of about 26 percent.

In addition, the results show that the majority of the recruited non-citizens were in the category of Professionals (2,462 in 2010 and 157 in 2011). Overall, the total number of the recruited non-citizens decreased to 450 in 2011 from 3,545 in 2010, a decrease of about 87 percent. The reduction in the recruitment of non-citizens created more employment opportunities to Tanzanians.

6.4 New Workers Recruited by Status of Employment

This section provides information on the distribution of workers recruited by occupation and status of employment.

Figure 6.1: Percentage Distribution of New Workers Recruited by Status of Employment, 2010 and 2011

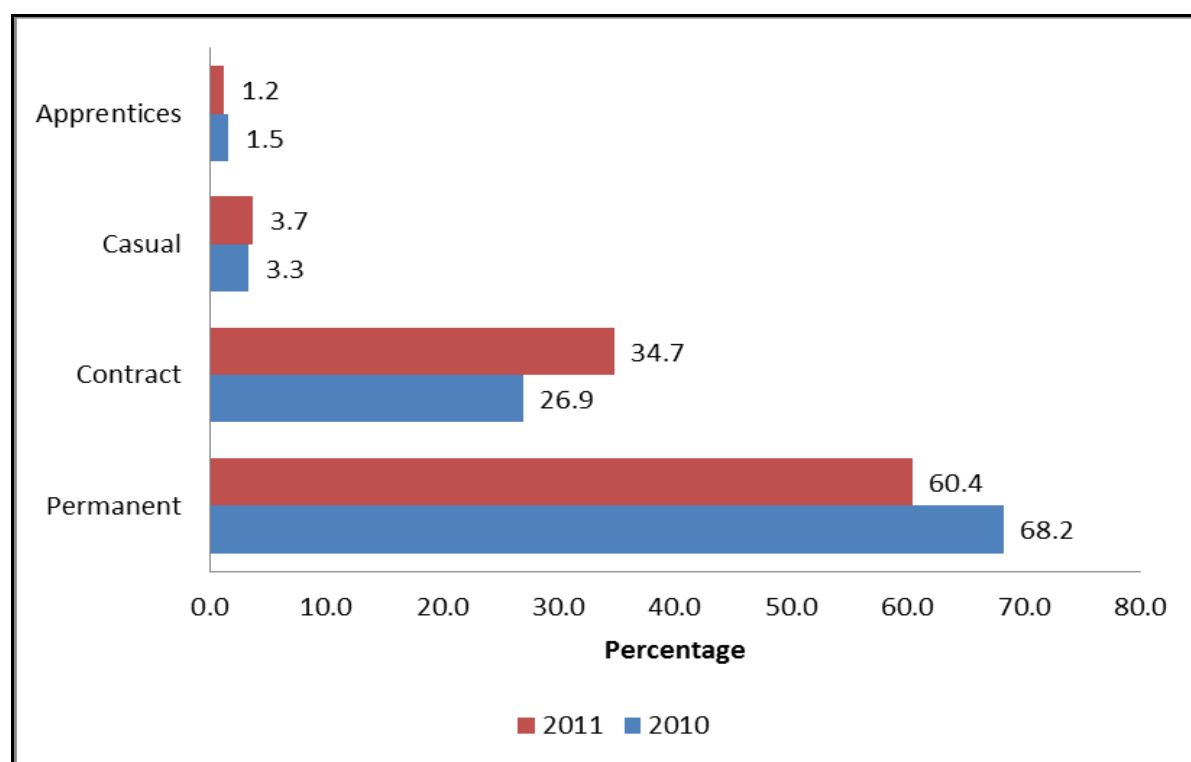


Figure 6.1 shows that, about two thirds (60.4 percent in 2011 and 68.2 percent in 2010) of the total new workers recruited were on permanent terms of employment, a decrease of 7.8 percent.

Additionally, contract terms of employment was the second with a noticeable increase to 34.7 percent in 2011 from 26.9 percent in 2010, while apprentices had the smallest proportion of new workers recruited at 1.2 percent in 2011 and 1.5 percent in 2010.

Table 6.4: Number of New Workers Recruited by Occupation and Status of Employment

Occupation	2010					2011				
	Permanent	Contract	Casual	Apprentices	Total	Permanent	Contract	Casual	Apprentices	Total
Legislators, Administrators and Managers	894	110	233	1	1,239	222	555	0	10	787
Professionals	6,405	3,699	122	45	10,270	4,493	1,243	176	19	5,931
Technicians and Associate professionals	15,366	2,548	114	221	18,249	14,861	3,281	447	87	18,676
Clerks	3,102	1,477	145	357	5,081	1,802	4,553	30	42	6,427
Service workers and Shop sales workers	3,663	1,702	445	130	5,940	3,177	4,123	526	401	8,227
Skilled Agricultural and Fishery workers	142	80	0	0	222	235	537	17	4	793
Craft and related workers	1,097	472	0	12	1,581	598	127	213	0	938
Plant and machine operators and assemblers	3,971	1,452	33	21	5,477	2,106	1,255	30	0	3,391
Elementary occupations	1,807	2,861	674	41	5,383	1,260	871	328	8	2,467
Total	36,449	14,399	1,766	828	53,442	28,754	16,545	1,768	570	47,637

Table 6.4 shows that, majority of permanent workers recruited were Technicians and Associate Professionals amounting to 14,861 in 2011 and 15,366 in 2010; Professionals category was the second highest with 4,493 in 2011 and 6,405 in 2010.

Furthermore, the greatest number of workers recruited in casual terms of employment was in the Service workers and Shop Sales workers that increased to 526 in 2011 from 445 in 2010; followed by Elementary occupations that decreased to 328 in 2011 from 674 in 2010.

6.5 New Workers Recruited by Region and Sex

This part shows the distribution of number of the new workers recruited by region and sex.

Table 6.5: Distribution of New Workers Recruited by Region and Sex, 2010 and 2011

Region	2010			2011		
	Male	Female	Total	Male	Female	Total
Dodoma	1,191	1,319	2,510	1,011	867	1,878
Arusha	2,123	1,715	3,838	387	411	798
Kilimanjaro	1,118	1,214	2,327	1,634	1,122	2,756
Tanga	1,319	1,417	2,736	534	372	905
Morogoro	2,526	1,606	4,132	1,325	743	2,068
Pwani	519	481	1,001	75	69	143
Dar es Salaam	7,845	5,072	12,916	8,476	7,727	16,203
Lindi	426	402	828	39	26	65
Mtwara	176	127	303	148	85	233
Ruvuma	303	151	454	166	81	247
Iringa	976	673	1,649	1,131	746	1,877
Mbeya	1,664	1,466	3,130	1,333	1,319	2,652
Singida	460	427	887	280	339	619
Tabora	1,132	777	1,909	914	656	1,570
Rukwa	1,076	917	1,993	396	363	758
Kigoma	530	373	903	1,114	768	1,882
Shinyanga	1,359	1,159	2,518	1,438	1,483	2,921
Kagera	460	391	852	1,125	913	2,038
Mwanza	3,427	3,610	7,037	1,197	4,700	5,898
Mara	531	496	1,026	1,029	788	1,817
Manyara	400	364	764	145	162	307
Total	29,560	24,157	53,713	23,896	23,741	47,637

Table 6.5 shows the total number of new recruited workers by region and sex. The results reveal that, male employees composed a larger number of new workers recruited in all the regions with 29,560 in 2010 and 23,896 in 2011. The decrease was also observed for the female recruited employees from 24,157 in 2010 to 23,741 in 2011.

Dar es Salaam region had the highest number of recruited workers at 16,203 in 2011 from 12,916 in 2010, an increase of 3,287 employees. This could be attributed to the presence of more establishments in Dar es Salaam. Lindi region had the lowest number of new recruited workers in 2011 (65) while Mtwara region had the least number of new recruited employees in 2010 (303).

6.6 Recruited Workers by Starting Salary

This section shows both the percentage and distribution of recruited workers by starting salary.

Figure 6.2: Percentage Distribution of Recruited Workers by Starting Salary 2010 and 2011

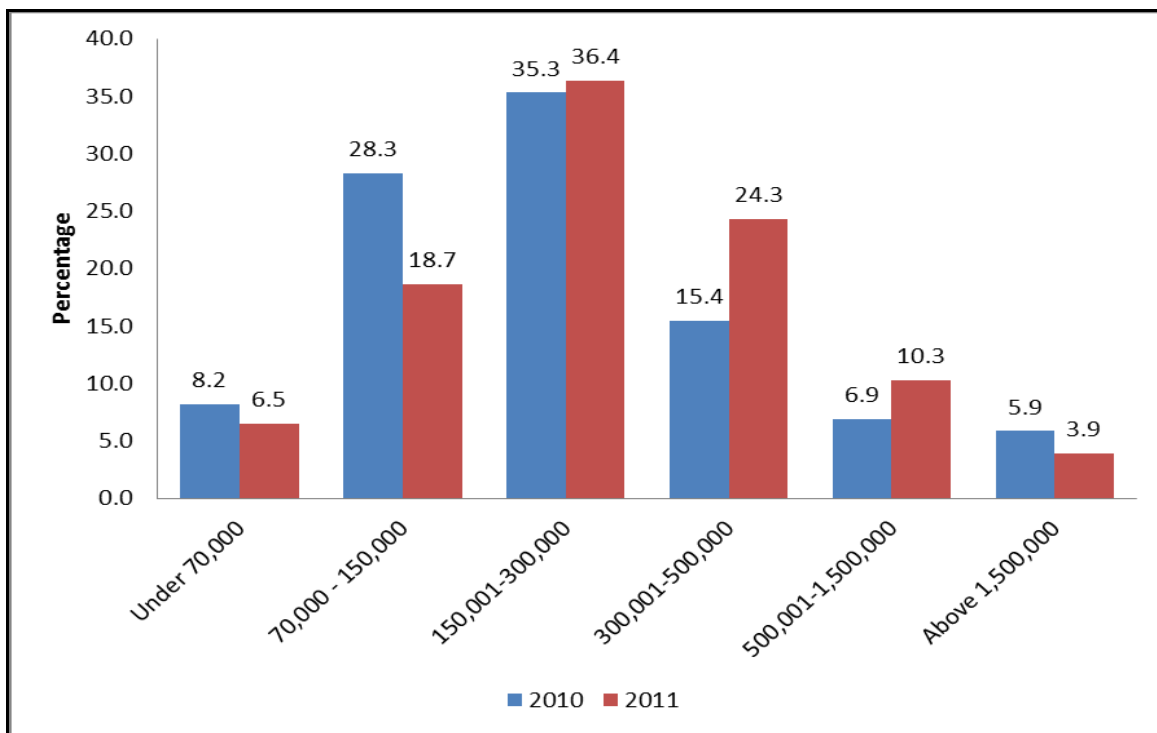


Figure 6.2 reveals that, the proportion of the starting salary of recruited workers ranged from Tshs. 70,000 to Tshs. 500,000 which accounts for 79.3 percent in 2011 and 79.0 percent in 2010. In addition, the lowest proportions of recruited workers were receiving a starting salary of above Tshs. 1,500,000 equivalent to 3.9 percent in 2011 and 5.9 percent in 2010.

Table 6.6: Distribution of Recruited Workers by Occupation and Starting Salary 2010 and 2011

Occupation	2010							2011						
	Under 70,000	70,000 - 150,000	150,001- 300,000	300,001- 500,000	500,001- 1,500,000	Above 1,500,000	Total	Under 70,000	70,000 - 150,000	150,001- 300,000	300,001- 500,000	500,001- 1,500,000	Above 1,500,000	Total
Legislators, Administrators and Managers	26	433	285	266	178	51	1,239	28	301	132	131	123	71	787
Professionals	439	247	1,697	3,334	1,895	2,659	10,270	255	289	334	1,908	2,375	770	5,931
Technicians and Associate professionals	1,551	1,358	11,431	3,087	614	209	18,249	542	1,201	10,846	4,510	982	595	18,676
Clerks	652	1,321	1,849	745	442	73	5,081	124	580	1,220	3,924	543	36	6,427
Service workers and Shop sales workers	1,138	2,686	1,493	400	168	55	5,940	1,470	3,077	2,576	463	356	285	8,227
Skilled agricultural and Fishery workers	2	69	139	10	3	0	222	6	92	544	151	0	0	793
Craft and related workers	176	905	330	90	81	0	1,581	283	217	130	18	284	6	938
Plant and machine operators and assemblers	109	4,145	647	201	291	85	5,477	36	1,800	1,110	158	176	111	3,391
Elementary occupations	291	3,953	989	119	30	1	5,383	342	1,330	432	303	56	3	2,467
Total	4,382	15,115	18,859	8,251	3,702	3,133	53,442	3,087	8,889	17,325	11,565	4,894	1,877	47,637

Table 6.6 shows that, Technicians and Associate Professionals was the dominant occupation category with greatest number of workers receiving the starting salary between Tshs. 150,000 to Tshs. 500,000 (15,356 in 2011 and 14,518 in 2010). Further, in all the occupation categories, professionals dominated the number of recruited workers with a starting salary of above Tshs. 500,000 (3,145 in 2011 and 4,554 in 2010).

6.7 Recruited Workers by Industry

Analysis in this section captures the distribution of recruited workers in various industries with their starting salaries. Additionally, industries were divided into nine major groups, while the rest of the industries are in the category of Other Industries.

Table 6.7; The Percentage Distribution of Recruited Workers by Industry and Starting Salary

Industry	2010							2011						
	Under 70,000	70,000 - 150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	Total	Under 70,000	70,000 - 150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	Total
Agriculture, forestry and fishing	4.6	68.1	20.5	5.5	0.9	0.3	100.0	0.1	19.2	38.5	30.3	10.6	1.2	100.0
Manufacturing	3.5	64.2	20.4	3.4	6.0	2.5	100.0	8.2	42.7	34.1	7.0	7.6	0.5	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycle	5.4	31.2	8.7	3.4	5.9	45.3	100.0	7.2	35.7	27.7	11.5	16.5	1.4	100.0
Transportation and storage	1.9	37.5	28.9	14.0	16.8	0.9	100.0	0.8	6.1	14.6	27.8	48.0	2.7	100.0
Accommodation and food service activities	30.1	39.6	24.5	2.7	3.0	0.1	100.0	28.6	44.4	14.3	7.6	4.5	0.7	100.0
Financial and insurance activities	0.0	6.7	9.7	32.7	43.7	7.2	100.0	0.2	8.5	4.0	14.6	59.5	13.2	100.0
Public administration and defense; compulsory social security	5.3	10.7	56.6	20.9	4.7	1.9	100.0	2.4	0.8	68.1	22.8	3.9	2.0	100.0
Education	9.1	9.4	56.6	17.2	4.6	3.1	100.0	4.4	5.2	34.8	45.4	4.0	6.3	100.0
Human health and social work activities	11.8	25.4	25.6	30.7	4.9	1.6	100.0	4.1	17.5	31.9	21.5	19.1	5.9	100.0
Other Industry	6.1	33.6	18.3	24.1	13.7	4.2	100.0	3.2	37.4	26.4	16.2	11.6	5.2	100.0
Total	8.2	28.4	35.3	15.4	6.9	5.8	100.0	6.5	18.7	36.4	24.3	10.3	3.9	100.0

Table 6.7 shows that, the proportion of recruited workers in the Education industry that received the starting salary in the range between Tshs. 150,000 and Tshs. 300,000 decreased to 34.8 percent in 2011 from 56.6 percent in 2010. It also shows that, the proportion of new workers receiving a starting salary ranging between Tshs. 70,000 and 150,000 in Agriculture, Forestry and Fishing decreased to 19.2 percent in 2011 from 68.1 percent in 2010. The proportions of new workers receiving a starting salary ranging between Tshs. 70,000 and Tshs. 150,000 in Manufacturing decreased to 42.7 percent in 2011 from 64.2 percent in 2010.

In addition, the proportions of new workers receiving a starting salary ranging between Tshs. 150,000 and Tshs. 300,000 in Human Health and Social Work activities increased to 31.9 percent in 2011 from 25.6 percent in 2010.

6.8 Recruited Workers by Sector

This section analyses the distribution of the recruited workers in private and public sector by status of employment.

Table 6.8 Recruited Workers by Sector and Status of Employment

Status of Employment	2010			2011		
	Private	Public	Total	Private	Public	Total
Permanent	15,996	20,669	36,665	13,268	15,487	28,754
Contract	12,856	1,553	14,409	14,223	2,322	16,545
Casual	1,712	99	1,811	1,380	388	1,768
Apprentices	727	101	828	517	53	570
Total	31,291	22,421	53,713	29,389	18,248	47,637

Table 6.8 shows that the majority of the recruited workers were on permanent terms of employment which decreased to 28,754 in 2011 from 36,665 in 2010. Further, the results reveal that, the number of recruited workers on contract terms of employment increased to 16,545 in 2011 from 14,409 in 2010; this indicates an increase in the contract terms of employment as compared to the permanent terms of employment.

The findings also reveal that, majority of the recruited permanent workers were in the public sector with 20,669 in 2010 and 15,487 in 2011, while in the private sector, most of the recruited workers were on contract terms of employment with 12,856 in 2010 and 14,223 in 2011.

CHAPTER SEVEN

CURRENT JOB VACANCIES

7.0 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 the job vacancy statistics provides information on unmet labour demand. Information on job vacancies is used for business cycle analysis and assessing nature and structure of mismatches on 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 the required qualification, reasons for vacancies, industry and occupation.

7.1 Job Vacancies by Occupation and Working Experience

Work experience is the experience gained by workers while employed in a particular occupation. It is a valuable prerequisite in building a successful career and it fosters the ability to assume greater responsibilities.

In a highly competitive labour market, job seekers who had no prior work experience had little chance of securing a well-paid job with the industry's leading employers. This section therefore, analyses distribution of the existing vacancies by occupational groups and the duration of work experience required.

Table 7.1: Percentage Distribution of Job Vacancies by Occupation and Working Experience.

Occupation	2010					2011				
	Not Required	1-2 years	3-4 years	5 or more years	Total	Not Required	1-2 years	3-4 years	5 or more years	Total
Legislators, administrators and managers	1.8	0.3	0.3	0.1	2.5	1.9	0.5	0.4	0.2	3.1
Professionals	15.2	2.5	1.0	0.5	19.1	15.1	3.1	1.6	0.9	20.8
Technicians and associate professionals	46.9	9.2	1.3	0.3	57.7	43.5	5.8	1.3	0.2	50.9
Clerks	3.5	1.2	0.2	0.1	5.0	3.9	1.7	0.4	1.1	7.0
Service workers and shop sales workers	5.5	1.1	0.1	0.0	6.8	5.8	1.9	0.6	0.2	8.5
Skilled agricultural and fishery workers	1.3	0.3	0.1	0.0	1.7	2.0	0.1	0.0	0.0	2.1
Craft and related workers	0.6	0.4	0.1	0.1	1.2	0.8	0.3	0.3	0.0	1.4
Plant and machine operators and assemblers	0.8	0.5	0.5	0.1	1.8	0.8	0.5	0.4	0.1	1.8
Elementary occupations	3.3	0.5	0.2	0.0	4.1	3.8	0.5	0.2	0.0	4.5
Total	79.0	15.9	3.9	1.2	100.0	77.6	14.5	5.1	2.8	100.0
Total Number of Vacancies	71,726	14,428	3,544	1,095	90,792	51,176	9,562	3,385	1,854	65,977

Table 7.1 above shows that Technicians and Associate Professionals had the highest proportion of job vacancies amounting to 57.7 percent in 2010 and 50.9 percent in 2011 followed by Professionals with 19.1 percent of all the vacancies in 2010 and 20.8 percent in 2011.

The highest proportion of the existing job vacancies in 2011 (77.6 percent) did not require any prior work experience; however, this proportion decreased from 79.0 percent observed in 2010. The results also showed that, 14.5 percent of the new vacancies in 2011 required work experience of 1 to 2 years. This kind of requirement has obviously reduced the number of vacancies from 15.9 percent of all the vacancies in 2010. The easing of the requirement for extensive prior work experience favours the job seekers to acquire employment shortly after completion of their studies in the training institutions.

7.2 Job Vacancies by Qualification Required and Sex Preference

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

Table 7.2: Percentage Distribution of Job Vacancies by Qualification/Skill Required and Sex Preference, 2010 and 2011

Subject of Training	2010				2011			
	Male	Female	None	Total	Male	Female	None	Total
General training programs (including literacy)	91.7	6.2	2.2	100.0	36.0	0.7	63.3	100.0
Education training	10.2	7.0	82.7	100.0	11.6	7.2	81.2	100.0
Fine and applied arts programs	22.6	39.9	37.5	100.0	0.0	5.7	94.3	100.0
Programs in languages	17.7	29.0	53.2	100.0	0.0	0.0	100.0	100.0
Other humanity courses	4.0	0.0	96.0	100.0	47.5	48.9	3.6	100.0
Social and behavior science programs	13.4	3.3	83.3	100.0	15.1	5.4	79.5	100.0
Commercial, clerical, business and public administration	10.1	9.8	80.0	100.0	11.1	8.6	80.2	100.0
Programs in law	8.8	1.9	89.3	100.0	3.8	3.6	92.5	100.0
Natural science programs	1.7	1.5	96.8	100.0	25.8	1.8	72.4	100.0
Mathematics and computer science programs	5.4	8.9	85.7	100.0	13.8	16.6	69.7	100.0
Medicine and health related programs	3.5	8.2	88.3	100.0	5.6	17.8	76.6	100.0
Construction trades programs	32.6	6.9	60.5	100.0	29.2	0.2	70.6	100.0
Other craft, trade and industrial programs	32.2	4.1	63.7	100.0	36.4	3.7	59.9	100.0
Engineering and allied programs	25.2	5.4	69.4	100.0	11.1	4.9	83.9	100.0
Architectural and town planning programs	31.0	5.4	63.6	100.0	29.3	3.3	67.4	100.0
Agriculture, forestry and fishery programs	12.0	10.6	77.4	100.0	9.6	9.4	81.0	100.0
Home economics and domestic science programs	4.4	0.5	95.1	100.0	4.9	2.4	92.7	100.0
Transport and communication programs	48.6	3.2	48.2	100.0	52.2	3.4	44.4	100.0
Service trades programs	28.3	9.4	62.3	100.0	22.5	16.2	61.3	100.0
Programs in mass communication and documentation	9.9	1.4	88.6	100.0	6.9	6.4	86.7	100.0
Other programs	10.1	5.6	84.3	100.0	44.3	12.7	43.0	100.0
Total	13.5	7.6	78.9	100.0	13.8	10.0	76.2	100.0

Table 7.2 shows that, a larger proportion of the vacancies had no sex preference for the prospective holders of such posts in both 2010 and 2011. However, the proportion of vacancies that did not require sex preference slightly decreased in 2011 to 76.2 percent from 78.9 percent observed in 2010.

It is also revealed that, there was a small difference in the preference of male employees between 2011 (13.8 percent) and 2010 (13.5 percent). However, a noticeable increase in the preference of female employees was observed in 2011 resulting to 10.0 percent of all the existing vacancies, as compared to 7.6 percent observed in 2010.

Moreover, it was found that, skilled males in Transport and Communication programs had higher chances of being employed than their female counterparts despite having the same qualifications. As it was observed that 52.2 percent of the existing vacancies preferred males compared to 3.4 percent which preferred females in 2011.

7.3: Job Vacancies by Industry and Reasons of the Vacancies

Having job vacancies unfilled continually adds more work load to the existing few employees hence, reducing labour efficiency and impairing organizations' performance. Therefore, this section focuses on revealing the findings on the distribution of the number of vacancies in various economic industrial classifications and reasons for such vacancies. The information provided is helpful in determining what economic industries had the highest proportions of vacancies in order to take appropriate interventions.

Table 7.3: Percentage Distribution of Job Vacancies by Industry and Reasons, 2010 and 2011

Industry	2010				2011			
	Fell Vacant	Unfilled Post	New Position	Total	Fell Vacant	Unfilled Post	New Position	Total
Agriculture, forestry and fishing	2.6	2.6	1.2	6.4	0.5	2.9	3.3	6.6
Mining and quarrying	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1
Manufacturing	0.5	0.2	0.6	1.3	1.1	0.7	0.6	2.5
Electricity, gas, steam and air conditioning supply	0.0	0.4	0.2	0.7	0.2	0.6	0.1	0.8
Water supply; sewerage, waste management and remediation act	0.1	0.2	0.1	0.3	0.4	0.5	0.3	1.2
Construction	0.6	0.2	0.4	1.1	0.6	0.1	0.7	1.4
Wholesale and retail trade; repair of motor vehicles and motorcycle	0.2	0.6	3.2	4.0	0.3	0.8	0.4	1.5
Transportation and storage	0.9	0.3	0.3	1.5	0.1	0.2	0.0	0.3
Accommodation and food service activities	0.4	0.3	0.5	1.2	0.5	1.0	1.8	3.4
Information and communication	0.0	0.0	0.0	0.1	0.0	0.0	0.3	0.3
Financial and insurance activities	0.1	0.1	0.1	0.3	0.1	0.1	0.0	0.2
Real estate activities	0.1	0.0	0.0	0.2	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	0.1	0.1	0.1	0.3	0.3	0.3	0.2	0.8
Administrative and support service activities	0.0	0.0	0.2	0.2	0.3	0.7	1.0	1.9
Public administration and defense; compulsory social security	9.2	18.1	15.6	42.8	8.5	19.1	18.4	46.0
Education	4.6	10.6	10.1	25.3	3.0	7.3	9.2	19.6
Human health and social work activities	2.4	5.5	4.5	12.3	1.6	4.8	5.1	11.4
Arts, entertainment and recreation	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.1
Other service activities	1.0	0.2	0.5	1.7	0.6	0.6	0.6	1.9
Total	22.8	39.5	37.8	100.0	18.1	39.6	42.2	100.0

Table 7.3 shows that, for both 2010 and 2011, significant proportions of the vacancies were in the Public Administration and Defence; Compulsory Social Security industry with 42.8 percent and 46.0 percent respectively. This was an increase of 3.2 percent which indicates an expansion of the public sector as most of the jobs in this industry were in the public sector.

Education industry was the second with 19.6 percent of the vacancies in 2011 which decreased from 25.3 percent recorded in 2010. The observed reduction on the proportion of the vacancies in Education industry is attributed to the recent sustained recruitment of teachers in primary and secondary schools to address lack of personnel in the industry. It is also found that, there was no noticeable difference in proportions of the vacancies in Human Health and Social Work in 2010 (12.3 percent) and 2011 (11.4 percent).

Moreover, the proportion of the new vacancies increased to 42.2 percent in 2011 from 37.8 percent in 2010. This increase in the proportion of new vacancies was a result of the increased level of output or organizational expansion which is an indication of the increased productivity.

7.4: Job Vacancies by Occupation and Sex Preference

Analysis in this section shows percentage distribution of the existing vacancies by occupational titles. The information is helpful in revealing what occupational categories have large proportions of vacancies. Information on sex preference for prospective holders of such vacancies is also given; this may lead to further enquiry into the nature and magnitude of sex preference in employment.

Table 7.4 Percentage Distribution of Job Vacancies by Occupation and Sex Preference

Occupation	2010				2011			
	Male	Female	None	Total	Male	Female	None	Total
Legislators, administrators and managers	0.5	0.1	1.9	2.5	0.5	0.1	2.4	3.1
Professionals	1.3	0.9	16.9	19.1	1.9	1.7	17.1	20.8
Technicians and associate professionals	6.0	4.7	47.0	57.7	5.9	5.2	39.8	50.9
Clerks	0.4	0.8	3.8	5.0	0.4	0.8	5.8	7.0
Service workers and shop sales workers	1.8	0.5	4.5	6.8	1.8	1.5	5.2	8.5
Skilled agricultural and fishery workers	0.1	0.1	1.5	1.7	0.8	0.1	1.2	2.1
Craft and related workers	0.5	0.1	0.7	1.2	0.4	0.0	0.9	1.4
Plant and machine operators and assemblers	0.9	0.0	0.9	1.8	1.0	0.1	0.7	1.8
Elementary occupations	2.0	0.3	1.8	4.1	1.0	0.4	3.0	4.5
Total	13.4	7.6	79.0	100.0	13.8	10.0	76.3	100.0
Total Number of Vacancies	20,713	35,891	34,338	90,943	11,961	26,152	27,864	65,977

Table 7.4 above shows that, the highest proportions of the vacancies were in the job category of Technicians and Associate Professionals which decreased to 50.9 percent in 2011 from 57.7 percent in 2010. The second highest proportion of the vacancies was in the job category of Professionals, with a share of 20.8 percent in 2011 and 19.5 percent in 2010. It was also observed that, the existing vacancies in the job category of Service workers and Shop Sales workers increased to 8.5

percent in 2011 from 6.8 percent in 2010. Jobs in the occupational category of Service workers and Shop Sales workers were mostly engaged in the private sector; therefore, their proportional growth leads to growth of the sector.

Small differences in the proportions of the existing job vacancies by sex preference as depicted in the table above indicate no evidence to suggest that there was strong sex preference to fill vacant posts in the surveyed establishments.

APPENDICES

APPENDIX A

Table A1: Distribution of Total Employment by Sector, Terms of Employment and Sex, 2010 and 2011

Terms of Employment	A: Private		B: Public		TOTAL:- A+B	
	2010	2011	2010	2011	2010	2011
Regular Employees						
Male	393,052	408,937	255,278	297,559	648,331	706,496
Female	199,383	212,176	171,340	183,352	370,723	395,528
Young	405	440	45	9	451	449
Total	592,840	621,552	426,664	480,920	1,019,504	1,102,473
Casual Employees						
Male	133,676	121,306	28,420	17,767	162,097	139,073
Female	86,621	113,574	8,539	4,425	95,160	117,999
Young	159	3,003	62	12	222	3,014
Total	220,456	237,883	37,022	22,204	257,478	260,086
Total Employees						
Male	526,729	530,243	283,699	315,326	810,427	845,569
Female	286,004	325,750	179,879	187,777	465,883	513,527
Young	565	3,442	107	21	672	3,463
Total	813,297	859,435	463,685	503,124	1,276,982	1,362,559

Table A2: Distribution of Total Employees by Sector, 2010 and 2011

Sector	2010	2011
A. PRIVATE SECTOR		
Profit Making Institutions	665,434	708,604
Non-profit Making Institutions	133,246	140,816
Cooperatives	14,617	10,016
TOTAL: A	813,297	859,435
B. PUBLIC SECTOR		
Central and Local Government	417,654	454,544
Parastatal Organizations	46,031	48,580
TOTAL: B	463,685	503,124
TOTAL (A+B)	1,276,982	1,362,559

Table A3: Distribution of Total Employment by Industrial Major Divisions and Terms of Employment, 2010 and 2011

INDUSTRY	2010			2011		
	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total
Agriculture, forestry and fishing	55,063	83,011	138,074	44,884	128,370	173,254
Mining and quarrying	9,165	2,960	12,125	7,742	3,550	11,291
Manufacturing	127,779	92,494	220,273	130,722	57,681	188,403
Electricity, gas, steam and air conditioning supply	10,193	1,938	12,131	8,656	2,049	10,704
Water supply; sewerage, waste management and remediation act	3,597	450	4,047	7,658	553	8,211
Construction	22,996	11,242	34,238	22,632	12,060	34,692
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	85,693	13,700	99,392	88,782	16,926	105,708
Transportation and storage	44,062	11,499	55,561	30,642	1,831	32,474
Accommodation and food service activities	81,027	7,985	89,012	88,552	8,540	97,091
Information and communication	4,416	80	4,496	12,684	452	13,135
Financial and insurance activities	20,494	118	20,612	27,862	81	27,943
Real estate activities	9,995	377	10,373	1,239	45	1,284
Professional, scientific and technical activities	4,236	439	4,675	11,918	3,073	14,991
Administrative and support service activities	6,670	239	6,908	30,508	1,457	31,965
Public administration and defense; compulsory social security	253,787	15,284	269,071	305,675	12,535	318,210
Education	150,432	5,355	155,787	149,730	4,798	154,528
Human health and social work activities	72,787	7,365	80,152	74,589	2,231	76,820
Arts, entertainment and recreation	886	17	902	3,985	523	4,508
Other service activities	56,227	2,926	59,153	54,013	3,332	57,345
Total	1,019,504	257,478	1,276,982	1,102,473	260,086	1,362,559

Table A4: Distribution of Regular Employment by Citizenship and Sector, 2010 and 2011

Sector	Citizen		Non citizen		Total	
	2010	2011	2010	2011	2010	2011
Private						
Profit Making Institutions	446,790	473,218	7,237	7,238	454,027	480,456
Non-profit Making Institutions	124,228	131,608	964	1,146	125,192	132,753
Cooperatives	13,616	8,334	5	9	13,621	8,343
Total	584,634	613,160	8,207	8,393	592,840	621,552
Public						
Central and Local Government	390,218	434,771	294	136	390,512	434,907
Parastatal Organizations	36,067	45,923	85	91	36,152	46,013
Total	426,285	480,693	379	227	426,664	480,920
Grand Total	1,010,918	1,093,853	8,586	8,620	1,019,504	1,102,473

Table A5: Distribution of Regular Employment by Citizenship and Industrial Major Divisions, 2010 and 2011

INDUSTRY	Citizen		Non citizen		Total	
	2010	2011	2010	2011	2010	2011
Agriculture, forestry and fishing	54,897	44,477	166	406	55,063	44,884
Mining and quarrying	8,854	7,496	311	246	9,165	7,742
Manufacturing	124,119	127,702	3,660	3,020	127,779	130,722
Electricity, gas, steam and air conditioning supply	10,163	8,613	30	42	10,193	8,656
Water supply; sewerage, waste management and remediation act	3,597	7,656	0	2	3,597	7,658
Construction	22,537	21,926	459	706	22,996	22,632
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	84,579	87,868	1,114	914	85,693	88,782
Transportation and storage	43,336	30,202	726	441	44,062	30,642
Accommodation and food service activities	80,536	87,840	491	712	81,027	88,552
Information and communication	4,312	12,487	104	197	4,416	12,684
Financial and insurance activities	20,410	27,791	84	71	20,494	27,862
Real estate activities	9,995	1,233	0	6	9,995	1,239
Professional, scientific and technical activities	4,225	11,897	11	21	4,236	11,918
Administrative and support service activities	6,630	30,315	40	193	6,670	30,508
Public administration and defense; compulsory social security	253,684	305,571	103	104	253,787	305,675
Education	149,770	148,847	662	883	150,432	149,730
Human health and social work activities	72,351	74,172	436	417	72,787	74,589
Arts, entertainment and recreation	886	3,985	0	0	886	3,985
Other service activities	56,038	53,775	189	238	56,227	54,013
Total	1,010,918	1,093,853	8,586	8,620	1,019,504	1,102,473

Table A6: Distribution of Total Employment by Sector and Industrial Division, 2010 – 2011

INDUSTRY	A: Private		B: Public		Total: (A+B)	
	2010	2011	2010	2011	2010	2011
Agriculture, forestry and fishing	130,870	166,959	7,204	6,295	138,074	173,254
Mining and quarrying	11,927	11,259	198	33	12,125	11,291
Manufacturing	217,075	184,406	3,198	3,997	220,273	188,403
Electricity, gas, steam and air conditioning supply	2,363	2,934	9,768	7,770	12,131	10,704
Water supply; sewerage, waste management and remediation act	627	1,006	3,420	7,205	4,047	8,211
Construction	31,088	32,027	3,150	2,665	34,238	34,692
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	98,374	104,249	1,018	1,459	99,392	105,708
Transportation and storage	38,006	25,371	17,555	7,102	55,561	32,474
Accommodation and food service activities	88,885	96,882	128	210	89,012	97,091
Information and communication	2,736	11,213	1,761	1,922	4,496	13,135
Financial and insurance activities	13,085	16,665	7,527	11,278	20,612	27,943
Real estate activities	9,500	1,087	873	197	10,373	1,284
Professional, scientific and technical activities	1,426	6,613	3,249	8,377	4,675	14,991
Administrative and support service activities	5,913	31,284	995	681	6,908	31,965
Public administration and defense; compulsory social security	6,013	2,635	263,057	315,575	269,071	318,210
Education	58,231	64,937	97,556	89,591	155,787	154,528
Human health and social work activities	41,256	42,515	38,896	34,305	80,152	76,820
Arts, entertainment and recreation	362	3,265	540	1,243	902	4,508
Other service activities	55,560	54,125	3,593	3,220	59,153	57,345
Total	813,297	859,435	463,685	503,124	1,276,982	1,362,559

Table A7: Distribution of Total Employment by Sector and Region, 2010 and 2011

Regions	A: PRIVATE		B: PUBLIC		TOTAL: (A+B)	
	2010	2011	2010	2011	2010	2011
Dodoma	11,950	12,663	20,827	20,358	32,777	33,021
Arusha	50,741	59,262	15,166	15,170	65,906	74,432
Kilimanjaro	43,508	41,761	17,467	28,159	60,974	69,920
Tanga	27,107	30,109	21,998	24,413	49,105	54,522
Morogoro	107,409	143,984	48,136	47,489	155,545	191,473
Pwani	7,805	9,128	13,892	17,305	21,697	26,432
Dar es Salaam	327,635	347,030	91,948	109,785	419,583	456,815
Lindi	4,135	3,560	12,476	11,239	16,612	14,799
Mtwara	13,813	16,271	9,845	10,589	23,658	26,860
Ruvuma	9,353	15,559	11,530	11,570	20,883	27,128
Iringa	22,374	19,898	29,880	23,674	52,254	43,572
Mbeya	38,349	35,304	29,473	30,337	67,822	65,641
Singida	8,867	8,256	11,203	12,094	20,070	20,350
Tabora	7,791	3,896	15,947	17,701	23,739	21,597
Rukwa	4,113	5,338	8,812	5,937	12,925	11,275
Kigoma	5,973	10,329	14,004	11,760	19,977	22,088
Shinyanga	19,627	19,250	29,023	38,414	48,650	57,665
Kagera	12,609	15,318	10,871	15,849	23,480	31,167
Mwanza	62,843	42,547	23,496	23,703	86,339	66,250
Mara	8,627	9,677	20,644	20,549	29,271	30,226
Manyara	18,667	10,295	7,047	7,031	25,714	17,326
TOTAL	813,297	859,435	463,685	503,124	1,276,982	1,362,559

Table A8: Distribution of Private Total Employment by Region and Sex, 2010 and 2011

Regions	2010				2011			
	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	6,732	5,219	0	11,950	7,057	5,489	117	12,663
Arusha	30,081	20,630	30	50,741	35,207	24,019	36	59,262
Kilimanjaro	27,385	16,019	104	43,508	26,834	14,832	94	41,761
Tanga	18,629	8,389	89	27,107	19,922	10,105	82	30,109
Morogoro	54,584	52,804	22	107,409	64,618	79,356	10	143,984
Pwani	4,787	3,018	0	7,805	5,648	3,479	0	9,128
Dar es Salaam	235,215	92,172	248	327,635	239,449	107,289	292	347,030
Lindi	2,892	1,243	0	4,135	2,448	1,112	0	3,560
Mtwara	4,769	9,039	5	13,813	4,844	11,415	12	16,271
Ruvuma	6,178	3,127	48	9,353	9,414	6,145	0	15,559
Iringa	13,718	8,656	0	22,374	11,788	8,096	14	19,898
Mbeya	23,359	14,991	0	38,349	19,652	12,868	2,784	35,304
Singida	5,461	3,406	0	8,867	5,209	3,048	0	8,256
Tabora	5,092	2,695	5	7,791	2,667	1,228	0	3,896
Rukwa	2,666	1,446	0	4,113	3,563	1,775	0	5,338
Kigoma	4,367	1,606	0	5,973	7,589	2,740	0	10,329
Shinyanga	14,265	5,363	0	19,627	14,432	4,818	0	19,250
Kagera	7,547	5,062	0	12,609	9,245	6,073	0	15,318
Mwanza	43,512	19,330	0	62,843	28,696	13,851	0	42,547
Mara	5,405	3,207	15	8,627	6,107	3,570	0	9,677
Manyara	10,085	8,582	0	18,667	5,853	4,442	0	10,295
TOTAL	526,729	286,004	565	813,297	530,243	325,750	3,442	859,435

Table A9: Distribution of Public Total Employment by Region and Sex, 2010 and 2011

Regions	2010				2011			
	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	12,309	8,517	0	20,827	11,881	8,476	0	20,358
Arusha	8,803	6,363	0	15,166	9,326	5,845	0	15,170
Kilimanjaro	9,941	7,526	0	17,467	15,901	12,258	0	28,159
Tanga	12,117	9,880	0	21,998	13,927	10,487	0	24,413
Morogoro	33,091	15,045	0	48,136	31,595	15,894	0	47,489
Pwani	8,769	5,123	0	13,892	10,914	6,391	0	17,305
Dar Es Salaam	51,708	40,211	28	91,948	65,999	43,783	2	109,785
Lindi	9,158	3,318	0	12,476	8,436	2,803	0	11,239
Mtwara	6,148	3,697	0	9,845	6,664	3,925	0	10,589
Ruvuma	6,590	4,940	0	11,530	7,995	3,575	0	11,570
Iringa	18,304	11,514	62	29,880	14,335	9,327	12	23,674
Mbeya	16,500	12,973	0	29,473	18,198	12,139	0	30,337
Singida	6,779	4,423	1	11,203	8,240	3,854	0	12,094
Tabora	10,363	5,584	0	15,947	11,218	6,483	0	17,701
Rukwa	5,788	3,025	0	8,812	4,321	1,609	7	5,937
Kigoma	9,725	4,279	0	14,004	8,250	3,509	0	11,760
Shinyanga	18,683	10,325	14	29,023	24,036	14,378	0	38,414
Kagera	7,049	3,821	1	10,871	10,479	5,370	0	15,849
Mwanza	14,298	9,198	0	23,496	15,121	8,582	0	23,703
Mara	13,127	7,518	0	20,644	13,507	7,042	0	20,549
Manyara	4,448	2,599	0	7,047	4,985	2,046	0	7,031
TOTAL	283,699	179,879	107	463,685	315,326	187,777	21	503,124

APPENDIX B

Table B1: Monthly Average Wages Rates of Regular Adult Citizen Employees by Industry and Major Sector, 2010 and 2011

Industry	2,010			2011		
	Private	Public	Total	Private	Public	Total
Agriculture, forestry and fishing	242,984	465,573	354,278	235,803	539,655	387,729
Mining and quarrying	293,795	373,363	333,579	321,316	292,455	306,885
Manufacturing	191,901	441,817	316,859	190,127	537,736	363,931
Electricity, gas, steam and air conditioning supply	1,251,897	725,992	988,944	254,995	729,979	492,487
Water supply; sewerage, waste management and remediation act	271,751	416,369	344,060	187,419	420,749	304,084
Construction	235,943	421,125	328,534	241,467	455,954	348,710
Wholesale and retail trade; repair of motor vehicles and mot	180,351	480,149	330,250	194,064	490,249	342,157
Transportation and storage	307,901	450,512	379,206	324,491	485,047	404,769
Accommodation and food service activities	184,086	260,157	222,121	165,796	309,832	237,814
Information and communication	378,205	592,209	485,207	661,642	595,298	628,470
Financial and insurance activities	520,172	837,701	678,936	681,850	986,567	834,209
Real estate activities	288,711	762,211	525,461	198,122	777,800	487,961
Professional, scientific and technical activities	350,325	594,237	472,281	358,166	660,356	509,261
Administrative and support service activities	244,159	510,594	377,376	251,067	706,441	478,754
Public administration and defense; compulsory social security	310,267	490,860	400,564	431,852	525,479	478,665
Education	286,503	492,138	389,321	320,559	605,650	463,104
Human health and social work activities	273,260	447,792	360,526	324,021	536,569	430,295
Arts, entertainment and recreation	188,116	435,588	311,852	221,231	549,432	385,331
Other service activities	236,196	470,887	353,542	235,239	535,366	385,303
Total	328,238	508,909	418,574	305,222	565,295	435,259

Table B2: Monthly Average Wages of Regular Adult Citizen Employees by Broad Sector and Sex, 2010 and 2011

Sector	2010			2011		
	Male	Female	Total	Male	Female	Total
A - Private						
Profit Making Enterprises	207,259	212,063	209,661	222,419	228,854	225,637
Non - Profit Making Enterprises	273,213	245,885	259,549	287,248	270,115	278,682
Cooperatives	348,313	284,627	316,470	413,935	293,679	353,807
A - Total Private	276,262	247,525	261,893	307,867	264,216	286,042
B - Public						
Central Government	552,267	473,204	512,735	605,695	516,696	561,196
Local Government (Urban)	516,413	434,356	475,385	553,466	469,933	511,700
Local Government (District)	462,381	397,460	429,920	512,859	445,756	479,308
Parastatal Profit Making Enterprises	689,810	626,737	658,274	762,795	703,167	732,981
Parastatal Non-Profit Making Enterprises	549,583	497,131	523,357	561,032	490,868	525,950
B - Total Public	554,091	485,778	519,934	599,170	525,284	562,227
(A + B) - Total All Sector	415,176	366,651	390,914	453,518	394,750	424,134

Table B3: Distribution of Regular Adult Citizen by Monthly Wage Rate Groups and Major Sector, 2010 - 2011

Monthly Wage Rate Groups	2010			2011		
	Private	Public	Total	Private	Public	Total
Under 70,000	79,248	3,982	83,229	69,853	5,727	75,580
70,000 - 150,000	246,621	30,165	276,786	241,337	20,420	261,757
150,001 - 300,000	118,914	153,583	272,497	134,245	174,702	308,947
300,001 - 500,000	68,091	130,334	198,425	79,247	129,422	208,669
500,001 - 1,500,000	62,224	97,931	160,155	76,688	136,555	213,243
Above 1,500,000	9,328	10,262	19,590	11,739	13,862	25,601
Total	584,426	426,256	1,010,682	613,109	480,688	1,093,797

Table B4: Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Sex, 2010 and 2011

Wage Rate (Tshs.)	2010			2011		
	Male	Female	Total	Male	Female	Total
Under 70,000	47,461	35,768	83,229	42,627	32,953	75,580
70,000-150,000	182,591	94,195	276,786	172,963	88,794	261,757
150,001- 300,000	169,027	103,470	272,497	201,361	107,586	308,947
300,001-500,000	120,400	78,025	198,425	126,266	82,403	208,669
500,001-1,500,000	106,826	53,329	160,155	137,559	75,684	213,243
Above 1,500,000	14,814	4,776	19,590	18,597	7,004	25,601
Total	641,118	369,564	1,010,682	699,372	394,424	1,093,797

Table B5: Distribution of Regular Adult Citizens by Monthly Wage Rate Groups, Major Sector and Sex, 2010 and 2011

Sector Wage Rate Groups		2010			2011		
		Male	Female	Total	Male	Female	Total
Private	Under 70,000	45,395	33,853	79,248	39,571	30,283	69,853
	70,000-150,000	164,153	82,468	246,621	159,950	81,387	241,337
	150,001- 300,000	80,468	38,446	118,914	91,327	42,918	134,245
	300,001-500,000	45,460	22,631	68,091	50,526	28,721	79,247
	500,001-1,500,000	43,470	18,754	62,224	52,094	24,595	76,688
	Above 1,500,000	7,183	2,145	9,328	8,528	3,210	11,739
	Sub-Total	386,128	198,297	584,426	401,995	211,114	613,109
Public	Under 70,000	2,067	1,915	3,982	3,057	2,670	5,727
	70,000-150,000	18,438	11,726	30,165	13,013	7,407	20,420
	150,001- 300,000	88,559	65,024	153,583	110,033	64,668	174,702
	300,001-500,000	74,940	55,394	130,334	75,740	53,682	129,422
	500,001-1,500,000	63,355	34,575	97,931	85,465	51,090	136,555
	Above 1,500,000	7,631	2,631	10,262	10,068	3,794	13,862
	Sub-Total	254,990	171,266	426,256	297,377	183,311	480,688
Grand Total		641,118	369,564	1,010,682	699,372	394,424	1,093,797

Table B6 (a): Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Major Industrial Divisions, 2010

Industry	Under 70,000	70,000 - 50,000	150,001- 300,000	300,001- 500,000	500,001- 1,500,000	Above 1,500,000	Total
Agriculture, forestry and fishing	6,873	28,666	8,983	4,755	5,232	360	54,869
Mining and quarrying	89	1,019	1,442	2,350	3,594	360	8,854
Manufacturing	13,152	61,035	28,066	10,572	9,834	1,448	124,107
Electricity, gas, steam and air conditioning supply	3	145	931	1,521	6,672	891	10,163
Water supply; sewerage, waste management and remediation act	110	435	1,395	852	738	68	3,597
Construction	1,558	8,866	6,391	2,782	2,690	251	22,537
Wholesale and retail trade; repair of motor vehicles and mot	11,055	41,521	16,618	7,672	6,767	945	84,579
Transportation and storage	2,030	12,500	10,421	8,799	8,492	1,094	43,336
Accommodation and food service activities	26,535	39,254	9,224	3,191	2,152	108	80,463
Information and communication	180	473	716	1,043	1,410	490	4,312
Financial and insurance activities	210	1,200	1,601	4,607	9,639	3,152	20,410
Real estate activities	4,655	1,772	1,845	783	705	235	9,995
Professional, scientific and technical activities	8	1,176	874	554	1,194	419	4,225
Administrative and support service activities	721	3,674	799	714	610	112	6,630
Public administration and defense; compulsory social security	1,611	19,164	96,384	76,233	55,251	5,042	253,684
Education	1,960	14,876	55,604	48,382	26,280	2,544	149,646
Human health and social work activities	3,574	13,708	20,823	18,016	14,698	1,533	72,351
Arts, entertainment and recreation	53	150	383	128	156	16	886
Other service activities	8,852	27,152	9,997	5,473	4,041	523	56,038
Total	83,229	276,786	272,497	198,425	160,155	19,590	1,010,682

Table B6 (b): Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Major Industrial Divisions, 2011

Industry	Under 70,000	70,000 - 50,000	150,001- 300,000	300,001- 500,000	500,001- 1,500,000	Above 1,500,000	Total
Agriculture, forestry and fishing	5,364	20,905	8,500	3,840	5,572	296	44,477
Mining and quarrying	239	584	1,607	2,060	2,729	277	7,496
Manufacturing	14,090	56,155	31,705	12,992	11,195	1,564	127,701
Electricity, gas, steam and air conditioning supply	88	351	1,513	1,176	5,098	387	8,613
Water supply; sewerage, waste management and remediation act	282	1,432	2,523	2,042	1,249	128	7,656
Construction	1,507	7,478	5,197	3,748	3,658	338	21,926
Wholesale and retail trade; repair of motor vehicles and mot	11,047	38,038	19,870	9,890	8,112	912	87,868
Transportation and storage	1,192	8,088	8,766	5,407	5,644	1,105	30,203
Accommodation and food service activities	21,369	47,275	11,512	4,806	2,814	162	87,939
Information and communication	245	1,233	1,767	2,324	5,568	1,349	12,487
Financial and insurance activities	381	814	2,703	3,911	14,837	5,145	27,791
Real estate activities	210	43	87	424	299	170	1,233
Professional, scientific and technical activities	170	2,107	2,528	2,614	3,599	880	11,897
Administrative and support service activities	2,127	17,161	6,010	1,372	3,038	601	30,309
Public administration and defense; compulsory social security	3,035	14,568	127,602	82,456	72,168	5,734	305,564
Education	2,339	10,832	45,423	42,101	43,830	4,180	148,705
Human health and social work activities	3,216	9,751	20,082	20,280	19,043	1,799	74,172
Arts, entertainment and recreation	268	1,320	1,039	690	571	96	3,985
Other service activities	8,410	23,622	10,513	6,535	4,220	476	53,775
Total	75,580	261,757	308,947	208,669	213,243	25,601	1,093,797

Table B7 (a): Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Regions, 2010

Region	Under 70,000	70,000 - 150,000	150,001- 300,000	300,001- 500,000	500,001- 1,500,000	Above 1,500,000	Total
Dodoma	1,982	5,516	10,783	6,770	5,519	322	30,892
Arusha	2,536	20,004	18,945	10,373	7,601	941	60,399
Kilimanjaro	3,703	12,796	11,635	11,019	9,652	835	49,640
Tanga	2,333	10,005	10,411	8,274	5,543	295	36,860
Morogoro	4,078	34,037	19,764	15,655	12,571	1,150	87,255
Pwani	2,470	3,585	5,861	3,604	3,206	242	18,970
Dar es Salaam	33,342	101,585	73,826	50,359	56,453	12,077	327,642
Lindi	834	2,098	4,715	4,699	3,387	148	15,881
Mtwara	2,154	1,971	3,972	3,399	2,824	306	14,626
Ruvuma	1,741	5,805	6,207	3,783	2,602	97	20,235
Iringa	2,677	8,777	13,248	8,270	5,362	288	38,621
Mbeya	5,062	14,064	18,485	14,064	8,472	658	60,804
Singida	2,243	3,923	5,814	3,723	2,467	109	18,279
Tabora	1,091	2,830	7,211	5,684	4,431	187	21,434
Rukwa	1,109	1,834	3,243	3,320	1,968	75	11,549
Kigoma	1,545	3,099	6,060	6,139	2,300	156	19,300
Shinyanga	3,716	7,474	16,032	11,011	8,110	437	46,780
Kagera	1,032	4,794	6,218	4,522	3,116	159	19,842
Mwanza	5,679	26,623	16,549	11,209	9,763	718	70,542
Mara	2,228	3,687	9,374	9,187	2,860	211	27,547
Manyara	1,673	2,278	4,144	3,364	1,949	178	13,585
Total	83,229	276,786	272,497	198,425	160,155	19,590	1,010,682

Table B7 (b): Distribution of Regular Adult Citizens by Monthly Wage Rate Groups and Regions, 2011

Region	Under 70,000	70,000 - 150,000	150,001- 300,000	300,001- 500,000	500,001- 1,500,000	Above 1,500,000	Total
Dodoma	1,416	4,437	9,347	7,138	8,164	616	31,117
Arusha	2,760	23,332	20,930	11,704	8,688	1,066	68,480
Kilimanjaro	3,714	12,032	14,761	13,123	12,452	1,273	57,355
Tanga	2,195	9,068	10,946	7,131	10,310	680	40,330
Morogoro	1,760	20,049	21,206	18,639	14,311	1,348	77,313
Pwani	3,273	4,236	7,245	4,393	3,931	245	23,323
Dar es Salaam	25,855	120,641	102,152	60,161	69,355	15,554	393,719
Lindi	722	1,846	4,659	3,969	2,755	133	14,084
Mtwara	1,978	2,297	4,393	3,624	3,049	328	15,668
Ruvuma	5,281	5,202	6,258	4,921	4,094	181	25,936
Iringa	2,995	6,398	12,129	10,523	8,339	396	40,781
Mbeya	6,488	9,545	13,755	10,500	14,544	612	55,444
Singida	2,435	3,290	6,761	3,074	3,135	175	18,871
Tabora	658	2,096	7,971	4,605	5,300	198	20,829
Rukwa	912	1,376	2,911	1,906	1,650	101	8,856
Kigoma	1,452	3,912	6,864	4,114	4,781	119	21,242
Shinyanga	4,551	5,730	19,126	13,260	12,568	402	55,637
Kagera	1,394	4,809	9,525	5,334	5,880	301	27,242
Mwanza	2,823	15,952	15,177	12,303	9,958	1,294	57,507
Mara	2,255	3,746	9,159	5,693	8,027	357	29,237
Manyara	662	1,763	3,673	2,554	1,955	220	10,827
Total	75,580	261,757	308,947	208,669	213,243	25,601	1,093,797

APPENDIX C

Table C1: Total Annual Earnings (Tshs. Million) by Broad Sectors, 2010 and 2011

SECTOR	Total annual cash	
	2,010	2,011
PRIVATE		
Profit Making Enterprises	1,897,062	2,423,941
Non - Profit Making Enterprises	562,075	696,721
Cooperatives	57,599	32,593
Sub-total	2,516,735	3,153,255
PUBLIC		
Central Government	890,256	1,157,770
Local Government (Urban)	306,436	693,757
Local Government (District)	1,061,046	1,196,699
Sub-total	2,257,737	3,048,226
Parastatal Profit Making Enterprises	299,943	491,955
Parastatal Non-Profit Making Enterprises	81,463	280,625
Sub-total	381,406	772,580
TOTAL	5,155,878	6,974,061

Table C2: Total Annual Cash Earnings of Adult Citizens by Broad Sectors and Sex, 2010 and 2011

Sector	2010			2011		
	Male	Female	Total	Male	Female	Total
Private						
Profit Making Institutions	2,282,572	1,195,495	3,478,068	2,049,136	651,492	2,700,627
Non-profit Making Institutions	308,493	247,644	556,137	394,004	290,838	684,842
Cooperatives	46,326	11,426	57,752	26,806	12,077	38,884
Sub total	2,637,391	1,454,565	4,091,956	2,469,946	954,407	3,424,353
Public Sector						
Central and Local Government	1,066,601	437,978	1,504,580	1,728,337	973,368	2,701,706
Parastatal Organizations	922,297	540,838	1,463,135	304,522	169,843	474,365
Sub total	1,988,899	978,816	2,967,715	2,032,859	1,143,211	3,176,071
Total	4,626,290	2,433,381	7,059,671	4,502,805	2,097,618	6,600,424

Table C3: Annual Cash Earnings (Tshs. Million) of All Employees by Major Industries and Terms of Employment, 2010 and 2011

Industry	Regular Employees		Casual Employees	
	2010	2011	2010	2011
Agriculture, forestry and fishing	212,761	147,572	98,254	46,022
Mining and quarrying	44,222	45,320	10,029	6,141
Manufacturing	426,505	464,556	118,429	94,118
Electricity, gas, steam and air conditioning supply	117,042	76,805	3,310	7,336
Water supply; sewerage, waste management and remediation act	20,156	36,329	511	1,260
Construction	73,501	77,962	23,030	13,565
Wholesale and retail trade; repair of motor vehicles and mot	272,893	315,476	21,091	23,114
Transportation and storage	259,710	171,065	14,713	2,518
Accommodation and food service activities	197,989	204,500	9,952	17,252
Information and communication	39,611	123,557	211	1,388
Financial and insurance activities	231,290	344,096	253	206
Real estate activities	38,464	9,534	696	129
Professional, scientific and technical activities	36,694	89,520	466	2,520
Administrative and support service activities	21,560	92,427	286	2,502
Public administration and defence; compulsory social securit	1,401,868	1,779,315	64,862	11,316
Education	802,360	967,502	7,026	6,139
Human health and social work activities	381,568	460,560	10,207	2,485
Arts, entertainment and recreation	4,251	18,157	21	2,099
Other service activities	186,329	192,023	3,756	3,221
Total	4,768,774	5,616,274	387,104	243,330

APPENDIX D

Table D1; Distribution of Annual Wage Bill by Industrial Major Divisions (Tshs. Million), 2010 and 2011

Industry	2010			2011		
	Private	Public	Total	Private	Public	Total
Agriculture, forestry and fishing	283,129	30,764	313,893	162,862	31,583	194,445
Mining and quarrying	53,638	612	54,250	51,347	113	51,460
Manufacturing	521,351	30,556	551,906	515,557	48,273	563,831
Electricity, gas, steam and air conditioning supply	28,656	91,720	120,375	11,760	72,399	84,159
Water supply; sewerage, waste management and remediation act	2,351	18,583	20,934	1,849	35,741	37,590
Construction	82,398	14,507	96,905	78,295	13,365	91,660
Wholesale and retail trade; repair of motor vehicles and mot	295,800	5,329	301,129	335,352	11,049	346,401
Transportation and storage	179,301	96,948	276,249	127,888	52,328	180,216
Accommodation and food service activities	213,715	298	214,012	226,562	519	227,082
Information and communication	23,556	16,303	39,859	107,099	18,010	125,109
Financial and insurance activities	150,774	81,861	232,635	205,545	141,100	346,645
Real estate activities	31,391	7,769	39,160	7,744	1,920	9,664
Professional, scientific and technical activities	6,877	30,489	37,366	38,280	54,256	92,537
Administrative and support service activities	15,651	6,329	21,979	87,806	7,480	95,285
Public administration and defense; compulsory social security	24,064	1,455,732	1,479,796	10,837	1,797,841	1,808,678
Education	276,938	546,605	823,543	364,190	611,912	976,103
Human health and social work activities	194,503	198,062	392,565	229,902	234,327	464,228
Arts, entertainment and recreation	1,980	3,073	5,052	10,257	10,003	20,260
Other service activities	181,315	17,913	199,228	180,514	17,050	197,564
Total	2,567,385	2,653,452	5,220,837	2,753,647	3,159,269	5,912,916

Table D2: Distribution of Annual Wage Bill by Terms of Employment and Industry Major Division (Tshs. Million), 2010 and 2011

Industry	Cash earnings Regular	Cash earnings casual	Free Ration	wage bill	Cash earnings Regular	Cash earnings casual	Free Ration	wage bill
Agriculture, forestry and fishing	212,761	98,254	2,878	313,893	147,572	46,022	851	194,445
Mining and quarrying	44,222	10,029	0	54,250	45,320	6,141	0	51,460
Manufacturing	426,505	118,429	6,972	551,906	464,556	94,118	5,157	563,831
Electricity, gas, steam and air conditioning supply	117,042	3,310	24	120,375	76,805	7,336	18	84,159
Water supply; sewerage, waste management and remediation act	20,156	511	266	20,934	36,329	1,260	1	37,590
Construction	73,501	23,030	374	96,905	77,962	13,565	133	91,660
Wholesale and retail trade; repair of motor vehicles and mot	272,893	21,091	7,145	301,129	315,476	23,114	7,811	346,401
Transportation and storage	259,710	14,713	1,826	276,249	171,065	2,518	6,633	180,216
Accommodation and food service activities	197,989	9,952	6,071	214,012	204,500	17,252	5,330	227,082
Information and communication	39,611	211	36	39,859	123,557	1,388	164	125,109
Financial and insurance activities	231,290	253	1,092	232,635	344,096	206	2,343	346,645
Real estate activities	38,464	696	0	39,160	9,534	129	1	9,664
Professional, scientific and technical activities	36,694	466	205	37,366	89,520	2,520	497	92,537
Administrative and support service activities	21,560	286	133	21,979	92,427	2,502	357	95,285
Public administration and defense; compulsory social security	1,401,868	64,862	13,066	1,479,796	1,779,315	11,316	18,047	1,808,678
Education	802,360	7,026	14,156	823,543	967,502	6,139	2,462	976,103
Human health and social work activities	381,568	10,207	790	392,565	460,560	2,485	1,184	464,228
Arts, entertainment and recreation	4,251	21	781	5,052	18,157	2,099	4	20,260
Other service activities	186,329	3,756	9,144	199,228	192,023	3,221	2,319	197,564
Total	4,768,774	387,104	64,959	5,220,837	5,616,274	243,330	53,312	5,912,916

Table D3: Distribution of Annual Wage Bill by Region and Terms of Employment (Tshs. Million), 2010 and 2011

INDUSTRY	Cash earnings Regular	Cash earnings casual	Free Ration	wage bill	Cash earnings Regular	Cash earnings casual	Free Ration	wage bill
Dodoma	150,731	1,934	2,569	155,234	159,467	1,733	616	161,816
Arusha	220,120	7,007	5,256	232,382	247,879	7,541	6,146	261,566
Kilimanjaro	232,886	11,539	1,783	246,209	312,481	8,074	2,197	322,751
Tanga	150,408	11,203	483	162,094	186,359	13,039	288	199,686
Morogoro	403,674	96,653	3,447	503,774	379,819	33,848	1,716	415,383
Pwani	82,240	5,831	1,882	89,953	100,679	1,662	2,592	104,933
Dar es Salaam	1,773,243	124,997	16,690	1,914,930	2,186,387	90,335	21,681	2,298,402
Lindi	86,684	765	325	87,775	74,448	816	255	75,520
Mtwara	72,992	7,641	330	80,963	78,232	9,446	323	88,001
Ruvuma	82,965	511	252	83,729	109,294	1,769	316	111,379
Iringa	157,425	56,869	13,385	227,679	189,794	3,098	160	193,052
Mbeya	261,816	6,607	1,908	270,331	323,665	6,272	2,476	332,412
Singida	78,668	1,792	163	80,623	86,140	1,080	4,057	91,278
Tabora	114,441	3,165	1,910	119,515	133,895	1,031	503	135,428
Rukwa	53,542	1,473	258	55,272	45,414	2,331	1,611	49,356
Kigoma	84,108	875	1,072	86,056	98,233	1,838	1,361	101,433
Shinyanga	212,092	2,746	877	215,715	297,227	6,753	724	304,703
Kagera	88,007	8,285	409	96,701	110,502	22,847	2,214	135,564
Mwanza	287,422	24,653	10,423	322,498	289,462	24,409	2,649	316,520
Mara	120,481	6,162	1,263	127,905	153,109	1,735	300	155,143
Manyara	54,829	6,395	275	61,499	53,788	3,674	1,130	58,591
TOTAL	4,768,774	387,104	64,959	5,220,837	5,616,274	243,330	53,312	5,912,916

APPENDIX E

Table E1: Number of New Workers Recruited by Occupation and Sex, 2010 and 2011

Occupation	2010			2011		
	Male	Female	Total	Male	Female	Total
Legislators, Administrators and Managers	1.4	0.9	2.3	1.1	0.5	1.7
Professionals	11.4	7.8	19.2	8.4	4.0	12.5
Technicians and Associate professionals	17.0	17.2	34.1	20.6	18.6	39.2
Clerks	4.4	5.1	9.5	2.6	10.9	13.5
Service workers and Shop sales workers	6.2	4.9	11.1	6.6	10.7	17.3
Skilled agricultural and Fishery workers	0.3	0.1	0.4	1.5	0.2	1.7
Craft and related workers	2.4	0.5	3.0	1.6	0.3	2.0
Plant and machine operators and assemblers	5.7	4.5	10.2	5.0	2.1	7.1
Elementary occupations	6.1	4.0	10.1	2.7	2.5	5.2
Total	54.9	45.1	100.0	50.2	49.8	100.0

Table E2: Number of New Workers Recruited by Occupation Title and Level of Education 2010 – 2011

Occupation	2010								2011							
	Level of Education								Level of Education							
	Tertiary University	Tertiary Non University	Teacher Education/college	Vocational Education	Secondary: O- level	Secondary: A- level	Primary Education	Total	Tertiary University	Tertiary Non University	Teacher Education/college	Vocational Education	Secondary: O- level	Secondary: A- level	Primary Education	Total
Legislators, Administrators and Managers	388	82	21	22	429	31	265	1,239	250	77	84	62	122	23	170	787
Professionals	6,236	928	458	2,155	246	163	83	10,270	5,180	322	151	59	54	83	83	5,931
Technicians and Associate professionals	1,849	3,625	8,809	834	2,294	676	163	18,249	1,611	3,501	8,420	841	3,296	883	125	18,676
Clerks	283	706	551	685	1,395	872	589	5,081	471	321	361	374	4,209	491	199	6,427
Service workers and Shop sales workers	18	366	233	585	2,169	475	2,094	5,940	304	96	412	772	3,516	223	2,905	8,227
Skilled agricultural and Fishery workers	15	17	0	7	112	43	28	222	3	3	0	68	106	105	508	793
Craft and related workers	92	26	81	890	264	29	199	1,581	44	3	10	173	231	40	436	938
Plant and machine operators and assemblers	515	46	51	894	1,586	87	2,298	5,477	544	57	38	786	1,160	149	656	3,391
Elementary occupations	658	140	6	73	659	154	3,693	5,383	13	35	182	58	839	163	1,178	2,467
Total	10,054	5,936	10,210	6,144	9,154	2,530	9,413	53,442	8,420	4,414	9,658	3,193	13,533	2,158	6,260	47,637

Table E3: Number of New Workers Recruited by Occupation Title and Level of Subject of Training, 2010

Occupation	2010																					
	Subject of Training																					
	General training programs	Education Training	Fine and Applied Arts Programs	Programs in Languages	Other Humanity Courses	Social and Behavior Science Programs	Commercial, Clerical, Business and Public Administration	Programs in Law	Natural Science Programs	Mathematics and Computer Science Programs	Medicine and Health Related Programs	Construction Trades Programs	Other Crafts, Trade and Industrial Programs	Engineering and Allied Programs	Architectural & Town Planning Programs	Agriculture, Forestry & Fishery Programs	Home Economics and Domestic Science Programs	Transport & Communication Programs	Service Trades Programs	Mass Communication & Documentation Programs	Other Programs	Total
Legislators, Administrators and Managers	8	1	222	0	1	50	720	14	0	8	10	0	0	6	1	44	0	0	55	5	90	1,237
Professionals	0	4,387	1	2	33	539	2,595	128	44	332	543	9	139	494	241	345	21	33	25	143	210	10,264
Technicians and Associate professionals	1	10,976	50	0	0	219	797	36	84	117	3,419	28	288	479	36	890	0	65	73	49	560	18,167
Clerks	13	114	16	0	2	0	3,262	7	0	45	485	0	6	23	0	79	3	93	436	122	348	5,054
Service workers and Shop sales workers	96	77	0	58	0	64	225	0	0	0	133	3	1	11	0	144	143	168	4,237	0	504	5,863
Skilled agricultural and Fishery workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	193	0	0	4	0	17	222
Craft and related workers	0	63	3	0	0	0	13	0	0	0	0	251	604	324	7	4	14	1	23	0	262	1,568
Plant and machine operators and assemblers	19	14	3	0	0	0	86	0	1	14	0	18	2,146	93	0	27	0	2,001	763	0	189	5,376
Elementary occupations	1,738	479	2	0	40	4	333	5	0	6	15	31	5	47	0	560	327	99	1,063	1	564	5,319
Total	1,875	16,110	297	61	76	875	8,031	190	130	523	4,605	339	3,190	1,478	293	2,287	508	2,461	6,678	319	2,744	53,072

Table E4: Number of New Workers Recruited by Occupation Title and Level of Subject of Training, 2011

Occupation	2011																					
	Subject of Training																					
	General training programs	Education Training	Fine and Applied Arts Programs	Programs in Languages	Other Humanity Courses	Social and Behavior Science Programs	Commercial, Clerical, Business and Public Administration	Programs in Law	Natural Science Programs	Mathematics and Computer Science Programs	Medicine and Health Related Programs	Construction Trades Programs	Other Crafts, Trade and Industrial Programs	Engineering and Allied Programs	Architectural & Town Planning Programs	Agriculture, Forestry & Fishery Programs	Home Economics and Domestic Science Programs	Transport & Communication Programs	Service Trades Programs	Mass Communication & Documentation Programs	Other Programs	Total
Legislators, Administrators and Managers	2	1	0	0	0	12	351	12	0	4	0	0	0	25	0	8	6	8	218	2	106	755
Professionals	0	1,719	0	5	127	188	2,077	71	12	142	539	1	82	390	39	187	0	18	44	46	246	5,931
Technicians and Associate professionals	3	11,117	42	0	6	279	953	6	33	23	3,713	4	289	531	15	1,033	0	188	204	0	231	18,669
Clerks	0	56	0	0	0	0	5,768	47	0	97	2	0	0	0	1	6	0	17	243	21	168	6,427
Service workers and Shop sales workers	390	35	0	0	0	0	401	3	0	1	70	0	0	12	0	0	104	5	6,179	0	890	8,088
Skilled agricultural and Fishery workers	0	0	0	0	15	0	0	0	0	0	0	0	0	0	0	225	0	0	0	0	553	793
Craft and related workers	0	0	0	12	0	6	27	0	0	0	1	85	537	55	0	0	0	0	3	0	212	938
Plant and machine operators and assemblers	0	0	0	0	0	0	244	0	0	7	30	2	378	93	0	9	0	1,332	14	0	1,270	3,379
Elementary occupations	110	17	0	0	0	0	353	0	0	0	34	3	38	11	20	23	0	62	670	1	1,101	2,444
Total	504	12,946	42	16	148	485	10,172	139	45	274	4,389	95	1,323	1,118	74	1,491	110	1,630	7,574	70	4,777	47,422

Table E5: Number of New Workers Recruited by Region and Occupation, 2010 – 2011

	2010										2011									
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	Plant and machine operators and assemblers	Elementary occupations	Total	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
Dodoma	42	542	1,242	163	343	0	7	28	142	2,510	1	350	1,084	132	113	1	19	96	83	1,878
Arusha	6	290	671	183	165	3	410	1,921	160	3,810	13	67	101	55	249	34	10	141	127	798
Kilimanjaro	2	430	1,321	119	190	6	25	54	160	2,309	35	373	1,250	258	366	26	70	183	194	2,756
Tanga	253	266	1,164	84	98	6	148	648	17	2,685	21	81	484	48	102	12	38	101	19	905
Morogoro	21	414	593	156	69	32	31	798	2,019	4,132	9	235	794	70	129	512	1	60	257	2,068
Pwani	20	144	448	46	181	1	0	53	73	966	0	14	85	13	31	0	0	0	1	143
Dar es Salaam	296	2,537	2,039	2,217	1,849	32	504	1,157	2,159	12,790	528	2,771	3,023	1,504	4,692	74	306	1,977	1,327	16,203
Lindi	265	75	354	35	29	34	5	22	9	828	7	21	10	3	24	0	0	0	0	65
Mtwara	34	56	107	17	72	0	0	4	13	303	0	45	86	26	44	4	3	2	22	233
Ruvuma	0	184	217	16	21	1	3	7	4	454	0	25	63	42	97	0	5	1	14	247
Iringa	13	533	588	84	291	2	38	40	60	1,649	79	419	1,100	40	150	14	0	58	18	1,877
Mbeya	31	601	1,276	192	772	5	24	177	51	3,128	2	81	1,881	161	241	0	130	129	26	2,652
Singida	0	98	648	36	83	3	3	16	1	887	8	22	164	23	369	19	2	6	6	619
Tabora	7	270	1,305	91	106	62	8	14	34	1,899	0	208	1,137	8	55	63	41	40	18	1,570
Rukwa	25	248	1,229	132	44	0	96	105	114	1,993	0	116	356	71	123	0	29	48	15	758
Kigoma	11	125	343	31	318	12	34	13	16	903	3	564	929	55	199	0	57	34	41	1,882
Shinyanga	81	267	1,735	158	136	7	14	64	55	2,518	1	51	2,149	112	74	28	12	423	71	2,921
Kagera	17	112	394	219	48	11	9	32	11	852	12	125	1,553	40	275	2	0	5	26	2,038
Mwanza	88	2,798	1,535	949	954	3	176	296	238	7,037	8	225	1,022	3,709	657	0	25	63	188	5,898
Mara	2	177	654	113	20	0	42	3	16	1,026	48	101	1,201	48	202	4	185	15	14	1,817
Manyara	27	103	386	40	152	2	2	23	28	764	12	36	203	9	34	0	6	7	0	307
Total	1,239	10,270	18,249	5,081	5,940	222	1,581	5,477	5,383	53,442	787	5,931	18,676	6,427	8,227	793	938	3,391	2,467	47,637

Table E6: Number of New Workers Recruited by Education Level and Starting Salary, 2010 - 2011

Level of Education	2010							2011						
	Under 70,000	70,000 - 150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	Total	Under 70,000	70,000 - 150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	Total
Tertiary University	1,390	833	1,648	3,330	2,211	654	10,066	209	736	844	2,770	3,009	852	8,420
Tertiary Non University	498	393	2,794	1,785	447	120	6,035	116	240	1,962	1,179	624	294	4,414
Teacher Education/college	109	721	7,841	1,222	216	120	10,229	343	390	6,693	1,774	202	256	9,658
Vocational Education	171	1,874	1,164	537	423	2,016	6,186	72	1,274	1,011	425	261	150	3,193
Secondary: O-level	879	3,839	3,615	665	163	34	9,195	538	3,208	4,708	4,543	468	69	13,533
Secondary: A-level	111	403	1,363	583	43	41	2,545	61	553	855	633	20	37	2,158
Primary Education	1,231	7,176	545	135	207	151	9,444	1,748	2,490	1,253	241	310	219	6,260
Total	4,389	15,239	18,970	8,257	3,710	3,136	53,701	3,087	8,889	17,325	11,565	4,894	1,877	47,637

Table E7: Number of New Workers Recruited by Industry and Level of Education, 2010

Industry	Level Of Education							Total
	Tertiary University	Tertiary Non University	Teacher Education/college	Vocational Education	Secondary: O-level	Secondary: A-level	Primary Education	
Agriculture, forestry and fishing	179	321	81	52	164	51	1,463	2,312
Mining and quarrying	42	9	0	34	62	87	0	234
Manufacturing	1,299	163	138	548	693	168	3,661	6,671
Electricity, gas, steam and air conditioning supply	87	119	59	66	7	5	0	343
Water supply; sewerage, waste management and remediation act	64	34	25	101	18	17	45	305
Construction	87	64	127	117	128	8	108	640
Wholesale and retail trade; repair of motor vehicles and motor	207	109	92	2,246	1,473	31	290	4,448
Transportation and storage	273	145	36	1,146	330	189	722	2,842
Accommodation and food service activities	133	483	305	423	726	654	1,589	4,313
Information and communication	205	72	14	23	15	19	11	358
Financial and insurance activities	672	135	46	22	64	65	0	1,004
Real estate activities	221	92	0	0	0	0	0	312
Professional, scientific and technical activities	146	27	21	15	58	11	4	282
Administrative and support service activities	9	4	3	97	513	55	299	981
Public administration and defense; compulsory social security	2,682	1,834	3,363	692	2,163	561	110	11,405
Education	3,030	923	5,235	196	950	257	379	10,970
Human health and social work activities	417	1,187	442	402	1,525	310	228	4,509
Arts, entertainment and recreation	15	8	3	4	12	1	0	43
Other service activities	311	305	237	2	295	56	536	1,741
Total	10,078	6,035	10,229	6,186	9,195	2,545	9,444	53,713

Table E8: Number of New Workers Recruited by Industry and Level of Education, 2011

Industry	Level Of Education							
	Tertiary University	Tertiary Non University	Teacher Education / college	Vocational Education	Secondary: O-level	Secondary: A-level	Primary Education	Total
Agriculture, forestry and fishing	190	138	29	84	248	152	92	932
Mining and quarrying	20	2	0	26	16	1	15	79
Manufacturing	397	99	52	406	1,235	46	1,191	3,426
Electricity, gas, steam and air conditioning supply	25	10	9	62	30	5	33	174
Water supply; sewerage, waste management and remediation act	69	47	22	33	33	7	6	215
Construction	99	76	214	366	300	24	166	1,246
Wholesale and retail trade; repair of motor vehicles and motor	985	96	220	282	781	131	681	3,176
Transportation and storage	553	102	15	200	80	13	24	987
Accommodation and food service activities	98	81	116	462	1,750	183	2,273	4,963
Information and communication	111	39	56	35	74	1	3	319
Financial and insurance activities	1,276	164	84	24	45	13	32	1,638
Real estate activities	40	0	1	8	0	0	3	52
Professional, scientific and technical activities	82	77	19	42	23	176	2	422
Administrative and support service activities	107	16	12	356	319	369	762	1,941
Public administration and defense; compulsory social security	1,341	1,151	3,634	189	3,257	343	28	9,943
Education	2,009	944	4,253	251	4,252	437	400	12,546
Human health and social work activities	751	1,105	654	241	796	96	226	3,868
Arts, entertainment and recreation	16	28	175	6	1	6	66	298
Other service activities	255	239	92	121	295	154	256	1,412
Total	8,420	4,414	9,658	3,193	13,533	2,158	6,260	47,637

Table E9: Number of New Workers Recruited by Industry and Subject of Training, 2010

Industry	Subject of training																						
	General training	Education Training	Fine and Applied Arts	Languages	Other Humanity Courses	Social and Behavior Science	Commercial, Clerical, and Business Administration	Programs in Law	Natural Science Programs	Mathematics and Computer Science	Medicine and Health Related	Construction Trades	Other Crafts, Trade and Industrial	Engineering and Allied	Architectural & Town Planning	Agriculture, Forestry & Fishery	Home Economics and Domestic Science	Transport & Communication	Service Trades	Mass Communication & Documentation	Other Programs	Total	
Agriculture, forestry and fishing	1,341	10	0	0	0	9	125	0	5	26	6	0	19	60	4	499	0	99	42	0	23	2,270	
Mining and quarrying	0	0	0	0	0	0	58	0	9	.	3	0	81	52	0	.	0	17	3	0	11	234	
Manufacturing	208	491	225	0	0	36	852	10	0	34	19	192	2,289	476	0	679	277	239	237	34	354	6,653	
Electricity, gas, steam and air conditioning	0	0	0	0	0	0	97	1	0	3	0	35	11	134	0	8	0	26	2	0	25	343	
Water supply; sewerage, waste management and	0	7	0	0	1	3	111	0	12	2	0	25	23	77	0	0	0	8	3	0	6	280	
Construction	28	3	0	0	0	0	72	1	0	12	0	0	148	87	88	0	0	64	88	0	47	640	
Wholesale and retail trade; repair of motor vehicles and mot	3	2,014	0	0	0	0	652	10	58	45	0	19	301	95	0	13	0	174	809	2	152	4,346	
Transportation and storage	0	16	0	0	0	0	393	16	1	99	26	21	139	177	0	93	6	870	597	0	383	2,837	
Accommodation and food service activities	155	70	0	8	40	0	1,030	0	0	3	1	22	0	6	0	48	23	24	2,238	.	495	4,162	
Information and communication	0	0	0	0	0	1	168	2	1	28	0	4	0	11	0	0	0	15	8	109	3	350	
Financial and insurance activities	0	4	0	0	0	9	716	5	0	66	7	0	15	6	0	9	0	7	2	1	143	991	
Real estate activities	0	0	0	0	0	0	267	0	0	2	0	0	0	0	15	0	0	28	0	0	0	312	
Professional, scientific and technical activities	0	6	4	0	0	11	85	1	5	20	16	0	0	1	0	13	0	18	52	4	45	282	
Administrative and support service activities	3	0	0	0	0	0	23	0	0	0	0	0	0	1	0	2	0	9	942	0	0	981	
Public administration and defense; compulsory	20	3,942	67	2	2	611	1,893	129	34	133	598	14	36	253	173	886	73	683	1,123	57	650	11,379	
Education	33	9,285	1	0	9	85	410	2	0	18	219	33	15	38	13	15	95	60	248	98	276	10,953	
Human health and social work activities	0	111	0	0	0	103	391	2	4	31	3,598	3	36	1	0	2	34	28	89	3	52	4,488	
Arts, entertainment & recreation	0	1	0	0	2	0	18	0	0	0	1	0	0	1	0	1	0	1	7	11	0	43	
Other service activities	83	150	0	50	30	13	751	11	0	1	110	1	76	0	0	39	0	97	196	0	132	1,741	
Total	1,875	16,111	297	61	84	881	8,110	190	130	523	4,605	370	3,190	1,478	293	2,309	508	2,466	6,685	319	2,799	53,283	

Table E10: Number of New Workers Recruited by Industry and Subject of Training, 2011

Industry	Subject of Training																					
	General training programs	Education Training	Fine and Applied Arts Programs	Programs in Languages	Other Humanity Courses	Social and Behaviour Science Programs	Commercial, Clerical, Business and Public Administration	Programs in Law	Natural Science Programs	Mathematics and Computer Science Programs	Medicine and Health Related Programs	Construction Trades Programs	Other Crafts, Trade and Industrial Programs	Engineering and Allied Programs	Architectural & Town Planning Programs	Agriculture, Forestry & Fishery Programs	Home Economics and Domestic Science Programs	Transport & Communication Programs	Service Trades Programs	Mass Communication & Documentation Programs	Other Programs	Total
Agriculture, forestry and fishing	1	2	0	0	0	3	92	0	0	1	23	0	54	110	0	459	0	33	45	0	109	932
Mining and quarrying	0	0	0	0	0	17	3	0	0	0	17	1	14	12	0	0	0	4	10	0	0	79
Manufacturing	96	13	0	0	0	2	727	3	0	8	10	18	433	206	0	2	0	261	91	0	1,554	3,426
Electricity, gas, steam and air conditioning supply	0	0	0	0	0	0	46	0	0	0	0	14	6	93	0	0	0	13	0	0	3	174
Water supply; sewerage, waste management and remediation act	0	0	0	12	0	3	92	1	0	3	6	19	0	19	0	16	0	15	3	0	10	200
Construction	73	0	0	0	0	0	326	0	0	0	0	0	185	164	15	0	0	302	120	0	53	1,237
Wholesale and retail trade; repair of motor vehicles and mot	35	1	0	0	0	0	1,008	0	33	26	155	35	442	87	0	62	0	94	172	0	1,017	3,164
Transportation and storage	0	0	0	0	0	8	279	7	0	13	7	0	1	219	0	0	0	286	113	1	42	975
Accommodation and food service activities	260	19	0	0	15	0	386	0	0	3	0	3	34	9	0	0	56	14	3,011	0	1,002	4,812
Information and communication	2	33	0	0	0	0	179	1	0	6	0	0	0	31	1	0	0	27	4	13	22	319
Financial and insurance activities	0	0	0	0	0	6	1,402	12	0	53	3	0	0	8	0	8	0	35	33	0	78	1,638
Real estate activities	0	0	0	0	0	31	9	0	0	0	0	0	0	0	0	0	0	.	12	0	0	52
Professional, scientific and technical activities	0	1	0	0	0	6	216	0	0	12	14	0	2	8	2	76	0	30	51	3	0	422
Administrative and support service activities	0	0	0	0	0	9	351	0	0	0	0	0	0	1	0	8	0	147	1,374	0	50	1,941
Public administration and defense; compulsory social security	2	4,963	0	5	0	214	685	54	7	23	812	4	6	140	54	803	0	46	1,962	4	155	9,938
Education	22	7,710	10	0	1	13	3,889	3	5	25	149	2	29	5	3	40	54	67	229	42	248	12,546
Human health and social work activities	3	65	33	0	0	62	176	16	0	64	3,137	0	11	7	0	16	0	108	136	0	24	3,858
Arts, entertainment and recreation	0	0	0	0	0	0	18	0	0	0	0	0	0	0	0	0	0	13	209	6	51	297
Other service activities	10	138	0	0	131	109	286	42	1	37	57	0	105	0	0	0	0	136	0	1	358	1,412
Total	504	12,946	42	16	148	485	10,172	139	45	274	4,389	95	1,323	1,118	74	1,491	110	1,630	7,574	70	4,777	47,422

Table E11: Number of New Workers Recruited by Sector of Employment and Employment Status, 2010 - 2011

Sector	2010						2011					
	Permanent	Contract	Casual	Apprentices	Other	Total	Permanent	Contract	Casual	Apprentices	Other	Total
Private Profit Making Institutions	11,319	10,008	1,674	23	159	23,184	9,602	11,784	1,188	165	245	22,985
Private Non Profit Making Institutions	4,310	2,770	33	462	83	7,659	3,318	2,358	193	100	7	5,975
Cooperatives	366	77	5	0	0	449	348	81	0	0	0	429
Central Government	3,896	793	34	6	60	4,790	2,248	340	0	0	0	2,588
Local Government (Urban)	1,534	124	0	0	0	1,657	3,700	1,533	385	36	3	5,658
Local Government (District)	14,026	274	65	24	1	14,392	8,464	74	0	6	1	8,545
Parastatal Profit Making Institutions	823	299	0	0	0	1,123	811	278	0	0	2	1,092
Parastatal Non Profit Making Institutions	389	62	0	9	0	460	263	96	3	0	3	366
Total	36,665	14,409	1,811	524	304	53,713	28,754	16,545	1,768	307	263	47,637

Table E12: Number of Current Existing Job Vacancies by Occupation and Working Experience.

Occupation	2,010					2,011				
	Not Required	1-2 years	3-4 years	5 or more years	Total	Not Required	1-2 years	3-4 years	5 or more years	Total
Legislators, administrators and managers	1,672	270	239	129	2,309	1,269	354	239	151	2,013
Professionals	13,807	2,252	879	417	17,354	9,965	2,052	1,076	607	13,699
Technicians and associate professionals	42,548	8,354	1,216	239	52,357	28,730	3,830	871	159	33,590
Clerks	3,167	1,093	186	80	4,527	2,554	1,101	247	701	4,602
Service workers and shop sales workers	5,025	1,010	124	40	6,199	3,812	1,281	398	126	5,617
Skilled agricultural and fishery workers	1,212	244	101	0	1,557	1,316	60	31	0	1,407
Craft and related workers	575	338	112	73	1,097	523	224	186	3	935
Plant and machine operators and assemblers	682	410	474	98	1,664	525	314	235	81	1,155
Elementary occupations	3,039	456	212	19	3,727	2,483	347	103	26	2,959
Total	71,726	14,428	3,544	1,095	90,792	51,176	9,562	3,385	1,854	65,977

APPENDIX F

Table F1: Number of Current Existing Job Vacancies by Qualification/Skill Required and Sex Preference

Subject of training	2010				2011			
	Male	Female	None	Total	Male	Female	None	Total
General training programs (including literacy)	1,321	89	31	1,442	61	1	108	170
Education training	3,875	2,657	31,293	37,825	1,978	1,220	13,839	17,037
Fine and applied arts programs	4	6	6	16	0	1	19	20
Programs in languages	1	2	4	7	0	0	2	2
Other humanity courses	13	0	309	321	36	37	3	75
Social and behavior science programs	380	92	2,356	2,828	379	136	2,003	2,518
Commercial, clerical, business and public administration	828	806	6,557	8,192	902	697	6,495	8,094
Programs in law	35	8	360	403	16	15	384	415
Natural science programs	4	3	209	216	16	1	46	63
Mathematics and computer science programs	21	35	336	392	41	50	209	301
Medicine and health related programs	456	1,080	11,619	13,155	586	1,848	7,973	10,406
Construction trades programs	249	52	462	763	188	2	455	645
Other craft, trade and industrial programs	279	36	553	868	237	24	390	650
Engineering and allied programs	561	121	1,543	2,224	283	125	2,131	2,540
Architectural & town planning programs	243	43	499	785	348	39	799	1,186
Agriculture, forestry & fishery programs	1,159	1,029	7,499	9,686	1,118	1,099	9,482	11,700
Home economics and domestic science programs	28	3	614	645	41	20	766	827
Transport and communication programs	703	46	697	1,446	486	32	414	932
Service trades programs	1,725	571	3,793	6,089	1,262	907	3,437	5,606
Programs in mass communication and documentation	30	4	264	298	18	17	225	259
Other programs	281	156	2,346	2,783	1,070	307	1,040	2,417
Total	12,196	6,839	71,348	90,383	9,067	6,576	50,219	65,862

Table F2: Number of Current Existing Job Vacancies by Work Experience with Sex Preference

Work Experiences	2010				2011			
	Male	Female	None	Total	Male	Female	None	Total
No Work Experience Required	7,235	4,688	59,891	71,815	6,486	5,010	39,680	51,176
1-2 years	3,819	1,776	8,875	14,470	1,397	1,021	7,145	9,562
3-4 years	865	337	2,355	3,556	1,005	333	2,047	3,385
5 or more years	297	102	703	1,101	187	227	1,440	1,854
Total	12,216	6,902	71,824	90,943	9,075	6,591	50,311	65,977

Table F3: Number of Current Existing Job Vacancies by Reasons and Sex Preference

Existing vacancies	2010				2011			
	Male	Female	None	Total	Male	Female	None	Total
fell vacant	4,914	1,096	14,703	20,713	1,966	1,715	8,281	11,961
Unfilled Post	3,479	2,084	30,328	35,891	4,474	1,754	19,923	26,152
New Position	3,822	3,723	26,793	34,338	2,635	3,121	22,107	27,864
Total	12,216	6,902	71,824	90,943	9,075	6,591	50,311	65,977

Table F4: Number of Current Existing Job Vacancies by Industry and Reasons

Industry	2010				2011			
	fell vacant	Unfilled Post	New Position	Total	fell vacant	Unfilled Post	New Position	Total
Agriculture, forestry and fishing	2,353	2,337	1,129	5,818	300	1,901	2,180	4,381
Mining and quarrying	37	2	4	43	9	0	47	55
Manufacturing	425	193	561	1,179	752	469	426	1,647
Electricity, gas, steam and air conditioning supply	32	407	213	652	102	369	43	514
Water supply; sewerage, waste management and remediation act	59	156	88	303	279	331	190	800
Construction	534	140	324	998	385	80	443	908
Wholesale and retail trade; repair of motor vehicles and mot	186	546	2,884	3,616	196	497	264	957
Transportation and storage	809	281	318	1,409	69	109	29	207
Accommodation and food service activities	373	272	487	1,132	353	692	1,214	2,258
Information and communication	26	17	43	87	14	6	189	209
Financial and insurance activities	91	53	87	231	80	41	29	150
Real estate activities	120	13	44	177	8	0	6	14
Professional, scientific and technical activities	72	114	95	281	212	181	109	502
Administrative and support service activities	19	42	142	204	166	445	668	1,279
Public administration and defense; compulsory social security	8,334	16,432	14,169	38,934	5,588	12,605	12,137	30,330
Education	4,169	9,681	9,182	23,032	1,989	4,828	6,093	12,910
Human health and social work activities	2,145	4,979	4,101	11,225	1,026	3,158	3,355	7,539
Arts, entertainment and recreation	14	27	11	52	36	18	34	88
Other service activities	915	198	458	1,571	398	421	410	1,229
Total	20,713	35,891	34,338	90,943	11,961	26,152	27,864	65,977

Table F5: Number of Current Existing Job Vacancies by Occupational Title and Sex Preference

Occupation	2,010				2,011			
	Male	Female	None	Total	Male	Female	None	Total
Legislators, administrators and managers	480	98	1,732	2,309	330	70	1,613	2,013
Professionals	1,143	837	15,374	17,354	1,272	1,122	11,305	13,699
Technicians and associate professionals	5,436	4,277	42,643	52,357	3,867	3,431	26,292	33,590
Clerks	408	686	3,433	4,527	277	522	3,804	4,602
Service workers and shop sales workers	1,618	493	4,088	6,199	1,196	1,014	3,406	5,617
Skilled agricultural and fishery workers	77	107	1,374	1,557	497	88	822	1,407
Craft and related workers	446	57	594	1,097	290	20	626	935
Plant and machine operators and assemblers	824	26	815	1,664	666	44	444	1,155
Elementary occupations	1,776	311	1,640	3,727	680	279	2,000	2,959
Total	12,207	6,892	71,693	90,792	9,075	6,591	50,311	65,977