



The United Republic of Tanzania

EMPLOYMENT AND EARNINGS SURVEY 2012

ANALYTICAL REPORT



TANZANIA MAINLAND



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Ministry of Finance,
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FOREWORD

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

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

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

Special thanks should go to employers and others who supplied the requested information. NBS looks forward to their continuing cooperation and support in future surveys.

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

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Director General
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EXECUTIVE SUMMARY

Introduction

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

Employment Profile

The findings show that a total of 1,550,018 persons were employed in the formal sector in 2012 as compared to 1,362,559 persons in 2011. This is an increase of 13.8 percent. The proportion of total employment was higher in the private sector (63.1% in 2011 and 64.2% in 2012) than in the public sector (36.9% in 2011 and 35.8% in 2012) for the two years.

Public Administration and Defence; Compulsory Social Security industry had the highest proportion of the total regular employees in two reference years, despite the decrease from 27.7 percent in 2011 to 20.8 percent in 2012, followed by education with a noticeable increase from 13.6 percent in 2011 to 18.7 percent in 2012. Dar es Salaam Region had the largest proportion of the total employees in each reference year which decreased slightly from 33.6 percent in 2011 to 33.0 percent in 2012 while the region with the smallest share of total employees was Rukwa with a share of 0.8 percent in 2011 and 1.1 percent in 2012.

Wage Rates Profile

Public administration and defense; compulsory social security had the largest number of employees (186,342) who earned wages below TShs. 500,000. The second largest number of adult citizen employees who earned wages below TShs. 500,000 was in education industry with 151,965 employees. The findings further reveal that, the largest proportion of citizen employees (21.8% of the total citizen employees) in the private sector received monthly wage rate of between TShs. 65,000 and TShs. 150,000 while in the public sector majority of citizen employees (13.8% of the total citizen employees) received monthly wage rate of between TShs. 500,001 and 1,500,000

Cash Earnings Profile

The findings show that, the total annual cash earnings increased from Tshs. 6,974,061 million in 2011 to Tshs. 8,814,805 million in 2012. Overall it is observed that, monthly average earnings for employees in the public sector are twice (671,639) as much as compared to monthly average earnings in the private sector (307,026).

Annual Wage Bill Profile

The results reveal that, the total annual wage bill increased from TShs. 5,912,916 million in 2011 to TShs. 8,887,420 million in 2012 which is an increase of 50.3 percent. This implies that employers' costs increased in 2012 as compared to 2011. Public administration and defense; compulsory social security had the largest share (21.6%) of annual wage bill in 2012, which is a decrease from 30.6 percent recorded in 2011. The second and third industries with largest proportions of annual wage bill were education and manufacturing with 19.7 percent and 10.6 percent respectively.

Number of New Workers Recruited

The findings show that, total number of the newly recruited workers in 2011/12 was 74,474 as compared to 47,637 workers recruited in 2010/11. The number of new workers recruited increased by about 56.3 percent. With regard to occupations, the largest number of new workers recruited were technicians and associate professionals with 31,191 (41.8%) followed by service workers and shop sales workers with 19,594 (26.3%) and professionals with 12,134 (16.3%). This shows that, the majority of the newly recruited workers were technicians and professionals.

Existing Job Vacancies

The results reveal that there were 126,073 existing vacancies in 2012. Technician and associate professionals had the largest number of vacancies which was 76,252 (60.5%) vacancies in the formal sector. Professionals were second with 23,163 (18.4%) vacancies; followed by service workers and shop sales workers with 9,395 (7.5%) vacancies. Crafts and related workers had the lowest number of vacancies generated in 2012 with 1,136 (0.9%) vacancies.

CHAPTER ONE

INTRODUCTION

1.1 Introduction

The 2012 Employment and Earnings Survey is an annual survey conducted in Tanzania Mainland by the National Bureau of Statistics. The survey covered three main categories of employing establishments in both private and public sectors. The categories involved were: all establishments of the 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.

1.2 Background

The survey was a continuation of the previous similar surveys conducted each year. The first Employment and Earnings Survey (EES) was conducted in 1963, 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, 2005, 2007 and 2010 - 2011 were published and are available at the National Bureau of Statistics.

However, the results of 2005 to 2007 surveys were compiled in one report and the 2010 and 2011 results they are available in one report. The surveys for 2003 and 2004 were conducted but due to low response rates, the results were not published. The 2008 and 2009 surveys were not conducted due to financial constraints. This report is the fifth since 2001 when employment and earnings surveys were re-started.

1.3 Objectives of the Survey

The main objective of the 2012 Employment and Earnings Survey was to obtain comprehensive data on the annual status of Employment and Earnings as well as data on the socio-economic characteristics of the Labour Market.

1.4. 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 is hired to work or perform a job or for a business, firm etc. in return for payment under a contract of service with an employer whether as a 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 Youth Persons

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

1.5.5 Wage Rate

The term Wage Rate refers to the basic agreed rate of payment for normal time of work and 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 Industrial Classification of all Economic Activities (ISIC) Revision 4. Establishments engaged in several activities were classified under the industrial activity in which the majority of workers were employed. The Government technical services were allocated as far as possible to the industry of the employing department. The major industrial divisions are 21 according to the ISIC Revision 4 as follows:-

1.5.15.1 Agriculture, Forestry and Fishing

This industry includes the exploitation of 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 works, repair, additions and alterations, the erection of prefabricated buildings or structures on the site and also construction of a temporary nature.

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

1.5.15.10 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, over nesses, babysitters, tutors, secretaries etc. It allows the domestic personnel employed to state the activity of their employer in censuses or studies, even though the employer is an individual. The product produced by this activity is consumed by the employing household.

1.5.15.19 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) of 2012 covered a total of 9,431 establishments from a sampling frame of 52,802 establishments consisting of all public and private establishments 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 both Private and Public Sectors in Tanzania Mainland in such a way that they made 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 included stratification of all private establishments into two strata employing 5 – 9 and 10 – 49 persons. Then, the sample size for each stratum was developed in each region. Finally, probability proportional to size (PPS) was used to draw the sample within each industry. A similar approach was used in all the 21 regions 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.

The 2012 sampling procedure is the same as that used in the 2011 EESs; hence the results from this survey were consistent with the 2011 employment statistics.

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 Missions, Corporation 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, the response rate was about 88% for EES 2012. The summary of response rates for both public and private sector is given in the table below;

Table 1.1: Number of Establishments and Response Rates by Sector, 2012

Sector	Employment size	2012		
		Number of establishments selected	Responded	Response rate
Private	5 - 9'	2,042	2,005	98.2
	10 - 49'	2,411	1,935	80.3
	50+	1,278	981	76.8
	Sub-Total	5,731	4,921	85.9
Public	5 - 9'	1,815	1,661	91.5
	10 - 49'	2,018	1,814	89.9
	50+	1,153	1,035	89.8
	Sub-Total	4,986	4,510	90.5
Grand Total		10,717	9,431	88.0

1.6.4 Weight

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

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

Where: N = Total number of establishments before sampling

n = Total number of sampled establishments.

CHAPTER TWO

EMPLOYMENT PROFILE

2.0 Introduction

The employment profile highlights the performance of the formal sector in Tanzania Mainland. This chapter discusses the employment situation for regular and casual employees, their sectors and industries of employment, citizenship, sex and regional disparities. It also discusses findings on the age of employees (adults and youth aged between 15 and 24 years).

2.1. Percentage of Employees by Sector, Terms of Employment and Sex

This section presents the characteristic of employees in term of sectors, terms of employment, and gender disparity. It describes the strength and weakness on the performance of employment in the formal sector in Tanzania, this information feeds into policy formulation and implementation for betterment of the country's labour utilization.

Table 2.1: Percentage Distribution of Total Employees by Sector, Terms of Employment and Sex, 2012

Terms of Employment	Private		Public		Total	
	Number	Percent	Number	Percent	Number	Percent
Regular Employees						
Adult males	508,288	32.8	312,621	20.2	820,909	53.0
Adult females	260,653	16.8	216,404	14.0	477,057	30.8
Youth males	9,294	0.6	3,233	0.2	12,527	0.8
Youth females	8,216	0.6	5,024	0.3	13,240	0.9
Sub Total	786,451	50.8	537,282	34.7	1,323,733	85.5
Casual Employees						
Adult Males	114,482	7.4	12,154	0.8	126,636	8.2
Adult Females	82,920	5.3	4,524	0.3	87,444	5.6
Youth Males	6,712	0.4	187	0.0	6,899	0.4
Youth Females	5,140	0.3	166	0.0	5,306	0.3
Sub Total	209,254	13.4	17,031	1.1	226,285	14.5
Total	995,705	64.2	554,313	35.8	1,550,018	100.0

Table 2.1 shows that the total number of employees in the formal sector in Tanzania mainland was 1,550,018 persons, of whom, 995,705 employees are in private sector compared to 554,313 who are in the public sector. Private sector was the driving force of the economy as expected, and employees in this sector were 64.2 percent of the total number of employees in the formal sector. Public sector composes 35.8 percent of total employees in the formal sector.

Employment in the formal sector constitutes regular employees and casual employees as described in the concepts and definitions. Regular employees had the highest proportion of total employees (85.5%) and the remaining 14.5 percent were casual employees. Regular employment is the most desirable type of employment, and hence is a good sign when most of the employees are in this type of employment.

Youths aged 15-24 years form a small proportion of the employees in the formal sector with less than one percent in both public and private sector, perhaps because most of them are still in school. The majority of persons employed in this sector are those aged 25 years and above.

Casual employees were more in the private sector (13.4% of total employees) than in the public sector (1.1%).

Regular adult males in the private sector are about a third (32.8%) of total employees while the regular adult females in the private sector are only 16.8 percent of total employees. On the other hand, the regular adult males and females in the public sector are 20.2 percent and 14.0 percent of total employees respectively. However, public sector recorded the lowest percentage point difference between males and females (6.2%) as compared to private sector (16.0%).

2.2. Percentage of Employees by Sector, Age and Sex

The sector of employment is important in studying characteristics of employment, underscoring the economic behavior of private and public institutions are of interest for policy formulation. In addition, it is important to explore the characteristics of adults aged 25 years and above separately with youths aged 15-24 years employed in these sectors.

Table 2.2: Percentage Distribution of Total Employees by Sector, Age and Sex, 2012

Sector	Adult aged 25+			Youth aged 15-24			Total
	Male	Female	Total	Male	Female	Total	
A. Private Sector							
Profit Making Institutions	32.3	16.4	48.7	0.9	0.8	1.7	50.4
Non-profit Making Institutions	6.7	5.3	12.0	0.1	0.1	0.2	12.2
Cooperatives	1.2	0.4	1.6	0.0	0.0	0.0	1.6
Total Percentage: A	40.2	22.1	62.3	1.0	0.9	1.9	64.2
B. Public Sector							
Central and Local Government	19.0	12.8	31.8	0.3	0.3	0.6	32.4
Parastatal Organizations	2.0	1.4	3.4	0.0	0.0	0.0	3.4
Total Percentage: B	21.0	14.2	35.2	0.3	0.3	0.6	35.8
Total Percentage: (A+B)	61.2	36.3	97.5	1.3	1.2	2.5	100.0
Total Employees	947,544	564,502	1,512,046	19,427	18,545	37,972	1,550,018

Table 2.2 shows the total employment and the broader sectoral distribution, results reveal that the highest proportion of employees in the formal sector were employed in the private profit making institution (50.4%) followed by central and local government accounting for 32.4 percent of total employees. Cooperatives constituted the lowest proportion of total employees (1.6%).

Adult employees comprise 97.5 percent of total employees in the formal sector, where adult males dominate employment in the formal sector equivalent to 61.2 percent of all employees. Adult females ranked second with 36.3 percent of total employees in the sector. Youth employees aged between 15 and 24 years comprise only 2.5 percent of total employees in the formal sector showing the low involvement of youths in the formal sector in Tanzania mainland. Male youths have a slightly higher proportion to total employees (1.3 percent) compared to female youths (1.2 percent).

In both private and public sectors, adult males have a higher proportion of total employees (40.2% and 21.0%) compared to adult females (22.1% and 14.2% in private and public respectively).

Around one third of employees in the formal sector (32.3%) are males aged 25 years and above employed in private profit making institutions, while only 16.4 percent of female are employed in this sector.

2.3. Percentage of Employees by Selected Industries and Terms of Employment

Employment by industry highlights the concentration of employees in the formal sector. This shows the high or low employing activities and therefore areas which need policy intervention. The performance of these activities over time is also assessed to inform policy makers on performance of implemented policies. This section presents results for selected industries.

Table 2.3: Percentage Distribution of Total Employees by Selected Industries and Terms of Employment, 2011 and 2012

Industry	Regular Employees		Casual Employees		Total Employees	
	2011	2012	2011	2012	2011	2012
Agriculture, forestry and fishing	6.0	5.7	58.2	26.4	17.9	9.2
Manufacturing	17.5	19.0	26.2	54.4	19.5	24.8
Wholesale and Retail Trade	11.9	12.0	7.7	9.2	10.8	11.6
Financial and insurance activities	3.7	3.2	0.0	0.1	2.9	2.7
Public administration and defense	40.9	31.6	5.7	6.2	32.9	27.4
Education	20.0	28.5	2.2	3.7	16.0	24.3
Total Percentage	100.0	100.0	100.0	100.0	100.0	100.0

Table 2.3 shows the percentage distribution of total employees in the selected major industries for the year 2011 and 2012. The table reveals a noticeable decrease in the proportion of employees in public administration and defense from 32.9 percent of the total employees in year 2011 to 27.4 percent in year 2012. An increase of the proportion of employees was noticeable in the education sector from 16.0 percent of total employees in 2011 to 24.3 percent in 2012. To a larger extent, this increase reflects the government investment in education sector.

The proportion of employees in the manufacturing sector has increased from 19.5 percent of total employees recorded in 2011 to 24.8 percent in 2012. However, the proportion of employees in agriculture, forestry and fishing has decreased from 17.9 percent in 2011 to 9.2 percent in 2012. This change shows that, the economy is slowly shifting to more manufacturing from agricultural based.

Among regular employees, a big decrease in the employees' proportion was realised in public administration and defense from 40.9 percent in 2011 to 31.6 percent in 2012. Regular employees in education sector had also increased from 20.0 percent in 2011 to 28.5 percent in 2012.

Among casual employees, a significant decrease was noticed in agriculture, where it declined from 58.2 percent in 2011 to 26.4 percent in 2012. A significant increase in the proportion of employees was also realised in the manufacturing sector, which increased from 26.2 percent in 2011 to 54.4 percent in 2012.

2.4. Percentage of Regular Employees by Citizenship and Sector

Citizenship in employment has gained importance following regional integrations such as East African Community (EAC) that allows free movement of EAC residents. In assessing the performance of employment in Tanzania, information on non citizen employees helps to inform policy makers on areas that may need intervention.

Table 2.4: Percentage Distribution of Regular Employees by Citizenship and Sector, 2011 and 2012

Sector		Citizens		Non Citizens		Total	
		2011	2012	2011	2012	2011	2012
A. Private	Profit Making Institutions	42.9	43.6	0.7	0.7	43.6	44.3
	Non-profit Making Institutions	11.9	13.2	0.1	0.2	12.0	13.4
	Cooperatives	0.8	1.7	0.0	0.0	0.8	1.7
Total Percentage: A		55.6	58.5	0.8	0.9	56.4	59.4
B. Public	Central and Local Government	39.4	36.7	0.0	0.0	39.4	36.7
	Parastatal Organizations	4.2	3.9	0.0	0.0	4.2	3.9
Total Percentage: B		43.6	40.6	0.0	0.0	43.6	40.6
Total Percentage: (A+B)		99.2	99.1	0.8	0.9	100.0	100.0
Total Employees		1,093,853	1,311,327	8,620	12,406	1,102,473	1,323,733

Table 2.4 shows that, 99.1 percent of regular employees in the formal sector are Tanzanian citizens. The proportion of non citizen employees has slightly increased from 0.8 percent in 2011 to 0.9 percent of total employees in 2012.

The proportion of Tanzanian citizen employees to total employees in the private sector has increased from 55.6 percent in 2011 to 58.5 percent in 2012. In public sector, the proportion has decreased from 43.6 percent in 2011 to 40.6 percent in 2012, indicating the increasing role of private sector in employment in the formal sector.

Employment of citizen employees in private profit making institutions has increased from 42.9 percent of total employees in 2011 to 43.6 percent in 2012. On the other hand, the proportion of employment in central and local government has decreased from the previous year from 39.4 percent of total employment in 2011 to 36.7 percent in 2012.

2.5 Percentage of Employees by Industry and Sector

Information on industry and sector of employment, altogether, is important as it highlights the performance of employment in terms of levels for specific activities across the sector. The comparison of employment for year 2011 and 2012 bring out the performance of industry and sector over time.

Table 2.5: Percentage Distribution of Total Employees by Industry and Sector, 2011 and 2012

Industry	Private		Public		Total	
	2011	2012	2011	2012	2011	2012
Agriculture, forestry and fishing	19.4	9.5	1.3	0.3	12.7	6.2
Mining and quarrying	1.3	1.5	0.0	0.0	0.8	1.0
Manufacturing	21.5	26.0	0.8	0.5	13.9	16.8
Electricity, gas, steam and air conditioning supply	0.3	0.2	1.5	1.2	0.8	0.6
Water supply; sewerage, waste management and remediation activities	0.1	0.1	1.4	1.5	0.6	0.6
Construction	3.7	4.4	0.5	0.1	2.5	2.9
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	12.1	12.1	0.3	0.0	7.8	7.8
Transportation and storage	3.0	3.8	1.4	1.2	2.4	2.8
Accommodation and food service activities	11.3	11.9	0	0.0	7.1	7.7
Information and communication	1.3	1.6	0.5	0.6	1.0	1.2
Financial and insurance activities	1.9	2.1	2.2	1.2	2.1	1.8
Real estate activities	0.1	0.1	0.3	0.1	0.1	0.1
Professional, scientific and technical activities	0.8	1.5	1.8	3.0	1.1	2.0
Administrative and support service activities	3.6	3.6	0.1	0.1	2.3	2.4
Public administration and defense; compulsory social security	0.4	1.1	62.7	49.7	23.4	18.5
Education	7.6	7.7	17.8	32.1	11.3	16.4
Human health and social work activities	4.9	5.9	6.8	8.0	5.6	6.7
Arts, entertainment and recreation	0.4	0.3	0.2	0.1	0.3	0.3
Other service activities	6.3	6.6	0.7	0.3	4.2	4.2
Total Percentage	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	859,435	995,705	503,124	554,313	1,362,559	1,550,018

Table 2.5 gives the percentage distribution of total employees by sector and industry. The results show that public administration was the leading employing industry with a share of 18.5 percent of total employees in the formal sector, followed by manufacturing industry (16.8%). Arts and entertainment had the least contribution with 0.3 percent of total employees.

From 2011 to 2012, education and manufacturing industries increased their shares from 11.3 percent to 16.4 percent and 13.9 percent to 16.8 percent respectively. However, employment in the agricultural industry decreased from 12.7 percent of total employees in 2011 to 6.2 percent in 2012.

Results show that, the proportion of employees in public administration decreased from 62.7 percent of total employees in 2011 to 49.7 percent in 2012. On the other hand, education industry recorded an increase in its share of total employees from 17.8 percent in 2011 to 32.1 percent in 2012.

Agricultural industry recorded a significant drop in its share of total employees from 19.4 percent in 2011 to 9.5 percent in 2012. This indicates the growing importance of other industries in the formal sector in Tanzania Mainland.

2.6 Percentage of Employees by Industry and Age

The contribution to total employees differed between employed adults aged 25 years and above and youths aged 15-24 years in various activities. Information on the activity performance of youths, which is a growing concern, attracts policy consideration for youths' betterment.

Table 2.6: Percentage Distribution of Total Employees by Industry and Sex, 2012

Industry	Adult aged 25+			Youth aged 15-24			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	6.6	5.4	6.2	9.4	4.8	7.1	6.2
Mining and quarrying	1.4	0.3	1.0	-	-	-	1.0
Manufacturing	17.3	15.5	16.7	26.3	21.6	24.0	16.8
Electricity, gas, steam and air conditioning supply	0.8	0.3	0.6	0.3	-	0.0	0.6
Water supply; sewerage, waste management and remediation activities	0.7	0.4	0.6	0.2	0.2	0.2	0.6
Construction	3.8	1.3	2.8	5.0	1.4	3.2	2.9
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	8.9	5.3	7.5	22.8	12.1	17.6	7.8
Transportation and storage	3.7	1.5	2.9	2.1	0.7	1.4	2.8
Accommodation and food service activities	5.6	10.7	7.5	7.0	21.0	13.9	7.5
Information and communication	1.3	1.1	1.3	0.5	1.0	0.7	1.2
Financial and insurance activities	1.6	2.3	1.8	0.7	0.7	0.7	1.8
Real estate activities	0.1	0.1	0.1	0.1	0.0	0.1	0.1
Professional, scientific and technical activities	2.2	1.7	2.0	0.6	0.4	0.5	2.0
Administrative and support service activities	2.9	1.5	2.4	2.7	0.8	1.8	2.4
Public administration and defense; compulsory social security	18.9	18.4	18.7	5.8	9.4	7.7	18.5
Education	15.1	18.8	16.5	12.7	17.7	15.2	16.4
Human health and social work activities	4.2	11.0	6.7	1.7	5.2	3.4	6.7
Arts, entertainment and recreation	0.3	0.2	0.3	0.0	0.2	0.1	0.3
Other service activities	4.6	4.2	4.4	2.1	2.8	2.4	4.4
Total Percentage	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	947,544	564,502	1,512,046	19,427	18,545	37,972	1,550,018

Results in Table 2.6 shows that, most youths aged 15-24 years (24.0%) were employed in manufacturing industry followed by whole sale and retail trade comprising 17.6 percent of total youths in the formal sector. Another important industry in employing youths in Tanzania mainland was education with 15.2 percent of all youths in this sector.

Results also reveal that in mining and quarrying; and electricity and gas industries, youths had the smallest shares in the formal sector in Tanzania employing nearly zero percent of total youth employees.

Employment of both male and female youths was concentrated in manufacturing industry employing 26.3 percent of youth males and 21.6 percent of females in 2012. Accommodation and food services employed the majority of female youths in 2012 (21.0%) compared to males (7.0%).

Public administration was the most important industry in employing adults aged 25 years and above which comprises 18.7 percent of total adult employees in 2012, followed by manufacturing industry (16.7%).

Most of female adults aged 25 years and above were employed in education industry (18.8%) followed by public administration (18.4% of total adult females in the formal sector). Public administration indicated to be the most important industry for males (employing 18.9% of all adult males) in the formal sector. Manufacturing ranked second employing 17.3 percent of adult males in 2012.

2.7 Percentage of Regular Employees by Industry and Citizenship

The analysis on 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. It will also give insight on the distribution of citizen and non citizen regular employees among industries.

Table 2.7: Percentage Distribution of Regular Employees by Industry and Citizenship, 2011 and 2012

Industry	Citizens		Non Citizens		Total	
	2011	2012	2011	2012	2011	2012
Agriculture, forestry and fishing	4.0	3.8	0.0	0.0	4.0	3.8
Mining and quarrying	0.7	0.9	0.0	0.0	0.7	0.9
Manufacturing	11.6	12.2	0.3	0.3	11.9	12.5
Electricity, gas, steam and air conditioning supply	0.8	0.6	0.0	0.0	0.8	0.6
Water supply; sewerage, waste management and remediation activities	0.7	0.6	0.0	0.0	0.7	0.6
Construction	2.0	2.1	0.1	0.2	2.1	2.3
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	8.0	7.8	0.1	0.1	8.1	7.9
Transportation and storage	2.7	3.1	0.0	0.0	2.7	3.1
Accommodation and food service activities	8.0	7.8	0.1	0.1	8.1	7.9
Information and communication	1.1	1.4	0.0	0.0	1.1	1.4
Financial and insurance activities	2.5	2.1	0.0	0.0	2.5	2.1
Real estate activities	0.1	0.1	0.0	0.0	0.1	0.1
Professional, scientific and technical activities	1.1	2.1	0.0	0.0	1.1	2.1
Administrative and support service activities	2.7	2.6	0.0	0.0	2.7	2.6
Public administration and defense; compulsory social security	27.7	20.8	0.0	0.0	27.7	20.8
Education	13.5	18.6	0.1	0.1	13.6	18.7
Human health and social work activities	6.7	7.5	0.1	0.1	6.8	7.6
Arts, entertainment and recreation	0.4	0.3	0.0	0.0	0.4	0.3
Other service activities	4.9	4.7	0.0	0.0	4.9	4.7
Total Percentage	99.2	99.1	0.8	0.9	100.0	100.0
Total Employees	1,093,853	1,311,327	8,620	12,406	1,102,473	1,323,733

Table 2.7 shows that, public administration and defence; compulsory social security industry had the highest proportion of the total regular employees in two reference years, despite the decrease from 27.7 percent in 2011 to 20.8 percent in 2012, followed by education with a noticeable increase from 13.6 percent in 2011 to 18.7 percent in 2012. Manufacturing industry had the third highest proportion of the total regular employees which increased from 11.9 percent in 2011 to 12.5 percent in 2012, followed by human health and social work industry, which also had an increasing proportion of the total regular employees from 6.8 percent in 2011 to 7.6 percent in 2012.

The findings further show that, non citizen regular employees were very few in the formal employment across all the industries in both years, although it slightly increased from 0.8 percent in 2011 to 0.9 percent in 2012. However, there were noticeable proportions of non citizen regular employees in the manufacturing, construction, accommodation and food services activities, wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods and education industries.

2.8 Percentage of Employees by Region and Sector

This section shows percentage distribution of the total employees by region and sector. It also analyses the information of a few selected regions such as Dar es Salaam, Morogoro, Singida, Manyara, Lindi, Tabora, Pwani, and Rukwa by sector.

Table 2.8: Percentage Distribution of Total Employees by Region and Sector, 2011 and 2012

Region	Private		Public		Total	
	2011	2012	2011	2012	2011	2012
Dodoma	0.9	1.2	1.5	1.4	2.4	2.6
Arusha	4.3	4.2	1.1	1.1	5.4	5.3
Kilimanjaro	3.1	4.4	2.1	2.0	5.2	6.4
Tanga	2.2	3.0	1.8	1.8	4.0	4.8
Morogoro	10.6	6.0	3.5	3.1	14.1	9.1
Pwani	0.6	0.7	1.3	1.1	1.9	1.8
Dar es Salaam	25.5	25.8	8.1	7.2	33.6	33.0
Lindi	0.3	0.3	0.8	1.0	1.1	1.3
Mtwara	1.2	1.4	0.8	0.8	2.0	2.2
Ruvuma	1.1	1.2	0.8	0.8	1.9	2.0
Iringa	1.5	2.1	1.7	1.8	3.2	3.9
Mbeya	2.6	3.1	2.2	2.2	4.8	5.3
Singida	0.6	0.7	0.9	0.9	1.5	1.6
Tabora	0.3	0.5	1.3	1.3	1.6	1.8
Rukwa	0.4	0.4	0.4	0.7	0.8	1.1
Kigoma	0.8	0.9	0.9	1.1	1.7	2.0
Shinyanga	1.4	1.7	2.8	2.6	4.2	4.2
Kagera	1.1	1.1	1.2	1.1	2.3	2.2
Mwanza	3.1	3.2	1.7	1.8	4.8	5.0
Mara	0.7	1.2	1.5	1.4	2.2	2.5
Manyara	0.8	1.1	0.5	0.7	1.3	1.8
Total Percentage	63.1	64.2	36.9	35.8	100.0	100.0
Total Employees	859,435	995,705	503,124	554,313	1,362,559	1,550,018

Table 2.8 shows that, Dar es Salaam Region had the largest proportion of the total employees in each reference year which decreased slightly from 33.6 percent in 2011 to 33.0 percent in 2012. In the private sector, the contribution of Dar es Salaam to total employees increased slightly from 25.5 percent in 2011 to 25.8 percent in 2012 while in the public sector, its contribution decreased from 8.1 percent in 2011 to 7.2 percent in 2012.

Morogoro Region's contribution to total employees decreased from 14.1 percent in 2011 to 9.1 percent in 2012. In the private sector, its contribution decreased from 10.6 percent in 2011 to 6.0 percent in 2012 while in the public sector, its contribution decreased from 3.5 percent in 2011 to 3.1 percent in 2012.

The region with the smallest share of total employees was Rukwa with a share of 0.8 percent in 2011 and 1.1 percent in 2012. The regions of Pwani, Lindi, Singida, Tabora, and Manyara had almost equal shares of total employees ranging from 1.0 to 2.0 percent.

2.9 Percentage of Employees by Region, Terms of Employment and Sex

This section presents the distribution of total employees by region, terms of employment and sex. It examines distribution of regular and casual employees by region and sex.

Table 2.9: Percentage Distribution of Total Employees by Region, Terms of Employment and Sex, 2012

Region	Regular			Casual			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	1.6	1.1	2.7	1.1	0.5	1.6	2.6
Arusha	3.2	2.1	5.3	3.0	2.1	5.2	5.3
Kilimanjaro	3.2	2.4	5.6	6.1	4.6	10.7	6.4
Tanga	2.4	1.8	4.2	5.1	3.4	8.5	4.8
Morogoro	5.0	3.1	8.1	5.0	10.3	15.3	9.1
Pwani	1.2	0.8	2.0	0.8	0.3	1.1	1.8
Dar es Salaam	22.5	12.3	34.8	16.5	5.9	22.4	33.0
Lindi	1.0	0.5	1.5	0.3	0.1	0.4	1.4
Mtwara	1.1	0.6	1.7	0.6	4.5	5.1	2.2
Ruvuma	1.3	0.9	2.2	0.6	0.2	0.8	2.0
Iringa	2.5	1.5	4.0	2.4	1.4	3.8	3.9
Mbeya	3.0	2.2	5.2	4.0	2.0	6.0	5.3
Singida	1.2	0.5	1.7	0.4	0.2	0.6	1.6
Tabora	1.3	0.7	2.0	0.6	0.2	0.8	1.8
Rukwa	0.8	0.3	1.1	1.0	0.4	1.4	1.1
Kigoma	1.5	0.7	2.2	0.6	0.1	0.7	2.0
Shinyanga	3.1	1.5	4.6	1.3	0.7	2.0	4.2
Kagera	1.4	0.9	2.3	0.9	0.7	1.6	2.2
Mwanza	3.3	1.7	5.0	3.6	1.3	4.9	5.0
Mara	1.7	1.0	2.7	0.9	0.6	1.5	2.5
Manyara	0.7	0.4	1.1	4.3	1.4	5.7	1.8
Total Percentage	63.0	37.0	100.0	59.1	40.9	100.0	100.0
Total Employees	833,436	490,297	1,323,733	133,535	92,750	226,286	1,550,018

Table 2.9 shows that, at national level, the proportions of males in both regular and casual employees were higher than those of females. For regular employees, males were 63.0 percent and females were 37.0 percent while for casual employees, males were 59.1 percent and females were 40.9 percent.

Dar es Salaam Region had the largest proportion of regular employees at 34.8 percent, followed by Morogoro Region with 8.1 percent of the total regular employees. The regions with lowest proportion of regular employees were Manyara and Rukwa with 1.1 percent of the total regular employees each.

In addition, the largest proportion of casual employees is observed in Dar es Salaam Region, which accounts for 22.4 percent of the total casual employees; followed by Morogoro Region which accounts for 15.3 percent of the total casual employees. The lowest proportion of casual employees was observed in Lindi Region which accounts for 0.4 percent of the total casual employees.

Apart from Dar es Salaam and Morogoro Regions that have already been explained, the third highest proportion of male and female regular employees was in Kilimanjaro Region which accounts for 3.2 percent and 2.4 percent of the total regular employees respectively.

2.10 Percentage of Private Sector Employees by Region and Sex

This section provides information on the distribution of the total employees in the private sector by region and sex. The analysis in this section is crucial in the sense that private sector is an engine of the economy of any country.

Table 2.10: Percentage Distribution of Private Adult and Youth Total Employees by Region and Sex, 2012

Region	Adult aged 25+ years			Youth aged 15-24 years			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	1.0	0.8	1.8	1.0	0.3	1.3	1.8
Arusha	4.1	2.5	6.6	1.5	1.8	3.3	6.5
Kilimanjaro	4.0	2.4	6.4	10.2	10.3	20.5	6.8
Tanga	2.9	1.8	4.7	0.9	0.5	1.4	4.6
Morogoro	5.2	4.2	9.4	3.0	2.2	5.2	9.4
Pwani	0.7	0.4	1.1	0.1	0.2	0.3	1.1
Dar es Salaam	27.8	12.6	40.4	16.0	15.7	31.7	40.2
Lindi	0.3	0.2	0.5	0.6	0.4	1.0	0.5
Mtwara	0.8	1.4	2.2	0.5	0.2	0.7	2.1
Ruvuma	1.1	0.6	1.7	3.4	2.4	5.8	1.8
Iringa	1.9	1.4	3.3	1.3	1.1	2.4	3.3
Mbeya	2.8	2.0	4.8	3.5	4.2	7.7	4.9
Singida	0.8	0.4	1.2	0.0	0.0	0.0	1.1
Tabora	0.6	0.3	0.9	0.3	0.3	0.6	0.9
Rukwa	0.5	0.2	0.7	0.3	0.1	0.4	0.7
Kigoma	1.1	0.3	1.4	1.8	0.6	2.4	1.4
Shinyanga	1.9	0.7	2.6	1.8	1.0	2.8	2.6
Kagera	1.1	0.7	1.8	1.1	0.7	1.8	1.8
Mwanza	3.5	1.5	5.0	3.2	2.0	5.2	5.0
Mara	1.1	0.7	1.8	1.5	1.5	3.0	1.8
Manyara	1.2	0.5	1.7	2.5	0.0	2.5	1.7
Total Percentage	64.4	35.6	100.0	54.5	45.5	100.0	100.0
Total Employees	622,770	343,573	966,343	16,007	13,356	29,362	995,705

Table 2.10 shows that, adult male employees in the private sector had a higher proportion (64.4 percent of the total adult employees) than adult female employees (35.6%). The same pattern was observed with regard to youth employees where males were 54.5 percent and females were 45.5 percent of the total youth employees.

Adult male employees in Dar es Salaam Region had the highest proportion (27.8%) of the total adult employees in the private sector, followed by Morogoro Region which had 5.2 percent of the total adult employees. A similar observation was recorded for adult female employees who had 12.6 percent and 4.2 percent in Dar es Salaam and Morogoro Region respectively.

On the other hand, Dar es Salaam Region had the largest proportion of youth employees with 16.0 percent for males and 15.7 percent for females of the total youth employees. The region with second highest proportion of youth employees was Kilimanjaro with 10.2 percent for males and 10.3 percent for females.

The regions with the lowest contribution to adult employees for both males and females were Pwani, Lindi, Singida, Tabora and Rukwa, each with about 1.0 percent. On the other hand, the regions with the lowest contribution to youth employees for both males and females were Singida, Pwani, Rukwa, Tabora, Mtwara and Lindi, each with between 0.0 and 1.0 percent.

2.11 Percentage of Public Sector Employees by Region and Sex

This section gives information on the distribution of the total employees in the public sector by region and sex. The analysis involves selected regions of Dar es Salaam, Morogoro and Shinyanga.

Table 2.11: Percentage Distribution of Adult and Youth Employees in Public Sector by Region and Sex, 2012

Region	Adult			Youth			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	2.5	1.5	4.0	2.6	2.7	5.3	4.0
Arusha	1.7	1.4	3.1	1.5	1.7	3.2	3.1
Kilimanjaro	2.7	2.9	5.6	0.4	0.5	0.9	5.6
Tanga	2.8	2.5	5.2	0.0	0.0	0.0	5.2
Morogoro	4.7	4.0	8.7	3.2	6.5	9.7	8.8
Pwani	2.0	1.3	3.3	0.1	0.0	0.1	3.2
Dar es Salaam	11.3	9.0	20.3	7.6	8.9	16.5	20.2
Lindi	1.9	0.9	2.8	2.6	2.0	4.6	2.8
Mtwara	1.4	0.8	2.2	0.1	0.1	0.2	2.2
Ruvuma	1.4	1.0	2.4	0.0	0.0	0.0	2.4
Iringa	3.2	1.8	5.0	0.9	1.0	1.9	5.0
Mbeya	3.6	2.4	6.0	2.6	5.1	7.7	6.0
Singida	1.6	0.7	2.3	0.5	1.1	1.6	2.3
Tabora	2.2	1.3	3.5	1.9	2.2	4.1	3.5
Rukwa	1.4	0.6	2.0	0.0	0.0	0.0	2.0
Kigoma	2.0	0.9	2.9	3.5	5.0	8.5	2.9
Shinyanga	4.5	2.7	7.2	2.8	4.8	7.6	7.2
Kagera	1.8	1.1	2.9	1.5	2.4	3.9	2.9
Mwanza	3.0	1.7	4.7	4.0	9.3	13.3	4.9
Mara	2.5	1.3	3.8	3.0	4.8	7.8	3.8
Manyara	1.3	0.7	2.0	0.8	2.3	3.1	2.0
Total Percentage	59.5	40.5	100.0	39.6	60.4	100.0	100.0
Total Employees	324,774	220,929	545,703	3,421	5,190	8,610	554,313

Table 2.11 shows that, adult employees in Dar es Salaam Region had the highest proportion (20.3%) of the total adult employees; followed by Morogoro (8.7%) and Shinyanga (7.2%) regions.

In Dar es Salaam Region adult males were more (11.3%) than adult females (9.0%) of the total adult employees in public sector. Likewise, Morogoro Region had more adult males (4.7%) than females (4.0%), whereas in Shinyanga Region adult males were 4.5 percent and adult females were 2.7 percent.

With regard to youth employees, Dar es Salaam Region had the highest share (16.5%) of youth employees in the public sector, followed by Mwanza Region (13.3%) and Kigoma Region (8.5%).

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. The analysis in this chapter provides information on wage rates of employees in the formal sector. The information contained in this chapter can help to identify which groups of citizen employees receive either higher or lower monthly wage rates across major sectors, industries, sex and regions.

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 the standard of living. The wage data is useful in determining remuneration and employment trends for public and private employees.

3.1 Percentage of Citizen Employees by Sector and Wage Rate

This section analyses the findings on how the proportion of adult citizen employees in both private and public sector is distributed among the various monthly wage rate groups. Among other usefulness, this information is of vital value to policy analysts when fixing wages between major sectors of the economy.

Table 3.1: Percentage Distribution of Citizen Employees by Sector and Wage Rate, 2012

Monthly Wage Rate (TShs)	Private	Public	Total
Below 65,000	3.8	0.1	3.9
65,000 - 150,000	21.8	0.9	22.7
150,001 - 300,000	15.6	12.2	27.8
300,001 - 500,000	8.4	12.5	20.8
500,001 - 1,500,000	8.1	13.8	21.9
Above 1,500,000	1.4	1.4	2.9
Total Percentage	59.1	40.9	100.0
Total Citizen Employees	775,154	536,934	1,312,088

Table 3.1 reveals that, the largest proportion of citizen employees (21.8% of the total citizen employees) in the private sector received monthly wage rate of between TShs. 65,000 and TShs. 150,000 while in the public sector majority of citizen employees (13.8% of the total citizen employees) received monthly wage rate of between TShs. 500,001 and 1,500,000. This implies that majority of employees in the public sector received higher payments than those in the private sector.

The lowest proportion of citizen employees in the private sector (1.4 percent of the total citizen employees) received monthly wage rate of above TShs. 1,500,000 while in the public sector the lowest proportion of citizen employees (0.1 percent of the total citizen employees) received monthly wage rate of below TShs. 65,000.

The proportion of citizen employees wage rate gap was higher in the private sector (21.8% to 1.4% of the total citizen employees) compared to the public sector (13.8% to 0.1% of the total citizen employees); this further suggests that employees are lowly paid in the private sector.

3.2 Percentage of Adult and Youth Citizen Employees by Sector and Wage Rate

This section analyses the distribution of employees among wage rate groups. Findings of this analysis give an indication of the relative welfare of different groups of societies that supply labour force to the economy. Analysis of the distribution of employees among wage rate groups is further broken down by sector, sex, adult, youth, region and industrial major divisions.

Table 3.2: Percentage Distribution of Adult and Youth Citizen Employees by Sector and Wage Rate, 2012

Monthly Wage Rate (TShs)	Private	Public	Total
A. Adult Citizen			
Below 65,000	3.6	0.2	3.8
65,000 - 150,000	21.5	0.9	22.4
150,001 - 300,000	15.6	12.0	27.6
300,001 - 500,000	8.5	12.6	21.1
500,001 - 1,500,000	8.2	14.0	22.2
Above 1,500,000	1.5	1.4	2.9
Total (A)	58.9	41.1	100.0
	757,611	528,805	1,286,416
B. Youth Citizen			
Below 65,000	11.9	0.4	12.3
65,000 - 150,000	37.6	1.6	39.2
150,001 - 300,000	14.0	21.9	35.9
300,001 - 500,000	3.4	6.2	9.6
500,001 - 1,500,000	1.1	1.6	2.7
Above 1,500,000	0.3	0.0	0.3
Total (B)	68.3	31.7	100.0
	17,543	8,129	25,672

Table 3.2 above shows that, a large proportion of adult employees (27.6%) in both public and private sectors received wages that were between TShs. 150,000 and 300,000, and the highest wage rate of above TShs. 1,500,000 accounted for 2.9 percent of adult employees.

The table further indicates that, within the private sector, most of adult employees (21.5%) received wages in the wage rate of between TShs. 65,000 and 150,000 and the smallest proportion (1.5%) received wages of above TShs. 1,500,000.

It is also revealed that, a large proportion of adult employees in the public sector (14.0%) received wages of between TShs. 500,000 and 1,500,000. And the highest wage rate of above TShs. 1, 500,000 accounted for 1.4 percent of all adult employees in the public sector.

The findings further reveal that, the largest proportion of youth employees (39.2%) in both public and private sectors received wages between TShs. 65,000 and 150,000 and the smallest proportion of youth employees 0.3 percent were on the wage rate group of above TShs. 1,500,000.

3.3 Percentage of Citizen Employees by Wage Rate and Sex

This section presents the distribution of citizen regular adult and youth employees by wage rate groups. The findings from this section can be used to inform decisions for reviewing wage structures among citizen employees as they are a target cohort for most of government programmes that aim at enhancing remuneration packages to employees.

Table 3.3: Percentage Distribution of Citizen Employees by Wage Rate and Sex, 2012

Wage Rate (TShs)	Regular Adult			Regular Youth		
	Male	Female	Total	Male	Female	Total
Below 65,000	1.9	1.8	3.7	5.2	7.2	12.4
65,000 - 150,000	14.8	7.6	22.4	21.2	18.0	39.2
150,001 - 300,000	18.1	9.5	27.6	17.0	18.9	35.9
300,001 - 500,000	12.6	8.5	21.1	4.5	5.0	9.5
500,001 - 1,500,000	13.6	8.7	22.3	1.2	1.5	2.7
Above 1,500,000	2.1	0.8	2.9	0.3	0.0	0.3
Total	63.1	36.9	100.0	49.4	50.6	100.0
	811,235	475,181	1,286,416	12,672	13,000	25,672

Table 3.3 reveals that, the largest proportion of regular adult employees 27.6 percent received wages between TShs. 150,001 and 300,000 and the smallest proportion of these employees (2.9%) received wages of above TShs. 1,500,000.

It is also revealed that, the proportion of adult employees on wage rate of above TShs. 1,500,000 was higher for males with 2.1 percent as compared to females with 0.8 percent and there was a small difference between regular adult males (1.9%) and females (1.8%) who received wages below TShs. 65,000.

The table further shows that, the largest proportion of regular youth employees (39.2%) received wages between TShs. 65,000 and 150,000. Also, the smallest proportion 0.3 percent received wages of above TShs. 1,500,000. On the other hand, the proportion of female youth employees who earned above TShs. 1,500,000 was almost negligible as compared to 0.3 percent of male youths.

3.4 Percentage of Citizen Employees by Wage Rate, Sector and Sex

This section presents findings on distribution of adult citizen's employees by wage rate and sector, the table also presents findings for male and female employees to allow comparison by sex.

Table 3.4 (a): Percentage Distribution of Adult Citizen Employees by Wage Rate, Sector and Sex, 2012

Wage Rate (TShs)	Adult Citizens					
	Private			Public		
	Male	Female	Total	Male	Female	Total
Below 65,000	3.2	2.9	6.1	0.1	0.2	0.3
65,000 - 150,000	24.2	12.4	36.6	1.3	0.8	2.1
150,001 - 300,000	18.2	8.3	26.5	18.0	11.3	29.3
300,001 - 500,000	9.4	5.0	14.4	17.1	13.5	30.6
500,001 - 1,500,000	9.1	4.8	13.9	20.0	14.2	34.2
Above 1,500,000	1.8	0.7	2.5	2.6	0.9	3.5
Total	65.9	34.1	100.0	59.1	40.9	100.0
	498,912	258,699	757,611	312,322	216,483	528,805

Table 3.4 reveals that, the largest proportion of adult employees in the private sector earned wages between TShs. 65,000 and 150,000 which accounted for 36.6 percent of all adult employees in the private sector. The second largest proportion of adult employees (26.5%) in the private sector received wages between TShs. 150,001 and 300,000.

On the other hand, it was observed that, the proportion of male adult employees who received wages of above TShs. 1,500,000 was higher (1.8%) than that of females (0.7%). The proportion of employees who earned below TShs. 65,000 was slightly higher for males (3.2%) than that of females (2.9%).

The table also reveals that, the majority of adult employees in the public sector (34.2%) were on wage rate between TShs. 500,001 and 1,500,000. The proportion of adult females in the lowest wage rate of TShs. 65,000 was slightly higher for females (0.2%) than for males (0.1%).

Table 3.4 (b): Percentage Distribution of Youth Citizen Employees by Wage Rate, Sector and Sex, 2012

Wage Rate (TShs)	Youth Citizens					
	Private			Public		
	Male	Female	Total	Male	Female	Total
Below 65,000	7.4	10.1	17.5	0.6	0.8	1.4
65,000 - 150,000	29.7	25.4	55.1	2.7	2.1	4.8
150,001 - 300,000	13.2	7.3	20.5	25.4	43.9	69.3
300,001 - 500,000	2.6	2.3	4.9	8.4	11.2	19.6
500,001 - 1,500,000	0.9	0.8	1.7	1.9	2.9	4.8
Above 1,500,000	0.3	0.0	0.3	0.1	0.0	0.1
Total Percentage	54.1	45.9	100.0	39.1	60.9	100.0
Total Citizen Employees	9,489	8,054	17,543	3,183	4,946	8,129

Table 3.4 (b) shows that, the largest proportion of youth employees in the private sector (55.1%) earned wages between TShs. 65,000 and 150,000. It is also revealed that, the largest proportion of youth employees in the public sector (69.3%) were on wage rates between TShs. 150,001 and 300,000.

On the other hand, it was revealed that, the proportion of male youth employees who received wages below TShs. 65,000 in the private sector was lower (7.4%) than that of female youths (10.1%). The proportion of female youth employees earning wages of above TShs. 1,500,000 was negligible with 0.0 percent as compared to male youths with 0.3 percent.

3.5 Distribution of Citizen Employees by Wage Rate and Selected Industries

This section presents findings on distribution of citizen employees by wage groups and selected industries. The findings can be used to inform the public on variations of wages in different industries.

Figure 3.1: Distribution of Adult Employees by Wage Rate and Selected Industries, 2012

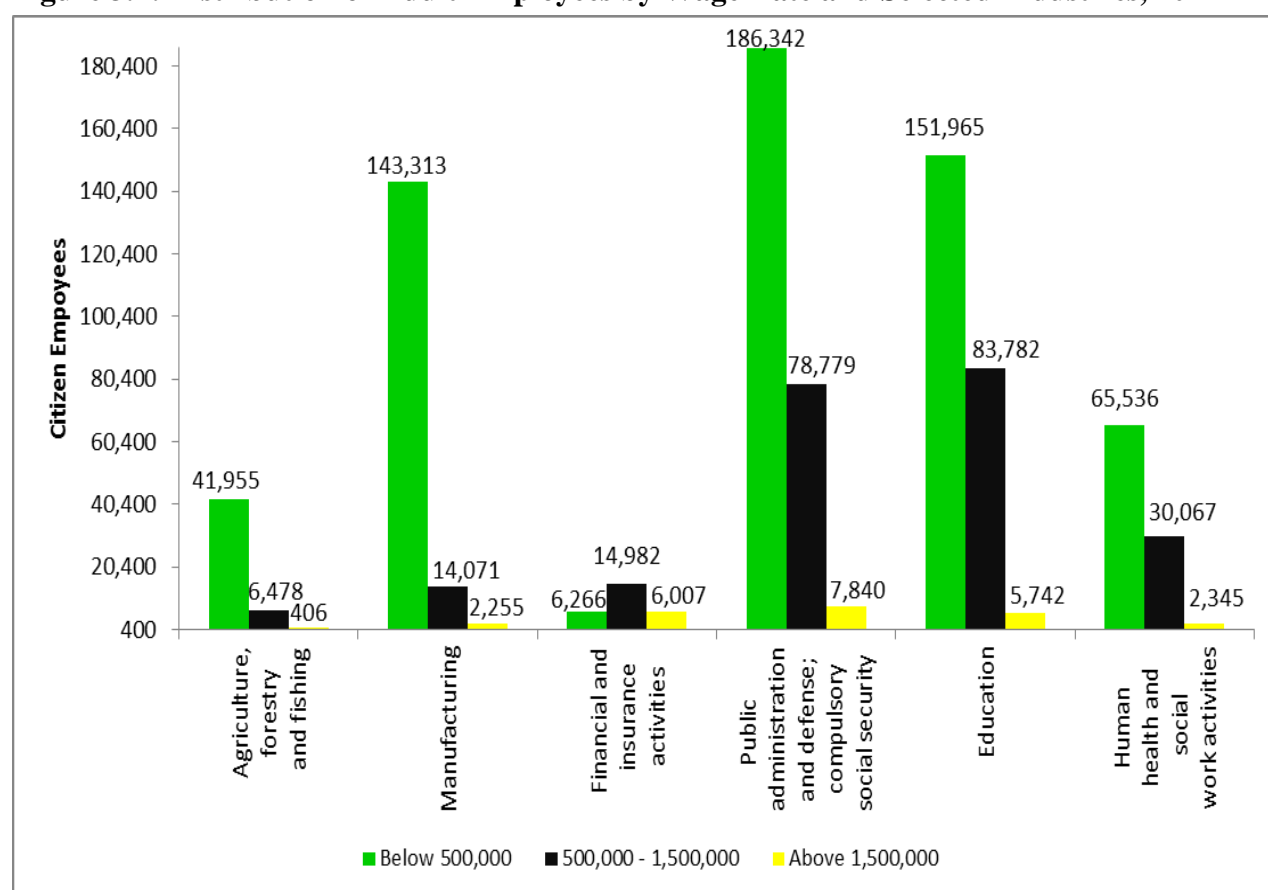


Figure 3.5 indicates findings on the distribution of adult citizen employees in selected industries by wage rate. It was observed that, public administration and defense; compulsory social security had the largest number of employees (186,342) who earned wages below TShs. 500,000. The second largest number of adult citizen employees who earned wages below TShs. 500,000 was in education industry with 151,965 employees.

On the other hand, it was observed that, public administration and defense; compulsory social security had the highest number of employees who earned wages of above TShs. 1,500,000 with 7,840 employees and the least number of employees on wage rate of above TShs. 1,500,000 was in agriculture, forestry and fishing industry with 406 employees.

CHAPTER FOUR

CASH EARNINGS PROFILE

4.0 Introduction

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

4.1 Monthly Average Cash Earnings by Sector and Sex

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

Figure 4.1: Monthly Average Cash Earnings by Sector and Sex, 2012

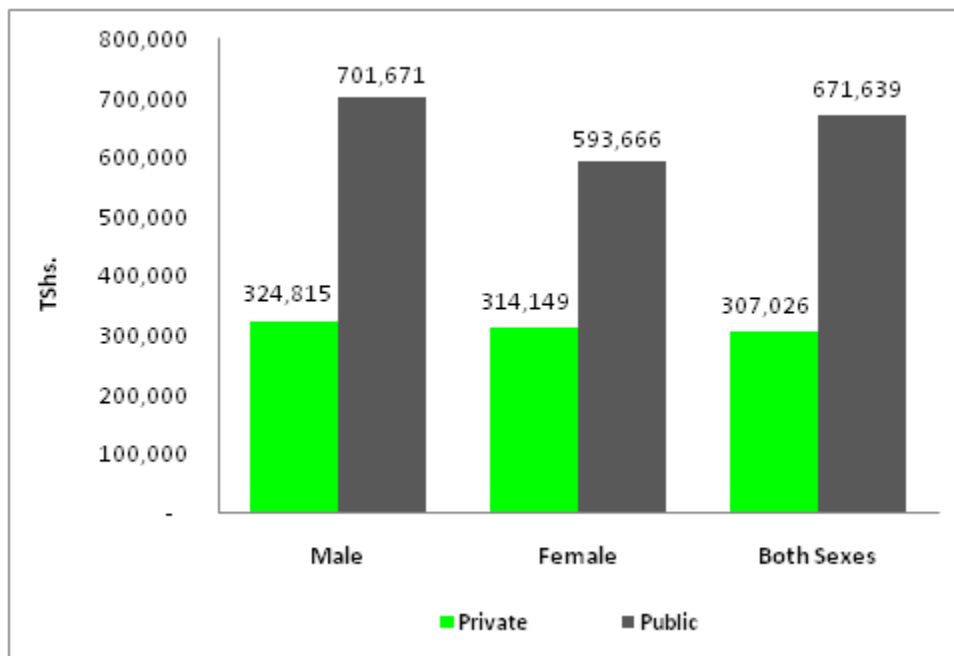


Figure 4.1 reveals unevenness in the distribution of monthly average earnings between public and private sector. In overall, it was observed that, monthly average earnings for employees in the public sector were twice (TShs. 671,639) as much as compared to monthly average earnings in the private sector (TShs. 307,026). The results further indicate that, the same pattern of average monthly distribution was extended between male and female employees' earnings in both public and private sector.

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

Information on monthly cash earnings is very important for policy makers to formulate policies for special groups and to determine levels of payment from different economic sectors. It can also be used as a criterion for setting minimum wage as well as evaluating performance for both private and public sectors.

Table 4.1: Monthly Average Cash Earnings by Broad Sector of Employment and Sex, 2012

TShs.			
Sector	Male	Female	Both Sexes
Private			
Profit Making Enterprises	296,827	291,710	281,525
Non - Profit Making Enterprises	405,024	381,132	383,425
Cooperatives	522,324	412,337	470,376
Overall Average	324,815	314,149	307,026
Public			
Central and Local Government	672,301	561,637	643,739
Parastatal Organizations	905,242	792,605	857,848
Overall Average	701,671	593,666	671,639

Table 4.1 reveals that, employees in parastatal organisations had the highest monthly average cash earnings (TShs. 857,848) while employees in profit making enterprises had the lowest monthly average cash earnings (TShs. 281,525).

Despite the low average monthly cash earnings recorded in private sector, results indicated that across the three categories of private sector, there was a gap in earnings between males and females. Profit making enterprises, which employed most of the workers in the formal sector, had recorded a difference of only around TShs. 5,000 between male and female (TShs. 296,827 for males and TShs. 291,710 for females).

Central and local government was the major employer in the public sector; however, it recorded a male-female gap of over TShs. 100,000 a month (TShs. 672,301 for males and Tshs. 561,637 for females).

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

Terms of employment in this context refers to the regular and casual employment. Earnings by terms of employment in this survey mean the earnings accrued by both regular and casual employees. The data collected on these two categories provide basic information pertaining to earning differences as illustrated by these groups.

Table 4.2: Monthly Average Cash Earnings by Broad Sector and Terms of Employment, 2012

Sector	TShs.	
	2012	
	Regular Employees	Casual Employees
Private Profit Making Institutions	301,693	100,926
Private Non-Profit Making Institutions	400,092	93,787
Cooperatives	480,728	98,055
Central and Local Government	662,249	128,926
Parastatal Organizations	876,259	113,876
Overall Average	375,781	101,477

Table 4.2 shows that, parastatal organizations had the highest monthly average cash earnings for the regular employees with TShs. 876,259. Central and local government ranked the second with monthly average cash earnings of TShs. 662,249 while private profit making institutions had the lowest monthly average cash earnings of TShs. 301,693 for regular employees.

However, for casual employees, central and local government had the highest monthly average cash earnings of TShs. 128,926 followed by the parastatal organizations with TShs. 113,876. Private non-profit making institutions had the lowest monthly average cash earnings of TShs. 93,787 for casual employees.

4.4 Monthly Average Cash Earnings of Employees by Industry and Sex

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

Table 4.3: Monthly Average Cash Earnings of Employees by Industry and Sex, 2012

TShs.			
Industry	Male	Female	Both Sexes
Agriculture, forestry and fishing	319,560	287,224	306,411
Mining and quarrying	531,107	725,970	542,701
Manufacturing	239,520	230,637	229,327
Electricity, gas, steam and air conditioning supply	701,122	711,625	695,931
Water supply; sewerage, waste management and remediation activities	469,993	455,997	468,087
Construction	389,741	342,315	369,200
Wholesale and retail trade; repair of motor vehicles and motorcycles	268,211	300,796	263,185
Transportation and storage	485,960	478,960	466,395
Accommodation and food service activities	162,191	146,154	150,994
Information and communication	878,060	766,401	811,781
Financial and insurance activities	1,203,007	1,207,298	1,148,299
Real estate activities	529,319	710,904	509,134
Professional, scientific and technical activities	785,544	700,265	724,280
Administrative and support service activities	351,256	403,545	362,041
Public administration and defence; compulsory social security	686,888	563,539	659,388
Education	523,812	479,758	508,450
Human health and social work activities	501,734	410,404	452,366
Arts, entertainment and recreation	392,034	333,970	375,760
Other service activities	323,486	322,045	306,760
Overall Average	376,804	354,810	356,666

Table 4.3 shows that, employees in financial and insurance activities had the highest monthly average cash earnings (TShs. 1,148,299), followed by those in information and communication (TShs. 811,781) and professional, scientific and technical employees (TShs. 724,280). High remuneration in these industries is attributed to high profits.

Accommodation and food service activities had the lowest monthly average cash earnings (TShs. 150,994).

Normally, male employees have been getting higher cash earnings compared to female employees; however, this gap has been narrowing over time. The results show that, female employees in mining and real estate activities in the formal sector received higher earnings compared to males (TShs. 725,970 for females and TShs. 531,107 for males; TShs. 710,904 for females and TShs. 529,319 for males in mining and real estate respectively).

4.5 Annual Cash Earnings of Employees by Industry

Cash earnings of employees are useful in determining the level and standard of living and are the basis for measurement of well-being of employees in different industrial groups.

Table 4.4: Annual Cash Earnings of Employees by Industry, 2011 and 2012

Industry	TShs. Million	
	2011	2012
Agriculture, forestry and fishing	184,847	250,192
Mining and quarrying	56,080	216,397
Manufacturing	683,236	932,760
Electricity, gas, steam and air conditioning supply	311,817	79,898
Water supply; sewerage, waste management and remediation activities	36,239	50,138
Construction	78,623	201,019
Wholesale and retail trade; repair of motor vehicles and motor cycles	677,003	551,755
Transportation and storage	243,730	295,045
Accommodation and food service activities	214,445	302,157
Information and communication	137,722	256,777
Financial and insurance activities	386,200	549,332
Real estate activities	6,279	14,638
Professional, scientific and technical activities	93,997	269,947
Administrative and support service activities	93,783	126,214
Public administration and defence; compulsory social security	1,839,556	1,895,277
Education	1,030,544	1,750,308
Human health and social work activities	688,123	772,008
Arts, entertainment and recreation	22,367	19,101
Other service activities	189,469	281,843
Total Cash Earnings	6,974,061	8,814,805

Table 4.4 shows that, the highest annual cash earnings were in the public administration and defence; compulsory social security employees with TShs. 1,839,556 million in 2011 and TShs. 1,895,277 million in 2012 followed by education with TShs. 1,030,544 million in 2011 and TShs. 1,750,308 million in 2012 while real estate activities had the lowest annual cash earnings of TShs. 6,279 million in 2011 and TShs. 14,638 million in 2012.

Furthermore, results show that, the annual cash earnings of employees in 2012 ranged from the lowest TShs. 14,638 million in the real estate activities to the highest TShs. 1,895,277 million in the public administration and defence; compulsory social security.

4.6 Percentage of Cash Earnings of Employees by Industry and Terms of Employment

The availability and effective use of cash earnings information 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 information is useful in determining remuneration and earnings pattern for different industrial sectors.

Table 4.5: Percentage Distribution of Annual Cash Earnings of Employees by Industry and Terms of Employment, 2012

Industry	Regular Employees	Casual Employees
Agriculture, forestry and fishing	2.4	16.5
Mining and quarrying	2.5	2.3
Manufacturing	9.8	36.9
Electricity, gas, steam and air conditioning supply	0.9	0.1
Water supply; sewerage, waste management and remediation activities	0.6	1.0
Construction	2.1	6.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.2	7.8
Transportation and storage	3.4	1.5
Accommodation and food service activities	3.4	5.1
Information and communication	3.0	0.4
Financial and insurance activities	6.4	0.4
Real estate activities	0.2	0.0
Professional, scientific and technical activities	3.1	2.1
Administrative and support service activities	1.4	1.7
Public administration and defense; compulsory social security	21.8	10.5
Education	20.4	3.3
Human health and social work activities	9.0	1.7
Arts, entertainment and recreation	0.2	0.2
Other service activities	3.2	2.0
Total Percentage	100.0	100.0
Annual Cash Earnings (TShs. million)	8,546,750	268,055

Table 4.5 shows that, for regular employees, public administration and defence; compulsory social security had the highest proportion of annual cash earnings (21.8%) of the annual cash earnings of regular employees, followed by education (20.4%), manufacturing (9.8%), human health and social work activities (9.0%), financial and insurance activities (6.4%) and wholesale and retail trade; repair of motor vehicles and motor motorcycles (6.2%). The remaining industries each had less than 4.0 percent.

The results also show that, for casual employees, manufacturing industry had the highest proportion of annual cash earnings (36.9%) of the total annual cash earnings of casual employees followed by agriculture, forestry and fishing (16.5%), public administration and defense; compulsory social security (10.5%), wholesale and retail trade; repair of motor vehicles and motor cycles (7.8%) and construction (6.5%). Each of the remaining industries had less than 6.0 percent.

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 information on gross cash earnings and free rations in the annual wage bills for 2011 and 2012.

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 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 a particular sector over the same reference period to realize the real impact of changes in the annual wage bill observed in 2011 and 2012.

Figure 5.1 Distribution of Annual Wage Bill by Major Sector, 2011 and 2012

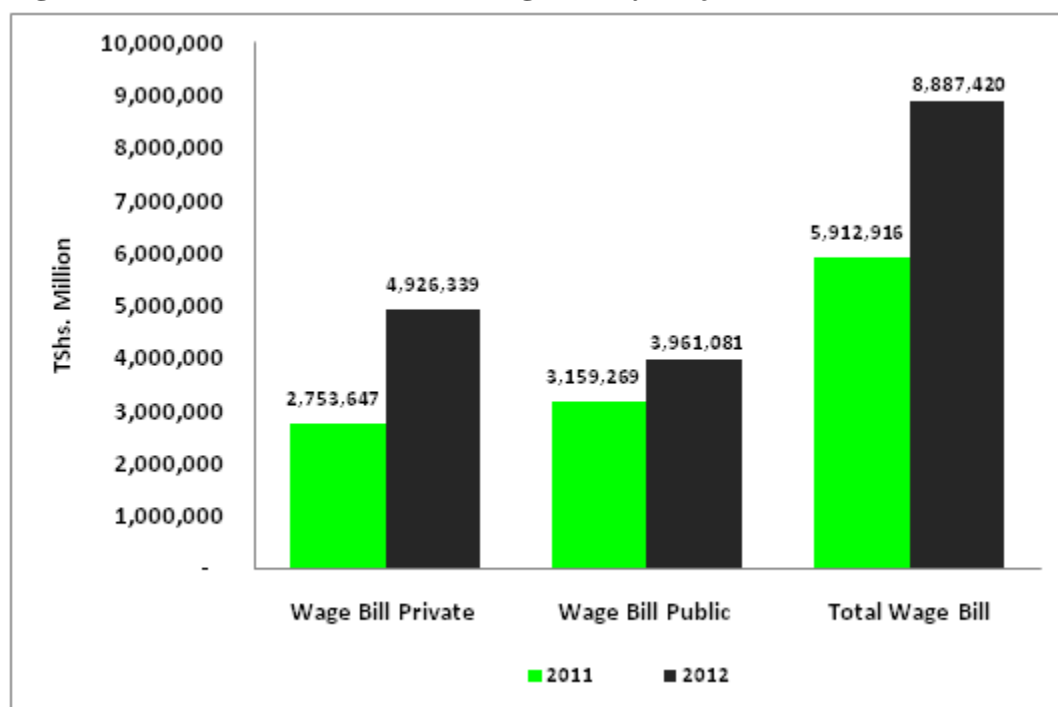


Figure 5.1 shows that, the total annual wage bill increased from TShs. 5,912,916 million in 2011 to TShs. 8,887,420 million in 2012 which is an increase of 50.3 percent. This implies that employers' costs increased in 2012 as compared to 2011.

At the same time, the total number of employees as shown in chapter two increased from 1,362,559 in 2011 to 1,550,018 in 2012, which is an increase of 13.8 percent. Basing on those evidence based indicators, the percentage increase of the annual wage bill from 2011 to 2012 is almost three times as much as the increase in the level of employment over the same interval, suggesting that, the living standard of employees improved in 2012 compared to 2011.

Furthermore, private sector had higher annual wage bill as compared to public sector in 2012. There was an increasing pattern of the annual wage bill in both sectors with private sector showing a higher rate of increase than the public sector from 2011 to 2012. This evidence also implies that there was an increased cost to employers in 2012.

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 2011 to 2012. The annual cash earnings and free rations are the two components of the wage bill. Cash earnings have been a major drive for changes noted in the annual wage bill from 2011 to 2012 when compared to free rations.

Table 5.1 Annual Wage Bill by Category of Employment and Sector, 2011 and 2012

Sector	2011				2012			
	Cash Earnings	Free Rations	Wage Bill	% of Free Ration	Cash Earnings	Free Rations	Wage Bill	% of Free Ration
Private Sector								
Profit Making Institutions	1,993,393	27,425	2,020,818	1.4	3,562,859	35,491	3,598,350	1.0
Non-profit Making Institutions	689,969	4,414	694,383	0.6	1,177,549	7,879	1,185,428	0.7
Cooperatives	38,162	284	38,446	0.7	142,472	90	142,562	0.1
Sub Total	2,721,524	32,123	2,753,647	1.2	4,882,880	43,460	4,926,339	0.9
Public Sector								
Central and Local Government	2,662,362	19,535	2,681,898	0.7	3,399,945	28,955	3,428,899	0.8
Parastatal Organizations	475,718	1,654	477,372	0.3	531,981	201	532,182	0.0
Sub Total	3,138,080	21,190	3,159,269	0.7	3,931,926	29,155	3,961,081	0.7
Grand Total	5,859,604	53,312	5,912,916	0.9	8,814,805	72,615	8,887,420	0.8

Table 5.1 shows that, annual cash earnings increased from TShs. 5,859,604 million in 2011 to TShs. 8,814,805 million in 2012, an increase of about 50.4 percent. Annual free rations increased from TShs. 53,312 million in 2011 to TShs. 72,615 million in 2012, an increase of about 36.2 percent. As a result, a large proportion of the annual wage bill increase noted in 2012 is attributed to an increase of the annual cash earnings.

The results further show that, employers had considerably increased cash earnings to their employees and at the same time to some extent increased free rations to employees as shown in Table 5.1. The proportion of free ration to the total annual wage bill decreased from 0.9 percent in 2011 to 0.8 percent in 2012. This implies that, the employees' free ration benefits decreased in

2012 compared to 2011. There is therefore, a need for formulating an appropriate policy to address a more stable wage share and benefits to employees over time.

5.3 Percentage of Annual Wage Bill by Industry

Wage bill refers to total amount of money that a company or organization pays to its employees. It represents the cost borne by the employer for retaining personnel who furnish labour in production of goods or services. Analysis of wage bill by industry provides an indication of relative costs incurred by employers in different industries.

Table 5.2: Percentage Distribution of Annual Wage Bill by Industry, 2011 and 2012

Industry	Annual Wage Bill	
	2011	2012
Agriculture, forestry and fishing	3.3	2.8
Mining and quarrying	0.9	2.5
Manufacturing	9.5	10.6
Electricity, gas, steam and air conditioning supply	1.4	0.9
Water supply; sewerage, waste management and remediation activities	0.6	0.6
Construction	1.6	2.3
Wholesale and retail trade; repair of motor vehicles and motor cycles	5.9	6.3
Transportation and storage	3.0	3.4
Accommodation and food service activities	3.8	3.5
Information and communication	2.1	2.9
Financial and insurance activities	5.9	6.2
Real estate activities	0.2	0.2
Professional, scientific and technical activities	1.6	3.0
Administrative and support service activities	1.6	1.4
Public administration and defense; compulsory social security	30.6	21.6
Education	16.5	19.7
Human health and social work activities	7.9	8.7
Arts, entertainment and recreation	0.3	0.2
Other service activities	3.3	3.2
Total Percentage	100.0	100.0
Annual Wage Bill (TShs. Million)	5,912,916	8,887,420

Table 5.2 reveals that, public administration and defense; compulsory social security had the largest share (21.6%) of annual wage bill in 2012, which is a decrease from 30.6 percent recorded in 2011. The second and third industries with largest proportions of annual wage bill were education and manufacturing with 19.7 percent and 10.6 percent respectively.

It is further revealed that, all other industries except human health and social work activities (8.7%), wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods (6.3%) and financial and insurance activities (6.3%) had proportions of annual wage bills below 4.0 percent of the annual wage bill in 2012.

5.4 Annual Wage Bill by Selected Regions and Terms of Employment

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

Figure 5.2: Distribution of Annual Wage Bill by Selected Regions and Terms of Employment, 2011 and 2012

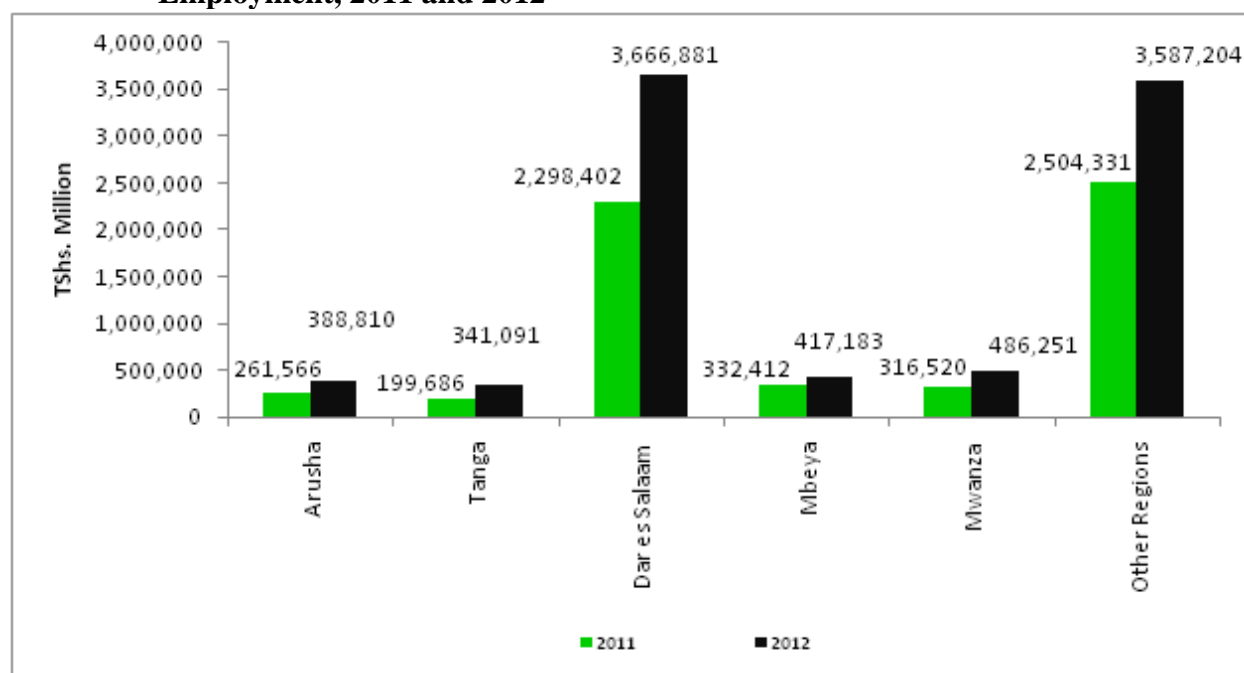


Figure 5.2 indicates that, there was an increase in the wage bill in 2012 as compared to 2011. Tanga Region registered the highest increase of the annual wage bill in 2012 with an increase of 70.8 percent as compared to the total wage bill registered in 2011. The second region with the highest increase of annual wage bill is Dar es Salaam with 59.5 percent. Mwanza Region registered an increase in total wage bill of about 53.6 percent in 2012 as compared to 2011. All other regions combined registered an increase of annual wage bill of about 43.2 percent in 2012 as compared to 2011.

CHAPTER SIX

RECRUITMENT OF NEW WORKERS

6.0 Introduction

This chapter presents the findings on the number of newly recruited workers during 2012. Employers were asked to state the number of new employees recruited into their institutions during the last 12 months (from 1st July, 2011 to 30th June, 2012).

The collected data were later categorized by sex; occupational title; the highest level of education attained; main subjects of training attained; country of origin; employment status and the amount of money (in Tanzanian Shillings) earned at the commencement of the service contract.

The main objective of this section is to evaluate the number of newly created jobs in 2012. The results will, among other things, be useful to the National Programme for Youth Employment which will be implemented over a three year period starting from 2013/14 to 2015/16 aiming at creating a total of 600,000 job opportunities for the youths.

6.1 Newly Recruited Workers by Occupation and Sex

This section analyses the total number of jobs created during 2012 in comparison with 2011. It also analyses the jobs created by occupation and sex.

Table 6.1: Number of Newly Recruited Workers by Occupation and Sex, 2010/11 and 2011/12

Occupation	2010/11			2011/12		
	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	532	255	787	635	458	1,093
Professionals	4,015	1,915	5,931	7,025	5,109	12,134
Technicians and associate professionals	9,792	8,884	18,676	16,921	14,270	31,191
Clerks	1,223	5,204	6,427	666	1,731	2,397
Service workers and shop sales workers	3,148	5,079	8,227	15,434	4,160	19,594
Skilled agricultural and fishery workers	708	85	793	443	205	648
Craft and related workers	783	155	938	1,394	788	2,182
Plant and machine operators and assemblers	2,400	991	3,391	1,976	684	2,660
Elementary occupations	1,294	1,173	2,467	1,341	1,234	2,575
Total	23,896	23,741	47,637	45,835	28,639	74,474

Table 6.1 shows that, total number of the newly recruited workers in 2011/12 was 74,474 as compared to 47,637 workers recruited in 2010/11. The number of new workers recruited increased by about 56.3 percent.

With regard to occupations, Table 6.1 shows that in 2011/12 the largest number of new workers recruited were technicians and associate professionals with 31,191 (41.8%) followed by service workers and shop sales workers with 19,594 (26.3%) and professionals with 12,134 (16.3%). This shows that, the majority of the newly recruited workers were technicians and professionals.

The results further show that, of the new workers recruited in 2011/12, about 61.5 % (45,835) were males and 38.5% (28,639) were females. The gender gap was however largest for service and shop sales workers. In addition, the results show that, females recruited as clerks was almost twice the number of males (666 males and 1,731 females)

6.2 Newly Recruited Workers by Occupation and Level of Education

This section shows the distribution of the number of new workers by their level of education. The finding shows major occupations in each level of education which recruit majority of the employees. These results can be used to determine the minimum level of education required in each occupation group.

Table 6.2 Newly Recruited Workers by Occupation and Level of Education, 2011/12

Occupation	Tertiary University	Tertiary Non University	Teacher Education/college	Vocational Education	Secondary: A-level	Secondary: O-level	Primary Education	Total
Legislators, administrators and managers	638	221	91	18	49	66	10	1,093
Professionals	10,044	1,491	483	37	28	42	10	12,135
Technicians and Associate professionals	2,251	9,766	13,769	1,130	844	3,341	91	31,192
Clerks	587	217	236	509	168	531	149	2,397
Service workers and shop sales workers	265	12,023	86	1,713	242	1,645	3,620	19,594
Skilled agricultural and Fishery workers	0	51	10	145	57	103	281	647
Craft and related workers	9	19	65	505	37	282	1,264	2,181
Plant and machine operators and assemblers	5	27	56	991	244	497	840	2,660
Elementary occupations	7	100	12	255	191	503	1,507	2,575
Total	13,806	23,915	14,808	5,303	1,860	7,010	7,772	74,474

Table 6.2 shows that, majority of the total number of new workers recruited attained tertiary non university (23,915), followed by teacher education/college (14,808) and those attained tertiary university (13,806). Most of the new workers with tertiary university education were recruited in the occupation group of professionals (10,044) and technicians and associate professionals (2,251).

For those with tertiary non university education, the majority were recruited in occupation category of service and shop sales workers (12,023) followed by technicians and associate professionals (9,766). Most of those with teacher education/college level of education were recruited in the occupation category of technicians and associate professionals (13,769).

The majority of new workers recruited in the occupation category of legislators, administrators and managers; professionals; and technicians and associate professionals attained tertiary university education, tertiary non university or teacher education/college. Those in the occupation group of skilled agricultural and fishery workers; craft and related workers; plant and machine operators and assemblers; and elementary occupations attained either secondary or primary education.

6.3 Newly Recruited Workers by Sector and Employment Status

This section analyses the distribution of the new workers recruited in different sectors of the economy by the status of employment (permanent, temporary/contract, casual or apprentices). Permanent, temporary/contract employees are regular employees who have been employed on a weekly or monthly basis for more than one month. Casual employees are those persons receiving daily wages and other employees who have not worked for a full month.

Table 6.3 Number of Newly Recruited Workers by Sector and Employment Status, 2011/12

Sector	Status of Employment					
	Permanent	Contract	Casual	Apprentices	Other	Total
Private Profit Making Institutions	11,368	17,781	1,194	123	291	30,757
Private Non Profit Making Institutions	10,155	3,697	317	56	16	14,241
Cooperatives	55	304	151	0	0	510
Central Government	4,842	595	0	0	8	5,445
Local Government (Urban)	5,695	109	270	0	26	6,100
Local Government (District)	15,224	304	16	0	1	15,545
Parastatal Profit Making Institutions	705	174	0	107	0	986
Parastatal Non Profit Making Institutions	825	63	0	2	0	890
Total	48,869	23,027	1,948	288	342	74,474

Table 6.3 shows that, the majority of new workers (48,869) or 65.6 percent were employed on permanent terms and those employed on contract/temporary terms were 23,027 or 30.9 percent. Further analysis shows that across sector groups, majority of the new workers recruited were in private profit making institutions which accounted for 41.3 percent (30,757 workers), followed by local government (district authorities) which accounted for 20.9 percent (15,545 workers) and private non-profit making institutions which accounted for 19.1 percent (14,241 workers).

With regard to the status of employment, the results show that, most of the new workers (17,781) or 23.9 percent in the private profit making institutions were employed on contracts terms. Apart from private profit making institutions and cooperatives the remaining sectors recruited most of their employees on permanent terms of employment.

6.4 Newly Recruited Workers by Occupation and Citizenship

This section analyses the distribution of the newly recruited workers by occupation and citizenship.

Table 6.4: Number of Newly Recruited Workers by Occupation and Citizenship, 2011/12

Occupation	Tanzania	Kenya	Uganda	Other	Total
Legislators, administrators and managers	1,017	21	11	44	1,093
Professionals	11,755	80	178	121	12,134
Technicians and associate professionals	30,018	1,080	27	66	31,191
Clerks	2,365	17	0	17	2,397
Service workers and shop sales workers	19,553	17	14	10	19,594
Skilled agricultural and fishery workers	647	0	0	0	647
Craft and related workers	2,115	65	0	1	2,181
Plant and machine operators and assemblers	2,653	6	0	1	2,660
Elementary occupations	2,575	0	0	0	2,575
Total	72,698	1,286	230	260	74,474

Table 6.4 shows that, the majority of newly recruited workers in 2011/12 were Tanzanian citizen making a total of 72,698 (97.6%) followed by Kenya with 1,286 (1.7%) of the total workers recruited.

Analysis further shows that, for Tanzanian citizens the largest number of new workers recruited were in the group of technicians and associate professionals with 30,018 (40.3%) followed by service workers and shop sales workers with 19,553 (26.3%) and professionals with 11,755 (15.8%). The largest numbers of recruited non citizens were in the occupation category of legislators, administrators, managers, professionals, technicians and associate professionals.

6.5 Newly Recruited Workers by Occupation and Status of Employment

This section analyses the distribution of the new workers recruited in occupations by the status of employment (permanent, temporary/contract, casual or apprentices).

Table 6.5 Number of Newly Recruited Workers by Occupation and Status of Employment, 2011/12

Occupation	Permanent	Contract	Casual	Apprentices	Other	Total
Legislators, administrators and managers	820	250	20	0	3	1,093
Professionals	10,042	1,667	312	58	55	12,134
Technicians and associate professionals	27,412	3,462	177	115	25	31,191
Clerks	1,716	641	27	3	12	2,399
Service workers and shop sales workers	3,738	15,063	614	42	137	19,594
Skilled agricultural and fishery workers	548	56	43	0	0	647
Craft and related workers	1,295	508	341	0	37	2,181
Plant and machine operators and assemblers	1,954	684	16	0	6	2,660
Elementary occupations	1,344	696	398	70	67	2,575
Total	48,869	23,027	1,948	288	342	74,474

Table 6.5 shows that across all occupation categories, most workers were recruited on permanent terms of employment except for the occupation category of service and shop sales workers which shows that out of the total number of recruited workers in this category (15,063) or 76.9 percent were employed on contract/temporary terms.

6.6 Newly Recruited Workers by Region and Sex

This section shows the distributions of the new workers recruited by regions and sex.

Table 6.6: Number of Newly Recruited Workers by Region and Sex, 2010/11 and 2011/12

Region	2010/11			2011/12		
	Male	Female	Total	Male	Female	Total
Dodoma	1,011	867	1,878	1,489	1,365	2,854
Arusha	387	411	798	1,187	1,193	2,380
Kilimanjaro	1,634	1,122	2,756	2,135	1,745	3,880
Tanga	534	372	906	1,548	1,389	2,937
Morogoro	1,325	743	2,068	1,590	1,366	2,956
Pwani	75	69	144	540	599	1,139
Dar es Salaam	8,476	7,727	16,203	7,263	6,896	14,159
Lindi	38	27	65	838	786	1,624
Mtwara	148	85	233	142	114	256
Ruvuma	166	81	247	686	324	1,010
Iringa	1,131	746	1,877	1,618	1,383	3,001
Mbeya	1,333	1,319	2,652	2,972	2,400	5,372
Singida	280	339	619	133	113	246
Tabora	914	656	1,570	1,622	1,239	2,861
Rukwa	396	363	759	752	459	1,211
Kigoma	1,114	768	1,882	1,593	1,207	2,800
Shinyanga	1,438	1,483	2,921	2,292	1,696	3,988
Kagera	1,125	913	2,038	1,468	1,132	2,600
Mwanza	1,197	4,700	5,897	13,806	1,305	15,111
Mara	1,029	788	1,817	1,374	1,566	2,940
Manyara	145	162	307	787	362	1,149
Total	23,896	23,741	47,637	45,835	28,639	74,474

Table 6.6 shows that, the majority of workers recruited in 2011/12 were employed in Mwanza Region (15,111) or 20.3 percent, followed by Dar es Salaam Region (14,159) or 19.0 percent and Mbeya Region (5,372) or 7.2 percent. This could be attributed to the presence of more establishments in Mwanza, Dar es Salaam and Mbeya regions.

6.7 Newly Recruited Workers by Occupation and Starting Salary

This section analyses the distribution of the number of new workers by occupation and starting salary.

Table 6.7: Number of Newly Recruited Workers by Occupation and Starting Salary, 2011/12

Occupation	Starting Salary						Total
	Below 65,000/=	65,000 - 150,000/=	150,001-300,000/=	300,001-500,000/=	500,001-1,500,000/=	Above 1,500,000/=	
Legislators, administrators and managers	15	101	281	211	279	206	1,093
Professionals	12	78	956	5,579	4,988	521	12,134
Technicians and associate professionals	440	545	17,307	10,260	2,530	109	31,191
Clerks	2	708	647	674	365	1	2,397
Service workers and shop sales workers	1,307	17,175	708	263	98	43	19,594
Skilled agricultural and fishery workers	26	291	316	11	3	0	647
Craft and related workers	278	995	606	206	94	2	2,181
Plant and machine operators and assemblers	8	1,228	898	428	97	1	2,660
Elementary occupations	240	1,516	703	78	40	0	2,575
Total	2,328	22,637	22,422	17,710	8,494	883	74,474

Table 6.7 shows that, among the number of new workers (74,474), the majority (84.3%) received a starting salary between TShs. 65,000 and 500,000 and only 3.1 percent received a starting salary of less than TShs. 65,000.

The results show that, the majority (56.1%) of those who earned starting salary below TShs. 65,000 were in the occupation category of service and shop sales workers. For the income group TShs. 65,000 – 150,000, about 75.9 percent fell under occupation category of service and shop sales workers.

Further analysis shows that, the majority (77.2%) of those who earned TShs. 150,001 – 300,000 were in occupation category of technicians and associate professionals. Those who earned TShs. 300,001 – 500,000, the majority (57.9%) also fell under occupation category of technicians and associate professionals.

Those who had a starting salary of TShs. 500,001 – 1,500,000, about 58.7 percent were professionals followed by technicians and associate professionals (29.8%). For income group of above TShs. 1,500,000, professionals led with 59.0 percent followed by legislators, administrators and managers (23.3%).

6.8 Newly Recruited Workers by Level of Education and Starting Salary

This section analyses the distribution of the new workers recruited by level of education and starting salary.

Table 6.8: Number of Newly Recruited Workers by Level of Education and Starting Salary, 2011/12

Level of Education	Starting Salary						Total
	Below 65,000/=	65,000 - 150,000/=	150,001-300,000/=	300,001-500,000/=	500,001-1,500,000/=	Above 1,500,000/=	
Tertiary University	201	146	2,067	5,407	5,291	694	13,806
Tertiary Non University	227	12,258	3,972	5,640	1,739	78	23,914
Teacher Education/College	209	307	8,859	4,564	829	40	14,808
Vocational Education	12	2,283	1,860	859	286	3	5,303
Secondary: O-level	195	1,872	4,166	559	197	22	7,011
Secondary: A-level	7	693	408	669	79	4	1,860
Primary Education	1,477	5,078	1,090	12	73	42	7,772
Total	2,328	22,637	22,422	17,710	8,494	883	74,474

Table 6.8 shows that among the number of new workers (74,474); the majority (32.1 %) attained tertiary non university education, followed by teacher education/college (19.9%) and tertiary university (18.5%).

The findings also show that, the majority (63.4%) of those with starting salary less than TShs. 65,000 attained primary education. For the income group of TShs. 65,000 – 150,000, the majority (54.2%) of new workers attained tertiary non university followed by primary education (22.4%). For the income group of TShs. 150,001–300,000, those workers who attained the level of teacher education/college and secondary: O-level led with 39.5 percent and 18.6 percent respectively.

Furthermore, for those workers with starting salary of TShs. 300,001 – 500,000, the majority attained tertiary non university (31.8%), followed by tertiary university (30.5%). In all income groups, workers with tertiary university education had the highest starting salary which accounted for 62.3 percent in the income group of TShs. 500,001 – 1,500,000 and 78.6 percent among those who earned a starting salary of above TShs. 1,500,000.

CHAPTER SEVEN

JOB VACANCIES

7.0 Introduction

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

7.1 Job Vacancies by Occupation and Working Experience

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

Table 7.1 Distribution of Job Vacancies by Occupation and Working Experience, 2012

Occupation	Work Experience				
	Not Required	1-2 years	3-4 years	5 or more years	Total
Legislators, administrators and managers	1,760	409	292	161	2,622
Professionals	16,275	4,739	1,696	453	23,163
Technicians and associate professionals	63,016	11,161	1,962	113	76,252
Clerks	5,052	1,470	274	32	6,828
Service workers and shop sales workers	4,333	2,540	2,492	30	9,395
Skilled agricultural and fishery workers	1,387	30	18	18	1,453
Craft and related workers	538	507	77	14	1,136
Plant and machine operators and assemblers	720	512	489	68	1,789
Elementary occupations	2,793	460	155	27	3,435
Total Number of Vacancies	95,874	21,828	7,455	916	126,073

Table 7.1 shows that, there were 126,073 existing vacancies in 2012. Technician and associate professionals had the largest number of vacancies which was 76,252 (60.5%) vacancies in the formal sector. Professionals were second with 23,163 (18.4%) vacancies; followed by service workers and shop sales workers with 9,395 (7.5%) vacancies. Crafts and related workers had the lowest number of vacancies generated in 2011/12 with 1,136 (0.9%) vacancies.

The requirement for experience seems not very important as the results reveal that, a total of 95,874 (76.0%) of existing vacancies in 2012 did not require any experience. The job vacancies that needed prior work experience of 1-2 years were 21,828 (17.3%). Vacancies that required work experience of 5 or more years composed a minute number of total vacancies were 916 (0.7%).

The vacancies in the occupation of technicians and associate professionals that did not need any prior work experience ranked first accounted for almost a half of the vacancies (63,016).

7.2 Job Vacancies by Occupation and Gender Preference

This section shows the distribution of the job vacancies by occupation. The information revealed occupations with large proportions of vacancies. Information on sex preference is also given to reveal the nature and magnitude of sex preference in employment.

Table 7.2: Distribution of Job Vacancies by Occupation and Gender Preference, 2012

Occupation	Gender Preference			
	Male	Female	None	Total
Legislators, administrators and managers	453	121	2,049	2,623
Professionals	1,931	2,029	19,203	23,163
Technicians and associate professionals	5,228	3,344	67,680	76,252
Clerks	249	1,021	5,558	6,828
Service workers and shop sales workers	1,874	1,269	6,252	9,395
Skilled agricultural and fishery workers	9	17	1,427	1,453
Craft and related workers	374	6	755	1,135
Plant and machine operators and assemblers	846	33	910	1,789
Elementary occupations	1,046	413	1,976	3,435
Total Number of Vacancies	12,010	8,253	105,810	126,073

Table 7.2 shows that, the largest number of vacancies (105,810) had no sex preference. However, in 12,010 vacancies males were preferred and in the remaining 8,253 vacancies the preference was for females.

7.3 Job Vacancies by Industry and Reason for Vacancy

Organisation structure and system of production tend to influence demand for workers and vacancies in any industry. Job vacancies to remain unfilled for a long period of time adds more work load to the existed few employees hence, reducing labour efficiency and in turn impairing organizations' performance.

The analysis in this section focuses on the level of job vacancies by industrial categories of the economy over the survey period. The findings provide highlights to which industry poses the highest proportion of job vacancies against their reasons in order to take appropriate measures.

Table 7.3: Distribution of Job Vacancies by Industry and Reason for Vacancy, 2012

Industry	Fell Vacant	Unfilled Post	New Position	Total
Agriculture, forestry and fishing	238	1,846	513	2,597
Mining and quarrying	23	42	51	116
Manufacturing	300	166	486	952
Electricity, gas, steam and air conditioning supply	0	0	47	47
Water supply; sewerage, waste management and remediation activities	187	192	159	538
Construction	102	86	167	355
Wholesale and retail trade; repair of motor vehicles and motorcycle	26	185	1,006	1,218
Transportation and storage	201	48	39	288
Accommodation and food service activities	862	872	936	2,670
Information and communication	22	21	93	136
Financial and insurance activities	155	123	70	348
Real estate activities	0	0	0	0
Professional, scientific and technical activities	449	1147	2762	4,358
Administrative and support service activities	163	108	202	473
Public administration and defense; compulsory social security	5,538	15,966	15,028	36,532
Education	10,478	16,395	27,955	54,828
Human health and social work activities	3,014	7,371	8,667	19,052
Arts, entertainment and recreation	8	14	6	28
Other service activities	274	806	458	1,537
Total Number of Vacancies	22,040	45,388	58,645	126,073

Table 7.3 shows that, education industry had the largest number of job vacancies (54,828), followed by public administration and defence; compulsory social security industry (36,532) and human health and social work activities industry (19,052).

Considering reasons of job vacancies, overall findings show that, “new position” took the largest number of vacancies (58,645), followed by “unfilled post” (45,388) and “fell vacant” became the third (22,040).

7.4 Job Vacancies by Industry and Level of Education

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

Table 7.4: Number of Job Vacancies by Industry and Level of Education, 2012

Industry	Level of Education						Total
	Tertiary University	Tertiary Non University	Teacher Education/ college	Vocational Education	Secondary Education	Primary Education	
Agriculture, forestry and fishing	243	379	107	85	136	1,647	2,597
Mining and quarrying	44	42	0	8	21	0	115
Manufacturing	148	88	24	367	138	187	952
Electricity, gas, steam and air conditioning supply	0	25	0	22	0	0	47
Water supply; sewerage, waste management and remediation activities	254	132	19	95	35	2	537
Construction	120	132	4	49	42	10	357
Wholesale and retail trade; repair of motor vehicles and motorcycle	130	46	58	146	369	470	1,219
Transportation and storage	63	59	16	43	107	0	288
Accommodation and food service activities	75	180	357	354	844	860	2,670
Information and communication	101	10	13	13	0	0	137
Financial and insurance activities	233	28	11	12	64	0	348
Real estate activities	0	0	0	0	0	0	0
Professional, scientific and technical activities	1,716	517	247	190	653	1,035	4,358
Administrative and support service activities	38	32	7	47	111	237	472
Public administration and defence; compulsory social security	7,907	12,310	9,853	1,714	4,373	374	36,531
Education	9,367	7,224	23,766	1,517	8,800	4,154	54,828
Human health and social work activities	1,878	10,864	3,318	377	2,182	434	19,053
Arts, entertainment and recreation	12	1	1	2	2	9	27
Other service activities	217	123	537	259	244	157	1,537
Total Number of Vacancies	22,546	32,192	38,338	5,300	18,121	9,576	126,073

Table 7.4 shows that, teacher education/college had the largest number (38,338) of vacancies; followed by tertiary non university with 32,192 vacancies and tertiary university with 22,546. On the other hand, those with vocational education had the smallest number of vacancies (5,300).

Comparing vacancies across industries, education industry had the largest number of vacancies (54,828); followed by public administration and defence; compulsory social security industry with 36,531 vacancies and human health and social work activities industry with 19,053 vacancies.

APPENDICES

Appendix A: Employment

Table A1: Distribution of Total Employees by Sector and Sex, 2012

Sector	Adult aged 25+			Youth aged 15-24			Total
	Male	Female	Total	Male	Female	Total	
A. Private Sector							
Private Profit Making Institution	500,101	253,852	753,954	14,214	12,071	26,284	780,238
Private Non-profit Making Institution	104,127	82,832	186,960	1,270	1,252	2,521	189,481
Cooperatives	18,541	6,888	25,429	523	33	557	25,986
Total: A	622,770	343,573	966,343	16,007	13,356	29,362	995,705
B. Public Sector							
Central and Local Government	294,255	199,075	493,330	3,352	5,094	8,446	501,777
Parastatal Organizations	30,519	21,854	52,373	68	95	164	52,537
Total: B	324,774	220,929	545,703	3,421	5,190	8,610	554,313
Total: (A+B)	947,544	564,502	1,512,046	19,427	18,545	37,972	1,550,018

Table A2: Distribution of Total Employees by Industry and Terms of Employment, 2011 and 2012

Industry	2011			2012		
	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total
Agriculture, forestry and fishing	44,884	128,370	173,254	49,932	45,923	95,854
Mining and quarrying	7,742	3,550	11,291	11,661	3,740	15,401
Manufacturing	130,722	57,681	188,403	166,122	94,852	260,974
Electricity, gas, steam and air conditioning supply	8,656	2,049	10,704	8,563	275	8,838
Water supply; sewerage, waste management and remediation activities	7,658	553	8,211	7,339	1,666	9,005
Construction	22,632	12,060	34,692	29,793	14,440	44,233
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	88,782	16,926	105,708	104,838	16,114	120,951
Transportation and storage	30,642	1,831	32,474	41,202	2,920	44,122
Accommodation and food service activities	88,552	8,540	97,091	104,531	14,060	118,591
Information and communication	12,684	452	13,135	18,859	407	19,266
Financial and insurance activities	27,862	81	27,943	27,638	154	27,792
Real estate activities	1,239	45	1,284	1,462	61	1,523
Professional, scientific and technical activities	11,918	3,073	14,991	27,613	3,324	30,937
Administrative and support service activities	30,508	1,457	31,965	34,095	2,407	36,502
Public administration and defense; compulsory social security	305,675	12,535	318,210	275,591	10,736	286,327
Education	149,730	4,798	154,528	248,055	6,483	254,538
Human health and social work activities	74,589	2,231	76,820	100,051	3,276	103,327
Arts, entertainment and recreation	3,985	523	4,508	3,796	243	4,040
Other service activities	54,013	3,332	57,345	62,592	5,206	67,797
Total	1,102,473	260,086	1,362,559	1,323,733	226,285	1,550,018

Table A3: Distribution of Regular Employees by Citizenship and Sector, 2011 and 2012

Sector		Citizens		Non Citizens		Total	
		2011	2012	2011	2012	2011	2012
A. Private	Profit Making Institutions	473,218	577,683	7,238	9,235	480,456	586,918
	Non-profit Making Institutions	131,608	174,734	1,146	2,134	132,753	176,867
	Cooperatives	8,334	22,042	9	624	8,343	22,665
Total: A		613,160	774,458	8,393	11,993	621,552	786,451
B. Public	Central and Local Government	434,771	485,569	136	325	434,907	485,894
	Parastatal Organization	45,923	51,299	91	88	46,013	51,388
Total: B		480,693	536,869	227	413	480,920	537,282
Total : (A+B)		1,093,853	1,311,327	8,620	12,406	1,102,473	1,323,733

Table A4: Distribution of Total Employees by Sector and Industry, 2011 and 2012

Industry	Private		Public		Total	
	2011	2012	2011	2012	2011	2012
Agriculture, forestry and fishing	166,959	94,120	6,295	1,734	173,254	95,854
Mining and quarrying	11,259	15,401	33	.	11,291	15,401
Manufacturing	184,406	258,442	3,997	2,532	188,403	260,974
Electricity, gas, steam and air conditioning supply	2,934	2,057	7,770	6,781	10,704	8,838
Water supply; sewerage, waste management and remediation act	1,006	862	7,205	8,143	8,211	9,005
Construction	32,027	43,703	2,665	529	34,692	44,233
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	104,249	120,913	1,459	39	105,708	120,951
Transportation and storage	25,371	37,390	7,102	6,732	32,474	44,122
Accommodation and food service activities	96,882	118,421	210	170	97,091	118,591
Information and communication	11,213	15,590	1,922	3,676	13,135	19,266
Financial and insurance activities	16,665	21,008	11,278	6,784	27,943	27,792
Real estate activities	1,087	1,187	197	336	1,284	1,523
Professional, scientific and technical activities	6,613	14,545	8,377	16,391	14,991	30,937
Administrative and support service activities	31,284	36,106	681	396	31,965	36,502
Public administration and defense; compulsory social security	2,635	11,073	315,575	275,254	318,210	286,327
Education	64,937	76,795	89,591	177,743	154,528	254,538
Human health and social work activities	42,515	58,731	34,305	44,596	76,820	103,327
Arts, entertainment and recreation	3,265	3,281	1,243	758	4,508	4,040
Other service activities	54,125	66,079	3,220	1,719	57,345	67,797
Total	859,435	995,705	503,124	554,313	1,362,559	1,550,018

Table A5: Distribution of Total Employees by Industry and Sex, 2012

Industry	Adult aged 25+			Youth aged 15-24			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	62,383	30,759	93,143	1,820	892	2,712	95,854
Mining and quarrying	13,611	1,790	15,401	0	0	0	15,401
Manufacturing	164,143	87,709	251,852	5,114	4,009	9,122	260,974
Electricity, gas, steam and air conditioning supply	7,157	1,671	8,827	11	0	11	8,838
Water supply; sewerage, waste management and remediation act	6,532	2,400	8,932	43	29	73	9,005
Construction	35,948	7,068	43,016	965	252	1,217	44,233
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	84,479	29,802	114,281	4,427	2,243	6,670	120,951
Transportation and storage	34,910	8,678	43,587	409	126	535	44,122
Accommodation and food service activities	52,695	60,630	113,325	1,369	3,896	5,266	118,591
Information and communication	12,745	6,251	18,996	94	176	270	19,266
Financial and insurance activities	15,229	12,297	27,527	137	127	265	27,792
Real estate activities	1,060	436	1,496	20	6	26	1,523
Professional, scientific and technical activities	20,974	9,769	30,743	120	74	194	30,937
Administrative and support service activities	27,408	8,407	35,815	532	154	687	36,502
Public administration and defense; compulsory social security	179,558	103,862	283,420	1,132	1,774	2,907	286,327
Education	142,676	106,113	248,790	2,475	3,274	5,748	254,538
Human health and social work activities	39,937	62,095	102,032	337	958	1,295	103,327
Arts, entertainment and recreation	2,889	1,098	3,987	9	44	52	4,040
Other service activities	43,209	23,666	66,875	412	511	923	67,797
Total	947,544	564,502	1,512,046	19,427	18,545	37,972	1,550,018

Table A6: Distribution of Regular Employees by Citizenship and Industry, 2012

Industry	2011			2012		
	Citizen	Non citizen	Total	Citizen	Non citizen	Total
Agriculture, forestry and fishing	44,477	406	44,883	49,703	228	49,932
Mining and quarrying	7,496	246	7,742	11,366	295	11,661
Manufacturing	127,702	3,020	130,722	162,113	4,009	166,122
Electricity, gas, steam and air conditioning supply	8,613	42	8,655	8,498	65	8,563
Water supply; sewerage, waste management and remediation act	7,656	2	7,658	7,286	53	7,339
Construction	21,926	706	22,632	28,226	1,566	29,793
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	87,868	914	88,782	103,601	1,237	104,838
Transportation and storage	30,202	441	30,643	40,711	491	41,202
Accommodation and food service activities	87,840	712	88,552	103,515	1,016	104,531
Information and communication	12,487	197	12,684	18,548	311	18,859
Financial and insurance activities	27,791	71	27,862	27,526	112	27,638
Real estate activities	1,233	6	1,239	1,455	7	1,462
Professional, scientific and technical activities	11,897	21	11,918	27,439	174	27,613
Administrative and support service activities	30,315	193	30,508	33,924	171	34,095
Public administration and defense; compulsory social security	305,571	104	305,675	275,465	125	275,591
Education	148,847	883	149,730	246,785	1,270	248,055
Human health and social work activities	74,172	417	74,589	99,191	860	100,051
Arts, entertainment and recreation	3,985	0	3,985	3,786	10	3,796
Other service activities	53,775	238	54,013	62,188	404	62,592
Total	1,093,853	8,620	,102,473	1,311,327	12,406	1,323,733

Table A7: Distribution of Total Employees by Region and Sector, 2011 and 2012

Region	2011			2012		
	Private	Public	Total	Private	Public	Total
Dodoma	12,663	20,358	33,021	17,834	22,076	39,910
Arusha	59,262	15,170	74,432	64,666	17,336	82,002
Kilimanjaro	41,761	28,159	69,920	67,889	30,787	98,676
Tanga	30,109	24,413	54,522	46,241	28,556	74,798
Morogoro	143,984	47,489	191,473	92,903	48,513	141,416
Pwani	9,128	17,305	26,432	10,593	17,867	28,460
Dar es Salaam	347,030	109,785	456,815	399,371	112,225	511,596
Lindi	3,560	11,239	14,799	5,164	15,761	20,926
Mtwara	16,271	10,589	26,860	21,295	12,087	33,382
Ruvuma	15,559	11,570	27,128	18,375	13,101	31,476
Iringa	19,898	23,674	43,572	33,197	27,444	60,641
Mbeya	35,304	30,337	65,641	48,782	33,321	82,103
Singida	8,256	12,094	20,350	11,374	12,795	24,169
Tabora	3,896	17,701	21,597	8,489	19,667	28,156
Rukwa	5,338	5,937	11,275	6,734	10,823	17,557
Kigoma	10,329	11,760	22,088	14,379	16,737	31,117
Shinyanga	19,250	38,414	57,665	25,821	39,978	65,799
Kagera	15,318	15,849	31,167	17,729	16,164	33,892
Mwanza	42,547	23,703	66,250	49,915	27,017	76,932
Mara	9,677	20,549	30,226	18,212	21,052	39,264
Manyara	10,295	7,031	17,326	16,743	11,005	27,748
Total	859,435	503,124	1,362,559	995,705	554,313	1,550,018

Table A8: Distribution of Total Employees by Region, Terms of Employment and Sex, 2012

Region	Regular			Casual			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	21,484	14,789	36,273	2,468	1,169	3,637	39,910
Arusha	42,636	27,629	70,266	6,878	4,859	11,737	82,002
Kilimanjaro	42,346	32,161	74,506	13,765	10,405	24,169	98,676
Tanga	32,101	23,484	55,585	11,439	7,774	19,212	74,798
Morogoro	66,080	40,659	106,739	11,425	23,252	34,677	141,416
Pwani	15,909	10,155	26,064	1,730	666	2,396	28,460
Dar es Salaam	297,614	163,327	460,941	37,359	13,297	50,656	511,596
Lindi	13,537	6,425	19,962	690	274	964	20,926
Mtwara	14,259	7,322	21,581	1,685	10,116	11,801	33,382
Ruvuma	17,861	11,891	29,752	1,290	433	1,723	31,476
Iringa	31,135	20,908	52,043	5,355	3,243	8,598	60,641
Mbeya	39,249	29,296	68,545	8,949	4,609	13,557	82,103
Singida	15,729	6,983	22,711	930	528	1,458	24,169
Tabora	16,939	9,491	26,430	1,279	447	1,726	28,156
Rukwa	9,829	4,619	14,449	2,211	897	3,108	17,557
Kigoma	20,483	8,984	29,467	1,368	281	1,649	31,117
Shinyanga	41,259	20,127	61,386	2,896	1,516	4,412	65,799
Kagera	18,606	11,681	30,286	1,955	1,651	3,606	33,892
Mwanza	43,787	22,152	65,939	8,142	2,851	10,993	76,932
Mara	22,876	13,040	35,916	2,065	1,283	3,348	39,264
Manyara	9,716	5,173	14,889	9,658	3,201	12,859	27,748
Total	833,436	490,297	1,323,733	133,535	92,750	226,285	1,550,018

Table A9: Distribution of Private Adult and Youth Employees by Region and Sex, 2012

Region	Adult aged 25+ years			Youth aged 15-24 years			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	9,978	7,466	17,444	301	89	389	17,834
Arusha	39,264	24,449	63,713	435	518	953	64,666
Kilimanjaro	38,253	23,619	61,872	2,984	3,034	6,017	67,889
Tanga	28,100	17,736	45,836	264	141	405	46,241
Morogoro	50,521	40,844	91,365	885	653	1,538	92,903
Pwani	6,752	3,758	10,511	26	56	82	10,593
Dar es Salaam	268,165	121,886	390,051	4,718	4,602	9,320	399,371
Lindi	3,414	1,453	4,867	166	131	297	5,164
Mtwara	7,940	13,147	21,087	135	72	207	21,295
Ruvuma	10,371	6,297	16,668	994	713	1,707	18,375
Iringa	18,657	13,822	32,479	403	315	718	33,197
Mbeya	27,393	19,140	46,533	1,015	1,234	2,249	48,782
Singida	7,778	3,590	11,368	0	6	6	11,374
Tabora	5,727	2,610	8,336	77	75	152	8,489
Rukwa	4,544	2,084	6,627	76	30	106	6,734
Kigoma	10,373	3,291	13,664	527	188	715	14,379
Shinyanga	18,669	6,338	25,007	526	288	813	25,821
Kagera	10,362	6,833	17,195	338	196	534	17,729
Mwanza	34,203	14,187	48,390	939	587	1,525	49,915
Mara	10,723	6,602	17,326	457	430	886	18,212
Manyara	11,582	4,420	16,002	741	0	741	16,743
Total	622,770	343,573	966,343	16,007	13,356	29,362	995,705

Table A10: Distribution of Private Adult and Youth Total Employment by Region and Sex, 2012

Region	Adult			Youth			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	13,445	8,173	21,619	228	230	458	22,076
Arusha	9,685	7,373	17,058	130	148	278	17,336
Kilimanjaro	14,843	15,872	30,715	31	41	72	30,787
Tanga	15,173	13,381	28,554	2	0	2	28,556
Morogoro	25,824	21,856	47,679	275	559	834	48,513
Pwani	10,855	7,004	17,860	5	2	8	17,867
Dar es Salaam	61,433	49,367	110,800	656	769	1,425	112,225
Lindi	10,420	4,945	15,365	227	169	396	15,761
Mtwara	7,864	4,214	12,077	5	5	10	12,087
Ruvuma	7,787	5,314	13,101	0	0	0	13,101
Iringa	17,352	9,932	27,284	78	82	160	27,444
Mbeya	19,566	13,095	32,661	224	435	659	33,321
Singida	8,834	3,821	12,655	46	94	141	12,795
Tabora	12,248	7,063	19,312	166	189	355	19,667
Rukwa	7,421	3,399	10,820	0	4	4	10,823
Kigoma	10,653	5,355	16,008	298	431	730	16,737
Shinyanga	24,719	14,606	39,325	242	411	653	39,978
Kagera	9,728	6,098	15,826	133	205	337	16,164
Mwanza	16,443	9,426	25,868	344	804	1,149	27,017
Mara	13,503	6,875	20,378	258	416	674	21,052
Manyara	6,981	3,758	10,739	70	196	266	11,005
Total	324,774	220,929	545,703	3,421	5,190	8,610	554,313

Appendix B: Wage Rate

Table B1: Distribution of Citizen Employees by Sector and Wage Rate, 2012

Monthly Wage Rate (TShs)	Private	Public	Total
Below 65,000	49,549	1,981	51,530
65,000 - 150,000	286,676	11,416	298,092
150,001 - 300,000	204,046	160,326	364,372
300,001 - 500,000	109,981	163,589	273,570
500,001 - 1,500,000	105,902	181,082	286,984
Above 1,500,000	19,001	18,540	37,541
Total	775,154	536,934	1,312,088

Table B2: Distribution of Adults and Youth Citizen Employees by Sector and Wage Rate, 2012

Monthly Wage Rate (TShs)	Private	Public	Total
A. Adult Citizen			
Below 65,000	46,483	1,868	48,351
65,000 - 150,000	277,014	11,026	288,040
150,001 - 300,000	200,447	154,700	355,147
300,001 - 500,000	109,119	161,992	271,111
500,001 - 1,500,000	105,609	180,691	286,300
Above 1,500,000	18,939	18,528	37,467
Total (A)	757,611	528,805	1,286,416
B. Youth Citizen			
Below 65,000	3,066	113	3,179
65,000 - 150,000	9,662	390	10,052
150,001 - 300,000	3,599	5,626	9,225
300,001 - 500,000	862	1,597	2,459
500,001 - 1,500,000	292	391	684
Above 1,500,000	61	12	73
Total (B)	17,543	8,129	25,672

Table B3: Distribution of Citizens Employees by Wage Rate and Sex, 2012

Wage Rate (TShs)	Regular Adult			Regular Youth		
	Male	Female	Total	Male	Female	Total
Below 65,000	24,874	23,477	48,351	1,342	1,837	3,179
65,000 - 150,000	190,023	98,017	288,040	5,431	4,621	10,052
150,001 - 300,000	232,833	122,314	355,147	4,376	4,849	9,225
300,001 - 500,000	161,941	109,169	271,111	1,149	1,310	2,459
500,001 - 1,500,000	174,325	111,975	286,300	309	375	684
Above 1,500,000	27,238	10,229	37,467	66	7	73
Total	811,235	475,181	1,286,416	12,672	13,000	25,672

Table B4 (a): Distribution of Adult Citizen Employees by Wage Rate, Sector and Sex, 2012

Wage Rate (TShs)	Adult Citizen					
	Private			Public		
	Male	Female	Total	Male	Female	Total
Below 65,000	24,099	22,383	46,483	775	1,094	1,868
65,000 - 150,000	183,070	93,944	277,014	6,953	4,073	11,026
150,001 - 300,000	137,892	62,555	200,447	94,941	59,759	154,700
300,001 - 500,000	71,363	37,756	109,119	90,578	71,414	161,992
500,001 - 1,500,000	68,809	36,800	105,609	105,516	75,175	180,691
Above 1,500,000	13,679	5,260	18,939	13,560	4,968	18,528
Total	498,912	258,699	757,611	312,322	216,482	528,805

Table B4 (b): Distribution of Youth Citizen Employees by Wage Rate, Sector and Sex, 2012

Wage Rate (TShs)	Youth Citizen					
	Private			Public		
	Male	Female	Total	Male	Female	Total
Below 65,000	1,290	1,776	3,066	51	62	113
65,000 - 150,000	5,212	4,451	9,662	220	170	390
150,001 - 300,000	2,315	1,284	3,599	2,061	3,566	5,626
300,001 - 500,000	462	400	862	687	910	1,597
500,001 - 1,500,000	155	138	292	154	237	391
Above 1,500,000	55	6	61	11	1	12
Total	9,489	8,054	17,543	3,183	4,946	8,129

Table B5: Distribution of Citizen Employees by Wage Rate and Region, 2012

Industry	Adult							Youth						
	Under65,000	65,000 - 150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	Total	Under65,000	65,000 - 150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	Total
Dodoma	444	5,212	10,002	9,951	8,830	1,061	35,501	35	242	274	147	39	0	738
Arusha	1,738	23,874	18,371	12,615	10,721	1,474	68,793	49	349	162	119	33	3	715
Kilimanjaro	2,412	15,356	16,723	16,902	20,583	1,483	73,459	39	271	316	55	21	0	702
Tanga	1,689	12,129	14,523	13,101	12,840	931	55,213	19	125	17	0	4	0	165
Morogoro	4,085	25,154	28,382	24,912	19,862	2,025	104,420	424	530	402	268	38	0	1,661
Pwani	1,691	4,557	7,843	5,420	6,088	312	25,910	23	52	2	0	0	0	78
Dar es Salaam	13,432	118,867	126,561	70,873	91,347	22,601	443,680	1,080	4,471	3,330	580	310	71	9,842
Lindi	883	2,046	6,175	5,287	4,762	196	19,348	42	98	253	162	0	0	554
Mtwara	2,872	3,242	7,166	4,014	3,670	454	21,418	8	127	1	0	0	0	136
Ruvuma	1,050	9,619	6,988	5,191	4,983	174	28,006	780	852	87	0	0	0	1,718
Iringa	2,515	8,961	17,897	13,015	8,205	666	51,258	9	703	18	7	0	0	738
Mbeya	3,494	12,791	15,641	15,631	19,025	1,037	67,618	26	78	635	88	22	0	849
Singida	2,424	3,449	8,082	3,572	4,765	261	22,553	0	6	141	0	0	0	146
Tabora	348	2,437	8,086	7,760	6,968	300	25,899	53	47	369	2	2	0	472
Rukwa	479	1,925	4,428	3,518	3,884	126	14,360	48	28	12	0	21	0	110
Kigoma	1,332	4,314	6,099	6,922	8,714	199	27,580	78	406	652	74	0	0	1,211
Shinyanga	2,571	7,168	17,691	16,231	14,216	2,130	60,007	142	337	539	228	66	0	1,312
Kagera	1,450	4,818	6,495	7,474	8,969	301	29,506	118	69	260	242	19	0	708
Mwanza	1,903	16,743	12,380	15,080	15,387	1,321	62,814	127	880	1,016	239	15	0	2,278
Mara	1,438	4,406	10,283	9,484	8,656	278	34,544	77	380	666	112	34	0	1,270
Manyara	101	971	5,332	4,158	3,826	140	14,528	0	0	74	135	60	0	269
Total	48,351	288,040	355,147	271,111	286,300	37,467	1,286,416	3,179	10,052	9,225	2,459	684	73	25,672

Appendix C: Cash Earnings

Table C1: Monthly Average Earnings by Sector and Sex, 2012

Sector	TShs.		
	Male	Female	Total
Private	324,815	314,149	307,026
Public	701,671	593,666	671,639

Table C2: Annual Cash Earnings of Employees by Industry Major Division, 2012

Industry	TShs. Million	
	2011	2012
Agriculture, forestry and fishing	184,847	250,192
Mining and quarrying	56,080	216,397
Manufacturing	683,236	932,760
Electricity, gas, steam and air conditioning supply	311,817	79,898
Water supply; sewerage, waste management and remediation act	36,239	50,138
Construction	78,623	201,019
Wholesale and retail trade; repair of motor vehicles and motorcycles	677,003	551,755
Transportation and storage	243,730	295,045
Accommodation and food service activities	214,445	302,157
Information and communication	137,722	256,777
Financial and insurance activities	386,200	549,332
Real estate activities	6,279	14,638
Professional, scientific and technical activities	93,997	269,947
Administrative and support service activities	93,783	126,214
Public administration and defence; compulsory social security	1,839,556	1,895,277
Education	1,030,544	1,750,308
Human health and social work activities	688,123	772,008
Arts, entertainment and recreation	22,367	19,101
Other service activities	189,469	281,843
Total	6,974,061	8,814,805

Table C3: Annual Cash Earnings of Employees by Industry and Terms of employment, 2012

Industry	TShs. Million	
	Regular Employees	Casual Employees
Agriculture, forestry and fishing	205,850	44,343
Mining and quarrying	210,357	6,040
Manufacturing	833,915	98,845
Electricity, gas, steam and air conditioning supply	79,565	333
Water supply; sewerage, waste management and remediation activities	47,337	2,801
Construction	183,673	17,345
Wholesale and retail trade; repair of motor vehicles and motorcycles	530,939	20,816
Transportation and storage	291,133	3,911
Accommodation and food service activities	288,476	13,681
Information and communication	255,612	1,165
Financial and insurance activities	548,297	1,035
Real estate activities	14,591	47
Professional, scientific and technical activities	264,371	5,575
Administrative and support service activities	121,615	4,599
Public administration and defence; compulsory social security	1,867,128	28,149
Education	1,741,341	8,967
Human health and social work activities	767,467	4,541
Arts, entertainment and recreation	18,549	552
Other service activities	276,535	5,308
Total	8,546,750	268,055

Appendix D: Annual Wage Bill

Table D1: Distribution of Annual Wage Bill by Cash earnings, Free Ration and Sector, 2012

TShs. Million

Sector	2011				2012			
	Annual Cash Earning for Regular Employees	Annual Cash Earnings for Casual Employees	Annual free ration	Annual wage bill	Annual Cash Earning for Regular Employees	Annual Cash Earnings for Casual Employees	Annual free ration	Annual wage bill
Private Profit Making Institutions	1,792,193	201,200	27,425	2,020,818	3,349,420	213,439	35,491	3,598,350
Private Non-Profit Making Institutions	678,011	11,958	4,414	694,383	1,163,148	14,402	7,879	1,185,428
Cooperatives	36,146	2,016	284	38,446	139,680	2,792	90	142,562
Central Government	1,103,448	7,032	16,876	1,127,356	1,209,771	8,614	27,992	1,246,377
Local Government (Urban)	568,311	4,934	628	573,873	886,113	3,330	500	889,943
Local Government (District)	970,763	7,874	2,031	980,668	1,268,192	23,924	462	1,292,578
Parastatal Profit Making Institutions	375,268	4,409	1,343	381,021	431,749	745	26	432,520
Parastatal Non-profit Making Institutions	92,132	3,908	311	96,351	98,677	810	174	99,662
Total	5,616,274	243,330	53,312	5,912,916	8,546,750	268,055	72,615	8,887,420

Table D2: Distribution of Annual Wage Bill by Industry Major Division, 2012

Industry	TShs. Million	
	Annual Wage bill	
	2011	2012
Agriculture, forestry and fishing	194,445	252,110
Mining and quarrying	51,460	218,360
Manufacturing	563,831	939,781
Electricity, gas, steam and air conditioning supply	84,159	79,898
Water supply; sewerage, waste management and remediation activities	37,590	50,471
Construction	91,660	201,643
Wholesale and retail trade; repair of motor vehicles and motorcycles	346,401	556,645
Transportation and storage	180,216	300,227
Accommodation and food service activities	227,082	312,956
Information and communication	125,109	256,863
Financial and insurance activities	346,645	549,563
Real estate activities	9,664	14,638
Professional, scientific and technical activities	92,537	270,922
Administrative and support service activities	95,285	127,113
Public administration and defense; compulsory social security	1,808,678	1,923,067
Education	976,103	1,754,805
Human health and social work activities	464,228	774,310
Arts, entertainment and recreation	20,260	19,536
Other service activities	197,564	284,512
Total	5,912,916	8,887,420

Table D3: Distribution of Annual Wage Bill by Region and Terms of Employment, 2011 and 2012

Region	2011				2012			
	Cash earnings Regular	Cash earnings casual	Free Ration	Annual Wage bill	Cash earnings Regular	Cash earnings casual	Free Ration	Annual Wage bill
Dodoma	159,467	1,733	616	161,816	212,801	4,640	3,350	220,791
Arusha	247,879	7,541	6,146	261,566	363,719	16,167	8,924	388,810
Kilimanjaro	312,481	8,074	2,197	322,751	524,338	31,000	2,216	557,554
Tanga	186,359	13,039	288	199,686	318,584	20,183	2,324	341,091
Morogoro	379,819	33,848	1,716	415,383	603,592	32,032	2,788	638,412
Pwani	100,679	1,662	2,592	104,933	140,128	2,045	2,352	144,526
Dar es Salaam	2,186,387	90,335	21,681	2,298,402	3,575,020	69,548	22,313	3,666,881
Lindi	74,448	816	255	75,520	110,218	930	1,165	112,313
Mtwara	78,232	9,446	323	88,001	111,732	7,432	1,917	121,081
Ruvuma	109,294	1,769	316	111,379	131,418	4,123	158	135,700
Iringa	189,794	3,098	160	193,052	276,965	24,337	126	301,428
Mbeya	323,665	6,272	2,476	332,412	401,601	12,980	2,601	417,183
Singida	86,140	1,080	4,057	91,278	112,745	1,530	4,514	118,789
Tabora	133,895	1,031	503	135,428	146,953	1,934	75	148,962
Rukwa	45,414	2,331	1,611	49,356	69,389	2,723	1,576	73,688
Kigoma	98,233	1,838	1,361	101,433	163,057	1,686	3,429	168,172
Shinyanga	297,227	6,753	724	304,703	344,406	4,390	3,367	352,163
Kagera	110,502	22,847	2,214	135,564	203,340	3,602	787	207,729
Mwanza	289,462	24,409	2,649	316,520	470,549	11,855	3,847	486,251
Mara	153,109	1,735	300	155,143	186,711	3,024	3,439	193,175
Manyara	53,788	3,674	1,130	58,591	79,485	11,892	1,345	92,721
Total	5,616,274	243,330	53,312	5,912,916	8,546,750	268,055	72,615	8,887,420

Appendix E: Newly Recruited Workers

Table E1: Number of Newly Recruited Workers by Occupation and Level of Subject of Training, 2011/12

Subject of training	Legislators, administrators and managers	Professionals	Technicians and associate professionals	Clerks	Service workers and shop sales workers	Skilled agricultural and fishery workers	Craft and related workers	Plant and machine operators and assemblers	Elementary occupations	Total
General training programs	13	5	26	106	1,556	29	238	190	506	2,669
Education training	151	5,272	18,703	4	38	1	11	1	142	24,323
Fine and applied arts programs	0	2	2	0	58	0	0	13	0	74
Programs in languages	0	0	1	0	0	0	0	0	0	1
Other humanity courses	0	98	34	0	0	0	0	0	0	132
Social and behaviour science programs	112	388	75	0	4	0	0	0	0	580
Commercial, clerical, business and public administration programs	496	2,400	1,115	1,398	216	0	1	26	97	5,749
Programs in law	21	830	2	0	0	0	0	0	3	858
Natural science programs	0	56	4	0	0	0	0	0	0	60
Mathematics and computer science programs	20	418	139	39	2	0	0	0	5	624
Medicine and health related programs	26	1,128	7,007	1	261	0	0	1	98	8,523
Construction trades programs	0	3	56	0	0	0	217	73	0	350
Other craft, trade and industrial programs	4	3	147	0	0	0	776	575	15	1,520
Engineering and allied programs	34	623	324	0	0	6	245	49	27	1,310
Architectural & town planning programs	2	32	44	0	0	0	0	0	0	78
Agriculture, forestry & fishery programs	40	714	3,205	11	0	480	71	2	216	4,739
Home economics and domestic science programs	0	84	2	0	12,027	0	112	0	48	12,273
Transport and communication programs	0	2	14	3	0	0	2	1,197	58	1,276
Service trades programs	60	14	7	282	4,236	3	35	69	265	4,971
Programs in mass communication and documentation	21	56	2	42	0	0	0	86	0	207
Other programs	94	6	280	514	1,195	128	471	376	1,095	4,159
Total	1,093	12,134	31,191	2,397	19,594	647	2,181	2,660	2,575	74,474

Table E2: Newly Recruited Workers by Region and Occupation, 2011/12

Region	Occupation									
	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	21	541	1,760	120	247	0	28	81	56	2,853
Arusha	85	763	623	81	363	106	72	144	145	2,381
Kilimanjaro	61	907	1,931	106	436	158	20	159	102	3,880
Tanga	13	434	1,425	73	118	19	30	535	290	2,937
Morogoro	139	325	1,531	70	45	0	596	108	141	2,956
Pwani	66	524	498	6	10	7	0	0	28	1,140
Dar es Salaam	325	2,906	2,819	1,344	3,957	102	953	908	844	14,158
Lindi	24	314	1,151	12	29	0	13	39	41	1,623
Mtwara	36	51	106	22	16	0	0	4	22	257
Ruvuma	17	74	746	7	73	0	67	6	21	1,011
Iringa	6	971	1,707	72	181	0	23	8	32	3,001
Mbeya	42	1,256	2,739	123	682	39	33	233	224	5,372
Singida	0	31	157	2	5	0	14	36	.	246
Tabora	43	266	1,958	123	140	146	83	54	48	2,861
Rukwa	0	69	718	44	113	5	181	80	1	1,212
Kigoma	10	971	1,590	12	122	7	2	15	71	2,800
Shinyanga	6	353	3,231	28	158	16	17	55	124	3,987
Kagera	14	348	1,937	17	167	19	45	23	30	2,600
Mwanza	33	598	1,649	74	12,437	20	4	58	237	15,111
Mara	58	102	2,405	27	280	4	1	1	60	2,940
Manyara	95	331	509	33	13	0	0	110	58	1,149
Total	1,093	12,134	31,191	2,397	19,594	647	2,181	2,660	2,575	74,474

Table E3: Number of Newly Recruited Workers by Industry and Level of Education, 2011/12

Industry	Level of Education						
	Tertiary University	Tertiary Non University	Teacher Education / college	Vocational Education	Secondary Education	Primary Education	Total
Agriculture, forestry and fishing	320	168	13	165	137	711	1,515
Mining and quarrying	28	20	3	0	18	99	168
Manufacturing	734	12,544	45	661	763	1,956	16,703
Electricity, gas, steam and air conditioning supply	78	123	9	5	0	0	215
Water supply; sewerage, waste management and remediation act	150	22	10	98	30	21	330
Construction	142	35	64	135	47	204	626
Wholesale and retail trade; repair of motor vehicles and motor	260	137	78	577	337	305	1,693
Transportation and storage	144	62	26	445	233	102	1,012
Accommodation and food service activities	288	187	71	974	1,303	2,719	5,542
Information and communication	194	67	39	0	47	1	348
Financial and insurance activities	1,158	134	1	27	122	13	1,455
Real estate activities	0	0	0	0	2	0	2
Professional, scientific and technical activities	956	196	13	41	69	106	1,381
Administrative and support service activities	74	84	104	852	476	875	2,464
Public administration and defense; compulsory social security	3,113	3,952	3,829	224	1,300	13	12,431
Education	3,931	2,698	8,980	690	3,102	344	19,745
Human health and social work activities	1,971	3,458	1,385	291	794	71	7,970
Arts, entertainment and recreation	6	5	0	10	0	14	36
Other service activities	259	24	140	109	89	216	836
Total	13,806	23,915	14,808	5,304	8,870	7,772	74,474

Appendix F: Job Vacancies

Table F1: Number of Job Vacancies by Qualification/Skill required and Gender Preference, 2012

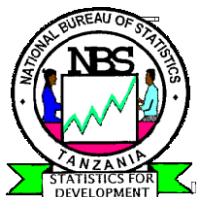
Qualification/ Skill Required	Gender Preference			
	Male	Female	None	Total
General training programs (including literacy)	194	240	764	1,198
Education training	3,143	1,730	48,541	53,414
Fine and applied arts programs	4	1	25	30
Programs in languages	0	0	9	9
Other humanity courses	42	1	122	166
Social and behavior science programs	205	214	2,633	3,052
Commercial, clerical, business and public administration programs	911	1,449	7,329	9,690
Programs in law	21	9	848	878
Natural science programs	6	20	352	378
Mathematics and computer science programs	454	23	366	843
Medicine and health related programs	1,305	2,641	16,396	20,342
Construction trades programs	180	14	418	611
Other craft, trade and industrial programs	167	28	1,259	1,455
Engineering and allied programs	454	82	3,653	4,190
Architectural & town planning programs	70	28	533	631
Agriculture, forestry & fishery programs	1,491	285	11,461	13,237
Home economics and domestic science programs	36	52	788	877
Transport and communication programs	746	34	631	1,412
Service trades programs	1,253	567	2,748	4,569
Programs in mass communication and documentation	20	85	244	349
Other programs	1,306	747	6,690	8,743
Total	12,010	8,253	105,810	126,073

Table F2: Number of Job Vacancies by Skill Required and Occupational Title, 2012

Subject of Training	Legislators, administrators and managers	Professionals	Technicians and associate professionals	Clerks	Service workers and shop sales workers	Skilled agricultural and fishery workers	Craft and related workers	Plant and machine operators and assemblers	Elementary occupations	Total
General training programs	8	1	70	36	386	0	0	0	697	1,198
Education training	208	10,418	42,392	4	115	0	4	253	21	53,414
Fine and applied arts programs	0	4	26	0	0	0	0	0	0	30
Programs in languages	0	4	4	0	0	0	0	0	1	9
Other humanity courses	52	94	20	0	0	0	0	0	0	166
Social and behaviour science programs	263	1,363	1,366	1	60	0	0	0	0	3,052
Commercial, clerical, business and public administration programs	1,482	3,618	1,265	3,119	46	0	5	5	149	9,690
Programs in law	13	538	43	284	0	0	0	0	0	878
Natural science programs	.	179	199	0	0	0	0	0	0	378
Mathematics and computer science programs	42	220	131	29	412	0	0	10	0	843
Medicine and health related programs	54	2,389	17,277	155	326	0	0	0	141	20,342
Construction trades programs	2	14	132	3	0	1	448	10	0	611
Other craft, trade and industrial programs	0	3	1,083	0	0	0	286	76	7	1,455
Engineering and allied programs	11	2,030	1,184	577	0	0	307	75	5	4,190
Architectural & town planning programs	4	465	160	2	0	0	0	0	0	631
Agriculture, forestry & fishery programs	145	1,620	9,620	1	2	1,443	0	1	405	13,237
Home economics and domestic science programs	1	34	527	0	295	0	4	6	9	877
Transport and communication programs	1	4	85	11	0	0	5	1,278	27	1,412
Service trades programs	151	50	19	405	3,479	2	45	6	413	4,569
Programs in mass communication and documentation	1	54	12	276	4	0	0	0	2	349
Other programs	185	59	638	1,925	4,270	7	30	71	1,558	8,743
Total	2,623	23,163	76,252	6,828	9,395	1453	1135	1789	3,435	126,073

EMPLOYMENT AND EARNING SURVEY QUESTIONNAIRE – 2012

CONFIDENTIAL



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

EMPLOYMENT AND EARNINGS SURVEY 2012

ID No:

Reg Code		District Code		Establishment ID			

NAME (Estab.)

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

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

FIELD STAFF NAME.....

Tephone No./Simu:.....

SURVEY OF EMPLOYMENT AND EARNINGS 2012

EXPLANATORY NOTES

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

UTAFITI WA AJIRA NA MAPATO WA MWAKA 2012

MAELEZO MUHIMU

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

EMPLOYMENT AND EARNINGS SURVEY 2012

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

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

All persons receiving monthly, weekly or daily wages must be shown on this form even if they are on leave, absent or sick during or on 30th June, 2012

UTAFITI WA AJIRA NA MAPATO 2012

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

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

Wote walipwao mshahara iwe kwa mwezi, juma au siku waingizwe katika fomu hii hata wale waliokuwa wagonjwa au likizo tarehe 30 Juni 2012

(a) Identification:

Utambulisho:

NAME (Estab.).....

P.O.Box: Town:.....

LOCATION:

AREA:..... WARD:..... PLOT No:.....

TELEPHONE No:..... FAX No:.....

REGION

CODE:..... NAME:..... DISTRICT:.....

FOR OFFICIAL USE ONLY

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

CODE:

SECTOR:

NO. OF EMPLOYEES:

SIZE CLASS:

**(b) Description of Business:-
Aina ya kazi**

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

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

PART II – REGULAR EMPLOYEES – YAWAHUSU WAFANYAKAZI WA KUDUMU 2012												
INSTRUCTION FOR SECTION A	SECTION A – EMPLOYMENT AND EARNINGS						SECTION B – WAGE RATES OF CITIZENS					
MAELEKEZO – SEHEMU A	AJIRA NA MAPATO						MISHAHARA HALISI YA RAIA TU					
							UMRI MIKA 15 NA KUENDELEA					
<p>Regular Employees: State the number of employees on the permanent payroll, together with any temporary or seasonal workers who have been employed on a weekly or monthly basis for more than one month</p> <p>Wafanyakazi wa kudumu: Onyesha idadi ya watu wote walio kwenye orodha ya ajira ya kudumu, pamoja na walioajiriwa kwa mishahara wa wiki au mwezi ambao wamefanya kazi kwa zaidi ya mwezi mmoja.</p> <p>Cash Earnings: Gross Earnings: State the total cash earnings for the month of June of all regular employees before deductions are made for taxes, house rents, loan repayments etc. All cash allowance such as overtime and other allowances should be included.</p> <p>Basic Earnings: Excluded overtime and other additional pay in the Basic Earnings Column.</p> <p>Mishahara: Onyesha jumla ya mishahara (ya mwezi juni) ya wafanyakazi wa kudumu wote kabla hawajakatwa chochote. Malipo mengine kama ya "masurufu ya safari" na "overtime" yatiwe katika jumla hiyo. Usi yaingize malipo hayo katika "Basic Earnings".</p> <p>SECTION B. Wages Group: Wage groups refer to the agreed wage rates, including pay addition paid regularly but excluding bonus and overtime.</p> <p>Vifungu vya mishahara: Vifungu vya mishahara huonyesha mishahara halisi pamoja na nyongeza za kawaida kama ilivyokubaliwa wakati wa kuingia kazini. Malipo ya "overtime" na "allowances" hapa hayaonyeshwi.</p>	Employment Categories	Number of Regular Employees		Cash earnings during June (to the nearest shillings)				State the number of Citizens (shown in Section A question number 01, 04, 07 & 08) in each of the wage groups shown below.				
	CITIZEN OF TANZANIA			Gross Earnings		Basic Earnings		Onyesha idadi ya wafanyakazi walio raia wale wa sehemu A. swali namba 01, 04, 07 & 08 jinsi wanavyo gawanyika katika vifungu vya mishahara hapa chini.				
	Persons aged 25 years and above							Wage Rate (TZS per month)	Number of Males		Number of Females	
	Males	1		2		3						
	Females	4		5		6						
	Youth person's 15 – 24 YRS							Persons aged 25 years and above				
	Males	7		8a		8b		Below 65,000	22a		31a	
	Females	9		10a		10b		65,001 - 150,000	23a		32a	
	NON – CITIZENS							150,001 - 300,000	24a		33a	
	Persons aged 25 years and above							300,001 - 500,000	25a		34a	
	Males	11		12				500,001 - 900,000	26a		35a	
	Females	13		14				900,001 - 1,200,000	27a		36a	
	Youth person's 15 – 24 YRS							1,200,001 - 1,500,000	28a		37a	
	Males	15		16				Above 1,500,000	29a		38a	
	Females	17		18				TOTAL	30a		39a	
TOTAL REGULAR EMPLOYEES AND CASH EARNINGS	19		20		21		Youth person's 15 – 24 YRS					
BENEFITS:-	Total	Number	Cash paid				Below 65,000	22b		31b		
a) Free Housing							65,001 - 150,000	23b		32b		
b) Paid leave							150,001 - 300,000	24b		33b		
c) Maternity Leave							300,001 - 500,000	25b		34b		
d) Free Ration							500,001 - 900,000	26b		35b		
e) Any type of Social Security Scheme							900,001 - 1,200,000	27b		36b		
							1,200,001 - 1,500,000	28b		37b		
							Above 1,500,000	29b		38b		
							TOTAL	30b		39b		

PART III – CASUAL WORKERS – YAWAHUSU VIBARUA

INSTRUCTIONS – MAELEKEZO

All persons receiving daily wages and other employees who have not worked for a full month must be included in this section. Person - days means the sum of total number of days worked by each person during the month, whether he/she was actually employed on 30th June or not. e.g. if one employee has worked for 10 days and other two employees have EACH worked for 20 days, the total person – days worked = (1x10) + (2x20) = 50 person days.

Watu wote wanaolipwa kila mwisho wa siku ya kazi na wengine wote waliofanya kazi kwa muda usiofikia mwezi kamili waingizwe hapa. Jumla ya siku za vibarua hupatikana kwa kujumlisha siku za vibarua wote wa mwezi ule. MFANO:- Kibarua mmoja amepata siku kumi mwezi June, wengine wawili siku 20 kila mmoja, basi vibarua watatu wamefanya kazi ya siku (1x10) + (2x20) = 50

Employment Categories	Number of casual workers employed as on 30th June, 2012		Total person – days worked during June, 2012		Total cash earnings for the month of June, 2012	
Persons aged 25 years and above						
Males	40		41		42	
Females	43		44		45	
Youth person's 15 – 24 YRS						
Males	46		47		48	
Females	49		50		51	
TOTAL	52		53		54	

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

INSTRUCTIONS

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

Q. 55. OCCUPATIONAL TITLE:

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

Q. 56. WORKERS BY SEX:

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

Q. 57. HIGHEST LEVEL OF EDUCATION:

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

Q. 58. MAIN SUBJECT OF TRAINING:

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

Q. 59. CITIZENSHIP:

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

Q. 60. EMPLOYMENT STATUS:

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

Q. 61. STARTING SALARY:

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

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

IDADI YA WAFANYAKAZI WAPYA WALIOAJIRIWA KATIKA KIPINDI CHA MIEZI 12 ILIYOPITA

55. Occupational Title (Write in full) e.g. Accountant	For Official Use TASCO				56. Number of Workers by Sex		57. Highest level of education	58. Main Subject of Training	For Official Use (SUBJECT OF TRAINING)				59. Citizenship	60. Employment Status	61. Starting salary (TZS)
					Male	Female									
							Tertiary University.....1 Tertiary Non University.....2 Teacher Education/College....3 Vocational Education.....4 Secondary: O-Level.....5 Secondary: A-Level.....6 Primary Education.....7						Tanzania....1 Kenya.....2 Uganda3 Other.....4	Permanent.....1 Contract.....2 Casual.....3 Apprentices.....4 Other.....5	
Eg1.Account Assistant						3	6	Accounting					1	2	350,000/=
eg2. Primary School Teacher					2	7	5	Teaching					2	1	230,000/=
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															
13															

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

PART V: CURRENT JOB VACANCIES:

INSTRUCTIONS

Q. 63. NUMBER OF VACANCES:

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

Q. 64. REQUIRED LEVEL OF EDUCATION:

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

Q. 65. MAIN QUALIFICATION/SKILL REQUIRED:

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

Q. 66. REQUIRED WORK EXPERIENCE:

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

Q. 67. EXISTING VACANCES ARE DUE TO:

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

Q. 68. GENDER PREFERENCE:

Mark (X) the gender preference column.

PART V: CURRENT JOB VACANCIES (NAFASI ZA KAZI AMBAZO ZIPO WAZI KWA SASA)															
62. Occupational Title (Write in full) e.g. Accountant	For Official Use TASCO				63. Number of vacancies	64. Required level of education	65. Main Qualification /Skill required (Write in full)	For Official Use (SUBJECT OF TRAINING)			66. Required work experience	67. Existing vacancies are due to:	68. Gender Preference		
						Tertiary University.....1 Tertiary Non University.....2 Teacher Education/College....3 Vocational Education.....4 Secondary: O-Level.....5 Secondary: A-Level.....6 Primary Education.....7							Existing position Fell vacant1 Unfilled post.....2 New position3	Male1 Female.....2 None3	
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															
Note: If you have more than 12 occupation titles with different characteristics, list the additional titles with their related information in a separate sheet															

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

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

Name/Jina:.....

Position/Cheo:.....

Signed/Saini:.....

Date/Tarehe:.....

Tephone No./Simu:.....

ASANTE KWA USHIRIKIANO WAKO.

THANK YOU FOR YOUR CO – OPERATION.

