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EMPLOYMENT AND EARNINGS SURVEY

ANALYTICAL REPORT 2007



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FOREWORD

Employment and Earning Surveys are a series of annual surveys being conducted in Tanzania Mainland by the National Bureau of Statistics (NBS) since 1963. However, the conduct of surveys has not been maintained over the entire period due to various problems, the most important being lack of funds. This report presents survey results for the period 2005 to 2007.

The main objective of these surveys is to get statistical information on employment and earnings for planning and policy making purposes. This report is the only source of regional information which gives the number of employees and the distribution of income in both public and private formal sectors of employment.

The success of this survey depends much on the cooperation and contribution of many organizations and individuals during its implementation. Special thanks should go to the members of staff from the Department of Labour and Price Statistics, Department of Statistical Methods and Standards, Department of Field Operations, particularly the Central Register of Establishments (CRE) unit and the Regional Statistical Offices for their hard work and dedication to the success of the survey.

Lastly, but not least, I wish to express my gratitude to employers and all our stakeholders who supplied the requested information during the survey operation.

NBS looks forward for your continued cooperation in the coming surveys.

Dr. Albina A. Chuwa
Director General
National Bureau of Statistics

EXECUTIVE SUMMARY

This Report presents the results of Employment and Earnings Survey conducted over a three year period from 2005 to 2007. Though some comparisons can be made with the previous surveys, the three surveys of 2005, 2006 and 2007 are based on a methodology which is slightly different.

The publication consists of six sections, namely; Introduction, Employment Profile, Wage Rates Profile, Cash Earnings Profile, Annual Wage Bills Profile and Appendices. In this report, emphasis has been put on the presentation of the survey results as well as the methodology adopted in data collection, sample design as well as data processing. However, questions in the survey questionnaire have captured information as presented in the above-mentioned sections.

Employment Profile

- ❖ A total of 1,163,427 persons were employed in both private and public sectors during 2007 as compared to 1,085,242 and 1,024,340 persons employed in 2006 and 2005 respectively.
- ❖ About 54.2 percent of the total persons employed in 2007 were employed in private sector and 45.8 percent were employed in public sector. On the other hand, 65.5 percent were adult males and 34.3 percent were adult females while 0.2 percent were young persons.
- ❖ In 2007, casual workers constituted 22.4 percent while in 2006 and 2005 they were 25.2 and 21.1 percent respectively.
- ❖ Public administration and compulsory social security industry had the highest percentage of employees in each reference year as follows; 2007 (32.6 percent), 2006 (28.2 percent) and 2005 (36.0 percent) while extra-territorial organizations and bodies had the lowest percentages (less than one percent) in each reference year.
- ❖ Dar es Salaam region had the highest percentage of employees in each reference year as follows; 2007 (27.8 percent), 2006 (22.4 percent) and 2005 (25.9 percent).

Wage Rates Profile

- ❖ In 2007, most of the lowly paid employees that are receiving wage rates below Tshs. 70,000 were in the private sector. These constituted 85.7 percent of the lowly paid employees.

- ❖ The majority of adult citizen employees, both males and females, earned between Tshs. 70,000 and Tshs. 269,999 as wages over the three year period with 2005 (63.6 percent), 2006 (59.4 percent) and 2007 (58.9 percent).

Cash Earnings Profile

- ❖ The respective percentage shares of private and public sectors' were 45.8 and 54.2 in 2007 while the shares in 2006 were 45.0 and 55.0 and in 2005 they were 50.8 and 49.2.
- ❖ Most of the cash earnings were received by male employees in the following sequence; 2007 (67.5 percent), 2006 (67.9 percent) and 2005 (67.3 percent).
- ❖ The Public Administration and Compulsory Social Security industry received the highest earnings as follows; 2007 (33.0 percent), 2006 (30.9 percent) and 2005 (33.5 percent) of the total annual cash earnings.
- ❖ With regard to regions, Dar es Salaam had the highest annual cash earnings in each reference years as follows: 2007 (30.2 percent), 2006 (34.9 percent) and 2005 (39.6 percent) of the total annual cash earnings.

Annual Wage Bills Profile

- ❖ The wage bill composition in 2007 shows that, public sector accounted for a slightly higher share (54.3 percent) as compared to private sector (45.7 percent). The pattern was similar in 2006 with a share of 55.1 percent for public sector and 44.9 percent for private sector, while in 2005, the public sector share was 49.2 percent and that of the private sector was 50.8 percent.
- ❖ The public sector provided more than two thirds (68.4 percent) of the total free ration in 2007 as compared to the private sector which provided 31.6 percent only. The same trend of higher share on free ration by the public sector was also experienced in 2006 where its share was 73.8 percent and in 2005 its share was 51.2 percent of the total free ration.
- ❖ In 2007, the Public Administration and Compulsory Social Security industry recorded the highest annual wage bill with a share of 33.1 percent followed by Manufacturing (13.3

percent) and both Health and Social Work and Education industries, each with a share of 7.5 percent of the total annual wage bill.

- ❖ Dar es Salaam region provided the largest share of the total annual wage bill over the three year survey period. The region had a share of 39.7 percent in 2007, a share of 35.0 percent in 2006 and share of 30.2 percent in 2005 while Lindi and Manyara regions contributed the least share of 1.1 and 1.2 percent respectively in 2007.

CHAPTER ONE

METHODOLOGY

1.1 Introduction

The Employment and Earnings Survey, is an annual survey conducted by the National Bureau of Statistics. The enumeration covers three main categories of employing establishments in both private and public sectors. The categories involved are: all establishments in the public sector; all registered private establishments employing at least 50 persons; and a sample of all registered private establishments whose employment capacity was between 5 to 49 persons in Tanzania Mainland. The survey does not include domestic servants in private households, non-salaried working proprietors and non-salaried family workers.

Therefore, the Employment and Earnings Survey conducted in 2007 was based on a combination of both complete and sample enumeration approach. The sampling approach was adopted to minimize cost and time.

1.2 Objective of the Survey

The broad objective of the Employment and Earnings Survey 2007, 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.

1.3 Concepts and Definitions

1.3.1 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. 3.

1.3.2 Employee

The term Employee refers to all Wage Earners and Salaried employees whether engaged full-time, part-time or casually as on the last full working day of June.

1.3.3 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.

1.3.4 Casual Workers

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

1.3.5 Young Persons

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

1.3.6 Wage Rate

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

1.3.7 Cash Earnings

The term Cash Earnings refers to the remuneration in cash paid to employees, for time worked or work done before any deductions are made, such as employers' contribution to social security fund or pension. 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 employer.

1.3.8 Annual Wage-Bill

The terms Annual Wage Bill comprise 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.

1.4 Types of Benefits Involved in the Survey

Employers were required to supply information on the number of employees who received the respective benefits and the amount of cash paid as a net cost to employer for those benefits. The following are the various types of benefits incorporated in the Questionnaire: -

1.4.1 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.

1.4.2 Paid Leave

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

1.4.3 Maternity Leave

The term Maternity Leave refers to the total number of person-days and their total value in terms of Tshs. granted to female employees after delivery.

1.4.4 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.

1.4.5 Social Security Fund

The term Social Security Fund refers to the contributions by the employer to the National Social Security Fund (NSSF), Parastatal Pension Fund (PPF) and other schemes of this nature organized by the establishment for the benefit of employees.

1.5 Sector Classification

The Labour economy is divided into two principal sections which are Public and Private Sectors. These two principal sections in turn are sub-divided as follows: -

1.5.1 Public Sector

- i). The Central and Local Government
- ii). Parastatal Organization Institutions

1.5.2 Private Sector

- i). Profit Making Private Establishments
- ii). Non-Profit Making Private Establishments
- iii). Co-operative Establishments

1.6 Industrial Classification

The Tanzania Standard Industrial Classification is based on the U. N. International Standard Classification of all Economic Activities (ISIC) Revision Three modified to suit circumstances

peculiar to Tanzania. 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 nine according to the ISIC Revision Three as follows:-

1.6.1 Agriculture

The term Agriculture includes all establishments engaged primarily in crop husbandry, livestock, forestry or fishing including estates engaged in both growing and processing crops such as sisal or sugar. Agricultural, forestry and game propagation services (not veterinary services that are included in community) provided by public services are also included in this industry.

1.6.2 Mining and Quarrying

The term Mining and Quarrying includes all establishments engaged in mining, alluvial digging and quarrying.

1.6.3 Manufacturing

The term Manufacturing includes all establishments engaged in the production, making, assembling or repair of any article or thing but excluding agricultural processing activities undertaken on estates. Thus coffee growing and pulping, wattle growing up to the extraction of barks, sugar cane growing with the processing of jaggery by simple methods, tea growing up to the harvest and drying of leaves, sisal growing with the decortications of leaves are excluded but further processing of these products are included.

1.6.4 Public Utilities

The term Public Utilities includes all establishments engaged in the production and supply of electricity, gas and water engineering services.

1.6.5 Construction

The term Construction includes all establishments engaged in construction, repair and maintenance of roads, buildings and other works.

1.6.6 Commerce

The term Commerce includes all establishments engaged in the wholesale and retail trade activities, co-operative marketing, restaurants and hotels.

1.6.7 Transport and Communications

The term Transport and Communications includes all establishments engaged in stevedoring, clearing and forwarding, land, water and air transport as well as storing and warehousing allied to transport.

1.6.8 Finance

The term Finance includes all establishments engaged in banking, insurance, bureau de change, real estates and business services like advocating, accounting, auditing, data processing etc.

1.6.9 Community Services

The term Community Services is a broad industry, which includes all establishments providing educational, health, veterinary, religious, recreational and cultural, personal, households and other related services, public administration, research and scientific institutions, social welfare institutions as well as business, professional and labour associations.

1.7 Survey Methodology and Estimation Procedure

1.7.1 The Selection of Establishments

The Employment and Earnings Survey of 2007 used the existing Central Register of Establishments (CRE) frame developed by the National Bureau of Statistics. The selection of establishments from the CRE frame falls under the following groups: -

- i). All establishments of public sector found in the CRE frame of 2007 were taken.
- ii). All establishments of private sector with at least 50 employees found in the CRE frame of 2007 were taken.
- iii). The list of surveyed establishments of private sector employing persons in the range of 5 to 49 was based on a sample.

1.7.2 The Sample Design

A sample of 10 percent of establishments was selected in the employment size group of 5 to 9 employees. A sample of 33 percent of establishments was selected in the employment size group of 10 to 49 employees. A random sampling method was used to select the number of establishments to be enumerated according to the sample size in each employment group.

The number of selected establishments is shown in Table 1.1 below:-

Table 1.1: Number of Sampled Private Sector Establishments in 5 – 49 Category, 2007

S/No.	Sector	Number of Establishments		
		Employment Size 5-9	Employment Size 10-49	Overall
1	Profit Making Enterprises	557	1204	1761
2	Non-Profit Making Enterprises	162	309	471
3	Cooperatives	54	114	168
Total Establishments		773	1627	2400

The overall number selected and establishments involved in the Employment and Earnings Survey for both private and public sectors is shown in Table 1.2 below:

Table 1.2: Number of All and Sampled Establishments, 2007

S/No.	Sector	Employment Size Groups	Number of Establishments	
			Total	Sampled
1	Private Sector	05-09	7,762	773
2	Private Sector	10 – 49	5,267	1627
3	Private Sector	50+	1,080	1,080
4	Public Sector	All	5,021	5,021
Total			19,130	8,501

During the enumeration process, enumerators were instructed to include in the survey, all the new establishments in the public sector and those employing at least 50 persons in the private sector that will be identified in the field but were not included in the provided list of establishments prepared for the survey from the CRE frame of 2006.

1.7.3 The Response Status

The list of establishments prepared for the survey was not exhaustive in both private and public sectors. Among those establishments drawn from the CRE frame, there were some duplicates as well as those closed down and other establishments that were operating but were not in the list. All the duplicates and closed down establishments were eliminated from the list. All the new establishments that qualified for the enumeration were added to the list to form a new list in the sample, which then formed the operating establishments.

As mentioned above, the list of establishments for data collection consisted of two main groups. The first group comprised of establishments involved in complete enumeration procedure that included all in the public sector and the list of all private sector establishments employing at least

50 persons. The second group was the sampled establishments that included establishments of private sector with employment size of 5 to 49 persons.

As seen from Table 1.3 below, it is observed that, responses for the Public sector establishments were very low (62 percent) compared to any other category. After analysis, it was observed that the low response was partly caused by many regional office organizations being centralized at the headquarter (most of them in Dar es Salaam) and so, the data were to be collected at the headquarter and non-vigorous follow up during data collection was observed to be another reason for the low response.

Table 1.3: Number of Responding Establishments and Response Rate, 2007

S/No.	Sector	Employ. Size	Number of Establishments			Response Rate
			Original List	Updated List	Response	
1	Private Sector	5 - 9	773	661	470	71
2	Private Sector	10 – 49	1627	1296	888	69
3	Private Sector	50+	1,080	927	602	65
4	Public Sector	All	5,021	4905	3017	62
Total			8,501	7,789	4,977	64

1.7.4 Estimation of the Non-Response

All establishments that were proved to be in operation during the survey reference year but could not respond at the end of data collection had their information estimated through various procedures. The substitution method was used for the establishments falling under the complete enumeration category while the estimation in the sampled establishments was dealt with differently.

Estimation in the sampled establishments was based on the established sampling weights. The weights were adjusted to suit the response status of the category of employment involved in the respective region.

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 establishments sampled.

In the situation where non responding establishments exist, like in the previous surveys, to account for the non-response, the weights for each cell has been expressed as:-

$$Weight = \frac{N_{hij} * \left[1 - \frac{\alpha_{hij}}{n_{hij}} \right]}{n_{hij} - \alpha_{hij}}$$

Where: N_{hij} = Total number of establishments before sampling in sector j of region i in stratum h

Where: $j = 1 \dots 3$, $i = 1 \dots 21$ and h = either employment size 5-9 or employment size 10-49

n_{hij} = Total number of establishments after sampling in sector j of region i in Stratum h

Where: $j = 1 \dots 3$, $i = 1 \dots 21$ and h = either employment size 5-9 or employment size 10-49

α_{hij} = Non-responding establishments in sector j of region i in Stratum h

Where: $j = 1 \dots 3$, $i = 1 \dots 21$ and h = either employment size 5-9 or employment size 10-49

h = Stratum (the survey dealt with two strata)

i = Region (the survey dealt with 21 regions)

j = Private sector (the survey dealt with three sub sectors)

Estimation of the Population Totals is given by

$$\hat{Y}_{hij} = \beta_{hij} * \frac{N_{hij} \left[1 - \frac{\alpha_{hij}}{n_{hij}} \right]}{n_{hij} - \alpha_{hij}}$$

Where: β_{hij} = Responded establishments in sector j of region i in Stratum h

Where: $j = 1 \dots 3$, $i = 1 \dots 21$ and h = either 5 – 9 or 10 -49

CHAPTER TWO

EMPLOYMENT PROFILE

2.0 Introduction

This chapter focuses on the Regular and Casual Employees, their major sectors of employment, industry, citizenship, gender and employment by region. The chapter also discusses findings on the young employment for persons who are below 18 years. The industrial sector is classified using codes of the International Standard Industrial Classification (ISIC) Rev.3 of all economic activities.

2.1 Total Employment by Sector and Terms of Employment

Table 2.1: Percentage Distribution of Total Employment by Sector, Terms of Employment and Sex; 2005-2007

Sector	Sex	A. Private			B. Public			TOTAL:- A+B		
		2005	2006	2007	2005	2006	2007	2005	2006	2007
Regular Employees	Male	24.7	22.5	22.8	26.5	27.1	28.5	51.2	49.6	51.3
	Female	10.4	9.3	10.7	16.7	15.8	15.2	27.1	25.1	25.9
	Young	0.4	0.0	0.4	0.1	0.1	0.0	0.5	0.2	0.4
	Total	35.6	31.8	33.9	43.3	43.0	43.7	78.9	74.8	77.6
Casual Employees	Male	13.3	13.4	13	0.9	1.1	1.5	14.2	14.6	14.5
	Female	5.7	6.8	5.7	0.4	0.4	0.5	6.1	7.2	6.2
	Young	0.8	3.3	1.6	0.0	0.1	0.1	0.8	3.4	1.7
	Total	19.8	23.5	20.3	1.3	1.6	2.1	21.1	25.2	22.4
Total Employment	Male	38.0	35.9	35.8	27.4	28.3	30	65.4	64.2	65.8
	Female	16.2	16.1	16.4	17.0	16.2	15.7	33.2	32.3	32.1
	Young	1.2	3.4	2.0	0.1	0.2	0.1	1.4	3.6	2.1
	Total	55.4	55.3	54.2	44.6	44.7	45.8	100.0	100.0	100.0
	Total Employees	567,774	600,507	630,427	456,566	484,735	533,000	1,024,340	1,085,242	1,163,427

As shown in Table 2.1 above, the proportion of total employment was higher in private sector than in public sector for the entire survey period (2005 to 2007). In both private and public sectors, males had consistently higher proportion of employment as compared to females. However, in each reference year, the percentage of regular employees was higher than that of casual employees as follows; 2007 (77.6 percent regular, 22.4 percent casual), 2006 (74.8 percent regular, 25.2 percent casual) and 2005 (78.9 percent regular, 21.1 percent casual). The distribution of regular employees by sector was as follows; 2007 (43.7 percent public, 33.9 percent private), 2006 (43 percent public, 31.8 percent private) and 2005 (43.3 percent public, 35.6 percent private) of the total employment. The distribution of casual employees sector-wise was as follows; 2007 (2.1 percent public, 20.3 percent private), 2006 (1.6 percent public, 23.5 percent private) and 2005 (1.3 percent public, 19.8 percent private) of the total employment.

Table 2.2: Percentage Distribution of Total Employment by Sector, 2005-2007

Sector	2005	2006	2007
A. PRIVATE			
Private Profit Making Institutions	48.6	50.5	47.4
Private Non-profit Making Institutions	6.2	4.4	6
Cooperatives	0.6	0.4	0.8
TOTAL: A	55.4	55.3	54.2
B. PUBLIC			
Central and Local Government	41.2	40.4	41.2
Parastatal Organization Institutions	3.3	4.2	4.6
Total: B	44.6	44.7	45.8
Total (A+B)	100	100	100
Total Employment (A+B)	1,024,340	1,085,242	1,163,427

Table 2.2 shows that, the Private Profit Making Institutions sub-sector was the dominant formal sector of employment in the economy, accounting for (48.6 percent in 2005, 50.5 percent in 2006 and 47.4 percent in 2007) of the total employed persons. The next largest sub-sector was the Central and Local Government followed by Private Non-Profit Making Institutions and Parastatal Organization Institutions in that order. Generally, private sector had higher proportions of employment ranging from 2005 (55.4 percent), 2006 (55.3 percent) and 2007 (54.2 percent) of the total employment. On the other hand, the trend of employment in the public sector to the total employment has shown an increasing contribution trend from 44.6 percent in 2005 to 45.8 percent in 2007.

2.2 Total Employment by Industry

Table 2.3: Percentage Distribution of Total Employment by Industrial Major Divisions and Terms of Employment, 2005-2007

Industry	Regular Employees			Casual Employees			Total		
	2005	2006	2007	2005	2006	2007	2005	2006	2007
Agriculture, Hunting and Forestry	4.6	5.8	5.6	19.9	35.4	21.5	7.9	13.3	9.1
Fishing	0.1	0.2	0.1	0.7	0.3	0.3	0.2	0.3	0.2
Mining and Quarrying	0.5	0.7	0.7	2.2	2.2	2.1	0.9	1.1	1.0
Manufacturing	11.9	11.4	12.3	46.5	38.1	46.4	19.2	18.1	19.9
Electricity, Gas and Water Supply	1.1	1.3	1.0	1.0	1.0	0.8	1.0	1.2	0.9
Construction	1.6	2.1	1.4	6.0	5.7	5.7	2.6	3.0	2.4
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	4.7	5.3	4.9	3.4	3.5	3.7	4.4	4.8	4.6
Hotels and Restaurants	4.7	4.9	5.1	4.0	3.2	3.2	4.6	4.4	4.6
Transport, Storage and Communications	4.1	5.3	3.7	3.2	2.2	4.2	3.9	4.5	3.8
Financial Intermediation	2.2	2.5	1.9	0.1	0.1	0.1	1.7	1.9	1.5
Real estate, Renting and Business Activities	3.1	3.0	3.5	2.1	1.9	2.4	2.9	2.8	3.3
Public Administration and Defense, Compulsory Social Security	43.9	36.9	40.7	6.3	2.4	4.9	36.0	28.2	32.6
Education	7.9	9.4	8.9	2.0	1.7	2.1	6.6	7.5	7.4
Health and Social Work	6.1	7.9	7.3	0.9	0.8	1.1	5.0	6.1	5.9
Other Community, Social and Personal Service Activities	3.4	3.2	3.1	1.7	1.5	1.5	3.0	2.8	2.7
Extra-territorial Organizations and Bodies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employment	807,996	811,977	902,336	216,344	273,265	261,091	1,024,340	1,085,242	1,163,427

Table 2.3 shows that the Public Administration and Defense, Compulsory Social Security industry employed more persons than any other industry over the reference years (2005-2007). However, the distribution of total employment by industry was almost similar in each year of the reference period. In 2007, a higher proportion of regular employment was in the Public Administration and Defense, Compulsory Social Security industry with 40.7 percent while casual employees accounted for only 4.9 percent of the total employment.

Manufacturing was the second major industry of employment in the reference period 2005-2007. In 2007, the industry employed 19.9 percent of the total employment with most of them (46.4 percent) employed as casual workers and 12.3 percent as regular employees. Agriculture, Hunting and Forestry industry was the third formal sector with higher proportion of casual employment of 19.9 percent in 2005, 35.4 percent in 2006 and 21.5 percent in 2007. Extra-territorial Organizations and Bodies, Fishing, Gas and Water Supply, Electricity and Mining and Quarrying industries had smaller numbers of employed persons than other industries.

Table 2.4 shows the distribution of total employment by industry and major sectors of employment. It reveals that, most of the employees in the Public administration and defense, compulsory Social Security industry were in the public sector with 33.8 percent in 2005, 28.3 percent in 2006 and 31.1 percent in 2007. On the contrary, most of the employees in the manufacturing industry were in private sector with 19.2 percent in 2005, 18.1 percent in 2006 and 19.3 percent in 2007.

A similar pattern is also observed in Electricity, Gas and Water Supply industry where most of the employees were in the public sector while in Agriculture, Hunting and Forestry; Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods; Hotels and Restaurants were in the private sector.

Table 2.4: Percentage Distribution of Total Employment by Sector and Industrial Division, 2005 - 2007

Industry	A: Private			B: Public			Total: (A+B)		
	2005	2006	2007	2005	2006	2007	2005	2006	2007
Agriculture, Hunting and Forestry	7.8	13.2	9.1	0.0	0.0	0.0	7.8	13.2	9.1
Fishing	0.2	0.3	0.2	0.0	0.0	0.0	0.2	0.3	0.2
Mining and Quarrying	0.8	1.1	0.8	0.0	0.0	0.2	0.9	1.1	1.0
Manufacturing	19.2	18.1	19.3	0.0	0.0	0.6	19.2	18.1	19.9
Electricity, Gas and Water Supply	0.2	0.0	0.1	0.9	1.2	0.8	1.1	1.2	0.9
Construction	2.5	3.0	2.0	0.0	0.0	0.3	2.6	3.0	2.4
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	4.4	4.8	4.3	0.0	0.0	0.3	4.4	4.8	4.6
Hotels and Restaurants	4.6	4.4	4.6	0.0	0.0	0.0	4.6	4.4	4.6
Transport, Storage and Communications	2.6	3.4	2.2	1.3	1.1	1.6	3.9	4.5	3.8
Financial Intermediation	0.8	0.7	0.7	1.0	1.2	0.8	1.7	1.9	1.5
Real estate, Renting and Business Activities	2.4	1.3	1.7	0.5	1.4	1.5	2.9	2.8	3.3
Public Administration and Defense; Compulsory Social Security	2.2	0.0	1.5	33.8	28.3	31.1	36.0	28.3	32.6
Education	2.6	0.8	2.8	4.0	6.7	4.6	6.6	7.5	7.4
Health and Social Work	2.5	1.6	2.7	2.5	4.5	3.2	5.0	6.1	5.9
Other Community, Social and Personal Service Activities	2.6	2.5	2.1	0.5	0.2	0.6	3.0	2.8	2.7
Extra-territorial Organizations and Bodies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	55.4	55.3	54.2	44.6	44.7	45.8	100.0	100.0	100.0
Total Employment	567,774	600,507	630,427	456,566	484,735	533,000	1,024,340	1,085,242	1,163,427

2.3 Regular Employment by Citizenship

Table 2.5: Percentage Distribution of Regular Employment by Citizenship and Sector, 2005-2007

Sector		Citizens			Non citizens			Total		
		2005	2006	2007	2005	2006	2007	2005	2006	2007
A. PRIVATE	Private Profit Making Institution	36.5	36.4	35.0	0.9	0.4	1.0	37.4	36.8	36.0
	Private Non-profit Making Institution	7.1	5.2	6.9	0.1	0.0	0.1	7.1	5.2	7.0
	Cooperatives	0.6	0.5	0.7	0.0	0.0	0.0	0.6	0.5	0.7
TOTAL: A		44.2	42.1	42.6	1.0	0.4	1.0	45.1	42.5	43.7
B. PUBLIC	Central and Local Government	51.0	52.2	51.3	0.1	0.1	0.0	51.0	52.3	51.4
	Parastatal Organization Institutions	3.7	5.0	5.0	0.2	0.2	0.0	3.8	5.2	5.0
TOTAL: B		54.7	57.3	56.3	0.2	0.2	0.0	54.9	57.5	56.3
TOTAL : (A+B)		98.8	99.3	98.9	1.2	0.7	1.1	100.0	100.0	100.0
TOTAL EMPLOYMENT : (A+B)		798,476	806,540	892,802	9,520	5,437	9,534	807,996	811,977	902,336

Composition of regular employees shows that in 2005, citizens were 98.8 percent, non-citizens 1.2 percent, public sector 54.7 percent, private sector 44.2 percent while in 2006, citizens were 99.3 percent, non-citizens 42.1 percent, public sector 57.3 percent, private sector 42.1 percent and in 2007, citizens were 98.9 percent, non-citizens 1.1 percent, public sector 56.3 percent, private sector 42.6 percent. (Table 2.5).

2.4 Employment by Region

Table 2. 6 Percentage Distribution of Total Employment by Sector and Region, 2005-2007

Region	A: PRIVATE			B: PUBLIC			TOTAL: (A+B)		
	2005	2006	2007	2005	2006	2007	2005	2006	2007
Dodoma	0.6	0.8	0.5	1.9	2.2	2.2	2.5	3.1	2.6
Arusha	3.8	3.5	6.4	1.5	1.2	1.5	5.3	4.7	7.8
Kilimanjaro	3.0	3.0	3.5	1.4	1.4	1.4	4.5	4.4	4.8
Tanga	4.9	5.4	4.8	1.1	1.3	1.2	6.0	6.7	5.9
Morogoro	3.3	2.5	2.2	2.8	2.7	2.5	6.1	5.2	4.7
Pwani	0.4	0.6	0.5	1.6	1.6	2.0	2.0	2.2	2.5
Dar Es Salaam	17.6	15.5	16.7	8.3	7.0	11.2	25.9	22.4	27.8
Lindi	0.4	0.4	0.2	0.8	1.0	1.0	1.2	1.4	1.2
Mtwara	2.8	2.7	1.9	1.6	1.4	1.1	4.4	4.1	3.0
Ruvuma	1.2	1.2	0.9	1.1	1.8	1.5	2.3	3.1	2.4
Iringa	4.4	3.2	4.8	2.6	2.6	2.3	7.0	5.8	7.1
Mbeya	1.9	2.4	2.0	1.9	2.3	2.1	3.8	4.7	4.0
Singida	0.6	4.3	0.7	1.6	1.9	2.0	2.2	6.1	2.7
Tabora	0.9	0.6	0.5	1.2	1.5	0.9	2.2	2.1	1.4
Rukwa	0.3	0.5	0.6	1.5	1.4	1.1	1.8	1.9	1.6
Kigoma	1.1	1.0	0.7	1.2	1.5	1.4	2.4	2.5	2.1
Shinyanga	1.1	1.4	0.9	2.4	3.2	3.2	3.6	4.5	4.1
Kagera	2.3	1.6	1.4	2.2	1.6	1.5	4.5	3.1	2.9
Mwanza	3.1	2.8	3.5	3.8	3.7	3.0	6.9	6.5	6.5
Mara	0.9	1.0	0.9	2.4	2.2	1.8	3.3	3.2	2.7
Manyara	0.6	1.1	0.9	1.7	1.2	1.1	2.3	2.3	2.0
Total	55.4	55.3	54.2	44.6	44.7	45.8	100.0	100.0	100.0
Total Employment	567,774	600,507	630,427	456,566	484,735	533,000	1,024,340	1,085,242	1,163,427

Table 2.6 shows that, in 2007, Dar es Salaam region had the largest share (27.8 percent) of the total employed persons followed by Arusha 7.8 percent, Iringa 7.1 percent, Mwanza 6.5 percent), Tanga (5.9 percent), Kilimanjaro (4.8 percent) and Morogoro (4.7 percent). However, Lindi had the lowest share of employment at 1.2 percent. In both private and public sectors, Dar es Salaam region made the largest contribution to employment as compared to other regions.

Table 2.7: Percentage Distribution of Private Total Employment by Region and Sex, 2005-2007

Regions	2005				2006				2007			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	0.7	0.4	0.0	1.1	1.0	0.5	0.0	1.5	0.6	0.3	0.0	0.9
Arusha	4.1	2.7	0.0	6.9	3.6	2.5	0.3	6.4	6.0	5.2	0.6	11.7
Kilimanjaro	3.4	1.7	0.3	5.5	3.4	1.7	0.3	5.4	3.8	1.9	0.7	6.4
Tanga	7.3	1.4	0.0	8.8	7.5	1.9	0.4	9.8	6.6	1.8	0.3	8.8
Morogoro	4.4	1.4	0.0	5.9	3.1	1.4	0.0	4.5	3.0	1.0	0.0	4.0
Pwani	0.5	0.2	0.0	0.7	0.7	0.3	0.1	1.0	0.6	0.3	0.1	1.0
Dar es Salaam	22.7	8.4	0.7	31.7	20.0	7.9	0.0	27.9	21.8	8.4	0.6	30.7
Lindi	0.5	0.2	0.0	0.8	0.6	0.2	0.0	0.7	0.3	0.1	0.0	0.4
Mtwara	1.7	2.4	1.0	5.0	1.6	2.3	0.9	4.8	1.4	1.3	0.8	3.5
Ruvuma	1.7	0.5	0.0	2.2	1.6	0.6	0.0	2.2	1.3	0.3	0.0	1.7
Iringa	4.9	3.0	0.1	8.0	3.9	1.9	0.0	5.8	5.5	3.3	0.1	8.8
Mbeya	2.4	1.0	0.0	3.4	2.7	1.4	0.2	4.3	2.2	1.2	0.3	3.6
Singida	0.7	0.4	0.0	1.1	2.4	2.0	3.4	7.7	0.8	0.5	0.0	1.3
Tabora	1.3	0.4	0.0	1.7	0.8	0.3	0.0	1.1	0.6	0.2	0.0	0.9
Rukwa	0.5	0.1	0.0	0.6	0.6	0.2	0.1	0.9	0.8	0.3	0.0	1.1
Kigoma	1.5	0.3	0.2	2.0	1.3	0.3	0.2	1.7	1.0	0.2	0.2	1.3
Shinyanga	1.6	0.5	0.0	2.1	2.0	0.4	0.0	2.5	1.3	0.4	0.0	1.7
Kagera	2.3	1.8	0.0	4.1	1.8	1.0	0.0	2.9	1.6	0.9	0.0	2.6
Mwanza	4.5	1.1	0.0	5.6	3.8	1.1	0.0	5.0	5.0	1.3	0.0	6.4
Mara	1.2	0.6	0.0	1.7	1.2	0.6	0.0	1.8	1.1	0.5	0.0	1.7
Manyara	0.7	0.4	0.0	1.1	1.3	0.7	0.0	2.0	0.9	0.7	0.0	1.6
Total	68.6	29.1	2.2	100.0	64.9	29.1	6.1	100.0	66.1	30.2	3.8	100.0

Table 2.7 shows that, there were more males employed in the private sector than females from year 2005 to 2007. In 2005, share of the employed males in privates sector was 68.6 percent while in 2006 the share was 64.9 percent and in 2007 was 66.1 percent. The distribution of employed females from 2005 to 2006 was almost the same at around 29.1 percent and 30.2 percent in 2007. Dar es Salaam region had the highest share of employees in the private sector in the same period.

Table 2.8: Percentage Distribution of Public Total Employment by Region and Sex, 2005-2007

Region	2005				2006				2007			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	2.5	1.7	0.0	4.2	3.2	1.9	0.0	5.0	3.0	1.7	0.0	4.7
Arusha	1.9	1.5	0.0	3.4	1.8	0.9	0.0	2.7	2.1	1.1	0.0	3.2
Kilimanjaro	1.6	1.6	0.0	3.2	1.7	1.4	0.0	3.2	1.6	1.3	0.0	3.0
Tanga	1.5	0.9	0.0	2.5	2.0	0.9	0.0	2.9	1.8	0.7	0.0	2.6
Morogoro	3.6	2.7	0.0	6.3	3.8	2.3	0.0	6.1	3.3	2.2	0.0	5.5
Pwani	2.0	1.5	0.0	3.5	2.1	1.5	0.0	3.6	2.5	1.8	0.0	4.3
Dar es Salaam	11.8	6.7	0.3	18.7	9.7	5.6	0.3	15.7	18.1	6.2	0.0	24.3
Lindi	1.3	0.5	0.0	1.8	1.5	0.7	0.0	2.2	1.5	0.7	0.0	2.2
Mtwara	2.3	1.2	0.0	3.5	2.1	1.1	0.0	3.2	1.5	0.9	0.0	2.4
Ruvuma	1.5	0.9	0.0	2.4	2.5	1.6	0.0	4.1	1.9	1.5	0.0	3.4
Iringa	3.4	2.4	0.0	5.8	3.5	2.3	0.0	5.8	3.0	2.1	0.0	5.0
Mbeya	2.5	1.7	0.0	4.2	3.1	2.0	0.0	5.1	2.7	1.7	0.1	4.5
Singida	2.3	1.3	0.0	3.6	2.6	1.5	0.0	4.1	2.8	1.6	0.0	4.4
Tabora	1.8	0.9	0.0	2.7	2.1	1.1	0.0	3.3	1.3	0.8	0.0	2.0
Rukwa	2.1	1.2	0.0	3.3	2.1	1.1	0.0	3.2	1.5	0.8	0.0	2.3
Kigoma	2.0	0.8	0.0	2.8	2.5	1.0	0.0	3.4	2.1	0.9	0.0	3.0
Shinyanga	3.5	1.9	0.0	5.5	4.5	2.6	0.1	7.1	4.5	2.5	0.0	7.0
Kagera	3.3	1.6	0.0	5.0	2.5	1.0	0.0	3.5	2.2	1.0	0.0	3.2
Mwanza	5.1	3.5	0.0	8.5	5.2	3.1	0.0	8.3	4.2	2.4	0.0	6.6
Mara	3.4	1.9	0.0	5.3	3.2	1.8	0.0	5.0	2.6	1.4	0.0	4.0
Manyara	2.1	1.7	0.0	3.8	1.6	1.0	0.0	2.6	1.5	0.9	0.0	2.4
Total	61.4	38.2	0.3	100.0	63.3	36.2	0.5	100.0	65.5	34.3	0.2	100.0

Table 2.8 shows that, there were more males employed in the public sector than females from year 2005 to 2007. The trend of males employed in the public sector in all regions from 2005 to 2007 was 61.4 percent, 63.3 percent and 65.5 percent respectively. Also, Dar es Salaam region had the highest share of the employed persons in the public sector in the same period.

CHAPTER THREE

WAGE RATES PROFILE

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

Tables in this section give data on wage rates of employees for the period in 2005 to 2007.

3.1 Wage Rates by Sector

Table 3.1: Percentage Distribution of Adult Citizens by Sector and Wage Rate, 2005-2007

Wage Rate (TShs.)	2005				2006				2007			
	Private	Public	Total	Total Persons	Private	Public	Total	Total Persons	Private	Public	Total	Total Persons
Under 70,000	82.6	17.4	100.0	172,765	77.5	22.5	100.0	175,122	85.7	14.3	100.0	181,662
70,000-149,999	35.0	65.0	100.0	338,385	35.1	64.9	100.0	309,432	42.8	57.2	100.0	312,577
150,000-269,999	28.7	71.3	100.0	169,735	29.3	70.7	100.0	170,603	27.8	72.2	100.0	182,321
270,000+	39.2	60.8	100.0	118,320	35.6	64.4	100.0	152,653	31.0	69.0	100.0	162,991

Table 3.1 above shows that, over the three year period, most of the private sector employees received low wages (below TShs.70,000), as follows: in 2005 (82.6 percent), 2006 (77.5 percent) and 2007 (85.7 percent). More details on the distribution of wage rates of adult citizens are given in Table 3.1 above.

3.2 Wage Rates by Sex

Table 3. 2: Percentage Distribution of Adult Citizens by Wage Rate and Sex, 2005-2007

Wage Rate (TShs.)	2005			2006			2007		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 70,000	14.5	7.1	21.6	13.9	7.3	21.2	13.2	7.2	20.4
70,000-149,999	27.1	15.2	42.3	25.1	13.2	38.3	24.7	13.4	38.1
150,000-269,999	13.6	7.7	21.2	13.9	7.5	21.4	15.1	7.5	22.7
270,000+	10.1	4.7	14.8	13.4	5.7	19.1	13.3	5.5	18.8
Total	65.3	34.7	100.0	66.3	33.7	100.0	66.4	33.6	100.0
Total (Tshs)	521,594	277,611	799,205	537,302	270,507	807,809	562,654	276,902	839,556

Table 3.2 above shows that, the majority of employees (males and females) earned wages between 70,000 Tshs. and 269,999 Tshs. in each reference year. The results also reveal that, wage rates were inversely proportional to the number of employees; meaning that, there were fewer employees who earned wages of 270,000 Tshs. and above.

Table 3.3: Percentage Distribution of Adult Citizens by Wage Rate, Sector and Sex, 2005-2007

Sector	Wage Rate (TShs.)	2005		2006		2007	
		Male	Female	Male	Female	Male	Female
Public	Below 109,999	32.4	35.8	32.9	33.3	22.8	28.9
	110,000-389,999	58.9	57.4	55.2	57.8	65.3	59.9
	390,000+	8.7	6.8	11.9	9.0	11.9	11.3
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Total (Tshs)	292,946	166,207	292,946	166,207	297,538	151,391
Private	Below 109,999	62.6	66.4	60.1	67.2	63.2	62.6
	110,000-389,999	29.6	27.0	30.8	28.1	28.4	29.3
	390,000+	7.8	6.7	9.1	4.7	8.4	8.1
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Total (Tshs)	249,967	106,412	244,352	104,302	265,111	125,509

Table 3.3 shows that, nearly 3 out of 10 employees in the public sector received wages below TShs.109, 999. However, comparison by gender shows that, the proportions of females in the lowest wage cluster were higher (35.8 percent in 2005, 33.3 percent in 2006 and 28.9 percent in 2007) as compared to their male counterparts with (32.4 percent in 2005, 32.9 percent in 2006 and 22.8 percent in 2007).

In private sector, nearly 6 out of 10 employees received wages below TShs.109,999 The same situation is observed where higher proportions of the females earned lower wages (66.4 percent in 2005, 67.2 percent in 2006 and 62.6 percent in 2007) as compared to males with (62.6 percent in 2005, 60.1 percent in 2006 and 63.2 percent in 2007).

Similar proportions of employees who received wages of TShs.390, 000 or more existed in both private and public sectors, although the public sector recorded slightly higher proportions of employees who earned TShs.390, 000 or more compared to private sector in each reference year.

On the other hand, nearly 6 out of 10 public sector employees earned wages between TShs.110, 000 to TShs.389, 999 while only 3 out of 10 of the total employees earned this amount.

3.3 Wage Rates by Industry

Table 3.4: Percentage Distribution of Adult Citizens by Wage Rate and Major Industrial Division, 2005 - 2007

Industry	2005			2006			2007		
	Less than 110,000	110,000 to 390,000	390,000 and above	Less than 110,000	110,000 to 390,000	390,000 and above	Less than 110,000	110,000 to 390,000	390,000 and above
Agriculture, Hunting and Forestry	7.7	2.2	0.8	10.0	2.4	1.0	11.0	1.8	1.1
Fishing	0.2	0.1	0.1	0.3	0.2	0.0	0.2	0.1	0.0
Mining and Quarrying	0.5	0.4	0.9	0.6	0.8	0.9	0.6	0.7	1.1
Manufacturing	17.2	6.3	10.5	16.5	5.9	8.5	18.9	6.4	10.2
Electricity, Gas & Water Supply	0.4	0.9	5.8	0.8	1.0	4.5	0.6	0.8	3.8
Construction	2.3	1.0	1.6	2.6	1.4	2.7	1.9	0.9	1.7
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles & Personal & Household Goods	6.6	2.7	4.6	7.4	3.1	3.8	7.5	2.7	4.0
Hotels & Restaurants	8.9	0.9	2.2	9.3	0.9	1.6	10.2	1.1	1.9
Transport, Storage & Communications	2.7	4.6	8.7	2.9	6.4	9.9	3.0	3.1	9.9
Financial Intermediation	0.4	1.5	16.9	0.3	1.4	16.2	0.4	0.8	13.9
Real estate, Renting & Business Activities	3.3	2.6	5.4	2.9	3.8	5.0	3.9	3.1	4.5
Public Administration & Defence; Compulsory Social Security	31.9	59.6	26.1	27.6	49.8	27.7	22.7	58.7	28.6
Education	6.9	8.8	9.0	6.7	11.8	9.2	7.1	10.6	8.9
Health & Social Work	7.1	5.5	4.6	7.9	8.0	6.1	7.7	6.9	7.5
Other Community, Social & Personal Service Activities	3.9	2.9	2.6	4.1	3.0	2.7	4.2	2.3	2.7
Extra-territorial Organizations & Bodies	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.2
Total	100	100	100	100	100	100	100	100	100
Total (Tshs)	376,171	360,692	62,015	367,728	356,238	81,280	361,919	393,496	84,137

Table 3.4 shows that, Public Administration and Defense, Compulsory Social Security was a dominant industry which employed the highest proportion of employees in all wage clusters. Higher proportions were also revealed for employees who earned between TShs.110,000 and TShs.390,000 (59.6 percent in 2005, 49.8 percent in 2006 and 58.7 percent in 2007).

Agriculture, Hunting and Forestry industry which employs the majority of Tanzanians had the highest proportion of employees who received wages below TShs.110,000 per month (7.7 percent

in 2005, 10.0 percent in 2006 and 11.0 percent in 2007) as compared to those who earned TShs.390,000 and above (0.8 percent in 2005, 1.0 percent in 2006 and 1.1 percent in 2007).

Low wages were also observed in Manufacturing, Hotels and Restaurants where higher proportions of employees earned wages of less than TShs.110, 000 a month compared to other industries.

3.4 Wage Rates by Region

Table 3.5: Percentage Distribution of Adult Citizens by Wage Rate and Regions, 2005-2007

Region	2005			2006			2007		
	Less than 110,000	110,000 to 349,000	350,000 and above	Less than 110,000	110,000 to 349,000	350,000 and above	Less than 110,000	110,000 to 349,000	350,000 and above
Dodoma	2.4	4.1	2.4	4.0	3.5	3.8	4.1	2.7	2.6
Arusha	6.9	4.5	5.5	5.7	4.0	4.1	11.4	5.0	5.2
Kilimanjaro	4.3	3.8	4.9	4.9	3.2	4.0	4.8	3.1	3.6
Tanga	3.7	2.3	2.6	4.8	3.2	2.6	4.1	2.1	2.6
Morogoro	7.5	6.1	6.0	5.9	5.9	5.4	5.2	5.2	5.1
Pwani	2.2	2.8	1.2	2.3	3.1	1.9	2.6	3.6	2.1
Dar es Salaam	24.5	24.8	41.8	27.4	19.5	42.2	25.4	30.5	45.2
Lindi	1.5	1.6	1.0	1.5	1.9	1.3	1.2	1.7	1.2
Mtwara	2.7	2.5	2.8	2.7	2.3	2.4	2.3	1.5	2.1
Ruvuma	2.2	2.1	1.4	2.1	4.5	2.2	1.8	3.3	1.4
Iringa	7.3	7.7	5.4	6.3	6.3	5.1	6.7	6.0	4.0
Mbeya	3.5	4.2	3.6	4.7	5.3	3.1	4.4	4.2	3.8
Singida	1.9	3.3	3.9	2.3	3.5	3.3	2.7	3.6	3.7
Tabora	2.5	2.5	1.7	1.8	2.9	2.2	1.4	1.8	1.7
Rukwa	1.8	2.4	2.3	2.3	2.4	1.4	2.1	1.8	1.1
Kigoma	2.5	2.6	1.5	2.3	3.4	1.9	1.7	2.8	1.9
Shinyanga	4.9	3.9	1.5	5.1	6.6	2.8	4.5	6.0	2.2
Kagera	3.9	5.0	4.5	2.8	4.1	2.4	2.7	3.1	1.8
Mwanza	7.1	6.9	4.2	5.5	7.8	4.8	6.0	6.2	5.3
Mara	4.4	4.1	1.0	4.3	4.4	1.8	3.4	3.7	2.1
Manyara	2.6	2.8	1.1	1.6	2.2	1.4	1.5	1.9	1.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total (TShs)	376,476	344,212	78,521	369,718	338,983	99,097	361,918	372,722	104,911

Table 3.5 shows the distribution of wage rates by region in three years 2005, 2006 and 2007. The results show that, approximately a quarter (24.5 percent) of all the employees who earned less than TShs.110,000 were in Dar es Salaam region. Wages below TShs.110,000 were characteristic in small scale industrial activities most of which were concentrated in Dar es Salaam.

There is a small increase in the proportion of employees receiving wages less than 110,000 in 2006 (27.4 percent) as compared to 2005 (24.5 percent) for Dar es Salaam region.

There was an increase in the proportion of employees who received wages in the range of 110,000-TShs.349,000 from 2005 (24.8 percent) to 30.5 percent in 2007 for Dar es Salaam region, the same pattern was also observed in the proportion of employees who earned TShs.350,000 or more.

There were no significant changes in the distribution of employees by their wage rates in other regions apart from Dar es Salaam.

CHAPTER FOUR

CASH EARNINGS PROFILE

4.0 Introduction

Cash earning is the total amount of money paid to employees before deductions such as tax, house rent, loan repayment etc. Cash earning is one of the major indicators collected in the survey of Employment and Earnings. This chapter describes in detail the total cash earnings of regular and casual employees in both private and public sector in Tanzania Mainland in 2007. Data for 2005 and 2006 are used for comparison.

4.1 Cash Earnings by Sector

Table 4.1: Total Annual Earnings (Tshs. million) by Sector, 2005-2007

Sector	2005	2006	2007
Private	1,310,657	1,517,551	1,586,671
Public	1,269,129	1,851,322	1,875,266
Total	2,579,786	3,368,873	3,461,937

Table 4.1 shows that, the total annual cash earnings for the year 2007 increased by 2.8 percent from 2006. The increase was a result of a 4.6 percent increase in the private sector and a 1.3 percent increase in the public sector. The findings in 2007 indicate that the total cash earnings in the public sector were much higher in comparison with the private sector.

Table 4.2: Monthly Average Earnings (TShs.) by Broad Sector and Sex, 2005-2007

Sector	2005			2006			2007		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private	271,535	195,328	253,533	273,21	231,79	267,26	252,466	214,389	242,857
Public	347,640	248,975	336,281	759,66	426,28	573,55	665,919	360,720	554,090
Total	309,587	222,152	294,907	577,246	353,351	458,692	510,874	305,846	437,378

Table 4.2 above shows that, monthly average earnings for the employees in private and public sectors slightly decreased from TShs.458,692 in 2006 to TShs.437,378 in 2007; a decrease of about 4.6 percent. On the other hand, an increase of about 17 percent was realized from 2005 to 2006.

Furthermore, the findings indicate that, the monthly average earning of public sector employees was approximately twice that of the private sector employees. Conversely, the average monthly income for male employees was almost twice that of female employees.

4.2 Cash Earnings by Broad Sector

Table 4.3: Total Annual Earnings (Tshs. million) by Broad sectors, 2005 - 2007

Sector	2005	2006	2007
Private Sector			
Private Profit Making Institution	1,104,326	1,322,833	1,332,574
Private Non-profit Making Institution	198,149	185,546	237,705
Cooperatives	8,182	9,171.	16,393
Sub total	1,310,657	1,517,551	1,586,671
Public Sector			
Central and Local Government	1,054,885	1,456,086	1,510,812.
Parastatal Organisations	214,244	395,236	364,454
Sub total	1,269,129	1,851,322	1,875,266
Total	2,579,786	3,368,873	3,461,937

Table 4.3 shows the total cash earnings of all employees by sector. The findings show that in 2007, the Central and Local Government sub-sector had the highest cash earnings amounting to TShs. 1,510,812 million followed by Private Profit Making Institutions (TShs.1,332,574 million) and Cooperatives (TShs.16,393 million).

Table 4.4: Total Annual Cash Earnings (TShs. million) by Sector and Terms of Employment, 2005 -2007

Sector	Regular Employees			Casual Employees		
	2005	2006	2007	2005	2006	2007
Private Sector						
Private Profit Making Institution	987,285	1,193,959	1,191,009	117,041	129,194	141,565
Private Non-profit Making Institution	193,652	181,953	233,637	4,497	3,288	4,068
Cooperatives	7,104	8,231	14,105	1,078	926	2,287
Sub Total	1,188,041	1,384,143	1,438,751	122,616	133,408	147,920
Public Sector						
Central and Local Government	1,028,842	1,442,296	1,490,441	26,043	13,799	21,835
Parastatal Organisations	210,086	392,447	355,675	4,158	2,779	7,316
Sub Total	1,238,928	1,834,743	1,846,116	30,201	16,579	29,150
Total	2,426,969	3,218,886	3,284,867	152,817	149,987	177,070

Table 4.4 shows that, the total annual cash earnings for the regular employees was greater than the total earnings for the casual employees for both private and public sectors. The results show that, casual employees earned only about five percent of the regular employee's earnings. Earnings of regular employees in the public sector have increased by 0.6 percent while earnings in the private sector increased by 3.9 percent. The higher cash earnings for regular employees were partly due to the larger number of regular employees (849,439) compared to casual employees (262,776). Another reason for the highest cash earnings for regular employees could be due to the highest monthly average earnings in the regular employees category (TShs.294,556) compared to casual employee's monthly average earning of TShs.56,539.

Table 4.5: Annual Cash Earnings (Tshs. million) of Adult Citizens by Broad Sectors and Sex, 2005-2007

Sector	2005			2006			2007		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private Sector									
Private Profit Making Institution	770,678	266,654	1,037,332	928,860	316,326	1,245,187	879,671	349,191	1,228,862
Private Non-profit Making Institution	122,316	71,790	194,106	115,561	67,944	183,505	143,107	89,859	232,965
Cooperatives	6,562	1,523	8,084	6,781	2,039	8,820	12,783	3,212	15,995
Sub total	899,556	339,966	1,239,522	1,051,202	386,309	1,437,512	1,035,561	442,262	1,477,822
Public Sector									
Central and Local Government	624,116	421,849	1,045,965	908,955	543,982	1,452,936	951,712	557,807	1,509,519
Parastatal Organisations	159,193	54,744	213,937	271,719	122,539	394,258	273,211	87,812	361,023
Sub total	783,309	476,593	1,259,902	1,180,674	666,521	1,847,194	1,224,923	645,619	1,870,542
Total	1,682,865	816,559	2,499,424	2,231,876	1,052,830	3,284,706	2,260,484	1,087,881	3,348,364

Table 4.5 shows total annual cash earnings of adult citizens in Tanzania Mainland. The total annual cash earnings for the adult citizens have increased by 1.9 percent from 2006 to 2007. Similarly, the total cash earnings of the private sector have increased by 2.8 percent while in the public sector there was only 1.3 percent increase. The findings further revealed that, total cash earnings for the adult citizens in the public sector was higher (TShs.1, 870,542 million) compared to (TShs.1, 477,822 million) in the private sector.

The results also show that, in both sectors, cash earnings for male were approximately twice as much compared to their female counterparts. Furthermore, the findings show that, employees in the Central and Local Government had the highest cash earnings followed by employees in the Private Profit Making Institutions and the Parastatal Organizations.

4.3 Cash Earnings by Industry

Table 4.6: Total Annual Cash Earnings (Tshs. million) of All Employees by Industry, Major Division, 2005-2007

Industry	2005	2006	2007
Agriculture, Hunting and Forestry	66,789	111,712	122,543
Fishing	2,050	17,175	3,981
Mining and Quarrying	20,444	28,500	33,723
Manufacturing	334,832	409,234	464,474
Electricity, Gas & Water Supply	53,316	57,023	51,771
Construction	49,319	134,157	62,954
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles & Personal	151,372	186,184	188,404
Hotels & Restaurants	152,264	153,957	179,998
Transport, Storage & Communications	127,893	207,135	169,466
Financial Intermediation	213,712	295,491	257,350
Real estate, Renting & Business Activities	91,542	105,992	121,619
Public Administration & Compulsory Social Security	864,598	1,042,487	1,141,084
Education	196,259	245,442	259,673
Health & Social Work	129,975	226,255	261,810
Other Community, Social & Personal Service Activities	122,518	145,058	139,532
Extra-territorial Organizations & Bodies	2,904	3,072	3,553
Total	2,579,786	3,368,873	3,461,937

Table 4.6 shows the distribution of total annual cash earnings of all employees by industry, Major Division. The results indicated that in 2007, employees in the Public Administration and Compulsory Social Security industry had the highest cash earning equivalent to 33 percent of the total annual cash earnings. Manufacturing constituted 13.4 percent of the total annual cash earnings followed by Health and Social Work (7.6 percent). The findings further indicate that, the higher the total number of employees, the higher the total cash earnings.

Table 4.7: Annual Cash Earnings (Tshs. million) of All Employees by Major Industry and Terms of Employment, 2005-2007

Industry	Regular Employees			Casual Employees		
	2005	2006	2007	2005	2006	2007
Agriculture, Hunting and Forestry	44,940	87,342	97,166	21,849	24,966	25,151
Fishing	1,442	16,748	3,570	608	414	404
Mining and Quarrying	16,649	24,214	29,832	3,795	4,275	3,822
Manufacturing	269,964	337,732	378,487	64,868	71,391	85,108
Electricity, Gas & Water Supply	51,487	54,718	49,636	1,829	2,302	2,031
Construction	39,805	121,702	49,955	9,514	12,404	12,884
Wholesale & Retail Trade	145,291	177,606	180,238	6,081	8,460	7,749
Hotels & Restaurants	149,232	150,929	175,617	3,033	2,906	3,974
Transport, Storage & Communications	125,586	204,761	166,690	2,307	2,299	2,391
Financial Intermediation	213,361	294,735	256,493	351	521	265
Real estate, Renting & Business Activities	87,263	102,252	115,523	4,278	5,097	5,829
Public Administration & Compulsory Social Security	846,129	1,035,490	1,128,959	18,469	6,236	9,587
Education	192,815	241,248	255,054	3,444	4,012	4,041
Health & Social Work	128,911	224,285	259,095	1,064	1,813	2,119
Other Community, Social & Personal Service Activities	111,190	142,053	135,031	11,328	2,892	11,690
Extra-territorial Organizations & Bodies	2,904	3,069	3,522	-	-	24
Total	2,426,969	3,218,886	3,284,867	152,817	149,987	177,070

Table 4.7 shows that, the total cash earnings for regular employees were greater than the total cash earnings for casual employees in all industries. In 2007, three major industries with higher cash earnings for the regular employees included; the Public Administration and Compulsory Social Security (TShs.1, 128,959 million), followed by Manufacturing (Tshs. 378,487 million) and Health and Social Work (TShs.259, 095 million). However, for the casual employees, Manufacturing industry had the largest share of the cash earnings amounting to TShs.85, 108 million followed by Agriculture, Hunting and Forestry (TShs.25, 151 million) and Construction (TShs.12, 884 million).

CHAPTER FIVE

ANNUAL WAGE BILL PROFILE

5.0 Introduction

The Annual Wage Bill of the Employment and Earnings Survey, 2007 is comprised of gross cash remunerations accrued as earnings of employees and actual cost of free rations paid by employers in respect of their employees. Generally, the data represent workers claims for furnishing labour for the production of goods or services on behalf of the employer.

This chapter puts more emphasis on the cost of free rations in various sectors and industries.

5.1 Annual Wage Bill by Sector

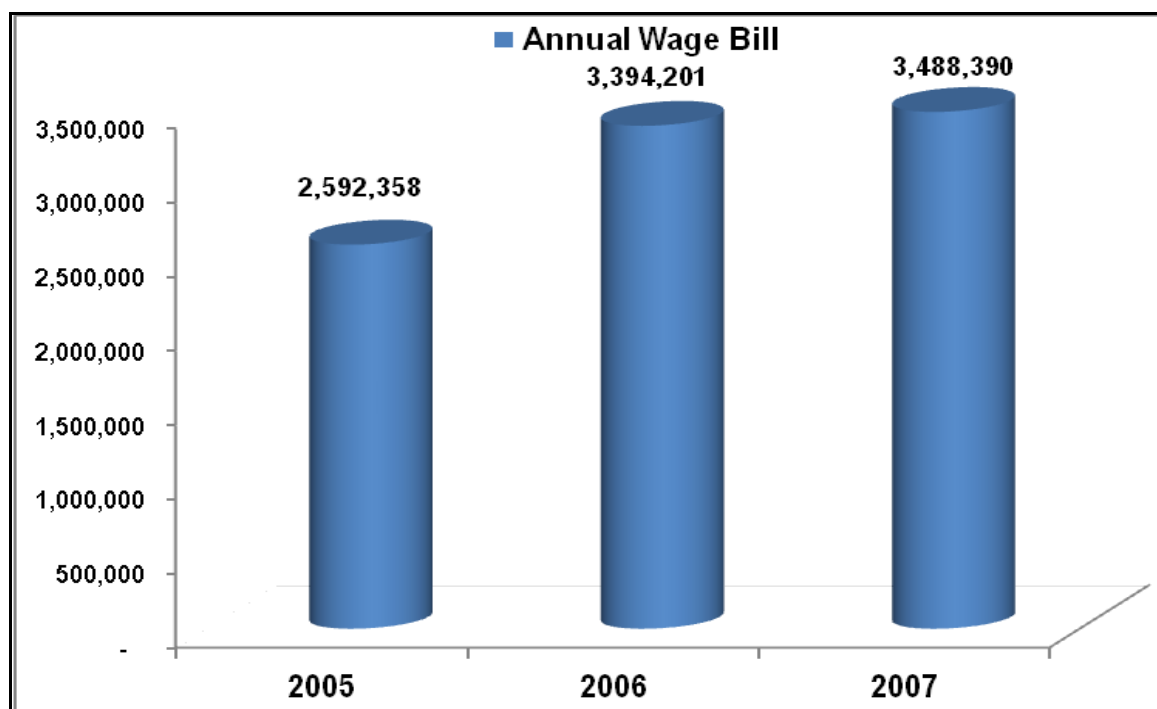
Table 5.1: Distribution of Annual Wage Bill (Tshs. million) by Cash Earnings, Free Ration and Sector; 2005 - 2007

Sector	2005				2006				2007			
	Cash	Free Ration	Wage Bill	percent Free Rations	Cash	Free Ration	Wage Bill	percent Free Rations	Cash	Free Ration	Wage Bill	percent Free Rations
Private Sector												
Private Profit Making Institutions	1,104,326	5,506	1,109,832	0.5	1,322,833	4,609	1,327,442	0.3	1,332,573	7,555	1,340,128	0.6
Private Non-profit Making Institutions	198,149	535	198,684	0.3	185,546	1,922	187,468	1.0	237,705	708	238,413	0.3
Cooperatives	8,182	90	8,272	1.1	9,171	97	9,268	1.0	16,393	103	16,496	0.6
Sub Total	1,310,657	6,131	1,316,788	0.5	1,517,550	6,628	1,524,178	0.4	1,586,671	8,366	1,595,037	0.5
Public Sector												
Central and Local Government	1,054,885	5,150	1,060,035	0.5	1,456,087	16,762	1,472,849	1.1	1,510,812	16,871	1,527,683	1.1
Parastatal Organisations	214,244	1,291	215,535	0.6	395,236	1,938	397,174	0.5	364,454	1,216	365,670	0.3
Sub Total	1,269,129	6,441	1,275,570	0.5	1,851,323	18,700	1,870,023	1.0	1,875,266	18,087	1,893,353	1.0
Grand Total	2,579,786	12,572	2,592,358	0.5	3,368,873	25,328	3,394,201	0.7	3,461,937	26,453	3,488,390	0.8

Table 5.1 gives the total annual wage bill in the period 2006 to 2007. The results show that in 2007, the total wage bill was TShs.3, 488,391 million; out of which, TShs.3, 461,938 million was from cash earnings. The free rations accounted for 0.8 percent of the total annual wage bill. The highest proportion (1.1 percent) of free rations was recorded by the Central and Local Government sub-

sector. The same situation was observed in 2005 and 2006 whereby the highest proportion in each year was 1.1 percent in the Central and Local Government sub-sector.

Figure 5.1: Annual Wage Bill (Tshs. Million) Trends for the Years 2005, 2006 and 2007



The trends of the wage bill from 2005 to 2007 show a drastic increase; from 2005 to 2006 with an increase of 30.9 percent while from 2006 to 2007 there was a slight increase of 2.8 percent as shown in figure 5.1 above.

5.2 Annual Wage Bill by Industry

Table 5. 2: Percentage Distribution of Annual Wage Bill (Tshs. million) by Industry, Major Division and Sector; 2005-2007

Industry	Total Annual Wage Bill (Tshs. Millions)		
	2005	2006	2007
Agriculture, Hunting and Forestry	66,988	112,669	122,790
Fishing	2,104	17,176	3,987
Mining and Quarrying	20,543	28,714	33,893
Manufacturing	335,982	410,586	464,793
Electricity, Gas & Water Supply	54,656	58,179	52,571
Construction	49,425	134,171	62,967
Wholesale & Retail Trade	152,040	186,488	188,545
Hotels & Restaurants	154,094	155,314	181,412
Transport, Storage & Communications	128,101	207,347	169,372
Financial Intermediation	213,856	295,321	256,817
Real estate, Renting & Business Activities	91,730	107,656	121,479
Public Administration & Compulsory Social Security	869,989	1,056,837	1,154,071
Education	197,173	246,454	260,138
Health & Social Work	130,118	227,515	262,673
Other Community, Social & Personal Service Activities	122,655	146,704	149,336
Extra-territorial Organizations & Bodies	2,904	3,069	3,546
Total	2,592,358	3,394,201	3,488,390

Table 5.2 shows that in 2007, Public Administration and Compulsory Social Security industry recorded the highest annual wage bill of TShs.1,154,071 million followed by Manufacturing TShs.464,793 million. Fishing and Extra-territorial Organizations and Bodies had the lowest shares of the annual wage bill, each with less than TShs.4,000 million only. The pattern of annual wage bill for the years 2005 and 2006 shows almost similar trends.

5.3 Annual Wage bill by Region

Table 5.3: Distribution of Annual Wage Bill by Category of Employment and Industry, Major Division (Tshs. million); 2005 - 2007

Industry	2005				2006				2007			
	Annual Cash Earning Regular	Annual Cash Earning Casual	Free Ration	Total Annual Wage Bill	Annual Cash Earning Regular	Annual Cash Earning Casual	Free Ration	Total Annual Wage Bill	Annual Cash Earning Regular	Annual Cash Earning Casual	Free Ration	Total Annual Wage Bill
Agriculture, Hunting and Forestry	44,940	21,849	199	66,988	87,342	24,966	361	112,669	97,166	25,151	472	122,790
Fishing	1,442	608	54	2,104	16,748	414	14	17,176	3,570	404	13	3,987
Mining and Quarrying	16,649	3,795	99	20,543	24,214	4,275	225	28,714	29,832	3,822	238	33,893
Manufacturing	269,964	64,868	1,150	335,982	337,732	71,391	1,464	410,586	378,487	85,108	1,198	464,793
Electricity, Gas & Water Supply	51,487	1,829	1,340	54,656	54,718	2,302	1,158	58,179	49,636	2,031	903	52,571
Construction	39,805	9,514	106	49,425	121,702	12,404	64	134,171	49,955	12,884	129	62,967
Wholesale & Retail Trade	145,291	6,081	668	152,040	177,606	8,460	422	186,488	180,238	7,749	557	188,545
Hotels & Restaurants	149,232	3,033	1,829	154,094	150,929	2,906	1,479	155,314	175,617	3,974	1,821	181,412
Transport, Storage & Communications	125,586	2,307	208	128,101	204,761	2,299	287	207,347	166,690	2,391	291	169,372
Financial Intermediation	213,361	351	144	213,856	294,735	521	65	295,321	256,493	265	59	256,817
Real estate, Renting & Business Activities	87,263	4,278	189	91,730	102,252	5,097	308	107,656	115,523	5,829	127	121,479
Public Administration & Compulsory Social Security	846,129	18,469	5,391	869,989	1,035,490	6,236	15,111	1,056,837	1,128,959	9,587	15,525	1,154,071
Education	192,815	3,444	914	197,173	241,248	4,012	1,193	246,454	255,054	4,041	1,044	260,138
Health & Social Work	128,911	1,064	143	130,118	224,285	1,813	1,417	227,515	259,095	2,119	1,459	262,673
Other Community, Social & Personal Service Activities	111,190	11,328	137	122,655	142,053	2,892	1,759	146,704	135,031	11,690	2,615	149,336
Extra-territorial Organizations & Bodies	2,904	0.0	0.0	2,904	3,069	0.0	0.0	3,069	3,522	24	0.0	3,546
Total	2,426,969	152,818	12,571	2,592,358	3,218,885	149,988	25,328	3,394,201	3,284,867	177,071	26,453	3,488,390

The results show that Public Administration and Compulsory Security industry provided the largest share of free rations (TShs.15,525 million) followed by Other Community, Social and Personal Service Activities (TShs.2,615 million) and Hotels and Restaurants (TShs.1,821 million). The smallest shares of free rations were recorded by the Fishing industry with Tshs. 13 million; Extra-territorial Organizations and Bodies with less than a Tshs. million (Table 5.3).

Table 5.4: Percentage Distribution of Annual Wage Bill by Employment Category and Region, 2005 – 2007

Region	2005					2006					2007				
	Regular Earnings	Casual Earnings	Free Ration	Annual Wage Bill percent	Free rations	Regular Earnings	Casual Earnings	Free Ration	Annual Wage Bill percent	Free rations	Regular Earnings	Casual Earnings	Free Ration	Annual Wage Bill percent	Free rations
Dodoma	2.4	1.1	5.3	2.4	1.1	2.9	1.7	5.4	2.9	1.4	2.3	0.7	4.1	2.3	1.4
Arusha	4.5	2.9	12.6	4.4	1.4	3.3	4.1	5.9	3.3	1.3	4.7	5.5	5.7	4.8	0.9
Kilimanjaro	5.4	4.4	2.6	5.4	0.2	3.4	4.7	1.9	3.5	0.4	4.4	5.2	2.1	4.4	0.4
Tanga	2.2	6.0	0.8	2.4	0.2	2.4	7.6	1.0	2.6	0.3	1.9	5.8	0.7	2.1	0.3
Morogoro	5.3	3.9	5.5	5.2	0.5	4.6	3.1	3.5	4.6	0.6	4.0	2.5	2.7	3.9	0.5
Pwani	1.9	0.4	0.9	1.8	0.3	1.8	0.9	0.3	1.8	0.1	2.1	0.9	2.3	2.0	0.9
Dar es Salaam	29.9	35.9	28.3	30.2	0.5	34.8	37.3	47.0	35.0	1.0	39.9	34.2	57.1	39.7	1.1
Lindi	1.4	0.3	3.0	1.3	1.1	1.2	0.5	1.1	1.2	0.7	1.1	0.3	0.9	1.1	0.6
Mtwara	4.5	7.4	6.7	4.7	0.7	3.6	7.6	3.7	3.8	0.7	2.3	4.8	3.0	2.4	1.0
Ruvuma	2.5	0.5	3.7	2.4	0.8	4.1	0.6	2.2	3.9	0.4	3.6	0.4	1.6	3.5	0.4
Iringa	6.2	5.1	3.8	6.2	0.3	5.1	5.1	1.0	5.1	0.1	4.6	12.1	0.5	4.9	0.1
Mbeya	3.0	3.1	2.8	3.0	0.4	4.2	4.7	2.0	4.2	0.4	3.9	3.8	1.8	3.8	0.4
Singida	2.4	0.6	2.8	2.3	0.6	2.3	1.2	1.7	2.2	0.6	2.4	0.9	1.6	2.3	0.5
Tabora	2.2	1.1	0.8	2.1	0.2	3.2	2.3	2.7	3.2	0.6	1.9	0.9	0.8	1.9	0.3
Rukwa	2.3	0.6	0.2	2.2	0.0	1.9	1.5	3.6	1.9	1.4	1.5	0.9	2.9	1.5	1.5
Kigoma	1.7	0.9	4.6	1.7	1.3	1.9	1.1	4.0	1.9	1.5	2.1	1.1	2.4	2.0	0.9
Shinyanga	2.7	1.4	3.1	2.7	0.6	3.9	2.0	1.5	3.8	0.3	4.2	1.3	1.3	4.0	0.2
Kagera	4.4	3.5	3.9	4.3	0.4	4.2	3.6	4.6	4.2	0.8	2.4	3.7	3.7	2.5	1.1
Mwanza	10.2	19.3	5.8	10.8	0.3	6.8	7.1	1.8	6.7	0.2	7.1	12.6	1.4	7.3	0.1
Mara	2.8	0.8	1.6	2.7	0.3	3.0	0.8	2.4	2.9	0.6	2.3	0.3	1.9	2.2	0.7
Manyara	2.0	1.1	1.2	2.0	0.3	1.3	2.5	2.8	1.4	1.5	1.2	2.1	1.3	1.2	0.8
Total	100.0	100.0	100.0	100.0	0.5	100.0	100.0	100.0	100.0	0.7	100.0	100.0	100.0	100.0	0.8

Table 5.4 gives regional differentials in the wage bill. The results showed that in 2007, Dar es Salaam Region provided the largest share (39.7 percent) while Lindi and Manyara regions contributed the smallest share of 1.1 percent and 1.2 percent respectively. Other regional differentials for the annual wage bills by the same categories are given in the bar charts from figure 5.2 to figure 5.4 below.

The largest proportions of free rations were provided in Rukwa (1.5 percent) followed by Dodoma (1.4 percent). Although Dar es Salaam provided about 57.1 percent of the overall value of free rations in the country, the proportion of free rations accounted for only 1.1 percent.

Comparing the trends of regional annual wage bills for the period 2005 to 2006, the pattern shows the same direction in the sense that, Dar es Salaam region continued to provide the largest share of the total annual wage bill with 30.2 and 35.0 percent respectively as revealed in Figures 5.3 and 5.4 below.

The regions which recorded the largest proportions of free rations are Kigoma (1.7 percent) in 2006 and Arusha (1.4 percent) in 2005. Although, Dar es Salaam provided the largest overall value of free rations in both 2006 and 2005 with percentages of 47.0 and 28.3 respectively, the proportion of free rations were 1.1 percent and 0.5 percent respectively.

Figure 5.2: Percentage Distribution of Total Annual Wage Bill by Region for 2007

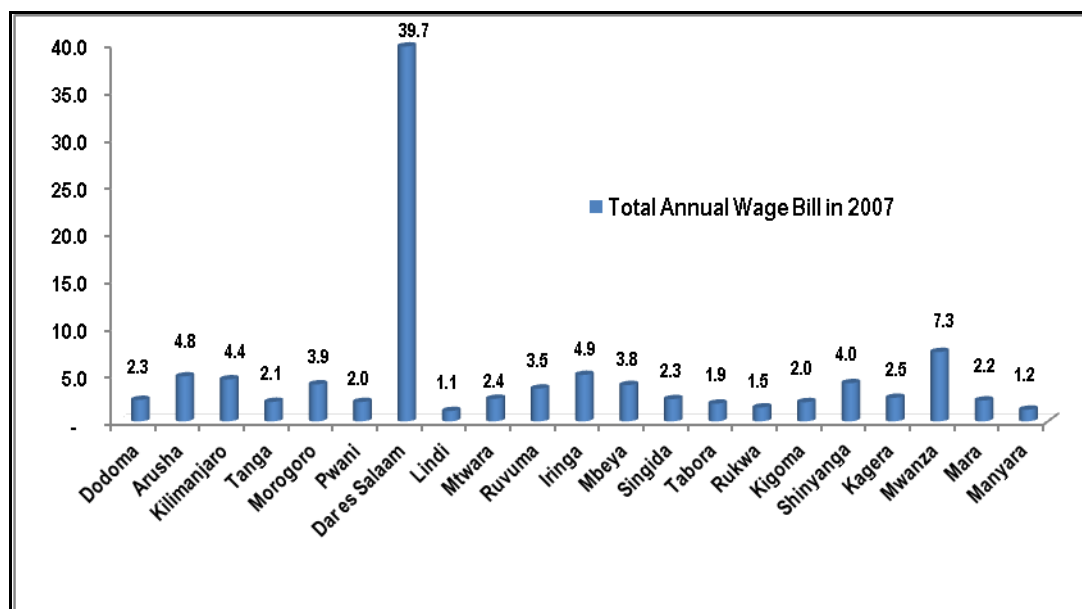


Figure 5.2 shows that, Dar es Salaam region have the largest share (39.7 percent) in 2007 while Lindi and Manyara regions contributed the smallest shares of 1.1 percent and 1.2 percent respectively.

Figure 5.3: Percentage Distribution of Total Annual Wage Bill by Region for 2006

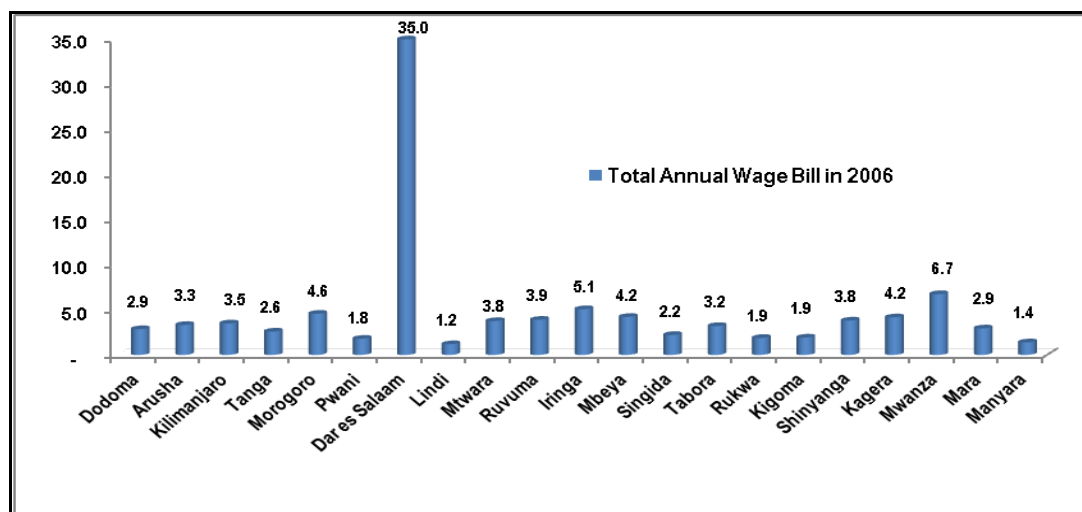


Figure 5.3 show that, Dar es Salaam Region provided the largest share (35.0 percent) in 2006 while Lindi and Manyara regions contributed the smallest shares of 1.2 percent and 1.4 percent respectively.

Figure 5.4 Percentage Distribution of Total Annual Wage Bill by Region for 2005

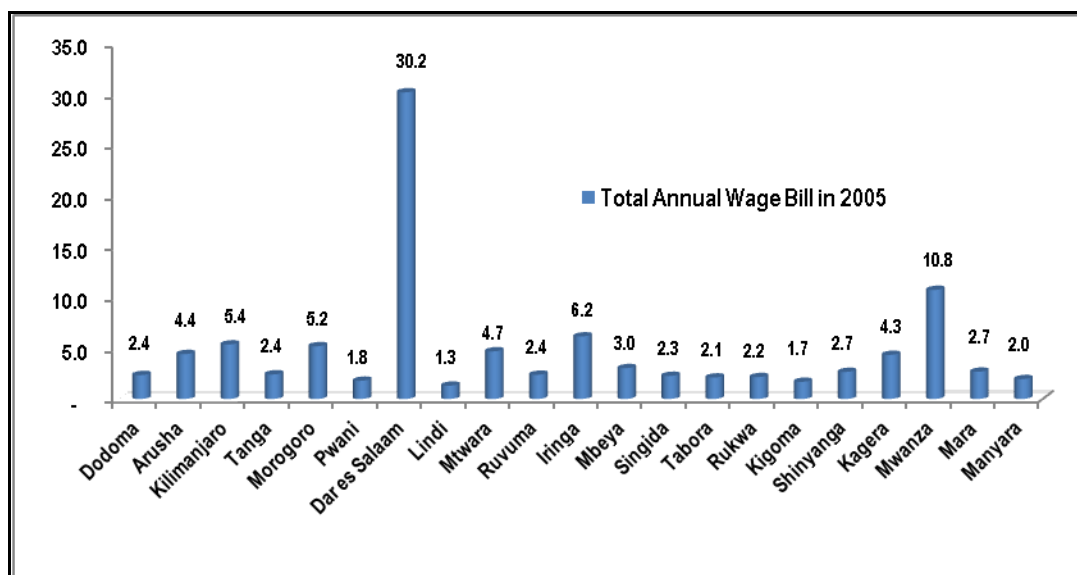


Figure 5.4 shows that, Dar es Salaam Region provided the largest share (30.2 percent) in 2005 while Lindi region contributed the smallest shares of 1.3 percent only.

APPENDICES

APPENDIX 1: EMPLOYMENT PROFILE

Appendix 1.1: Employment by Major Sectors and Sex, 2005-2007

Sector	Year	Regular Employees				Casual Employees				Total Employment			
		Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
A. Private	2005	253,420	107,015	4,131	364,566	136,317	58,471	8,420	203,208	389,737	165,486	12,551	567,774
	2006	243,665	100,970	383	345,018	145,920	73,484	36,085	255,489	389,585	174,454	36,468	600,507
	2007	264,966	124,070	4,811	393,847	151,523	66,198	18,859	236,580	416,489	190,268	23,670	630,427
B. Public	2005	271,346	170,795	1,289	443,430	9,123	3,817	196	13,136	280,469	174,612	1,485	456,566
	2006	294,568	171,017	1,374	466,959	12,137	4,544	1,095	17,776	306,705	175,561	2,469	484,735
	2007	331,742	176,738	9	508,489	17,212	6,081	1,218	24,511	348,954	182,819	1,227	533,000
TOTAL:- A+B	2005	524,766	277,810	5,420	807,996	145,440	62,288	8,616	216,344	670,206	340,098	14,036	1,024,340
	2006	538,233	271,987	1,757	811,977	158,057	78,028	37,180	273,265	696,290	350,015	38,937	1,085,242
	2007	596,708	300,808	4,820	902,336	168,735	72,279	20,077	261,091	765,443	373,087	24,897	1,163,427

Appendix 1.2: Total Employment by Sector, 2005-2007

SECTOR	2005	2006	2007
A. PRIVATE SECTOR			
Private Profit Making Institution	497,881.49	548,426.51	551,885
Private Non-profit Making Institution	63,803.06	47,244.04	69,391
Cooperatives	6,089.01	4,837.00	9,152
TOTAL: A	567,774	600,508	630,428
B. PUBLIC SECTOR			
Central and Local Government	422,493	438,700	478,934
Parastatal Organisations	34,073	46,034	54,065
TOTAL: B	456,566	484,734	532,999
TOTAL (A+B)	1,024,340	1,085,242	1,163,427

Appendix 1.3: Total Employees by Industrial Major Division, 2005-2007

INDUSTRY	Regular Employees			Casual Employees			TOTAL		
	2005	2006	2007	2005	2006	2007	2005	2006	2007
Agriculture, Hunting and Forestry	37,459	47,051	50,344	42,973	96,832	56,084	80,432	143,883	106,428
Fishing	1,016	1,965	1,212	1,408	945	902	2,424	2,910	2,114
Mining and Quarrying	4,041	5,808	6,122	4,743	5,916	5,439	8,783	11,724	11,560
Manufacturing	96,277	92,242	110,690	100,691	104,247	121,046	196,968	196,489	231,736
Electricity, Gas and Water Supply	8,548	10,674	8,709	2,206	2,845	2,034	10,754	13,519	10,743
Construction	13,236	17,296	12,811	13,044	15,535	14,836	26,280	32,831	27,647
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	38,172	42,952	43,823	7,295	9,579	9,762	45,467	52,531	53,585
Hotels and Restaurants	38,250	39,449	45,588	8,581	8,749	8,329	46,831	48,198	53,917
Transport, Storage and Communications	32,741	43,024	33,246	6,894	5,991	11,022	39,635	49,015	44,269
Financial Intermediation	17,537	19,923	16,889	298	285	211	17,835	20,207	17,100
Real estate, Renting and Business Activities	25,108	24,660	31,720	4,624	5,188	6,240	29,732	29,848	37,959
Public Administration and Defense, Compulsory Social Security	355,079	299,961	366,818	13,667	6,485	12,894	368,746	306,446	379,712
Education	63,666	76,614	80,523	4,287	4,586	5,542	67,953	81,199	86,065
Health and Social Work	49,456	64,251	65,563	1,850	2,082	2,848	51,306	66,332	68,411
Other Community, Social and Personal Service Activities	27,299	25,967	28,049	3,784	4,000	3,863	31,083	29,966	31,912
Extra-territorial Organizations and Bodies	110	142	230	0	0	39	110	142	269
TOTAL	807,996	811,977	902,336	216,344	273,265	261,091	1,024,340	1,085,242	1,163,427

Appendix 1.4: Regular Employment by Citizenship and Sector, 2005-2007

	Sector	Citizen			Non citizen			Total		
		2005	2006	2007	2005	2006	2007	2005	2006	2007
A. RIVATE	Private Profit Making Institution	294,837	295,581	315,835	7,250	3,326	8,595	302,087	298,907	324,430
	Private Non-profit Making Institution	57,162	41,834	62,554	494	173	516	57,656	42,007	63,070
	Cooperatives	4,812	4,112	6,384	12	8	18	4,824	4,120	6,402
TOTAL: A		356,811	341,527	384,773	7,756	3,507	9,129	364,567	345,034	393,902
B. PUBLIC	Central and Local Government	411,893	424,086	463,077	442	489	297	412,335	424,575	463,374
	Parastatal Organisations	29,772	40,927	44,952	1,322	1,441	108	31,094	42,368	45,060
TOTAL: B		441,665	465,013	508,029	1,764	1,930	405	443,429	466,943	508,434
TOTAL : (A+B)		798,476	806,540	892,802	9,520	5,437	9,534	807,996	811,977	902,336

Appendix 1.5: Distribution of Total Employment by Sector and Industrial Division, 2005-2007

INDUSTRY	A: Private			B: Public			Total: (A+B)		
	2005	2006	2007	2005	2006	2007	2005	2006	2007
Agriculture, Hunting and Forestry	80,364	143,610	106,398	-	-	1	80,364	143,610	106,399
Fishing	2,417	2,899	1,858	5	-	256	2,422	2,899	2,114
Mining and Quarrying	8,377	11,702	9,652	399	-	1,907	8,776	11,702	11,559
Manufacturing	196,805	196,120	224,198	-	-	7,480	196,805	196,120	231,678
Electricity, Gas and Water Supply	1,653	88	1,207	9,108	13,462	9,540	10,761	13,550	10,747
Construction	25,891	32,770	23,633	368	-	4,010	26,259	32,770	27,643
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	45,278	52,434	50,391	164	-	3,176	45,442	52,434	53,567
Hotels and Restaurants	46,805	48,109	53,367	-	-	529	46,805	48,109	53,896
Transport, Storage and Communications	26,571	37,415	25,815	13,058	11,558	18,451	39,629	48,973	44,266
Financial Intermediation	8,094	7,058	8,209	9,746	13,167	8,892	17,840	20,225	17,101
Real estate, Renting and Business Activities	24,302	14,391	19,947	5,422	15,467	18,012	29,724	29,857	37,959
Public Administration and Defense; Compulsory Social Security	22,699	-	17,634	346,338	307,162	362,203	369,037	307,162	379,837
Education	26,638	8,642	32,219	41,338	72,710	53,853	67,976	81,352	86,072
Health and Social Work	25,533	17,565	30,998	25,785	48,849	37,415	51,318	66,414	68,413
Other Community, Social and Personal Service Activities	26,255	27,561	24,650	4,818	2,361	7,255	31,073	29,922	31,905
Extra-territorial Organizations and Bodies	93	142	252	17	-	17	110	142	269
TOTAL	567,774	600,507	630,427	456,566	484,735	533,000	1,024,340	1,085,242	1,163,427

Appendix 1.6: Distribution of Total Employment by Sector and Region, 2005-2007

Region	A: PRIVATE			B: PUBLIC			TOTAL: (A+B)		
	2005	2006	2007	2005	2006	2007	2005	2006	2007
Dodoma	6,467	8,798	5,701	19,385	24,416	25,063	25,852	33,214	30,764
Arusha	39,066	38,375	73,991	15,362	13,070	17,097	54,428	51,445	91,089
Kilimanjaro	31,066	32,400	40,363	14,621	15,426	15,821	45,686	47,826	56,184
Tanga	49,681	58,843	55,438	11,318	13,891	13,689	61,000	72,734	69,127
Morogoro	33,366	27,217	25,258	28,922	29,351	29,454	62,288	56,568	54,712
Pwani	4,226	6,273	6,222	15,958	17,358	23,148	20,184	23,631	29,369
Dar es Salaam	180,208	167,705	193,817	85,520	75,914	129,748	265,728	243,619	323,565
Lindi	4,295	4,348	2,434	8,417	10,835	11,566	12,712	15,183	14,000
Mtwara	28,617	28,855	21,991	16,136	15,361	12,589	44,753	44,215	34,580
Ruvuma	12,429	13,335	10,484	10,898	19,901	17,872	23,327	33,236	28,356
Iringa	45,214	34,941	55,532	26,270	28,161	26,818	71,484	63,101	82,350
Mbeya	19,495	25,947	22,911	19,059	24,571	24,101	38,554	50,518	47,012
Singida	6,282	46,405	8,104	16,486	20,088	23,486	22,768	66,493	31,591
Tabora	9,688	6,483	5,417	12,554	15,802	10,893	22,242	22,284	16,310
Rukwa	3,465	5,246	6,769	15,080	15,589	12,386	18,546	20,836	19,155
Kigoma	11,589	10,324	8,189	12,599	16,666	15,867	24,188	26,991	24,056
Shinyanga	11,772	14,774	10,428	24,888	34,509	37,337	36,660	49,283	47,765
Kagera	23,084	17,187	16,292	22,622	16,941	17,019	45,706	34,128	33,311
Mwanza	31,795	29,938	40,391	38,864	40,150	35,003	70,659	70,088	75,394
Mara	9,728	11,054	10,500	24,125	24,202	21,369	33,852	35,256	31,869
Manyara	6,241	12,059	10,196	17,484	12,534	12,673	23,724	24,593	22,869
Total	567,774	600,507	630,427	456,566	484,735	533,000	1,024,340	1,085,242	1,163,427

Appendix 1.7: Private Total Employment by Region and Sex from 2005 – 2007

Region	2005				2006				2007			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	4,170	2,290	6	6,467	5,919	2,851	29	8,798	3,548	2,134	19	5,701
Arusha	23,501	15,541	23	39,066	21,549	14,981	1,845	38,375	37,689	32,818	3,484	73,991
Kilimanjaro	19,289	9,806	1,970	31,066	20,223	10,376	1,801	32,400	23,795	11,846	4,723	40,363
Tanga	41,609	8,073	0	49,681	44,808	11,372	2,663	58,843	41,689	11,619	2,130	55,438
Morogoro	25,221	8,145	0	33,366	18,795	8,203	219	27,217	18,859	6,217	182	25,258
Pwani	2,880	1,263	83	4,226	4,282	1,593	397	6,273	3,638	2,118	465	6,222
Dar es Salaam	128,907	47,590	3,711	180,208	120,123	47,345	237	167,705	137,370	52,642	3,805	193,817
Lindi	3,068	1,227	0	4,295	3,358	979	11	4,348	1,681	753	0	2,434
Mtwara	9,439	13,718	5,460	28,617	9,649	13,580	5,626	28,855	8,568	8,171	5,252	21,991
Ruvuma	9,488	2,941	0	12,429	9,821	3,491	23	13,335	8,380	2,092	12	10,484
Iringa	27,665	17,243	305	45,214	23,298	11,352	291	34,941	34,394	20,641	497	55,532
Mbeya	13,562	5,887	46	19,495	16,291	8,480	1,176	25,947	13,972	7,341	1,597	22,911
Singida	3,934	2,336	13	6,282	14,296	11,949	20,159	46,405	4,811	3,255	38	8,104
Tabora	7,368	2,320	0	9,688	4,744	1,641	98	6,483	3,868	1,427	122	5,417
Rukwa	2,816	646	3	3,465	3,855	1,030	361	5,246	5,116	1,633	19	6,769
Kigoma	8,761	1,953	875	11,589	7,589	1,713	1,022	10,324	6,064	1,177	948	8,189
Shinyanga	9,074	2,654	44	11,772	12,023	2,570	181	14,774	8,041	2,265	122	10,428
Kagera	13,037	10,037	11	23,084	10,711	6,290	187	17,187	10,335	5,854	102	16,292
Mwanza	25,521	6,272	2	31,795	23,119	6,696	123	29,938	31,805	8,435	151	40,391
Mara	6,546	3,181	0	9,728	7,484	3,551	19	11,054	7,050	3,448	1	10,500
Manyara	3,878	2,363	0	6,241	7,647	4,412	0	12,059	5,816	4,380	0	10,196
Total	389,737	165,486	12,551	567,774	389,585	174,454	36,468	600,507	416,489	190,268	23,670	630,427

APPENDIX 2: WAGE RATE PROFILE

Appendix 2.1: Distribution of Adult Citizen by Sector and Wage Rate, 2005-2007

Wage rate (Tshs.)	2005			2006			2007		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Under 70,000	142,786	29,979	172,765	135,794	39,328	175,122	155,628	26,034	181,662
70,000-149,999	118,396	219,989	338,385	108,671	200,761	309,432	133,789	178,788	312,577
150,000-269,999	48,780	120,955	169,735	49,918	120,685	170,603	50,608	131,713	182,321
270,000 +	46,418	71,902	118,320	54,274	98,379	152,653	50,593	112,398	162,991

Appendix 2. 2: Distribution of Adult Citizens by Wage Rate and Sex, 2005-2007

Wage rate (Tshs.)	2005			2006			2007		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 70,000	115,853	56,913	172,766	114,967	60,155	175,122	117,812	63,851	181,663
70,000-149,999	216,606	121,779	338,385	204,133	105,299	309,432	205,979	106,598	312,577
150,000-269,999	108,393	61,342	169,735	112,014	58,588	170,602	123,247	59,076	182,323
270,000+	80,742	37,577	118,319	106,188	46,465	152,653	115,616	47,377	162,993

Appendix 2.3: Distribution of Adult Citizens by Wage Rate, Sector and Sex, 2005-2007

Sector	Wage rate (Tshs.)	2005		2006		2007	
		Male	Female	Male	Female	Male	Female
Public	Below 109,999	98,770	56,295	98,770	56,295	65,408	41,452
	110,000-389,999	158,574	94,513	158,574	94,513	193,048	95,563
	390,000 and above	35,602	15,399	35,602	15,399	39,082	14,376
	Total	292,946	166,207	292,946	166,207	297,538	151,391
Private	Below 109,999	156,533	70,630	146,778	67,884	167,794	87,266
	110,000-389,999	73,923	28,697	75,321	28,364	75,214	29,670
	390,000 and above	19,511	7,085	22,253	8,054	22,103	8,573
	Total	249,967	106,412	244,352	104,302	265,111	125,509

Appendix 2.4: Distribution of Adult Citizens by Wage Rate and Major Industrial Division, 2005 - 2007

Industry	2005			2006			2007		
	Below 110,000	110,000-390,000	390,000 and above	Below 110,000	110,000-390,000	390,000 and above	Below 110,000	110,000-390,000	390,000 and above
Agriculture, Hunting and Forestry	28,859	7,976	494	36,907	9,011	845	42,463	8,041	942
Fishing	730	227	43	1,271	674	15	920	285	35
Mining and Quarrying	1,921	1,534	559	2,133	2,802	715	2,189	3,072	925
Manufacturing	64,854	22,886	6,488	61,352	21,799	7,000	73,270	28,304	8,734
Electricity, Gas and Water Supply	1,552	3,341	3,620	3,080	3,888	3,690	1,811	3,339	3,362
Construction	8,487	3,506	1,022	9,460	5,364	2,241	7,267	4,043	1,481
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	24,969	9,829	2,851	27,550	11,675	3,135	28,498	11,653	3,369
Hotels and Restaurants	33,471	3,072	1,395	34,366	3,508	1,279	38,685	4,921	1,600
Transport, Storage and Communications	10,275	16,698	5,395	10,798	23,637	8,096	11,528	13,519	8,367
Financial Intermediation	1,538	5,459	10,483	1,285	5,272	13,285	1,596	3,735	11,849
Real estate, Renting and Business Activities	12,370	9,311	3,341	10,779	14,085	4,100	14,964	13,645	3,733
Public Administration and Defense; Compulsory Social Security	119,943	214,906	16,200	99,786	170,247	21,987	68,092	212,956	23,130
Education	25,774	31,738	5,608	24,801	43,895	7,577	26,225	45,846	7,752
Health and Social Work	26,699	19,671	2,827	29,021	29,114	4,980	28,358	29,923	6,437
Other Community, Social and Personal Service Activities	14,728	10,498	1,620	15,136	11,207	2,255	16,032	10,143	2,280
Extra-territorial Organizations and Bodies	1	40	69	3	60	80	21	71	141
Total	376,171	360,692	62,015	367,728	356,238	81,280	361,919	393,496	84,137

Appendix 2.5: Distribution of Adult Citizens by Wage Rate and Regions, 2005-2007

Region	2005			2006			2007		
	Less than 110,000	110,000 to 349,000	350,000 and above	Less than 110,000	110,000 to 349,000	350,000 and above	Less than 110,000	110,000 to 349,000	350,000 and above
Dodoma	9,030	13,980	1,888	15,008	12,358	3,825	15,766	11,255	2,759
Arusha	25,858	15,435	4,289	20,905	13,793	4,182	43,335	20,222	5,526
Kilimanjaro	16,007	13,004	3,848	17,656	10,379	3,987	18,087	12,779	3,799
Tanga	13,867	8,070	2,049	17,699	11,211	2,633	14,924	8,253	2,679
Morogoro	28,069	21,111	4,703	21,880	15,994	5,005	20,679	23,078	5,772
Pwani	8,446	9,774	904	7,429	7,198	1,535	8,156	14,351	2,300
Dar es Salaam	92,099	85,254	32,788	102,192	68,542	42,686	94,623	124,250	47,395
Lindi	5,630	5,646	812	5,498	6,614	1,348	3,637	6,384	1,383
Mtwara	10,015	8,722	2,194	9,865	8,275	2,398	8,493	5,416	2,249
Ruvuma	8,172	7,217	1,070	7,944	15,741	2,213	6,670	9,206	1,543
Iringa	27,530	26,342	4,207	23,336	22,253	5,204	24,230	19,900	3,904
Mbeya	13,266	14,513	2,824	17,392	18,602	3,088	16,026	12,298	3,998
Singida	6,997	11,475	3,087	8,480	12,264	3,298	9,001	9,918	3,866
Tabora	9,465	8,775	1,296	6,572	10,309	2,220	4,473	5,386	1,740
Rukwa	6,770	8,132	1,792	8,499	8,377	1,428	7,425	6,731	958
Kigoma	9,266	8,978	1,142	8,640	12,143	1,906	5,867	10,359	2,138
Shinyanga	18,393	13,260	1,194	18,950	23,323	2,818	13,227	17,441	2,069
Kagera	14,543	17,145	3,536	10,389	14,229	2,389	10,190	13,341	1,960
Mwanza	26,763	23,640	3,274	19,534	24,062	3,747	20,002	21,008	5,484
Mara	16,584	14,210	785	15,869	15,457	1,798	12,451	14,591	2,305
Manyara	9,706	9,529	839	5,981	7,859	1,389	4,656	6,555	1,084
Total	376,476	344,212	78,521	369,718	338,983	99,097	361,918	372,722	104,911

APPENDIX 3: WAGE BILL PROFILE

Appendix 3.1: Distribution of Annual Wage Bill by Region and Employment Category (Tshs. Millions), 2005-2007

Region	2005				2006				2007			
	Regular Earnings	Casual Earnings	Free Ration	Annual Wage Bill	Regular Earnings	Casual Earnings	Free Ration	Annual Wage Bill	Regular Earnings	Casual Earnings	Free Ration	Annual Wage Bill
Dodoma	58,737	1,656	664	61,057	93,079	2,532	1,377	96,988	76,799	1,243	1,078	79,120
Arusha	108,704	4,386	1,585	114,675	105,009	6,214	1,492	112,716	154,780	9,726	1,518	166,024
Kilimanjaro	132,215	6,689	321	139,225	110,918	7,106	475	118,500	145,278	9,275	563	155,116
Tanga	53,461	9,120	102	62,683	76,219	11,391	264	87,874	61,389	10,253	183	71,824
Morogoro	128,202	5,893	691	134,786	149,319	4,718	882	154,918	131,622	4,367	710	136,699
Pwani	45,763	599	117	46,479	59,503	1,360	76	60,939	69,127	1,582	617	71,325
Dar es Salaam	725,422	54,921	3,557	783,899	1,119,767	55,922	11,899	1,187,589	1,310,817	60,636	15,108	1,386,561
Lindi	33,041	385	376	33,803	39,283	761	272	40,316	37,268	530	238	38,036
Mtwara	109,605	11,298	842	121,744	115,145	11,330	947	127,422	74,082	8,415	797	83,295
Ruvuma	60,622	757	470	61,848	130,648	963	565	132,176	119,859	770	430	121,058
Iringa	151,475	7,751	481	159,707	164,304	7,667	253	172,224	150,044	21,442	123	171,608
Mbeya	73,467	4,773	350	78,590	135,582	6,998	518	143,099	127,004	6,643	475	134,122
Singida	57,634	857	347	58,838	72,951	1,779	419	75,150	79,858	1,650	429	81,937
Tabora	52,977	1,654	105	54,737	104,405	3,482	695	108,582	63,630	1,555	222	65,407
Rukwa	54,829	920	19	55,768	60,897	2,248	904	64,049	48,942	1,598	766	51,306
Kigoma	41,922	1,330	583	43,835	62,670	1,592	1,007	65,270	68,176	1,917	632	70,726
Shinyanga	66,573	2,133	385	69,091	125,901	3,025	372	129,298	138,282	2,366	348	140,995
Kagera	106,870	5,333	495	112,697	134,780	5,336	1,157	141,273	79,511	6,516	985	87,012
Mwanza	248,504	29,443	734	278,680	217,796	10,619	449	228,864	233,551	22,326	372	256,249
Mara	68,150	1,219	195	69,563	97,930	1,216	599	99,746	75,757	581	514	76,853
Manyara	48,797	1,702	154	50,653	42,778	3,725	703	47,206	39,091	3,681	347	43,119
Total	2,426,970	152,819	12,573	2,592,358	3,218,885	149,988	25,328	3,394,201	3,284,867	177,071	26,453	3,488,390