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The 2014 Integrated Labour Force Survey (ILFS) was implemented by the National Bureau of Statistics (NBS) from January 2014 to December 2014. Funding for the survey was provided by World Bank (WB), Department for International Development (DFID) and Department of Foreign Affairs, Trade and Development (DFATD) through Tanzania Statistical Master Plan (TSMP) Basket Funds and International Labour Organization (ILO) and United Nations Children's Fund (UNICEF).

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FOREWORD

This report presents the results of the Integrated Labour Force Survey (ILFS) conducted in Tanzania Mainland from January to December 2014. The survey was conducted by the National Bureau of Statistics (NBS) in collaboration with the Ministry of Labour and Employment (MoLE) on behalf of the Government of United Republic of Tanzania. The 2014 ILFS is the fifth of such survey conducted by the Government in collaboration with Development Partners (DPs) and other stakeholders.

The history of labour force surveys in Tanzania Mainland goes back to 1965 when the first post independence survey was conducted. It was followed by by the surveys conducted in 1990/91, 2000/2001 and 2006. The objective of these surveys was to collect labour market information and other socio-economic data required for policy formulation and decision making in planning processes. The 2014 ILFS findings, will enhance monitoring and evaluation of the national development frameworks such as Tanzania Vision 2025 and Millennium Development Goals in respect of economic growth and reduction of income poverty.

I wish to extend my sincere gratitude to various groups of participants for their efforts which contributed to the production of this report. Special thanks are due to Development Partners particularly the World Bank (WB), Department for International Development (DFID), Department of Foreign Affairs, Trade and Development (DFATD) through the Tanzania Statistical Master Plan (TSMP) and International Labour Organization (ILO) and United Nations Children’s Fund (UNICEF) for providing technical and financial support.

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Finally but not least, I would like to thank all respondents particularly parents, children and the general public who agreed to spare their time for the interview and provide useful information that has enabled NBS to obtain the required information.

Dr Albina Chuwa
Director General
November, 2015

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Acronyms

ADB	African Development Bank
CSPro	Census and Survey Processing System
DPs	Development Partners
EA	Enumeration Area
EAC	East Africa Community
EAP	Economically Active Population
GDP	Gross Domestic Product
HHs	Households
ICATUS	International Classification Activities for Time Use Statistics
ICLS	International Conference of Labour Statisticians
ICSE	International Classification of Status in Employment
ILFS	Integrated Labour Force Survey
ILO	International Labour Organisation
IS	Informal Sector
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification
LF	Labour Force
LFPR	Labour Force Participation Rates
LFS	Labour Force Survey
LMI	Labour Market Information
LPR	Low Pay Rate
MDGs	Millennium Development Goals
MoLE	Ministry of Labour and Employment
NBS	National Bureau of Statistics
NEET	Not in Employment and Not in Education or Training
NYDP	National Youth Development Policy
PHC	Population and Housing Census
SNA	System of National Accounts
SPSS	Statistical Packages for Social Sciences
TASCO	Tanzanian Standard Classification of Occupations
TC	Technical Committee
TSMP	Tanzania Statistical Master Plan
TUS	Time Use Survey

EXECUTIVE SUMMARY

Background Information

This report presents results of the 2014 Integrated Labour Force Survey undertaken between January and December, 2014. It is the fifth survey after the 1965, 1990/91, 2000/01 and the 2006 surveys. The survey was conducted by the National Bureau of Statistics in collaboration with the Ministry of Labour and Employment. The survey was funded by the Government of the United Republic of Tanzania and Development Partners particularly the World Bank (WB) through the Tanzania Statistical Master Plan (TSMP), International Labour Organization (ILO) and United Nations Children's Fund (UNICEF). Report writers of this report were the 2014 ILFS Technical Committee members which included staff from the National Bureau of Statistics and Ministry of Labour and Employment. The report covers the findings of the 2014 ILFS in respect of Tanzania Mainland.

The concepts and definitions used in this report are in line with international recommendations and, in particular, those of the various International Conferences of Labour Statisticians. In some cases, however, the standard international definitions have been slightly adjusted to reflect particularities pertaining to developing countries and Tanzania in particular. To allow comparisons with other countries, a limited number of results based on the international recommendations are also presented. Thus, for the most part, the tables and graphs presented in this report use the national definition of employment and the relaxed international definition of unemployment. To allow comparisons with other countries, a limited number of results based strictly on the international recommendations are also presented. In all chapters of this report except Child Labour, tables are presented for the population of age 15 years or above. This, again, facilitates comparison with data from other countries.

The Population Profile

The 2014 ILFS reveals that, the average household size in Tanzania Mainland was 4.4 persons per household, whereby rural households had the largest household size of 4.7 persons and Dar es Salaam had the smallest household size, recording an average of 3.8 persons per household. The results further indicate that male headed households had higher average number of 4.7 persons per household compared to female headed households with 3.6 persons and Rural areas recorded the highest household size of 5.1 persons and the least was observed in Dar es Salaam (3.9 persons per household).

The population of age 15 years or above increased from 21.0 million in 2006 to 25.8 million in 2014. Rural residents were the majority and increased from 15.1 million in 2006 to 15.8 million in 2014. The findings further reveal that majority of persons in Tanzania Mainland were married (53.3 %) and the lowest proportion was of persons living together at 3.7 percent. Nearly eight out of ten

persons (77.7 percent) who were single were of age 15 to 24 years while persons of age 65 years or above had the lowest proportion of 0.3 percent for those who were single.

The status of education shows that, majority of persons had primary education level with 61.3 percent. Among those with primary education, males have higher proportion of 63.7 percent as compared to females accounted for 59.0 percent. University education accounted for only 1.3 percent of all persons of age 15 years or above. Disability status observed that, the most common type of disability in Tanzania Mainland is seeing affecting 2.5 percent of all persons. This problem is more common among females (2.9 percent) compared to males (2.1 percent).

Migration show that, there are 26.5 percent of persons reported that they migrated from other places to their current places of residence and 73.5 percent indicated that they were living in their current places of residence since birth. Dar es Salaam had the highest proportion of persons who migrated from other areas with 55.9 percent of total residents. The second largest proportion of persons who migrated was in Other Urban areas (34.6 percent) and the lowest proportion was recorded in Rural areas (17.1 percent). Results also reveal that 72.8 percent of households in Tanzania Mainland had at least one member with agricultural income. Self employment was the most important source of household income with 45.1 percent of all households reporting having at least one member with income from self employment. Nearly a quarter (26.3 percent) of households reported having at least one person with income from wage employment.

The Working Age Population

The working age population comprised of 25.8 million persons in 2014, of whom 61.3 percent resides in Rural areas, 26.2 percent in Other Urban areas and 12.5 percent in Dar es Salaam. Comparing to 2006 ILFS results where the working age population was 21.0 million of whom 71.9 percent were in Rural areas. In this regards working age population slightly increased by 0.7 million persons (4.6 percent). However, the proportion of working age population in rural area dropped from 71.9 to 61.3 percent.

Out of the total working age population 86.7 percent was economically active and 13.3 percent was economically inactive. Among economically active population, the proportion of female active was slightly higher (43.8 percent) than that of male active (42.9 percent). For economically inactive population females had higher proportion (8.2 percent) than males (5.1 percent). The largest proportion of currently economically active population is in Rural areas (63.5 percent), followed by Other Urban areas (25.5 percent) whereas Dar es Salaam had the smallest proportion (11.0 percent).

Overall labour force participation rate in 2014 was 86.7 percent where males account for higher (89.4 percent) than females (84.2 percent). Across geographical areas, Rural areas have the highest

labour force participation rate (89.8 percent) followed Other Urban (84.4 percent) and Dar es Salaam marked the least (76.2 percent). Persons with primary education has the highest labour force participation rate (92.2 percent) followed by those with tertiary non university level (85.0 percent) while persons with secondary education have the least participation rate (71.2 percent). Persons who can read and write any other language had a higher participation rate (92.0 percent) than all other literacy-related groups. The second highest participation rate is observed for those who are able to read and write Kiswahili only (91.6 percent).

The employed population

Approximately two-thirds (64.8 percent) of Tanzanians aged 15 years or above are currently employed in Rural areas followed by those employed in Other Urban (25.6 percent) and Dar es Salaam the least (9.6 percent). Across sex differentials, employed females had higher proportion than males in Rural areas (65.4 and 64.1 percent respectively) and Other Urban (26.3 and 25.0 percent respectively). On other hand, employed males in Dar es Salaam have higher proportion than females (10.9 and 8.3 percent respectively).

Overall employment to population ratio in 2014 was 77.8 percent whereby in Rural areas had the highest (82.2 percent) and in Dar es Salaam recorded the least (59.8 percent). The ratio was higher for males (82.1 percent) as compared to females (73.8 percent). Furthermore, the ratio was highest for age group 35-64 years (87.2 percent) and least for age group 65 years and above (56.4 percent). Employment to population ratio between 2006 and 2014, the ratio has slightly declined from 79.2 percent in 2006 to 77.8 percent in 2014. The ratio for males had slightly increased from 80.8 percent to 82.1 percent in contrast to their female counterparts which decreased from 77.6 percent to 73.8 percent between 2006 and 2014. The ratio had declined for all age groups except for 35-64 years between 2006 and 2014.

About two thirds again (66.3 percent) of currently employed persons were agricultural workers, followed by those employed in elementary occupations (10.9 percent) and; service and shop sales workers (9.8 percent). Rural areas and Other Urban had the highest proportion of agricultural workers (86.7 and 37.9 percent respectively) while in Dar es Salaam, the highest proportion was in elementary occupations (30.4).

Agriculture, forestry and fishing industry employed more persons across all age groups with low proportion for youth aged 25-34 (57.0 percent). The persons aged 25-34 had higher proportion (16.5 percent) in wholesale and retail trade; repair of motor vehicles and motorcycles as compared to any other selected industry across all age groups. In sector wise, agricultural sector had the highest share of total employment (66.3 percent) followed by informal sector (21.7 percent) and other private (7.9 percent) stands the third.

Persons with precarious work account 30.0 percent of paid employees with more males (30.3 percent) than females (29.4 percent). The proportion of precarious workers was almost the same in Other Urban and Rural areas (32.4 and 32.2 percent) respectively and Dar es Salaam had least (24.7 percent). The findings show that, 83.4 percent of all employed persons are vulnerable employees. This situation is most common in Rural areas (93.9 percent) followed by Other Urban areas (71.4 percent) and Dar es Salaam the least (44.6 percent). Females were more vulnerable (88.9 percent) compared to males (78.2 percent).

The share of males in senior and middle management occupations is higher (82.6 percent) compared to females (17.4 percent). Across all senior and middle management occupations females have the lowest shares compared to males. One-quarter (27.1 percent) of paid employees are members of trade unions or employees associations with females having higher proportion (28.6 percent) than males (26.3 percent). Across sectors, paid employees in Central and Local government have a highest proportion of trade union members (80.9 percent) followed by Parastatal organization (63.0 percent) while private sector agriculture has the lowest with 1.1 percent.

The Informal sector

Among households engaged in informal activities, 76.1 percent are male-headed households and 23.9 percent are female-headed. The proportion of persons engaged in informal sector as their main economic activity is equivalent to 21.7 percent of total employed persons from all sectors (formal, informal and agriculture) whereas females accounted for a slightly higher proportion with 11.1 percent than that of males accounted for 10.6 percent. Among total persons engaged in informal sector as a main activity, majority (74.0 percent) are in urban areas (Dar es Salaam and other urban) with slight higher females than males with 39.2 and 34.8 percent respectively. Rural areas accounted for only 26.0 percent of total persons engaged in informal sector main activities. Those engaged in informal sector as a secondary activity comprised 9.5 percent of total employed persons with males having a slightly higher share (51.9 percent) than females with 48.1 percent. In contrast to geographical distribution of informal sector as main activity, Rural areas have a higher proportion (78.9 percent) of employed persons engaged in informal sector as secondary activity with slightly more males than females at 41.7 and 37.2 percent respectively.

A higher proportion of persons employed in informal sector as main activity are in elementary occupations with 39.8 percent followed by service and shop sales workers with 30.9 percent and craft and related workers at 20.9 percent. There is a significant gender gap with more females than males are in elementary occupations with 27.0 and 12.8 percent respectively. On the other hand, a significant gender gap with more males than females is observed in craft and related workers with 15.2 and 5.8 percent respectively.

The higher proportion of persons in informal sector as both main activities are self employed in non-agriculture without employees accounting for 68.1 percent followed by paid employees with 16.0 percent. Again larger share of persons in informal sector as secondary activity are also self employed in non-agriculture without employees with 79.9 percent followed by self employed in non-agriculture with employees with 7.7 percent.

Major reasons for engagement in informal sector as main or secondary activity are need for additional family income (37.8 and 64.7 percent respectively) and low startup capital for business (29.7 and 31.1 percent respectively).

The Unemployment

Using the National Definition findings show that, the number of unemployed persons aged 15 years and above in 2014 is about 2.3 million whereby in Rural areas observed to have more unemployed persons of 1.2 million (as compared to urban areas (1.1 million). Unemployed females are higher (1.4 million) than their male counterparts (903,041). The results further shows that, unemployed females in Dar es Salaam and Other Urban areas is twice (388,568 and 369,792) as much as those of males (140,851 and 196,342) respectively. Across age groups, nearly 1.5 million youth aged 15-35 years and 702,893 adults aged 36–64 are unemployed and few persons in the age group 65+ years (125,710) are also reported unemployed.

Overall unemployment rate in 2014 is 10.3 percent in which Dar es Salaam has the highest unemployment rate of 21.5 percent and Rural areas have the least unemployment rate of 8.4 percent. Comparing between 2006 and 2014, unemployment rate declined from 11.7 percent in 2006 to 10.3 percent in 2014. While unemployment rate in Rural areas increased from 7.0 percent to 8.4 percent. Urban unemployment rate declined from 22.6 percent to 13.4 percent and unemployment rate in Dar es Salaam declined from 31.5 percent in 2006 to 21.5 percent in 2014.

Unemployment rate of females is higher (12.3 percent) compared to that of males (8.2percent). Young persons aged 15 to 24 years are more vulnerable to unemployment (13.7 percent) as compared to other age groups followed by elderly age 65 years and above with 10.8 percent. It is further shows that, persons with secondary school level of education have the highest (13.8 percent) unemployment rate followed by those with primary school education (10.0 percent). Persons with tertiary non-university education experience low rate of unemployment rate (4.9 percent). Across education levels with exception of tertiary non university, unemployment rates for females are higher than males. The proportion of unemployed persons is highest among married persons (51.1 percent) followed by the singles accounted at 31.4 percent. Among the widowed and divorce or separated, the female proportion of unemployed is four times (9.5 and 9.4 percent) that of males (2.0 and 2.9 percent) respectively.

Time related Underemployment

The findings show that there are 2.4 million underemployed persons, the majority of whom 73.5 percent live in Rural areas and the remaining 26.5 percent are located in urban areas. This may be attributed to seasonal nature of economic activities where large population share live in Rural areas. There are slightly more underemployed males than females.

The number of under-employed persons increased from 1.3 million in 2006 to 2.4 million (which is an increase from 7.8 to 11.8 percent). Under employment rate in Rural areas has almost doubled from 7.6 percent in 2006 to 13.4 percent in 2014 while in Other Urban areas it has increased from 8.3 percent to 10.1 percent. However, there is a decline of underemployment rate in Dar es Salaam from 8.7 percent in 2006 to 5.6 percent in 2014.

The highest under-employment rate is experienced to persons aged 15 to 24 years with 14.0 percent in which more incidence observed among males (15.2 percent) compared to females with 12.8 percent. The lowest rate is recorded for persons aged 65 years or above with 7.7 percent. Under-employment is most common for unpaid family helpers in agriculture (15.2 percent) followed by own account workers in agriculture (14.3 percent) and other statuses in employment. Results also show that, underemployment highest among males of unpaid family helpers in agriculture (17.9 percent). The lowest underemployment rate is realized for paid employees (5.0 percent) with males accounting for a slightly higher rate of 5.2 percent than females with 4.8 percent. The highest rate of under-employment is recorded under agricultural and fishery workers with 14.7 percent followed by craft and related workers with 8.6 percent. Professional occupation has the lowest rate of 1.1 percent. Female under-employment rate is three times that of males among plant and machine operators and assemblers

It reveals that about 70 percent of under-employed persons worked less than 30 hours. Proportion of under-employed females (25.0 percent) working between 30 - 39 hours is lower compared to that of males (36.5 percent). Could not find more work in a job, agriculture or business and inability to find suitable agricultural land or slack period in agriculture are the most reasons stated of underemployment with high proportions (43.2 and 29.9 percent) respectively.

The Youth Employment and Unemployment

The total youth population aged 15-35 years is comprised of 14.8 million persons of whom 12.5 million (84.5 percent) are economically active and 2.3 million (15.5 percent) are economically inactive. Out of the economically active youth population, 11.0 million (88.3 percent) persons are employed and 1.5 million (11.7 percent) are unemployed. The proportion of the employed females (85.5 percent) is less than that of males (91.1 percent). Conversely, the proportion of the unemployed females (14.5 percent) is larger than that of males (8.9 percent). Furthermore, 12.0 percent of the employed youth are underemployed.

Overall youth labour force participation rate is 84.5 percent in which Rural areas lead with highest share of 89.3 percent, followed by Other Urban (81.3 percent) and Dar es Salaam has the least rate (71.0 percent). Gender differential shows that males have a slightly higher labour force participation rate than that of females with 86.3 and 82.8 percent respectively.

Furthermore, results indicate that, using the international definition of youth, persons aged 15–24 years has labour force participation rate of 76.8 percent, with slightly higher rate among males (77.5 percent) compared to that of females (76.1 percent). The higher participation rate is found in Rural areas (85.1 percent), followed by Other Urban areas at 69.5 percent and Dar es Salaam with 52.3 percent.

The youth employment to population ratio is 74.6 percent, with the highest ratio in Rural areas (81.9 percent) and lowest in Dar es Salaam with 50.6 percent. It may also be noted that employment to population ratio is lower among females (70.9 percent) compared to males (78.6 percent). The largest proportion of employed youths works as unpaid family helpers in agriculture (45.6 percent) with the proportion of females being substantially higher (56.1 percent) than that of males (34.6 percent).

Two-thirds (65.8 percent) of employed youth are in agriculture, forestry and fishing industry with higher proportion of females (66.8 percent) than males (64.8 percent). Wholesale and retail trade; repair of motor vehicles and motorcycles rank second by employing 13.0 percent of youths while the lowest proportion (1.0 percent) is in mining and quarrying industry. It is observed that private agriculture sector has the highest proportion of employed youths with 65.2 percent where youths females with slightly higher proportion of 66.7 percent than that of males (63.7 percent).

It was reported that, 82.3 percent of the employed youth are in vulnerable employment in which Rural areas with the highest proportion (93.6 percent) of youths in vulnerable employment and the area with least proportion is Dar es Salaam with 40.1 percent. Vulnerability is more pronounced among females (86.4 percent) than males (78.3 percent). Vulnerability is very prominent among youths who never attended school (94.8 percent) followed by those with primary education (85.4 percent). Those with university education are the least prone to vulnerable (12.4 percent).

Overall youth underemployment rate is 11.9 percent where the male rate is higher 12.1 percent than that of female rate with 11.7 percent. Underemployment of the youths is more severe in the Rural areas (13.5 percent) with more underemployment for males (14.2 percent) than females (12.8 percent). It is also evident that, youths are less underemployed in Dar es Salaam (5.5 percent) compared to Other Urban areas (10.5 percent). Using the national definition of youth, overall youth unemployment rate stands at 11.7 percent, decreasing from 13.2 percent in 2006. A significant decrease is observed among males from 12.1 percent in 2006 to 8.9 percent in 2014. The overall urban youth unemployment rate has also decreased from 26.1 percent in 2006 to 17.4 percent in 2014. In Dar es Salaam the rate of youth unemployment decreased from 36.0 percent in 2006 to

28.8 percent in 2014. In Other Urban areas, the rate decreased from 19.1 percent in 2006 to 12.4 percent in 2014. Youth unemployment rates among females in Dar es Salaam have remained the highest despite decreasing slightly from 43.0 percent in 2006 to 39.4 percent in 2014. In Rural areas, female youth unemployment rate increased from 7.4 percent in 2006 to 8.7 percent in 2014. Youth with Secondary education have the highest unemployment rate of 15.2 percent, followed by those who had completed university education at 12.0 percent. The never attended have the lowest unemployment rate of 6.6 percent. Within the levels of education, females have higher unemployment rates than those of males except for tertiary non university education where males have a slightly higher unemployment rate (8.3 percent) than females at 7.6 percent.

The Income from Employment

Mean monthly income in 2014 is TZS 234,262 with males having a highest average monthly income of TZS 278,748 compared to the female income of TZS 165,920. The results also indicate that paid employees have highest mean monthly income of TZS 308,075 followed by self-employed with a mean income of TZS 215,541 and agricultural employees have the least mean income of TZS 131,943. Mean monthly income earned by females is less than that earned by males regardless of type of employment for instance in agriculture the mean monthly income for males is nearly two times (TZS 150,665) the amount earned by females (TZS 92,882).

Comparison between 2006 and 2014 revealed that, mean monthly income of paid employees increased from TZS 98,454 in 2006 to TZS 308,075 in 2014 while that of self-employed increased from TZS 75,693 in 2006 to TZS 215,541 in 2014. Income by level of education shows that, paid employees with university level of educational have the highest mean monthly income of TZS 1,000,626 followed by self-employed with TZS 895,717 and agricultural employees earn the least at TZS 458,984. The lowest mean monthly income was observed to those who have never attended school with Tshs 97,967 for paid employees, TZS 98,519 in self-employed and TZS 118,812 in agricultural employees. The highest mean income is in University level with TZS 1,054,784 and TZS 861,721 for males and females respectively in paid employment.

The paid income groups reveals that, two-thirds (67.8 percent) of paid employees earn less than TZS 300,000 mean monthly income with females (69.5 percent) having a slightly higher proportion than males (67.1 percent). It is also observed that, less than 5 percent of paid employees earn mean monthly income above TZS 900,000. The proportion of males (3.3 percent) earning a mean monthly income of TZS 1.2 million or more is two times the proportion of females (1.5 percent) earning the same income. The professionals receive the highest pay, with a mean monthly income of TZS 910,476, followed by Legislators, administrators and managers, with TZS 795,878 while agricultural and fishery workers and workers in elementary occupations have the lowest mean monthly income with TZS 131,466 and TZS 91,486 respectively.

The industrial activities of paid employment show that, activities of extraterritorial organizations and bodies has the highest mean monthly income with TZS 2,294,620 which followed by financial and insurance activities having TZS 1,057,717 and professional, scientific and technical activities with TZS 759,863.

The lowest income of paid employees is observed in agriculture, forestry and fishing having TZS 99,108 followed by those in activities of households as employers; undifferentiated goods with TZS 102,787.

The sectors of paid employment shows that, parastatal organisations employees have the highest mean monthly income of TZS 622,135 as compared to other sectors, followed by those in central and local government with TZS 614,867. As expected, paid employees in private sector (agriculture) and private informal sector have the lowest mean monthly incomes of TZS 82,099 and TZS 158,495 respectively. Situation in geographical location of paid employment shows that, Dar es Salaam has the highest mean monthly income for paid employees with TZS 418,845 followed by Other Urban with TZS 293,834 and Rural falls the least with TZS 236,233. In Dar es Salaam and Other Urban areas males earn higher mean monthly income than females whereas in Rural areas females earn more income than males. The income gender gap is more pronounced in Dar es Salaam where males earn TZS 151,930 in excess of what females earn.

The findings show that 83.5 percent of self-employed persons earn monthly income of less than TZS 300,000. More females with proportion of 90.1 percent earn less than TZS 300,000 compared to males with 77.6 percent. The proportion of self-employed males with an income above TZS 300,000 is more than twice the proportion of females with the same incomes. Industrial activities of self-employment show that, information and communication industry have the highest mean monthly income with (TZS 546,445) followed by financial and insurance activities (TZS 481,524) and real estate activities (TZS 465,066). Activities of households as employers with TZS 81,017 and agriculture, forestry and fishing (TZS 119,241) have the lowest mean monthly income for self-employed persons.

In real estate activities and arts, entertainment and recreation self-employed males earn about four times that of females. The sectors of self-employment show that, private sector (non agriculture) has the highest mean monthly income of TZS 543,355 followed by central and local government with TZS 285,908. Household duties and agriculture sectors have the lowest mean monthly income of TZS 113,528 and TZS 117,085 respectively. The results also reveal that, males earn more mean monthly income than females in all sectors. In household duties, males earn five times as much as females. Geographical location of self-employment shows that, self-employed persons in Dar es Salaam earn the highest with TZS 383,748 mean monthly income followed by Other Urban with TZS 219,346 and Rural areas fall the least with TZS 142,036. In all geographical areas males earn higher mean monthly income than females.

The highest mean monthly income for persons employed in agriculture is observed in Dar es Salaam with TZS 266,551 followed by Other Urban with TZS 164,776 and Rural areas have the least with TZS 121,861. In Dar es Salaam, females earn more income than males whereas in rural and Other Urban areas males have higher mean monthly income than females.

This can be attributed to females' activities in poultry keeping and vegetable gardening which generate substantially higher incomes. In contrast, the income gender gap is more pronounced in Other Urban areas where males (TZS 211,576) earn more than twice what the females earn TZS 96,685.

The Low Pay Rate (LPR) measures the proportion of paid employees whose monthly incomes are less than two-thirds of the median monthly income. The findings indicate that, the overall LPR is 34.5 percent with Dar es Salaam having the lowest LPR at 15.2 percent followed by Other Urban with 33.8 percent and Rural areas with 51.1 percent. It shows that, females have higher low pay rate of 41.7 percent than males at 31.0 percent. The higher LPR pattern for females is found in all geographical areas. The gender disparity in LPR is highest in Other Urban with for females with 47.7 percent and 25.4 percent for males followed by Dar es Salaam with 23.6 and 10.5 percent respectively. Proportion of females with LPR in Rural areas is almost equal to that of males.

The Usually Economically Active and Inactive

The, working age population or persons aged 15 years or above in Tanzania Mainland in 2014 is 25.8 million whereas eight out of ten persons (82.8 percent) are usually economically active and 17.2 percent are inactive. Among the usually economically active population, 10.6 million are males (49.5 percent) and 10.8 million are females (50.5 percent). The sex disaggregation of participation rate is 85.4 percent for males and 80.4 percent for females. Among the usually economically active population, 89.4 percent are employed and 10.6 percent are unemployed.

Among the usually economically active population, Rural areas have the largest proportion accounting for 63.1 percent followed by Other Urban with 25.6 percent and Dar es Salaam fall the least with 11.3 percent. Across geographical areas the sex distribution is almost similar whereby the highest proportion of usually economically active population is in age group 35-64 years with 42.4 percent and the lowest proportion is in the age group 65 years or above which account for only 5.1 percent. The overall usual employment to population ratio is 74.0 percent with highest ratio in Rural areas with 78.6 percent and Dar es Salaam has the lowest ratio with 58.1 percent. Results further revealed that males have, higher ratio with 78.5 percent compared to females with 68.9 percent. Within geographical location Dar es Salaam observed to have the highest gender difference ratio of males having 70.6 percent and females with 46.6 percent. Across age groups, the ratio is lowest for persons aged 65 years and above at 53.1 percent while for those aged 35-64 years have the highest ratio of 86.2 percent.

Overall usual unemployment rate is 10.6 percent Dar es Salaam having the highest rate of 22.5 percent followed by Other Urban with 12.4 percent and Rural areas having the lowest with 7.8 percent. The gender differentials show that, females have higher rate with 13.1 percent than males with 8.1 percent.

Similar pattern is observed across all geographical areas whereby the highest rate is among females in Dar es Salaam with 33.2 percent and the lowest is among males in Rural areas with 7.0 percent. Across age groups, age group 15-24 years has highest usual unemployment rate with 17.2 percent and lowest in age group 35-64 years having 7.0 percent.

Overall usual inactivity rate is 17.2 percent with males having a lower rate with 14.6 percent as compared to females with 19.6 percent. The rates are higher among females across all age groups with more incidences for females above 24 years. The rate is highest among elderly persons aged 65 years or above with 41.3 percent followed by those aged 15-24 years with 30.6 percent. Across geographical areas, inactivity is more common in Dar es Salaam with 25.1 percent followed by Other Urban with 19.2 percent while Rural areas stands the lowest at 14.8 percent. Within this location it also shows that females' usual inactivity rates are higher compared to males.

The major reason given for inactivity is schooling with 40.8 percent which is more common among males with 55.8 percent compared to females with 30.6 percent. The relative proportion of females who are inactive caused by household chores having more than three times (18.1 percent) that of males (5.1 percent). Analysis of reasons of inactive indicates that schooling again is a main reason for persons aged 15-24 years with 71.2 percent while 64.7 percent of persons aged 65 years and above inactivity caused by being too old to work.

The Child and labour

Population profile of children shows that, the proportion of children aged 5-17 years is 32.4 percent of entire Tanzania Mainland population accounting for 45.3 million. Out of those children the proportion of 68.1 percent resides in Rural areas 23.9 percent are in Other Urban areas and 8.0 percent are in Dar es Salaam. Among the children proportion of boys is slightly higher with 51.7 percent than that of girls who are 48.3 percent. Age distribution shows that, 42.9 percent are children with age 5-9 years, 40.1 are children with age 10-14 years and 17.0 are children with age 15-17 years. Largest proportion of children (63.9 percent) is economically inactive, one third of children (33.3 percent) are in employment and the proportion of unemployed children accounts for 2.8 percent. Proportion of employed children in Rural areas is 40.9 percent as compared with 21.3 percent in Other Urban areas and 3.7 percent in Dares Salaam.

The school attendance status reveals that, 69.8 percent of children aged 5-17 years are attending school and 30.2 percent are not attending school. Among children attending school, the largest proportion with 60.4 percent is also engaged in housekeeping activities only, followed by those

engaged in both economic and housekeeping activities with 28.3 percent. Among children attending school, 10.9 percent attend school only. For children not attending school, most of them (45.6 percent) are involved in both economic and housekeeping activities, 29.8 percent are involved in housekeeping activities only and 22.1 percent are idle.

The sectoral status of children show that, most of working children (90.6 percent) are in private sector agriculture followed by private informal sector with 7.3 percent. In Dar es Salaam, the highest proportion of working children (85.4 percent) is in private informal sector, with higher proportion of girls (95.5 percent) than boys (59.3 percent). In Other Urban areas, nearly seven out of ten (69.7 percent) working children are in Private sector. In agriculture the proportion of boys is higher (75.1 percent) than that of girls (64.4 percent). The largest proportion of working children (93.0 percent) is working as unpaid family helpers with no gender difference. It is also indicated that, in Dar es Salaam the highest proportion of children (75.2 percent) are working as paid employees with a higher proportion of girls (81.2 percent) than boys at 59.7 percent. In Other Urban areas, the majority of children in employment (84.5 percent) are working as unpaid family helpers, with slightly higher proportion of boys (86.8 percent) than girls (82.1 percent).

Two most important occupations for working children are agriculture and fishery and elementary occupation employing 89.3 and 7.7 percent of working children respectively with slight gender differences. The results further show that, children in age group 10-14 years are the most dominant in agriculture and fishery occupations with 92.0 percent of all working children. The largest proportion of working children are in agriculture, forestry and fishing industry with 92.1 percent with higher proportion of boys (94.3 percent) compared to girls (89.6 percent). Another relatively significant proportion of working children (3.1 percent) are employed in wholesale and retail trade; repair of motor vehicles and motorcycle industry.

The two most important reasons for letting children work are good upbringing and imparting of skills and; assisting household enterprise with 44.9 and 35.2 percent respectively. A higher proportion of boys (37.1 percent) reported assisting household enterprise than girls (33.2 percent). On the other hand more girls (47.7 percent) stated good upbringing and imparting of skills than boys (42.2 percent). Another important reason for letting children work is to supplement household income, as reported by 12.7 percent of working children. Proportion of boys (14.7 percent) working to supplement household income is higher than that of girls (10.5 percent).

On the basis of current activity hours, working children spend on average 22 hours per week working. Children in lower age groups of 5-9 years and 10-14 years tend to spend less time than children in upper age group of 15-17 years. Boys slightly work more hours (23 hours) than girls (21 hours). On the basis of usual working hours, working children spend an average of 27 hours per week, with boys working slightly more hours than girls.

Results indicate that, 28.8 percent (4.2 million) of children aged 5-17 years are in child labour while 56.8 percent (8.3 million) are in child work and 14.3 percent (2.1 million) are idle. There is no gender difference in the proportions of children in child labour. The proportion of child labour in Rural areas is highest (35.6 percent) compared to Other Urban (18.0 percent) and Dar es Salaam (3.6 percent).

It is also revealed that, in Dar es Salaam and Other Urban areas, proportions of girls in child labour are slightly higher than those of boys. In contrast, in Rural areas, proportion of boys in child labour is slightly higher (36.4 percent) than that of girls (34.8 percent). The proportion of children in hazardous child labour is 21.5 percent and that of non hazardous child labour is 7.3 percent. Rural areas have the largest proportion (26.4 percent) of children in hazardous child labour followed by Other Urban (13.8 percent) and Dar es Salaam (3.5 percent). A similar geographical pattern is depicted for non hazardous child labour. In urban areas proportions of girls in hazardous child labour are higher than those of boys while in Rural areas, there is no gender difference.

Time use

This is the second time to include a time use module in the ILFS. Information on time use is increasingly demanded for the purposes of understanding how people spend their time on economic and non economic activities. Although non economic activities considered as non work it still have an importance in social development in the sense that, neglecting them may affect even the stability of economic activities which are normally used for calculating gross domestic product (GDP) of a country. The findings on time use presents the distribution of average time spent on all activities in 24 hours and participation of individuals in these activities.

For accounting and valuation purposes, human activities are categorised on the basis of the System of National Accounts (SNA) which defines the rules that countries must use in calculating gross domestic product (GDP). On this basis, human activities are divided into three categories: (i) activities which are included in the production boundary of SNA; (ii) those which are recognised as work, but fall outside the SNA production boundary (extended SNA, or unpaid care work) and (iii) non-productive or non-work activities.

The primary motivation was to obtain information on work-related activities that are not considered as employment in the standard conventional definition of the term. For accounting and valuation purposes, human activities are often categorised on the basis of the System of National Accounts (SNA) which defines the rules that countries must use in calculating gross domestic product (GDP). On this basis, human activities can be divided into three categories: (i) activities which are included in the production boundary of the SNA; (ii) those which are recognised as work, but fall outside the SNA production boundary (extended SNA, or unpaid care work) and (iii) non-productive or non-work activities.

Time use module uses a recommended International Classification Activities for Time Use Statistics (ICATUS) developed by United Nations which is in line with SNA categories. The classification system has 15 categories in which five activities fall under SNA category, three as extended SNA and seven falling under non-work category.

Results show that, on average people spend 266 minutes for SNA production, 153 minutes for extended SNA and 1,021 minutes for non productive activities. Males spend more time in SNA production activities (342 minutes per day) than time spent by females (195 minutes). On the other hand, females spend more time in extended SNA (238 minutes per day) than males (64 minutes).

Across age groups, time spent on SNA production activities peaks at age group 25-34 years with 378 minutes per day. Persons aged 5-9 and 65 years or above spend less time on SNA production activities with 37 and 159 minutes respectively. On the other hand, persons aged 15-24 years spend more time (204 minutes per day) on extended SNA activities than those in other age groups.

Average time spent per day by persons aged 5 years or above on non productive activities decreased from 1,057 minutes in 2006 to 1,021 minutes in 2014. On other hand, time spent per day on SNA production activities has increased from 239 minutes in 2006 to 266 minutes in 2014. Results also reveal that time spent per day in extended SNA activities has increased from 145 minutes in 2006 to 153 minutes in 2014.

People spend more proportion of daily time on personal care and maintenance (57.5 percent) with a slight gender difference where females spend more time (58.4 percent) than males (56.6 percent). Work for household providing services for income ranked second accounting for 9.9 percent of total time spent per day with males spending more time (13.4 percent) than females (6.6 percent). Results further indicate that persons spend 8.8 percent of total daily time on providing unpaid domestic services for own final use within the household. However, females are spending more of their time (13.6 percent) in domestic services compared to males (3.6 percent).

Rural residents spend slightly more time on non productive activities (1,043 minutes) compared to Other Urban areas (1,023 minutes) and Dar es Salaam (1,006 minutes). Conversely, Dar es Salaam residents spend more time (283 minutes) working on SNA production activities compared to Other Urban (257 minutes) and rural areas (249 minutes). Children under 15 years in Rural areas spend more time in SNA production activities than those in Other Urban and Dar es Salaam. On the other hand, children in Dar es Salaam spend more time on non productive activities than Other Urban and Rural areas. Furthermore, results show that persons aged 25-34 years recorded the highest time spent on SNA production activities in both rural and urban areas compared to other age groups. Persons aged 35-64 years spend more time on SNA production activities in Dar es Salaam.

Marital status show that, males who are married or living together with spouses spend more time per day on SNA production activities (463 and 507 minutes respectively) compared to those in other marital status. While females who are married or living together with spouses spend more time per day on extended SNA activities (327 and 305 minutes respectively) compared to those in other marital status. In addition, widowed males and females spend less time on both SNA production and extended SNA activities (276 and 75 minutes for males) and (210 and 183 minutes for females) respectively. However, females still spend more time on extended SNA activities.

Levels of education show that, persons with vocational training spend more time per day on SNA production activities (371 minutes), followed by those with university education (324 minutes) and tertiary non university (307 minutes). The lowest average minutes are spent by persons who never attended school (209 minutes). Results also show that males with vocational training spend more time per day on SNA production activities (419 minutes) compared to females (300 minutes). Furthermore, males who never attended school spend more time per day on SNA production activities (258 minutes) compared to females (185 minutes). The time spent by males on extended SNA activities is far below the time spent per day by females across most of education levels. Females with secondary education recorded the highest amount of time spent per day on extended SNA activities (260 minutes) while those with university education spend less time per day on SNA extended activities (180 minutes).

Participation rate in unpaid domestic services for household use is 68 percent with a noticeable gender difference with 87 percent of females compared to 47 percent of males. Results also show that 34 percent of persons interviewed (3 out of 10) were engaged in work for household in primary production activities (such as agriculture). Females have recorded the highest participation (38 percent) compared to their male counterparts (30 percent). The use of mass media ranked third comprising of 29 percent of persons interviewed and is slightly common among males (32 percent) than females (27 percent). Additionally, work for household in provision of services for income ranked fourth accounting for 27 percent of all persons where male participated at 33 percent compared to only 21 percent of females. The results indicate that the lowest participation rates (1 percent each) were observed in household work in non-primary production, construction, community services and sports.

It shows that 79 percent of divorced or separated persons interviewed were engaged in SNA production activities with a small difference between males (80 percent) and females (78 percent). A noticeable gender difference is observed in extended SNA activities with 90 percent of females and 66 percent of males. This explains that divorced or separated females carry more burden than males. Persons who are living together with their spouses forms the second highest proportion of persons participating in SNA production activities (76 percent) followed by married persons (74 percent). Married persons recorded a slightly higher proportion in extended SNA activities (67 percent) compared to those living together with their spouses (65 percent). Results also show that

highest proportion of males in these marital status are engaged in SNA production activities compared to their female counterparts with 17 and 19 percentage point difference of married and living together spouse respectively.

Education level of individuals has shown a noticeable influence in participation in different activities. Table 12.10 shows that the highest participation rate in SNA production activities is observed among persons with vocational training (70.2 percent).

Results further show that the highest gender gap in participation rates for SNA production activities is among persons with university education with 67 percent for males compared to 50.0 percent for females. Involvement in extended SNA activities is more common among persons with tertiary non university (74.6 percent) followed by persons with secondary education (73.7 percent). Female participation in these activities is more pronounced for those with vocational training (94.0 percent) compared to males (52.7 percent). Involvement of females in SNA extended activities is higher at more than 80 percent across all education levels compared to males. Participation of males in extended SNA activities increases with education and peaked at tertiary non university with 61.2 percent.

Key Labour Market Indicators, ILFS 2014

No.	Indicator	2006 ILFS			2014 ILFS		
		Male	Female	Total	Male	Female	Total
1.	Working age population by area and sex						
	Total	10,001,727	11,002,233	21,003,960	12,359,437	13,390,678	25,750,116
	Dar es Salaam	1,207,175	1,218,655	2,425,830	1,538,596	1,686,349	3,224,946
	Other Urban	1,635,551	1,886,441	3,521,991	3,143,382	3,609,016	6,752,398
	Rural	7,159,001	7,897,137	15,056,138	7,677,459	8,095,313	15,772,772
2.	Working age population by current economic activity status and Sex						
	Employed	8,086,325	8,540,809	16,627,133	10,143,400	9,886,739	20,030,139
	Unemployed	967,847	1,226,545	2,194,392	903,041	1,388,744	2,291,785
	Inactive	947,555	1,234,879	2,182,434	1,312,997	2,115,195	3,428,192
3.	Labour force (Active Population) by area and sex						
	Total	9,054,172	9,767,354	18,821,525	11,046,441	11,275,483	22,321,924
	Dar es Salaam	1,054,184	1,026,715	2,080,899	1,250,377	1,206,411	2,456,787
	Other Urban	1,445,458	1,624,162	3,069,620	2,727,972	2,969,584	5,697,556
	Rural	6,554,530	7,116,477	13,671,007	7,068,092	7,099,488	14,167,580
4.	Labour force participation rates by area and sex (%)						
	Total	90.5	88.8	89.6	89.4	84.2	86.7
	Dar es Salaam	87.3	84.2	85.8	81.3	71.5	76.2
	Other Urban	88.4	86.1	87.2	86.8	82.3	84.4
	Rural	91.6	90.1	90.8	92.1	87.7	89.8
5.	Employed population by area and sex						
	Total	8,086,325	8,540,809	16,627,133	10,143,400	9,886,739	20,030,139
	Dar es Salaam	811,815	613,092	1,424,907	1,109,525	817,842	1,927,368
	Other Urban	1,249,338	1,312,510	2,561,848	2,531,630	2,599,792	5,131,422
	Rural	6,025,171	6,615,207	12,640,378	6,502,245	6,469,105	12,971,349
6.	Employed population by sector and sex						
	Total	8,086,325	8,540,809	16,627,133	10,143,400	9,886,739	20,030,139
	Government	294,760	144,594	439,355	365,568	260,844	626,412
	Parastatal enterprises	49,498	16,809	66,307	59,306	12,899	72,205
	Agriculture	5,704,243	6,781,273	12,485,516	6,402,954	6,882,189	13,285,144
	Informal sector	927,452	754,932	1,682,383	2,126,349	2,218,230	4,344,580
	Other private	1,021,741	410,629	1,432,370	1,130,688	442,641	1,573,329
	Household economic activities	88,631	432,571	521,202	58,534	69,935	128,469
7.	Employed population by status in employment and sex						
	Total	8,086,325	8,540,809	16,627,133	10,143,400	9,886,739	20,030,139
	Paid employee	1,235,650	517,832	1,753,481	1,820,658	950,217	2,770,875
	Self employed (non-agricultural) with employees	211,480	88,307	299,786	393,096	166,125	559,222
	Self employed (non-agricultural) without employees	810,412	702,139	1,512,551	1,562,225	1,614,418	3,176,644
	Unpaid family helper (non-agricultural)	124,540	451,258	575,798	107,770	256,958	364,727
	Unpaid family helper (agricultural)	657,411	659,313	1,316,724	2,069,923	4,842,869	6,912,792
	Work on own farm or shamba	5,046,832	6,121,960	11,168,792	4,189,727	2,056,152	6,245,879
8.	Employment-to-population ratio by sex and area (%)						
	Total	80.8	77.6	79.2	82.1	73.8	77.8

Key Labour Market Indicators, ILFS 2014 – (Ctd)

No.	Indicator	2006 ILFS			2014 ILFS		
		Male	Female	Total	Male	Female	Total
	Dar es Salaam	67.2	50.3	58.7	72.1	48.5	59.8
	Other Urban	76.4	69.6	72.7	80.5	72.0	76.0
	Rural	84.2	83.8	84.0	84.7	79.9	82.2
	Other Urban	13.6	19.2	16.5	7.2	12.5	9.9
	Rural	8.1	7.0	7.5	8.0	8.9	8.4
9.	Unemployment rate by area and sex (%)						
	Total	10.7	12.6	11.7	8.2	12.3	10.3
	Dar es Salaam	23.0	40.3	31.5	11.3	32.2	21.5
	Other Urban	13.6	19.2	16.5	7.2	12.5	9.9
	Rural	8.1	7.0	7.5	8.0	8.9	8.4
10.	Youth Labour Force (15 – 35 years) by area and sex.						
	Total	5,152,896	5,893,458	11,046,354	6,106,868	6,364,123	12,470,990
	Dar es Salaam	631,119	702,549	1,333,667	678,802	772,976	1,451,778
	Other Urban	845,940	1,046,961	1,892,900	1,551,300	1,804,138	3,355,438
	Rural	3675,838	4,143,949	7,819,787	3,876,766	3,787,009	7,663,774
11.	Youth Unemployment Rate (15 – 35 years) by area and sex (%)						
	Total	12.1	14.2	13.2	8.9	14.5	11.7
	Dar es Salaam	28.2	43.0	36.0	16.6	39.4	28.8
	Other Urban	15.7	21.8	19.1	8.4	15.9	12.4
	Rural	8.5	7.4	7.9	7.7	8.7	8.2
12.	Mean monthly cash earnings of employees by area and sex (Local currency)						
	Paid employees	106,272	79,032	98,454	328,856	265,604	308,075
	Self-employment	94,373	53,163	75,693	279,636	144,300	215,541
13.	Children Population aged 5-17 Years by Sex ('000')						
	Total	5,954.2	5,753.2	11,707.4	7,553.4	7,113.0	14,666.5
	Dar es Salaam	456.3	487.2	943.5	566.9	610.4	1,177.4
	Other Urban	890.1	909.6	1,799.7	1,746.1	1,752.6	3,498.7
	Rural	4,607.7	4,356.4	8,964.2	5,240.4	4,750.0	9,990.4
14.	Children aged 5-17 years by activity status and sex (%)						
	Employed	34.7	27.6	31.2	34.0	32.5	33.3
	Unemployed	2.2	1.9	2.1	2.8	2.8	2.8
	Inactive	63.1	70.5	66.7	63.2	64.7	63.9
15.	Children Aged 5-17 Years by Status in Main Employment and Sex (%)						
	A paid employee	-	-	-	3.2	3.7	3.4
	A self employed	-	-	-	1.0	1.0	1.0
	Unpaid family helper	-	-	-	93.2	92.9	93.0
	Work on own farm	-	-	-	2.7	2.4	2.6
16.	Child Labour						
	Dar es Salaam	*6.1	*8.4	*7.3	2.1	5.1	3.6
	Other Urban	*18.5	*15.6	*17.0	16.9	19.2	18.0
	Rural	*40.4	*32.3	*36.4	36.4	34.8	35.6
	Total	*34.5	*27.6	*31.1	29.3	28.4	28.8
17.	Mean time spent in minutes per day by SNA category and Sex (5+ years)						
	SNA production activities	276	205	239	342	195	266
	Extended SNA	72	213	145	64	238	153
	Non productive activities	1,093	1,024	1,057	1,035	1,008	1,021
18.	Participation Rate (%) by Category of Activity and Sex (5+ years)						
	SNA production activities	91	91	91	68	59	63
	Extended SNA	86	96	91	52	89	71
	Non productive activities	100	100	100	100	100	100

NB: * 2006 Child Labour Indicators is recalculated using 2014 CLS approach.

CHAPTER ONE

BACKGROUND INFORMATION

1.0 Introduction

The historical background of labour market information in Tanzania goes back to 1965 when the Labour Force Survey was conducted for the first time with technical assistance from Ford Foundation. The aim of the survey was to provide a benchmark of both qualitative and quantitative data on some characteristics of the labour force. However, due to lack of financial resources, this survey was suspended for 25 years before the second Labour Force Survey (LFS) which was conducted in 1990/91.

In 1997 the Government adopted the National Poverty Eradication Strategy (NPES), which needed a frequent data collection system for monitoring poverty trends in the country. The NPES is the strategy to implement the goals of Vision 2025 and the Millennium Development Goals (MDGs) which aim at reducing poverty, hunger, diseases, illiteracy and environmental destruction. The monitoring process required data that could be collected, processed and disseminated within a short time period. In recognition of this, a system was established to conduct national household surveys every after five-year interval whereby the 2000/01 Integrated Labour Force Survey (ILFS) was the third survey conducted, followed by 2006 and 2014 ILFSs as the fourth and fifth surveys respectively.

In general, the implementation of labour force surveys in Tanzania Mainland has been improving after each phase by including a module of questions to facilitate production of comprehensive labour market information. The first survey, conducted in 1965, concentrated on the general labour force but was extended further to include informal sector in 1990/91. The third survey, conducted in 2000/01, was extended to include the working children module; the fourth and fifth surveys were more comprehensive and included four modules namely; general labour, informal sector, working children and time use.

1.1 Objectives

The broad objective of the 2014 ILFS is to obtain comprehensive data on the status of the Labour Market prevailing in Tanzania. The specific objectives of the survey includes obtaining information on Labour Force Participation Rates (LFPR); employment to population ratios; employed population; unemployed population; hours of work; employment in the informal economy; inactivity rates; education attainment and illiteracy; number of child labourers; income from employment and time use in economic and non economic activities.

1.2 Concepts and Definitions

1.2.1 Introduction

The recommendations concerning the economically active population as adopted by the fifteenth International Conference of Labour Statisticians (ICLS) of 1993 are designed to ensure that LFS results are comparable across countries and consistent with the overall framework of economic statistics. However, to reflect peculiarities pertaining to developing countries and Tanzania in particular, parallel results based on the national situation are presented in this report. To allow comparisons with other countries, a limited number of results based on the international recommendations are also presented. As in the previous labour force survey reports, the lower cut-off age for the economically active population for this report is 15 years and there is no upper cut-off age. Below are the concepts used in this report:-

1.2.2 Household

A household for statistical surveys has a special meaning. It can be one person or a group of persons who live and eat together and share common living arrangements. It usually consists of a husband, wife and their children but can also include other persons, relatives and domestic servants provided they live together and eat most meals together.

1.2.3 Head of Household

The head of household is any person either male or female whom the household members recognize as the head of that household.

1.2.4 Labour Market Information

Labour Market Information (LMI) is information concerning the conditions and the operations of the market for labour. The labour market like other markets can be described in terms of supply and demand components. The supply side primarily refers to the number of potential workers and their characteristics whereas the demand side refers to employers' staffing requirements. In the labour market, labour services are exchanged and it is the interaction of the workers and firms that determines in part; the price of labour, the number of workers employed and the working conditions attached to employment such as work schedule and specific duties.

1.2.5 Economic Activities

The conceptual basis for distinguishing the economically active population as formulated by the 15th ICLS of 1993 as revised by 18th ICLS, 2008 is intended to be fully compatible with the United Nations System of National Accounts (SNA) as revised in 2008. Economic activity as defined by the SNA of 1993 as revised in 2008 covers all market production and certain types of non-market

productions, including production and processing of primary products for own consumption, own account construction (owner occupied dwellings) and other production of fixed assets for own use. It does not cover unpaid production of services for own consumption, such as housework and care of other household members.

1.2.6 Economically Active Population

The economically active population is a key concept in any labour force survey and generally comprises all persons aged 15 years or above who were either working or actively looking for work and available. They therefore include both the employed and unemployed persons.

Resolution on the amendment of paragraph 5 of the resolution concerning statistics of the economically active population, employment, unemployment and underemployment adopted by the 15th ICLS, 1993 as revised by 18th ICLS, 2008. International Labour Organisation (ILO) defines the economically active population (EAP) as comprising all persons of either sex who furnish the supply of labour for the production of economic goods and services during a specified time reference period. Economic goods and services are defined in conformity with the System of National Accounts (SNA), 1993 as revised in 2008.

There are two approaches used to measure the economically active population namely currently and usually economically active population. The currently economically active population, which is also referred to as the labour force, is measured in terms of a short reference period such as one week or one day. In Tanzania, the calendar week (Monday to Sunday) preceding day of survey interview was used as the reference period. The usually economically active population is measured in terms of a longer reference period, such as a year. In Tanzania, the twelve calendar months preceding day of the survey interview was used as the reference period.

1.2.7 Employment

According to the international definition, the employed population includes all persons above a specified age who did some work in the reference period either for pay in cash or in kind (paid employees) or who were in self employment for profit or family gain, plus persons temporarily absent from their work. Self employment includes persons working on their own farms or doing any other income generating activities. Unpaid family workers in family businesses are included in the category of employed persons. According to ILO, work is defined as any economic activity done for one hour or more in the reference period.

This report uses two definitions of employment, the international and national definitions. The international definition of employment includes all persons who did some work for at least one hour during the reference period. The national definition is similar to the international definition except that it excludes all persons who were marginally attached to self employment activities.

Excluded in this category are persons who were self employed in agriculture and were temporarily absent from their work or underemployed during the reference period due to economic reasons such as no suitable land for cultivation, off-season and lack of capital or those who stated that their work was not reliable.

1.2.8 Main and Secondary Activity

During data collection details were collected on the person's main economic activity and one secondary activity (if any). Persons with more than one economic activity were requested to rank the two major activities in terms of the number of hours spent on them. The one with the most hours was characterised as the main activity, while the other activity was categorised as a secondary activity.

1.2.9 Temporary Absences from Employment

Persons not working in the reference period but have a work from which they are temporarily absent are included in the employed population provided they keep a strong attachment to the job and there is a definite expectation that they will return to it. The most common persons in this category are those on leave. More challenging is the fact that lay-offs can occur due to the operating problems of many factories in Tanzania. The solution was to put a time limit on such absences within which a person can be considered as employed. For wage earners group, the limit was set at four months, except for sick leave the limit was set at six months and study leave depended on the duration of the course program. If the absence period is longer than the specified period a person is considered as not temporary absent.

The application of the concept is more difficult for self employed persons. It was decided that for a self employed person to be considered temporarily absent, the business must continue to operate in his/her absence, for example through a spouse or relative. The time limit on the absence for this group was taken to be one month. Unpaid helpers and casual workers cannot be temporarily absent from work as they have no measurable attachment to the job.

A further challenge arises in respect of categorising persons working in the reference period but not at their main activity. These persons must clearly be categorised as employed, but it is less clear which of the two activities should be treated as their main activity. An example is a public servant working on his/her small farm while he/she is on leave. Such situations are quite common in developing countries whereby many wage earners have to work while on leave because of their economic circumstances as compared to developed countries. It was decided to insert a special question to address this problem. For those who were temporarily absent from their usual main activity but had other work, the current activity was recorded as the secondary activity. The current time worked for the main activity was recorded as zero.

1.2.10 Status in Employment

Status in employment is distinguished by the following categories:-

Paid employees are persons who perform work for a wage or salary in cash or kind. It includes permanent, temporary and casual paid employees.

The self-employed (non-agriculture) are persons who perform work for profit or family gain in their own non-agricultural enterprise. This includes small and large business persons working on their own enterprises. The category is sub-divided into those with employees and those without employees.

Unpaid family helpers (non-agriculture) are persons working completely without payment in cash or kind in family enterprises other than in the family farm.

Agricultural workers are persons working on their own farms either in crop growing, forestry, livestock or fishing as either self-employed persons or as unpaid family helpers.

The major variation in the above from International Classification of Status in Employment (ICSE) is the provision of the separate category for agriculture workers. In the international classification, these workers are combined with the self-employed. It was decided that the separate category was desirable for the ILFS as the non-agricultural self-employed would otherwise be lost in the dominant agricultural group.

1.2.11 Unemployment

In the current ILFS, two definitions of unemployment have been used. Firstly is the international definition of unemployment as adopted by the 13th ICLS in 1982 as revised in 18th ICLS in 2008, while the second is the national definition, which is a modification of the former in the light of the particular situations pertaining to the country.

Under the internationally recommended definition, a person is classified as unemployed if she/he meets all the following three conditions during a specified period (usually one week), that he/she is:

- a. without work,
- b. available for work, and
- c. seeking work.

This category of unemployed persons can be referred as unemployment category A.

The international recommendations allows the relaxation of condition (c) above, i.e. seeking work, especially in countries where a large proportion of the population is engaged in agriculture and

informal activities with generally low knowledge of labour market developments in the rest of the economy. Tanzania is characterised by the above mentioned conditions, and therefore uses the relaxed international definition of unemployment, while at the same time presenting results according to the strict international definition for comparison with other countries. Those persons who were without work, available but have not taken active steps to find work, thus satisfying conditions (a) and (b) above, are referred to as unemployment category B. The sum of these two components of unemployment gives the overall unemployment rate based on the relaxed standard definition, hereafter referred to as the standard definition.

The national definition of unemployment is the sum of unemployed categories A and B and the number of persons with extreme marginal attachment to employment (category C).

1.2.12 Discouraged Workers

The discouraged workers are persons who are without work and available for work but did not seek work because they felt that no work would be available to them.

According to the standard classification system, the discouraged worker is counted among the inactive, although many analysts would like to see the number of discouraged workers added to the unemployed to give a broader measure of the unutilized supply of labour. Discouraged implies a sense of “giving up”, meaning the discouraged worker has simply given up any hope of finding work for reasons such as lack of proper qualifications, no suitable work is available or does not know where or how to look for work. The discouraged worker, therefore, could be said to be “involuntarily” inactive. This category is classified as an unemployed in this report using either relaxed or national definition.

1.2.13 Underemployment

Underemployment reflects underutilisation of the productive capacity of the employed population. For practical reasons, time related underemployment is measured. This situation exists when employed person work less than normal working hours per week but are willing and available for more work. Information on underemployment was obtained from respondents’ answers to the question on the number of hours they actually worked during the last calendar week prior to the interview. They were also asked to state the number of usual hours they normally work per week. Total number of hours actually worked of each person was compared to what can be considered as normal working hours per week, namely 40 hours. If actual hours were less than 40 due to economic reasons, the person was considered as currently underemployed if he/she indicated availability for more work. The same was done for usual hours to identify persons usually underemployed.

1.2.14 The Economically Inactive (not in the labour force)

These are persons who were neither employed nor unemployed in the reference period. This includes persons doing solely unpaid domestic work in their own houses; those engaged in full time studies and persons not working because they were sick, retired or did not want to work.

1.2.15 Usual Activity

The ILFS measures both usual and current economic activities, as internationally recommended. The use of these two measures allow for the capture of seasonal activities that might not have been done in the calendar week prior to the interview. The twelve calendar months up to the end of the calendar month preceding the date of the interview were used as the reference period for usual activity.

The usually employed refer to persons who were usually economically active and spent six or more months working. The usually unemployed refer to persons who spent six or more months not working but available for work. The usually economically inactive refer to persons who did not work and were not available for work for more than six of the twelve months.

1.2.16 Decent Work

The decent work involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men as adapted from the International Labour Organisation.

1.2.17 Informal Sector

The definition of the informal sector is the one adopted by the 15th ICLS in 1993 with some modifications to suit the situation in Tanzania. Informal sector comprises all units/enterprises that are engaged in production of goods or services aiming at generation of employment and incomes for persons concerned.

The main characteristics of the informal sector include the following:

- Private unincorporated enterprises (excluding quasi corporations) owned by individuals or households that are not constituted as separate legal entities independent of their owners, and for which no complete accounts are available that would permit a financial separation of the production activities of the enterprise from the other activities of its owner(s). Private unincorporated enterprises include unincorporated enterprises owned and operated by individual household members or by several members of the same household, as well as unincorporated partnerships and cooperatives formed by members of different households, if they lack complete sets of accounts.
- They are not registered under specific forms of national legislation (such as factories' or commercial acts, tax or social security laws, professional groups' regulatory acts, or similar acts, laws or regulations established by national legislative bodies as distinct from local regulations for issuing trade licenses or business permits), and/or their employees (if any) are not registered.
- All or at least some of the goods or services produced are meant for sale or barter.
- Their employment size is less than 5 employees
- They are engaged in non agricultural activities, including secondary non agricultural activities of enterprises in the agricultural sector.

1.2.18 Informal Employment

Informal employment refers to those jobs that generally lack basic social or legal protections or employment benefits and may be found in informal sector, formal sector enterprises or households.

1.2.19 Precarious Workers (Casual, Short duration)

According to ILO precarious employment is work relation where employment which is considered as the principle element of the labour contract is lacking. This term include temporary and fixed labour contract, work at home and subcontract (ILO, 2011).

1.2.20 Vulnerable Workers

The vulnerable workers include contributing family and own account workers. These two status groups are considered as vulnerable because such workers are unlikely to have formal employment arrangements or access to benefits or social protection programmes, and they are more at risk to the effects of economic cycles.

1.2.21 Trade Union

Trade union is defined as an independent workers' organization, constituted for the purpose of promoting and defending the interests of workers.

1.2.22 Youth

The National Youth Development Policy, 2007 defines a youth as “a boy or girl who is in transition from childhood to adulthood”. The policy adopts the definition of youth as declared by the United Nations, which defines a youth as a person aged between 15 to 24 years. There is, however, a country-specific definition that is frequently used by stakeholders and policy makers, where the upper age limit is extended to 35 years. The analysis of youth employment in this report is based on both age groups to facilitate both national and international needs.

1.2.23 Income from Employment

Income from employment can be broadly defined as the compensation in cash which accrues to employed persons as a result of their involvement in either waged employment or self-employed jobs or compensation of engaging in agricultural activities. It also includes all the payments, in cash, in kind or in services, which are received, over a given reference period, by individuals for themselves or in respect of their family members, by virtue of their involvement in current or formal paid employment jobs, this is according to ILO Resolution adopted by the 16th ICLS 1998.

1.2.24 Child

In accordance with the ILO's Worst Forms of Child Labour Convention, 1999 (No. 182), and the United Nations Convention on the Rights of the Child, a “Child” is defined as an individual under the age of 18 years.

1.2.25 Child Work

Child work is a permissive light work, which is not likely to be harmful to the child's health and development; and does not prejudice the child's attendance at school, participation in vocational orientation or training programmes approved by the competent authority or the child's capacity to benefit from the instruction received.

1.2.26 Child Labour

Child labour is a work which is hazardous or is likely to be harmful to the child's health and development and that affect the child's attendance at school, participation in vocational orientation or training programmes approved by the competent authority or the child's capacity to benefit from the instruction received.

1.2.27 Production Boundaries

In economic activity categorisation, human activities are categorised on the basis of the System of National Accounts (SNA) based on the SNA, 1993 as revised in 2008 defines the rules that countries must use in calculating Gross Domestic Product (GDP). On this basis, human activities are divided into three categories: (i) activities which are included in the production boundary of the SNA such as production for the market, as well as production of goods for own consumption (ii) those which are recognised as work, but fall outside the SNA production boundary (extended SNA, or unpaid care work) and (iii) non-productive or non-work activities such as sleeping, eating, learning and; social and cultural activities.

CHAPTER TWO SURVEY METHODOLOGY

2.0 Introduction

Statistical information is important for planning activities, assessing performance, tracing patterns, establishing scientific relationships and policy formulation for socio-economic development. The 2014 Integrated Labour Force Survey (ILFS) is a nationwide household survey. In accordance to the ILO recommendations, the survey is supposed to be conducted on a sample basis after every five years at most. The survey provides indicators which are very important in monitoring and assessing economic growth of the country. The labour force surveys are intended to collect, compile and analyze numerical information on the labour market. This information can also be used to assess the impact of various policies on social and economic activities of the people and consequently identify the disadvantaged groups of the population which will be used by policy makers to design relevant policy that address the situation.

2.1 Planning of the Survey

The implementation of the survey was divided into three major phases of execution. The first phase was the preparatory activities which includes; development of survey instruments, pre-testing of survey instruments, sampling, and development of data capture system, pilot survey, training of trainers, listing of households and training of enumerators. The second phase was the actual data collection and supervision and; the third phase involved receiving of the questionnaires from the regions, questionnaire editing, data entry, data validation, data analysis, report writing and dissemination of the results.

2.2 Survey Instruments

Survey instruments for 2014 ILFS were comprised of questionnaires, listing forms, instruction manuals to enumerators and supervisors and quality assurance guidance. All these instruments were developed by the technical committee in various technical working group sessions prior to the main survey.

The 2014 ILFS questionnaire was developed in both English and Kiswahili languages after extensive consultations with data users and other stakeholders in order to satisfy their respective data needs. The questionnaire consists of four modules which are; Labour Force (LF), Informal Sector (IS), Working Children (WC) and Time Use (TU).

The Kiswahili version was pre-tested and reviewed before the Pilot Survey and the observations identified in the pre-testing phase were also incorporated in the English version. The instruction manual to enumerators and supervisors was also developed in conjunction with the survey

questionnaires in both English and Kiswahili languages. The detailed contents for ILFS modules are as described below:-

2.3 Labour Force Module

The Labour Force module consists of two forms namely; Labour Force Survey Form 1 (LFS1) and Labour Force Survey Form 2 (LFS2). The first form (LFS1) was administered to the head of the household or his/her knowledgeable representative. LFS1 was designed to capture information of household characteristics such as household members profile, disability, migration, level of education, training, household economic activities, household amenities, access to public services and ownership of assets.

The second form (LFS2) is an individual questionnaire administered to all persons aged 5 years or above who were usual members of the selected households. It covers information on labour force including; usual economic activities, current economic activities, unemployment, main economic activities, secondary economic activities for both main and secondary activities, hours of work and income from employment.

2.4 Informal Sector Module

The informal sector was identified using the sector of employment, registration of the business, number of employees and record keeping or books of accounts. Informal sector data was collected using LFS 2 and the following information were gathered; ownership of the business, year of starting the business, reasons for engaging in the informal sector, duration of the operation and access to credit.

2.5 Working Children Module

The working children module was administered to children aged 5 to 17 years in the survey. The module aimed at collecting information on work status of children on both economic and non economic activities, school attendance, hours worked; and health and safety aspects.

2.6 Time Use Survey (TUS) Module

The time use module was administered to one household member aged 5 years or above who were selected using KISH grid criteria in all selected households. KISH grid procedure is the recommended scientific approach capable of providing better representation of age and sex within household. The major purpose of TUS is to develop nationally representative estimates of how people spend their time in different activities. Many users of Time Use statistics are interested in the amount of time persons spent on both productive and non productive activities, which could include unpaid childcare and adult care, housework and volunteering.

2.7 Pre-test

Pre-testing of questionnaire for all four modules was carried out in both rural and urban areas in Morogoro District in March 2013. The draft questionnaires of ILFS in Kiswahili were tested to verify the logic and flow of questions. The exercise was aimed at identifying the applicability of the formed questions in both rural and urban areas. Survey questionnaires in both Kiswahili and English were revised basing on challenges identified during pre-test.

2.8 Pilot Survey

The Pilot Survey was conducted from July to August, 2013. It was administered in six regions selected to represent different socio-economic characteristics from six geographical zones of Tanzania Mainland. A total of 34 EAs of which 24 were from urban and 10 from Rural areas were selected purposively.

The main objective was to test the general organization of the survey and to examine if the designed questionnaire and other survey instruments would meet the intended purpose of the survey. The findings from the Pilot Survey also provided information on the time spent on conducting interviews, editing and data capturing which helped in the planning for the main survey.

2.9 Sampling Design

The 2014 ILFS used the sampling frame derived from 2012 Population and Housing Census (PHC). The sample selection methodology for the 2014 ILFS was based on a stratified three-stage sample design.

The first stage involved systematic sampling of EAs within each stratum with Probability Proportion to Size (PPS) from the ordered list of EAs in the sampling frame. A total of 480 EAs were selected at the first stage whereby 360 EAs were in urban areas and 120 EAs in Rural areas. The second stage involved systematic sampling procedure for selecting households from each selected EA. A total of 24 households were selected from each sampled EA.

The third stage involved selection of respondents for Time Use Module. During data collection, interviewer developed a household register for persons aged 5 years or above in accordance to their sex and age. One household member was selected from the register using KISH grid approach and the time use questionnaire was therefore administered to the selected member of the household in each selected household.

The 2014 ILFS sample size requirements were derived basing on the level of precision set for the main variables from the previous 2006 ILFS. The sample was designed to provide labour market information with 95 percent confidence interval in three main domains namely; Dar es Salaam, Other Urban and Rural areas. In each selected EA, 24 households were interviewed during the survey period of which, six households were interviewed in each quarter making a total of 11,520 households in Tanzania Mainland. Among these households, 4,800 were in Dar es Salaam, 3,840 in Other Urban areas and 2,880 in Rural areas.

Table 2.1: Distribution of the sample size for the 2014 ILFS

Domains	Number of EAs	Households per cluster	Total number of Households
Dar es Salaam	200	24	4,800
Other Urban	160	24	3,840
Rural	120	24	2,880
Tanzania Mainland	480	24	11,520

2.10 Recruitment

Care was taken in recruiting qualified persons to perform the necessary tasks at all stages of the survey. The temporary staffs who were recruited include; field enumerators, manual editors and data entry staff. Most of them had attained ordinary secondary level education while a few had attained advanced secondary level education and above with a vast experience in conducting household surveys.

2.11 Training of Trainers and Enumerators

There were two stages of training; the first one was the training of trainers which was conducted at national level in January, 2014, followed by training of field enumerators conducted between January and February, 2014 in six zones covering all 25 regions of Tanzania Mainland. The training was intensive and aimed at ensuring that the knowledge was transferred in a uniform manner to potential field staff. Mode of training involved classroom lectures, tests, mock interviews and field practical to assess understanding in all training centres.

2.12 Fieldwork

The fieldwork was conducted on quarterly basis of three months intervals to capture seasonal variations of economic activities. The target sample size was 11,520 households which was allocated to 2,880 households in each quarter for both urban and Rural areas. At the end of field work the realised response was 11,472 households giving a response rate of 99.6 percent covering 47,199 individuals.

Regular field visits for quality assurance were made by national and regional supervisors to ensure that the quality of work was maintained at all stages of data production. This was intended to minimise errors made by enumerators who were instructed to make field edits at the household level as soon as they finish interviews.

2.13 Data Processing

Data processing activities for the 2014 ILFS involved various stages which includes; reception of questionnaire from the field, questionnaire editing and coding, data entry using Census and Survey Processing System (CSPRO), development of editing specifications lists, computer data editing using batch-edit application, data analysis and tabulation using Statistical Packages for Social Sciences (SPSS).

The data was processed quarterly the way it was received from the field and produced results file of each quarter, thereafter the four quarters results files (Q1, Q2, Q3 and Q4) were merged together to form a single file. The merging of four quarters results used an approach which ensured that all households in the 480 EAs bear a unique identification part and make sure that no duplicated cases exist.

2.14 Weighting Procedures

In order for the sample estimates from the 2014 ILFS to be representative of the population, it is necessary to multiply the data by a sampling weight, or expansion factor. Principally the basic weight for each sample household is equal to the inverse of its probability of selection (calculated by multiplying the probabilities at each sampling stage). The sampling probabilities at each stage of selection were maintained in an Excel spreadsheet with information from the sampling frame for each sample EA so that the overall probability and corresponding weight was calculated.

The basic sampling weight, or expansion factor, is calculated as the inverse of the probability of selection. The weight can be expressed as follows:

$$W_{hi} = \frac{M_h \times M'_{hi}}{n_h \times M_{hi} \times m_{hi}},$$

where:

W_{hi} = basic weight for the sample households in the i-th sample EA in stratum h

M_h = total number of households in the sampling frame of EAs for stratum h

M'_{hi} = total number of households listed in the i-th sample EA in stratum h

n_h = number of sample EAs selected in stratum h for the 2014/15 ILFS

M_{hi} = total number of households in the frame for the i-th sample EA in stratum h

m_{hi} = number of sample households selected in the i-th sample EA in stratum h

If m_{hi} is constant for each stratum (24, for example), the sample will be approximately self-weighting within each stratum. These weights will actually vary slightly based on the difference between the number of households listed in each sample EA and the corresponding number from the sampling frame.

2.15 Data Analysis and Report Writing

Report writing was done by members of the Technical Committee (TC) from NBS and Ministry of Labour and Employment. Prior to data analysis and report writing, the TC team was equipped with a special training on data analysis and report writing. The training was co-organized by the NBS and ILO. During training, participants were equipped with various techniques on; concepts of labour market, child labour, decent work indicators, generation of syntaxes for key variables of employment, unemployment, underemployment and informality.

2.16 Dissemination

Dissemination is an important part of any statistical findings. The operation would be of value only if the findings obtained are adequately used to inform policy making processes and assessment, this information is largely shared through dissemination. The information can be made available to users through hard copies as well as in electronic form and posted for public use on the NBS website: www.nbs.go.tz.

CHAPTER THREE POPULATION PROFILE

3.0 Introduction

Prior to the study of employment situation in a country, it is important to understand the demographic and socio-economic characteristics of the whole population. Issues describing the population such as household size, population structure, household income, education, migration, marital status and access of public services are important to understand and assess its performance before analysing employment. Therefore, this chapter presents key characteristics of the population of Tanzania Mainland based on various socio-economic variables obtained from the 2014 ILFS.

3.1 Population and Household Size

Household size is important in understanding the structure of population in Tanzania. The employed persons normally work to support themselves and their families. Therefore, the size of the population and household size is important in assessing the burden carried by employed persons and the position of households to furnish labour in the workforce.

Table 3.1: Number of Persons in Private Households by Area and Sex, Tanzania Mainland, 2014

Area	0-14			15+			Total
	Males	Females	Total	Males	Females	Total	
Dar es Salaam	770,200	788,127	1,558,327	1,538,596	1,686,349	3,224,946	4,783,273
Other Urban	2,274,751	2,289,717	4,564,468	3,143,382	3,609,016	6,752,398	11,316,865
Rural	7,020,317	6,400,590	13,420,907	7,677,459	8,095,313	15,772,772	29,193,679
Total	10,065,268	9,478,434	19,543,702	12,359,437	13,390,678	25,750,116	45,293,817

Table 3.1 reveals that the total population for private households stands at 45.3 million persons, among these, 19.5 million are children aged 0-14 years and 25.8 million are aged 15 years or above. Rural areas have the largest number of persons (29.2 million) followed by Other Urban areas (11.3 million) and Dar es Salaam (4.8 million).

Table 3.2: Average Household Size (number of persons) by Area and Sex of the Head of household, Tanzania Mainland, 2014

Area	Male Headed	Female Headed	Total
Dar es Salaam	3.9	3.3	3.8
Other Urban	4.4	3.4	4.1
Rural	5.1	3.7	4.7
Total	4.7	3.6	4.4

The survey findings in Table 3.2 indicate that in 2014 the average household size in Tanzania Mainland was 4.4 persons per household. Results show that rural households had the largest household size of 4.7 persons followed by households in Other Urban areas (4.1 persons per household) and Dar es Salaam had the smallest household size, recording an average of 3.8 persons per household.

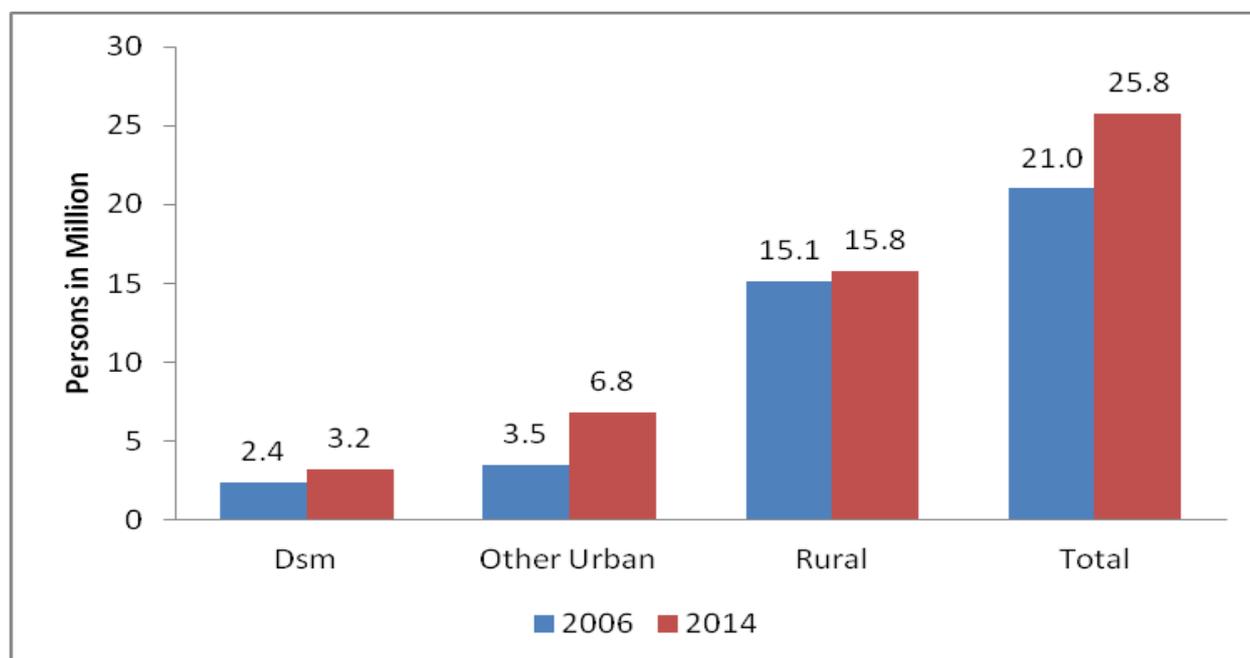
Results further indicate that male headed households had a higher average number of persons per household (4.7) compared to female headed households (3.6). Male headed households in Rural areas recorded the highest household size of 5.1 and the least is observed in Dar es Salaam (3.9). The household size of female headed households follows the same pattern as the male headed households, where, the highest household size is recorded in Rural areas (3.7) while the lowest is observed in Dar es Salaam (3.3).

3.2 Demographic Characteristics

3.2.1 Structure of the Population

This section discusses the structure of population in Tanzania Mainland giving sex, age and geographical distribution which are important in explaining the concentration of the population in the country.

Chart 3.1: Distribution of Population (million) Aged 15+ years by Area, Tanzania Mainland, 2006 and 2014



Results in Chart 3.1 show that the population aged 15 years or above increased from 21.0 million in 2006 to 25.8 million in 2014. Rural residents comprised the majority of persons in Tanzania Mainland and increased from 15.1 million in 2006 to 15.8 million in 2014. Results also show that there was a sharp increase of persons in Other Urban areas from 3.5 million in 2006 to 6.8 million in 2014. Residents of Dar es Salaam increased from 2.4 million in 2006 to 3.2 million persons in 2014.

Table 3.3: Number and Percentage of Population Aged 15+ years by Sex, Age Group and Area, Tanzania Mainland, 2014

Sex	Age Group	Dar es Salaam		Other Urban		Rural		Total	
		Number	%	Number	%	Number	%	Number	%
Male	15 - 24	424,121	1.6	996,672	3.9	2,431,367	9.4	3,852,160	15.0
	25 - 35	491,792	1.9	890,051	3.5	1,845,576	7.2	3,227,418	12.5
	36 - 64	570,778	2.2	1,106,140	4.3	2,731,961	10.6	4,408,879	17.1
	65 +	51,905	0.2	150,519	0.6	668,556	2.6	870,980	3.4
	Total	1,538,596	6.0	3,143,382	12.2	7,677,459	29.8	12,359,437	48.0
Female	15 - 24	554,983	2.2	1,167,897	4.5	2,320,454	9.0	4,043,334	15.7
	25 - 35	575,298	2.2	1,074,435	4.2	1,988,916	7.7	3,638,650	14.1
	36 - 64	506,180	2.0	1,154,885	4.5	3,078,572	12	4,739,637	18.4
	65 +	49,888	0.2	211,799	0.8	707,370	2.7	969,057	3.8
	Total	1,686,349	6.5	3,609,016	14.0	8,095,313	31.4	13,390,678	52.0
Grand Total		3,224,945	12.5	6,752,398	26.2	15,772,772	61.3	25,750,116	100.0

Key message:

The population aged 15 years or above has increased from 21.0 million in 2006 to 25.8 million in 2014.

Table 3.3 reveals that, the population aged 15 years or above comprised of 25.8 million persons in 2014, of whom, 13.4 million persons (52.0 percent) are females and 12.4 million persons (48.0 percent) are males. This shows that Tanzania Mainland population comprises more females than males. Results also show that 61.3 percent of all persons are living in Rural areas and 26.2 percent are living in Other Urban areas. Dar es Salaam had 12.5 percent of all persons in 2014.

3.2.2 Marital Status

This section discusses pattern of marital status of the Tanzania Mainland population aged 15 years or above.

Table 3.4: Number and Percentage of Persons Aged 15+ years by Marital Status and Sex, Tanzania Mainland, 2014

Marital Status	Male		Female		Total	
	Number	Percent	Number	Percent	Number	Percent
Single	4,466,372	36.1	3,263,334	24.4	7,729,706	30.0
Married	6,720,423	54.4	7,000,109	52.3	13,720,532	53.3
Living together	461,871	3.7	479,135	3.6	941,006	3.7
Widowed	209,617	1.7	1,466,795	11.0	1,676,412	6.5
Divorced / separated	501,153	4.1	1,181,306	8.8	1,682,459	6.5
Total	12,359,437	100.0	13,390,678	100.0	25,750,116	100.0

Results in Table 3.4 show that the majority of persons in Tanzania Mainland are married (53.3 percent) followed by those who are single (30.0 percent). The lowest proportion is of persons living together (3.7 percent).

Analysis by sex reveals that, married males and females constitute the highest proportions of persons aged 15 years or above (54.4 percent and 52.3 percent respectively). Proportion of single males is higher (36.1 percent) compared to single females (24.4 percent). Results also show that males had the lowest proportion of widowed (1.7 percent) compared to females (11.0 percent).

The proportion of divorced or separated males was 4.1 percent and 8.8 percent for females. This reveals that living single is more common among males while widowed and divorced or separated are more common among females.

Table 3.5: Percentage Distribution of Population Aged 15+ Years by Age Group and Marital Status, Tanzania Mainland, 2014

Age Group	Single	Married	Living together	Widowed	Divorced/separated	Total
15 - 24	77.7	11.5	16.5	0.4	8.8	30.7
25 - 34	17.1	29.5	40.3	4.3	25.4	24.3
35 - 64	4.9	52.6	39.4	51.1	55.3	37.9
65 +	0.3	6.3	3.8	44.2	10.5	7.1
Total	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	7,729,706	13,720,532	941,006	1,676,412	1,682,459	25,750,116

Table 3.5 shows that, nearly eight out of ten persons (77.7 percent) living single are aged 15 to 24 years and persons aged 65 years or above had the lowest proportion (0.3 percent) of those living single. Most of married persons are aged 35 to 64 years (52.6 percent).

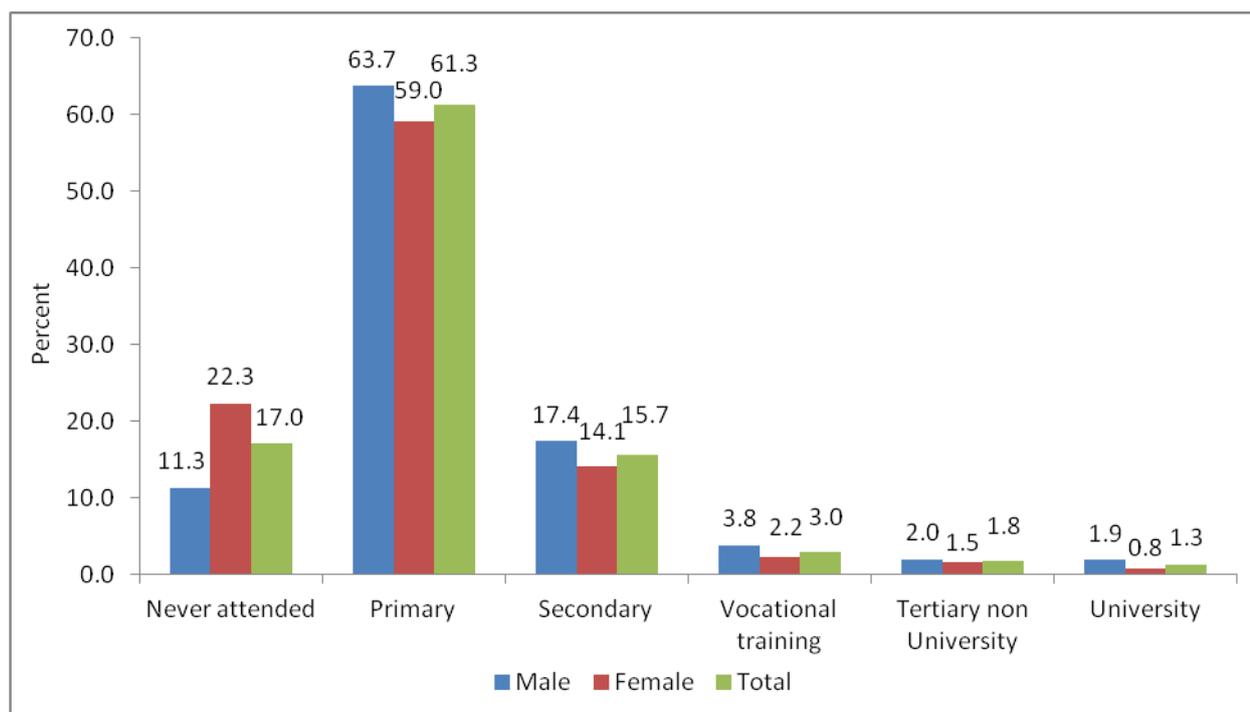
Results also indicate that persons in the age groups of 25-34 and 35-64 had the highest proportions of those living together with 40.3 percent and 39.4 percent respectively. Persons aged 65 years and above had the lowest proportion of those living together with 3.8 percent.

Persons in the age groups of 35-64 and 65 years or above had the highest proportions (51.1 percent and 44.2 percent respectively) of the widowed while those aged 15 to 24 years recorded the lowest proportion of the widowed. Results further indicate that, divorce and separation are more common among persons aged 35 to 64 accounting for 55.3 percent followed by those aged 25 to 34 years (25.4 percent).

3.2.3 Educational Attainments

Education is an important characteristic in assessing the quality of labour force. This section discusses education of the population aged 15 years or above.

Chart 3.2: Population (%) Aged 15+ years by Education Level and Sex, Tanzania Mainland, 2014



Results in Chart 3.2 depict that the majority of persons (61.3 percent) had primary education level posing a challenge to the quality of manpower in the country in this era. Among those with primary education, males had a higher proportion (63.7 percent) compared to females (59.0 percent).

Persons with secondary education accounted for 15.7 percent of the total population aged 15 years or above. Among males 17.4 percent had secondary education compared to 14.1 percent for female. University education, which is the most desirable level for an efficient workforce accounted for only 1.3 percent of all persons aged 15 years or above. Males had higher proportion (1.9 percent) compared to females (0.8 percent). With the current motive to formulate an East African Labour market, such a low proportion of persons with university education is likely to make Tanzanians un-competitive in the envisaged labour market.

3.2.4 Disability

Disability has become an important characteristic in assessing employment issues in Tanzania Mainland, there has been misconception that persons with disability were not fit for employment, but it has been shown that disability was not a hindrance to job performance. The government formulated a policy requiring employers to ensure that persons with disability constitute two percent of their total number of employees. This section provides the proportions of all persons by type of disability in Tanzania Mainland.

Table 3.6: Percentage of Persons with Specified Disabilities by Type of Disability and Sex, Tanzania Mainland, 2014

Type of Disability	Male	Female	Total
Albinism	0.0	0.0	0.0
Difficulty in:			
Seeing	2.1	2.9	2.5
Hearing	1.0	1.5	1.2
Walking	1.7	2.7	2.2
Remembering	1.3	1.8	1.6
Self care	1.0	0.9	1.0
Communicating	0.7	0.7	0.7

Results in Table 3.6 reveal that difficulty in seeing is the most common type of disability in Tanzania Mainland affecting 2.5 percent of all persons. This problem is more common among females (2.9 percent) compared to males (2.1 percent). Difficulty in walking ranks second affecting 2.2 percent of all persons, again this problem is more common among females (2.7 percent) compared to males (1.7 percent).

Difficulty in remembering has emerged to be among the common disabilities affecting Tanzanians, results show that 1.6 percent of all persons reported having this problem with a slightly higher proportion among females (1.8 percent) compared to males (1.3 percent).

Albinism is the least type of disability affecting Tanzanians, results reveal that about 17,023 (0.04 percent) persons reported having this type of disability with slightly more females 10,183 (0.022 percent) compared to males 6,839 (0.015).

3.2.5 Migration

Migration and employment are inter-linked concepts. Persons migrate from one place to another in search of employment opportunities or for some other reasons. Generally, migration affects distribution of labour and thus is an important concept in analysing labour market dynamics.

Table 3.7: Number and Percentage of Persons Aged 15+ Years by Sex Migration Status and Area, Tanzania Mainland, 2014

Sex	Migration Status	Dar es Salaam		Other Urban		Rural		Total	
		Number	%	Number	%	Number	%	Number	%
Male	Since birth	691,036	44.9	2,097,111	66.7	6,334,499	82.5	9,122,646	73.8
	Migrated	847,561	55.1	1,046,271	33.3	1,342,960	17.5	3,236,792	26.2
	Total	1,538,597	100.0	3,143,382	100.0	7,677,459	100.0	12,359,438	100.0
Female	Since birth	729,700	43.3	2,320,234	64.3	6,747,575	83.4	9,797,510	73.2
	Migrated	956,649	56.7	1,288,781	35.7	1,347,738	16.6	3,593,168	26.8
	Total	1,686,349	100.0	3,609,015	100.0	8,095,313	100.0	13,390,678	100.0
Total	Since birth	1,420,736	44.1	4,417,345	65.4	13,082,074	82.9	18,920,156	73.5
	Migrated	1,804,210	55.9	2,335,052	34.6	2,690,698	17.1	6,829,960	26.5
	Total	3,224,945	100.0	6,752,398	100.0	15,772,772	100.0	25,750,116	100.0

Results in Table 3.7 show that 26.5 percent of persons reported that they migrated from other places to their current places of residence and 73.5 percent indicated that they are living in their current places of residence since birth. Dar es Salaam has the highest proportion of persons who migrated from other areas with 55.9 percent of total residents. The second largest proportion of persons who migrated was in Other Urban areas (34.6 percent) and the lowest proportion was recorded in Rural areas (17.1 percent).

3.3 Sources of Household Income

In order to meet day to day household expenses, a household needs income which is usually accrued from wages, self employment or agriculture. Source of household income is important as it provides extra information when analyzing income from employment.

Table 3.8: Number and Percentage of Households with at Least One Member with Income from Specified Sources by Area, Tanzania Mainland, 2014

Source of Income	Dar es Salaam		Other Urban		Rural		Total	
	HHs	%	HHs	%	HHs	%	HHs	%
Wage employment	680,986	54.0	1,091,860	39.5	915,410	14.8	2,688,256	26.3
Self employment	800,108	63.4	1,700,035	61.5	2,103,225	34.0	4,603,368	45.1
Agriculture	86,607	6.9	1,514,248	54.8	5,833,365	94.3	7,434,220	72.8
All Household	1,261,196	100.0	2,764,094	100.0	6,186,983	100.0	10,212,273	100.0

*HHs stands for Households

NB: Calculation is based on multiple responses to source of HH income.

Results in Table 3.8 reveal that 72.8 percent of households in Tanzania Mainland had at least one member with agricultural income. Self employment is a second most important source of household income with 45.1 percent of all households reporting having at least one member with income from self employment. Nearly a quarter (26.3 percent) of households reported having at least one person with income from wage employment.

Self employment is the leading source of income for households in Dar es Salaam (63.4 percent) followed by wage employment, where 54.0 percent of households reported having at least one member with this source of income. Results also indicated that only 6.9 percent of households in Dar es Salaam reported having at least one member with agricultural income.

Almost all rural households (94.3 percent) reported having at least one member with agricultural income followed by self employment (34.0 percent) and only 14.8 percent of household in Rural areas indicated having at least one member with income from wage employment.

3.4 Access to Safe and Clean Water

Access to safe and clean water is an important indicator of quality of life for the entire population. This section presents information on the distribution of households with regard to access to safe and clean water.

Table 3.9: Percentage Distribution of Households by Distance to Sources of Drinking Water and Area, Tanzania Mainland, 2014

Distance (Km)	Dar es Salaam	Other Urban	Rural	Total
0.0 - 0.4	90.5	72.1	46.2	54.6
0.5 - 0.9	8.7	16.1	25.0	22.0
1.0 - 1.9	0.7	5.9	14.9	12.1
2.0 or above	0.1	5.9	13.8	11.2
Total	100.0	100.0	100.0	100.0

Table 3.9 indicates that about five out of ten households (54.6 percent) in Tanzania Mainland have access to drinking water within a distance of 0.4 km. Results also shows that, 11.2 percent of households need to travel a distance of 2 km or above to the sources of drinking water. Dar es Salaam has the highest proportion (90.5 percent) of households with shortest distance (0.4 km) to sources of drinking water. On the other hand, Rural areas have a relatively higher proportion of households fetching drinking water at distances of 2 km or more.

3.5 Household Assets

Asset ownership is used as one of the criteria of measuring income poverty in many countries, including Tanzania. The ILFS collected information on household ownership of different assets and this information is important in assessing income patterns in different domains.

This section discusses the distribution of assets across geographical domain to ascertain their income and welfare disparities.

Table 3.10: Percentage of Households by Ownership of Assets and Area, Tanzania Mainland, 2014

Assets	Dar-es-Salaam	Other Urban	Rural	All Areas
Car	9.5	4.8	1.0	3.1
Bajaj	0.7	0.6	0.2	0.4
Motorcycle	7.6	11.7	7.8	8.8
Bicycle	12.0	40.3	45.9	40.2
Cart	6.1	3.5	3.8	4.0
Fridge	40.8	14.9	1.9	10.3
Electric or gas cooker	25.1	10.3	2.4	7.3
Television	65.6	39.7	7.1	23.1
Electric/charcoal iron	74.6	56.0	21.7	37.5
Cell phone	95.1	83.9	57.3	69.2
Radio	80.2	68.7	52.7	60.4
Plough	4.6	7.3	13.4	10.7
Charcoal / kerosene cooker	91.7	77.5	33.0	52.3
Livestock	8.1	20.6	41.3	31.6
Power tiller	0.2	0.8	0.6	0.6
Other	2.1	4.5	10.7	8.0
Total Households	1,261,196	2,764,094	6,186,983	10,212,273

Results in Table 3.10 reveal that 69.2 percent of households in Tanzania Mainland own cell phones, meaning a cell phone has become the most important asset in households. Radio ranked second in importance with 60.4 percent of all households reported owning it. Bajaj is the least important asset whereby only 0.4 percent of households reported ownership.

Almost all households in Dar es Salaam indicated owning a cell phone (95.1 percent) followed by household in Other Urban areas (83.9 percent) and rural households recorded the lowest proportion (57.3 percent) in regard to owning a cell phone. Results also show that 91.7 percent of households in Dar es Salaam own charcoal or kerosene cooker and the lowest proportion is in rural households (33.0 percent).

Generally, results indicate that urban households possess relatively expensive assets or those related to use of electricity, including cars (9.5 percent), fridge (40.8 percent), television (65.6 percent), etc. Rural households possess most of assets related to agriculture, such as plough (13.4 percent), livestock (41.3 percent), power tiller (0.6 percent) etc.

CHAPTER FOUR WORKING AGE POPULATION

4.0 Introduction

The working age population estimates the total number of potential workers within an economy. It covers all persons aged 15 years or above in the country, but does not differentiate between those who are working, unemployed or inactive. The working age population of an economy shifts with change in the demographic characteristics of an area; with large changes having the potential impact to the economy. The working age population of Tanzania Mainland comprises of 25,750,116 persons which is about 57 percent of total population (45,293,817).

4.1 Distribution of Working Age Population

This section provides information of all persons above a specific age (15 years or above) of either sex who furnish the supply of labour for the production of economic goods and services during a specified time (previous calendar week).

Figure 4.1: Distribution of Working Age Population (15+ years), Tanzania Mainland, 2014

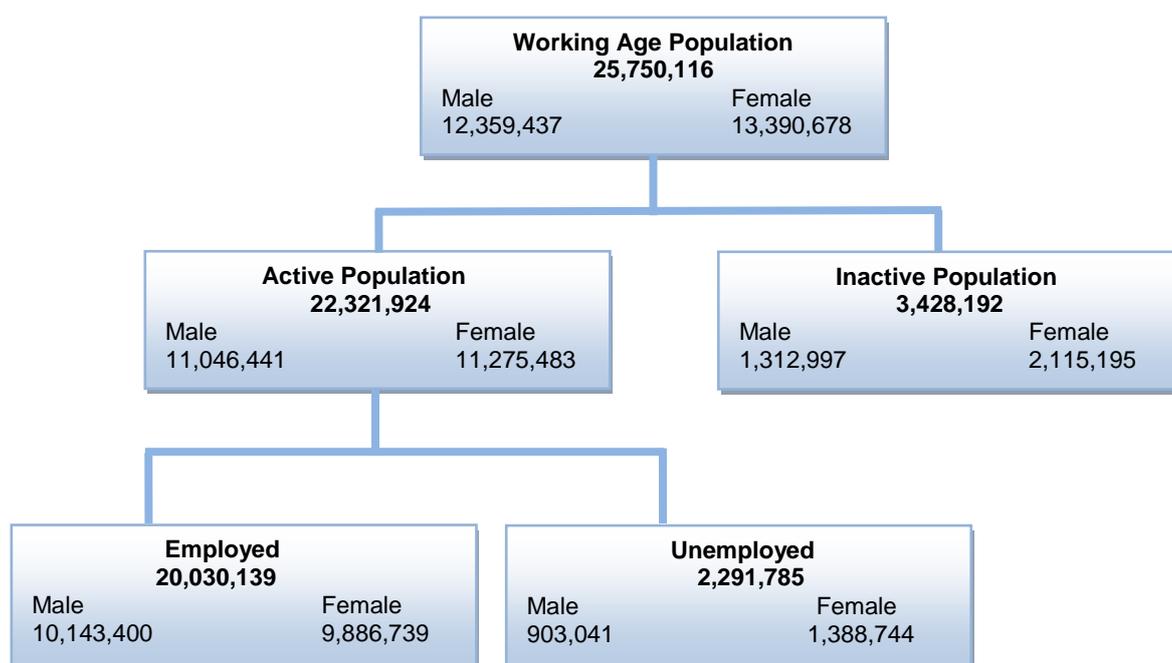


Table 4.1: Number and Percentage of Working Age Population (15+ years) by Sex, Age Group and Area, Tanzania Mainland, 2014

	Dar es Salaam		Other Urban		Rural		Tanzania Mainland	
	Number	%	Number	%	Number	%	Number	%
Male								
15 - 24	424,121	27.6	996,672	31.7	2,431,367	31.7	3,852,160	31.2
25 -34	443,321	28.8	794,464	25.3	1,676,628	21.8	2,914,413	23.6
35 -64	619,249	40.2	1,201,727	38.2	2,900,908	37.8	4,721,885	38.2
65 +	51,905	3.4	150,519	4.8	668,556	8.7	870,980	7
Sub-Total	1,538,596	100.0	3,143,382	100.0	7,677,459	100.0	12,359,437	100.0
Female								
15 - 24	554,983	32.9	1,167,897	32.4	2,320,454	28.7	4,043,334	30.2
25 -34	528,675	31.4	983,883	27.3	1,828,457	22.6	3,341,015	25
35 -64	552,803	32.8	1,245,437	34.5	3,239,032	40	5,037,272	37.6
65 +	49,888	3	211,799	5.9	707,370	8.7	969,057	7.2
Sub-Total	1,686,349	100.0	3,609,016	100.0	8,095,313	100.0	13,390,678	100.0
Both Sexes								
15 - 24	979,104	30.4	2,164,569	32.1	4,751,821	30.1	7,895,494	30.7
25 -34	971,996	30.1	1,778,347	26.3	3,505,085	22.2	6,255,428	24.3
35 -64	1,172,052	36.3	2,447,164	36.2	6,139,940	38.9	9,759,157	37.9
65 +	101,793	3.2	362,318	5.4	1,375,926	8.7	1,840,037	7.1
Total	3,224,946	100.0	6,752,398	100.0	15,772,772	100.0	25,750,116	100.0

Table 4.1 shows that, the working age population comprises of 25.8 million persons in 2014, of whom 15.8 million (61.3 percent) resides in Rural areas, 6.8 million (26.2 percent) in Other Urban areas and 3.2 million (12.5 percent) in Dar es Salaam. In 2006 ILFS, working age population was 21.0 million of whom 15.1 million (71.9 percent) resided in Rural areas. Compared with 2014 ILFS, the working age population in Rural areas increased slightly by 0.7 million persons. However, the proportion of working age population dropped from 71.9 to 61.3 percent.

The overall increase of working age population is 4.8 million persons, most of the increase happened in urban areas. This huge increase of working age population in urban areas has policy implications in job creation and skills development taking into account that 55 percent of the working populations are youth.

Table 4.2: Percentage of Working Age Population 15+ years by Activity Status, Age Group and Sex, Tanzania Mainland, 2014

Activity Status	Age Group	Male	Female	Total
Active	15 - 24	24.2	23.0	23.5
	25 - 34	22.7	22.5	22.6
	35 - 64	37.4	34.7	36.0
	65 +	5.1	4.0	4.5
	Sub-Total	89.4	84.2	86.7
Inactive	15 - 24	7.0	7.2	7.1
	25 - 34	0.8	2.4	1.7
	35 - 64	0.8	2.9	1.9
	65 +	2.0	3.2	2.6
	Sub-Total	10.6	15.8	13.3
Total		100.0	100.0	100.0
Number		12,359,437	13,390,678	25,750,116

Table 4.2 shows that 86.7 percent of the working age population is economically active while 13.3 percent is inactive. The proportion of female who are economically inactive is slightly higher (15.8 percent) than that of male (10.6 percent).

It is also found that, across age group, the highest proportion of economically active persons is in age group 35-64 with 36.0 percent. On other hand the highest proportion of economically inactive persons is in age group 15-24 with 7.1 percent. This is attributed to the reason that most of the persons in the age group 15-24 are in school.

4.2 Distribution of Currently Economically Active Population

This section presents information on the proportions of the currently economically active population by area and sex. It gives an insight on the size of workforce available in rural, urban and Dar es Salaam disaggregated by sex.

Chart 4.1: Currently Economically Active Population 15+ years (%) by Area and Sex, Tanzania Mainland, 2014

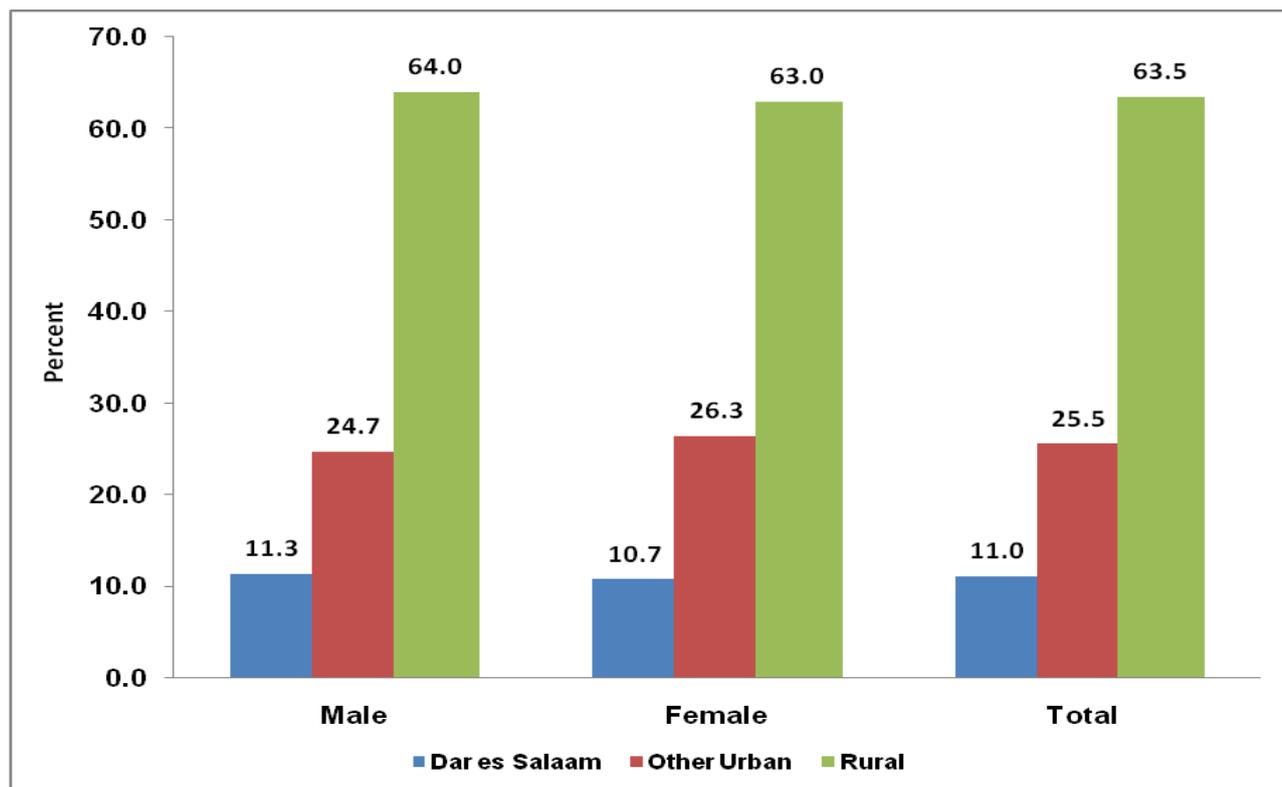


Chart 4.1 reveals that the largest proportion of currently economically active persons are in Rural areas (63.5 percent), followed by Other Urban areas (25.5 percent) whereas Dar es Salaam had the smallest proportion (11.0 percent). The proportion of females who are economically active in Other Urban areas is slightly more (26.3 percent) as compared to their male counterpart (24.7 percent)

4.3 Labour Force Participation Rate by Area

The labour force participation rate is defined as the number of persons in the labour force, given as a percentage of the working age population. It provides information on the relative size of the labour supply currently available for the production of goods and services and thus, an important indicator of the potential labour force for economic growth and also used to monitor progress towards achievement of Millennium Development Goals.

Table 4.3: Labour Force Participation Rate (%) for Persons Aged 15+ Years by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Total
Dar es Salaam	81.3	71.5	76.2
Other Urban	86.8	82.3	84.4
Rural	92.1	87.7	89.8
Total	89.4	84.2	86.7

Table 4.3 shows that, labour force participation rate is 86.7 percent in 2014. Analysis by area reveals that, Rural areas had the highest labour force participation rate (89.8 percent), compared to 84.4 percent for Other Urban and 76.2 percent for Dar es Salaam.

The results also reveal that, the labour force participation rate was higher for males (89.4 percent) than females (84.2 percent) with the greatest disparity between males and females in Dar es Salaam of about 9.8 percentage point difference.

4.4 Labour Force Participation Rate by Education

This section presents information on the labour force participation rate by education. It provides insight into the level of education of the country's available workforce.

Table 4.4: Labour Force Participation Rate (%) for Persons Aged 15 Years or Above by Level of Education and Sex, Tanzania Mainland, 2014

Level of Education	Male	Female	Total
Never attended	87.6	79.8	82.3
Primary	94.7	89.7	92.2
Secondary	72.9	69.4	71.2
Vocational training	85.2	82.4	84.1
Tertiary non university	86.0	83.7	85.0
University	83.2	67.1	78.0
Total	89.4	84.2	86.7

Table 4.4 shows that persons with primary education had the highest participation rate, at 92.2 percent followed by those with tertiary non university level (85.0 percent). The least participation rate is found in persons with secondary education (71.2 percent). Across all educational categories, the male participation rate is higher than the female rate. The gender gap is, however, much larger for those with university education (16.1 percentage points difference) than other categories.

Table 4.5: Labour Force Participation Rate (%) for Persons Aged 15+ Years by Literacy and Sex, Tanzania Mainland, 2014

Literacy	Male	Female	Total
Kiswahili	94.1	88.9	91.6
English	81.0	79.1	80.1
Both Kiswahili and English	76.8	72.0	74.7
Any other language	90.6	93.1	92.0
None/Do not know	88.8	81.5	83.9
Total	89.4	84.2	86.7

Table 4.5 shows that persons who can read and write any other language have the highest participation rate (92.0 percent), followed by those who are able to read and write in Kiswahili only (91.6 percent). The lowest participation rate (74.7 percent) is for those who can read and write both Kiswahili and English languages.

Across literacy groups, males' highest participation rate (94.1 percent) is reported for persons who can read and write in Kiswahili only whereas females' highest participation (93.1 percent) falls under those who are able to read and write in any other language.

4.5 Inactive Population Aged 15+ Years by Area

This section presents findings on the inactive (not economically active) population as measured using the current status approach by area and sex. Although labour economists tend to focus on the activities and characteristics of people in the labour force, there has continued to be, though less visible, an interest in individuals outside the labour market, especially those who do not want to work. Much of this growing interest stems from concern over improving the availability of decent and productive employment opportunities in developing economies.

Table 4.6: Number of Inactive Persons Aged 15+ Years by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Total
Dar es Salaam	288,220	479,939	768,159
Other Urban	415,410	639,432	1,054,841
Rural	609,367	995,825	1,605,192
Total Number	1,312,997	2,115,195	3,428,192

Table 4.6 reveals that, 3.4 million persons aged 15 years or above are not in the labour force, of which 1.3 million persons were males and 2.1 million were females. A large number of inactive persons are found in Rural areas with 0.6 million males and 1.0 million females. This is attributed to the fact that the majority of people in Rural areas depend on agricultural activities which are seasonal in most areas.

4.6 Inactive Population Aged 15 years or above by Reasons

This section presents information on the percentage distribution of inactive population aged 15 years or above by reason of inactivity and sex. This information can help planners and decision makers to formulate policies that will provide solutions in reducing inactivity and consequently increase engagement in economic development of the country.

Table 4.7: Percentages of Inactive Population Aged 15+ years by Reasons and Sex, Tanzania Mainland, 2014

Reasons	Male	Female	Total
Attending school	55.7	28.9	39.1
Bereaved / attending funeral	0.4	0.4	0.4
Taking care of those who need assistance/Household chores	5.1	20.3	14.5
Forbidden by spouse	0.2	2.3	1.5
Retired	1.4	0.5	0.9
Too old	11.1	15.4	13.7
Sick/illness	14.9	19.5	17.7
Disabled	4.3	1.4	2.5
Do not want to work/resting/Income Recipient	6.1	9.4	8.1
Other	0.9	2.0	1.6
Total (percent)	100.0	100.0	100.0
Total Number	1,312,997	2,115,195	3,428,192

Table 4.7 reveals that, the most common reasons for being economically inactive were attending school (39.1 percent) followed by illness which accounts for 17.7 percent and taking care of those who need assistance or household chores with 14.5 percent of the total inactive population.

Results also indicate that, out of those cited attending school as a reason of being economically inactive, the proportion of males is higher than that of females at 55.7 percent and 28.9 percent respectively. It is also indicated that, there are more female (20.3 percent) than males (5.1 percent) among those who reported taking care of those who need assistance in household as a reason of being economically inactive. Furthermore, the proportion of females who cited do not want to work/resting/Income Recipient is greater (9.4 percent) than that males (6.1 percent).

In general, females' inactivity prevalence is largely attributed to taking care of those who need assistance, too old, sick or illness and does not want to work or income recipient. This calls for policy intervention that will address these reasons and allow the larger number of females to enter the competition of the labour market.

CHAPTER FIVE

THE EMPLOYED POPULATION

5.0 Introduction

This chapter discusses the currently employed population aged 15 years or above who were engaged in the production of goods and services. A person has to work for at least one hour in the previous week on any one of a wide range of economic activities or be temporarily absent from such work to be regarded as currently employed. A series of questions were posed in respect of employed population in relation to their occupation, industry, sector, status in employment and hours worked. Conversely, usual activities cover what is done in the last 12 months starting from the end of the previous month. The 12 months period accounts for changes particularly seasonal changes, over a year, which may not be reflected in current activity (the last week).

Analysis in this chapter uses the national definition of employment; however for international comparison a few tables which follow international definition of employment are also presented. The international definition of employment is referred to as the “standard definition” where, a person had to work for at least one hour on any of the wide range of economic activities or be temporarily absent from such activity. The “national definition of employment excludes all persons who were temporarily absent from work during the reference period for the following reasons “cannot find more work, no suitable land for cultivation or because of off-season”. In addition, persons who were working but their work was not reliable (marginal attachment) with regard to its availability and adequacy in terms of hours were considered unemployed.

5.1 Employed Population

Figure 5.1: Distribution of Population (15+ years) using Standard and National Definitions (standard figures in parentheses), Tanzania Mainland, 2014

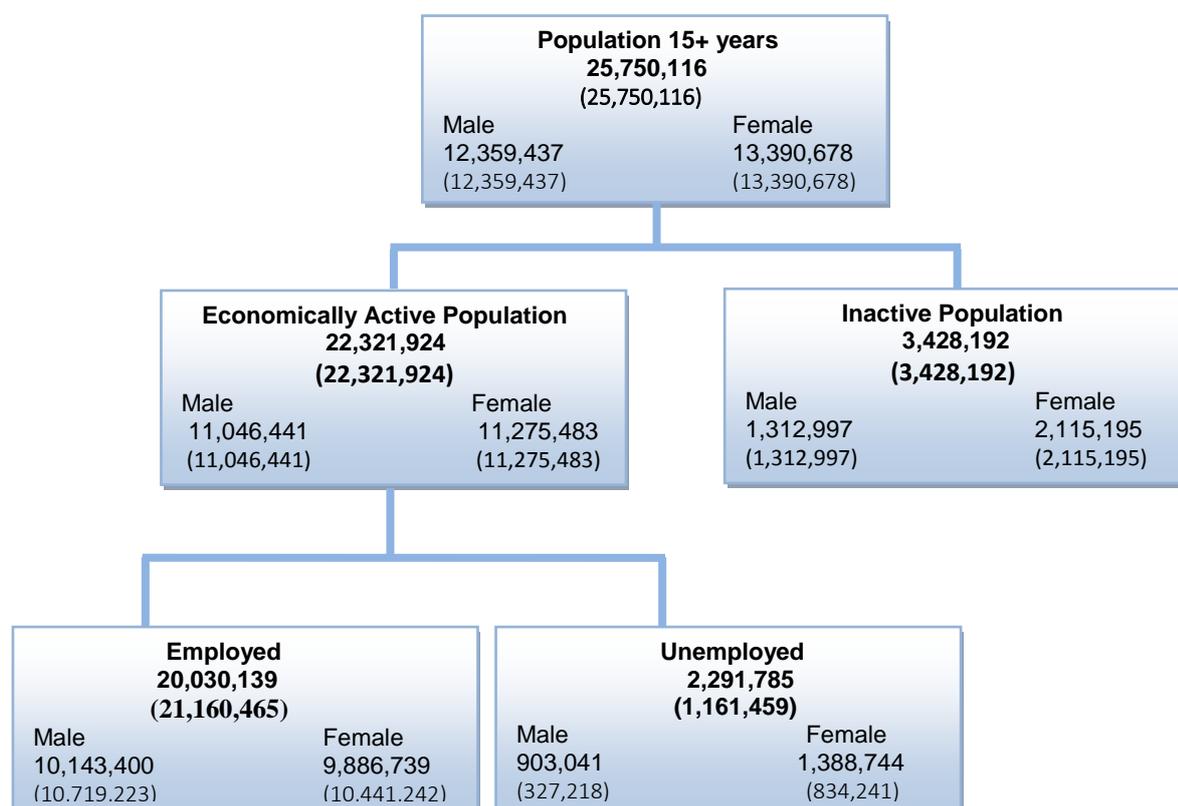


Figure 5.1 shows that, about 20.0 million persons aged 15 years or above are currently employed. The proportion of employed males (50.6 percent) is slightly higher than that of females (49.4 percent). However, when the proportion of employed females is compared to the proportion on employed males in the working age and economically active populations, the gender disparity in employment becomes more visible in favour of males.

Table 5.1: Percentage of Employed Persons Aged 15+ Years by Age Group and Sex Tanzania Mainland, 2014

Age Group	Male	Female	Total
15 - 24	26.1	26.1	26.1
25 - 34	25.9	26.5	26.2
35 - 64	42.4	42.6	42.5
65 +	5.6	4.7	5.2
Total	100.0	100.0	100.0
Total Number	10,143,400	9,886,739	20,030,139

Table 5.1 reveals that, the highest proportion of employed is of persons age 35-64 years (42.5 percent). Employed persons aged 15-24 and 25-35 years have almost equal proportions in total employment with about 26.1 and 26.2 percent respectively.

It is further revealed that, employed females aged 35-64 have a slightly higher proportion (42.6 percent) as compared to males (42.4 percent). The same pattern is observed for persons aged 25-34 years where females have a slightly higher proportion (26.5 percent) than males (25.9 percent). Results also show that, there are no noticeable sex differentials in employment across all age groups.

Chart 5.1: Employed Persons Aged 15 +Years (%) by Area and Sex, Tanzania Mainland, 2014

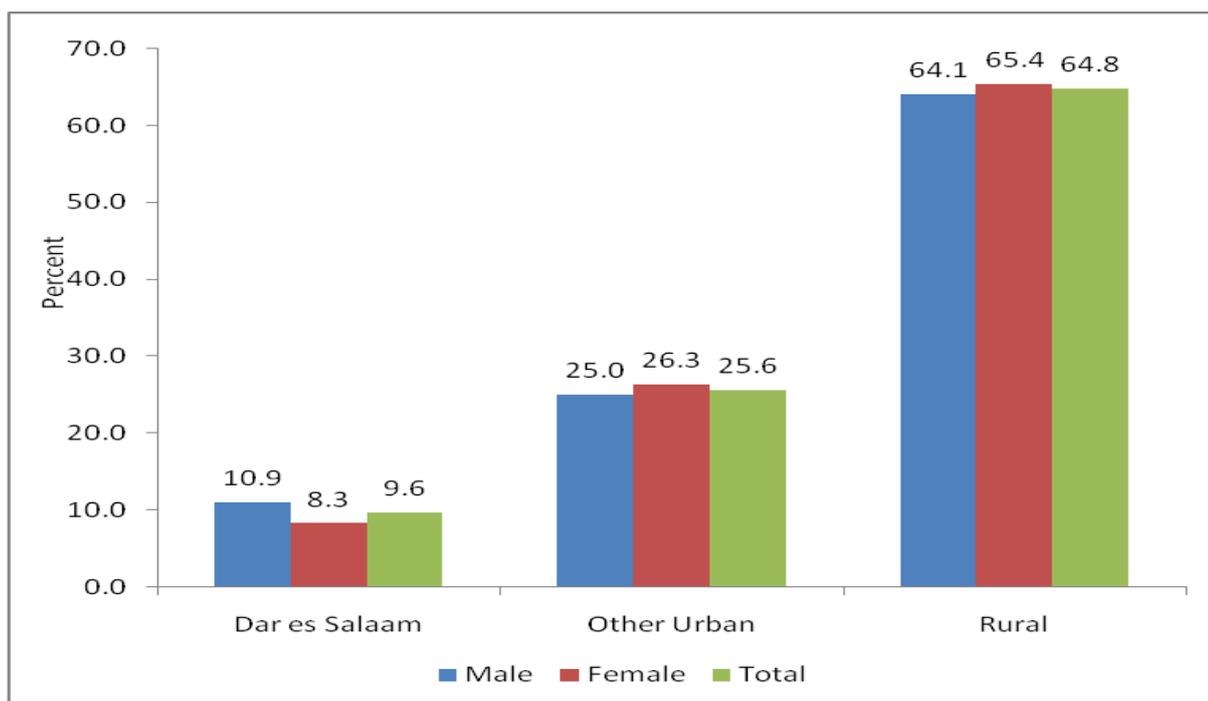


Chart 5.1 reveals that, the highest proportion of total employment is in Rural areas with 64.8 percent and the least is recorded in Dar es Salaam at 9.6 percent. On the other hand, sex distribution in total employment is nearly similar across all geographical areas, with a proportion of employed females in Dar es Salaam (8.3 percent) slightly lower than that of males (10.9 percent). Employed females constitute slightly higher proportions in total employment for Other Urban and Rural areas compared to males.

5.2 Employment-to-Population Ratio

The employment-to-population ratio is the proportion of a country's working age population that is employed in production of goods and services. This ratio is used as an indicator of a country's ability to create employment.

Table 5.2: Current Employment-to-Population Ratio (%) for Population Aged 15+ Years by Sex, Age Group and Area, Tanzania Mainland, 2006 and 2014

Sex	Age Group	Dar es Salaam		Other Urban		Rural		Total	
		2006	2014	2006	2014	2006	2014	2006	2014
Male	15 - 24	39.5	32.0	57.2	60.4	77.0	78.6	69.4	68.8
	25 -34	80.3	86.8	85.8	92.0	90.5	90.2	88.2	90.2
	35 - 64	81.8	91.3	87.7	92.5	89.7	90.3	88.4	91.0
	65 +	49.2	45.7	60.9	57.5	70.8	68.7	68.2	65.4
	Sub Total	67.2	72.1	76.4	80.5	84.2	84.7	80.8	82.1
Female	15 - 24	38.8	28.7	57.3	55.3	78.7	76.4	69.7	63.8
	25 -34	59.0	53.1	76.4	80.8	90.6	84.6	84.0	78.5
	35 - 64	59.5	66.9	80.9	84.6	89.2	86.2	85.0	83.7
	65 +	20.9	16.1	46.2	49.7	60.0	50.2	55.9	48.3
	Sub Total	50.3	48.5	69.6	72.0	83.8	79.9	77.6	73.8
Both Sexes	15 - 24	39.1	30.1	57.3	57.7	77.9	77.6	69.6	66.2
	25 -34	69.5	68.4	80.7	85.8	90.5	87.3	85.9	83.9
	35 - 64	71.7	79.8	84.3	88.5	89.4	88.1	86.7	87.2
	65 +	35.4	31.2	53.2	52.9	65.3	59.1	62.0	56.4
	Total	58.7	59.8	72.7	76.0	84.0	82.2	79.2	77.8

Table 5.2 shows that, the overall employment to population ratio in 2014 is 77.8 percent. The ratio is highest in Rural areas (82.2 percent) and lowest in Dar es Salaam (59.8 percent). It is also found that, the ratio is higher for males (82.1 percent) compared to females (73.8 percent). Furthermore, the ratio is highest for age group 35-64 years (87.2 percent) and lowest for age group 65 years or above (56.4 percent).

In addition, comparison of employment to population ratio between 2006 and 2014 reveals that, the ratio slightly declined from 79.2 percent in 2006 to 77.8 percent in 2014. This decrease is attributed to the decline of the ratio in Rural areas. The ratio for males slightly increased from 80.8 percent to 82.1 percent in contrast to female which decreased from 77.6 percent to 73.8 percent between 2006 and 2014. The ratio declined for all age groups except for 35-64 years between 2006 and 2014. The decline for age group 15-24 years in Dar es Salaam is substantial between 2006 (39.1 percent) and 2014 (30.1 percent) implying that a sizable portion of them is either unemployed or inactive.

5.2.1 Employment by Occupation

Analysis in this section presents distribution of employed persons among various occupations. Categorisation of occupations is based on Tanzania Standard Classification of Occupations (TASCO 1988) adapted from International Standard Classification of Occupations (ISCO 1988).

Table 5.3: Percentage of Currently Employed Persons Aged 15+ years by Sex, Occupation and Area, Tanzania Mainland, 2014

Occupation		Dar es Salaam	Other Urban	Rural	Total
Male	Legislators and administrators	2.0	1.0	0.4	0.7
	Professionals	4.3	2.3	0.5	1.3
	Technician and associate professionals	3.8	4.3	1.0	2.1
	Office clerks	2.5	0.8	0.1	0.5
	Service workers and shop sales workers	25.7	18.2	3.3	9.5
	Agricultural and fishery workers	3.6	34.2	84.6	63.2
	Craft and related workers	24.5	16.6	4.1	9.4
	Plant and machine operators and assemblers	16.7	8.8	1.8	5.2
	Elementary occupations	16.9	13.9	4.3	8.1
	Sub Total	100.0	100.0	100.0	100.0
	Number	1,109,525	2,531,630	6,502,245	10,143,400
Female	Legislators and administrators	1.2	0.4	0.0	0.2
	Professionals	2.5	0.7	0.0	0.4
	Technician and associate professionals	5.1	3.6	1.3	2.3
	Office clerks	4.1	1.9	0.0	0.9
	Service workers and shop sales workers	28.0	21.5	3.3	10.1
	Agricultural and fishery workers	4.3	41.5	88.8	69.4
	Craft and related workers	5.4	5.9	1.2	2.8
	Plant and machine operators and assemblers	0.8	0.4	0.0	0.2
	Elementary occupations	48.7	24.1	5.1	13.7
	Sub Total	100.0	100.0	100.0	100.0
	Number	817,842	2,599,792	6,469,105	9,886,739
Both Sexes	Legislators and administrators	1.7	0.7	0.2	0.5
	Professionals	3.5	1.5	0.3	0.9
	Technician and associate professionals	4.3	4.0	1.2	2.2
	Office clerks	3.2	1.3	0.0	0.7
	Service workers and shop sales workers	26.7	19.9	3.3	9.8
	Agricultural and fishery workers	3.9	37.9	86.7	66.3
	Craft and related workers	16.3	11.2	2.6	6.1
	Plant and machine operators and assemblers	10.0	4.5	0.9	2.7
	Elementary occupations	30.4	19.1	4.7	10.9
Total	100.0	100.0	100.0	100.0	
Total Number	1,927,368	5,131,422	12,971,349	20,030,139	

Table 5.3 shows that, about two thirds (66.3 percent) of currently employed persons are agricultural workers. Other occupations with relatively higher proportions of total employment are elementary occupations (10.9 percent) and; service and shop sales workers (9.8 percent). Occupational category of legislators and administrators had the smallest share of total employment with 0.5 percent.

Key Message:

The proportion of employed persons in agriculture as main activity decreased from 74.7 percent in 2006 to 66.3 percent in 2014.

It is also found that, elementary occupations account for the highest proportion of total employment (30.4 percent) in Dar es Salaam, while in Other Urban and Rural areas it is agricultural and fishery workers with 37.9 percent and 86.7 percent respectively. Sex differential in employment by occupation reveals that, agricultural and fishery workers comprise nearly equal proportions of males with 63.2 percent and females 69.4 percent. In Dar es Salaam nearly half of females in employment (48.7 percent) are employed in elementary occupations, while about a quarter (25.7 percent) of males is employed as service and shop sales workers.

5.2.2 Employment by Industry

This section presents distribution of employment by industry. Classification of employment by industry is based on the International Standard Industrial Classification of all Economic Activities (ISIC Revision 4). Analysis of employment by industry highlights relative importance of different economic activities with regard to employment.

Table 5.4: Percentage Distribution of Employed Persons Aged 15+ Years by Selected Industry and Sex, Tanzania Mainland, 2014

Industry	Male	Female	Total
Agriculture, forestry and fishing	64.0	69.9	66.9
Mining and quarrying	1.7	0.4	1.1
Manufacturing	3.6	2.6	3.1
Construction	4.0	0.1	2.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	12.4	12.8	12.7
Transportation and storage	5.0	0.2	2.6
Accommodation and food service activities	1.4	6.5	3.9
Administrative and support service activities	1.0	0.3	0.6
Education	2.1	2.1	2.1
Human Health and social work activities	0.7	1.0	0.8
Other	4.1	4.1	4.1
Total	100.0	100.0	100.0
Total Number	10,143,400	9,886,739	20,030,139

Table 5.4 shows that, agriculture, forestry and fishing industry has the highest proportion (66.9 percent) of total employment. The second and third industries with highest proportions of total employment are wholesale and retail trade; repair of motor vehicles and motorcycles with 12.7 percent and; accommodation and food service activities with 3.9 percent.

The largest gender gap is found in agriculture, forestry and fishing with 5.9 percentage points difference in favour of females followed by accommodation and food service activities and transportation and storage with 5.1 percentage points difference in favour of females and 4.8 percentage points difference in favour of males.

Table 5.5: Percentage Distribution Employed Persons Aged 15+ Years by Industry and Age Group, Tanzania Mainland, 2014

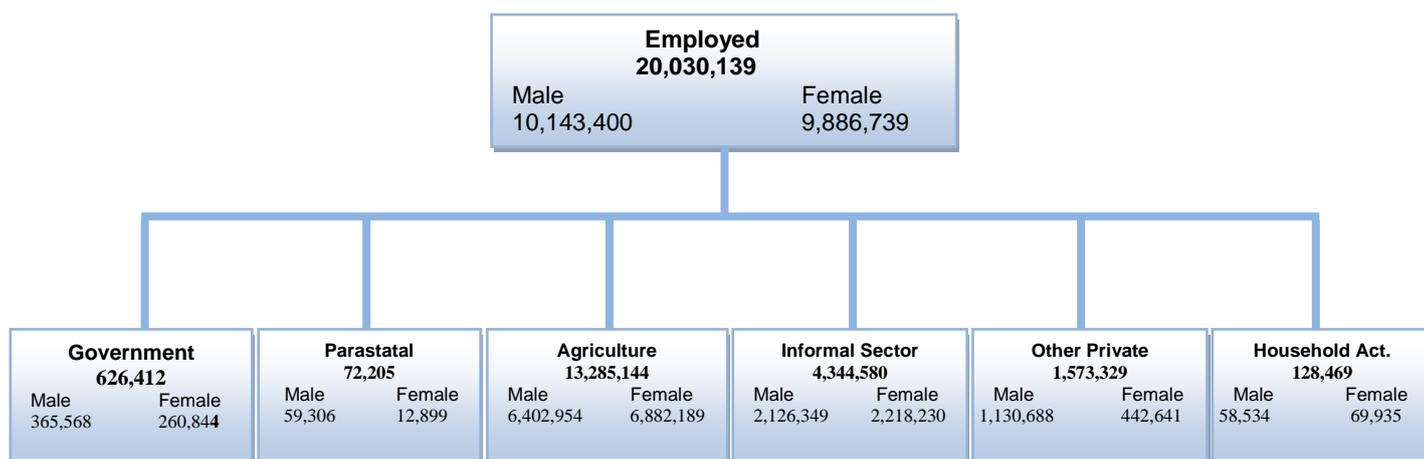
Industry	Age Group				Total
	15 - 24	25 -34	35 - 64	65 +	
Agriculture, forestry and fishing	75.6	57.0	65.3	86.1	66.9
Mining and quarrying	0.8	1.2	1.3	0.4	1.1
Manufacturing	2.1	4.8	2.7	2.2	3.1
Construction	1.3	2.9	2.4	0.3	2.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.0	16.5	13.4	5.7	12.7
Transportation and storage	1.9	4.2	2.3	0.2	2.6
Accommodation and food service activities	3.4	4.8	4.1	0.9	3.9
Administrative and support service activities	0.4	0.6	0.7	1.7	0.6
Education	0.5	2.9	2.7	0.4	2.1
Human health and social work activities	0.4	0.7	1.2	1.1	0.8
Other	4.7	4.5	3.8	0.8	4.1
Total	100.0	100.0	100.0	100.0	100.0
Total Number	5,229,055	5,250,983	8,512,822	1,037,278	20,030,139

Table 5.5 reveals that, agriculture, forestry and fishing had the highest employment contribution across all age groups with the lowest proportion for youths aged 25-34 (57.0 percent). However, significant proportion of persons aged 25-34 is found in wholesale and retail trade; repair of motor vehicles and motorcycles (16.5 percent). This industry's contribution to employment is also the second for other age groups as well although at lower proportions varying from 5.7 to 13.4 percent.

5.3 Employment by Sector

This section presents distribution of employed persons by different sectors of employment which are central and local government, parastatal organizations, agriculture, private informal sector, private other sector and household duties.

Figure 5.2: Number of Currently Employed Persons by Sector and Sex, Tanzania Mainland, 2014



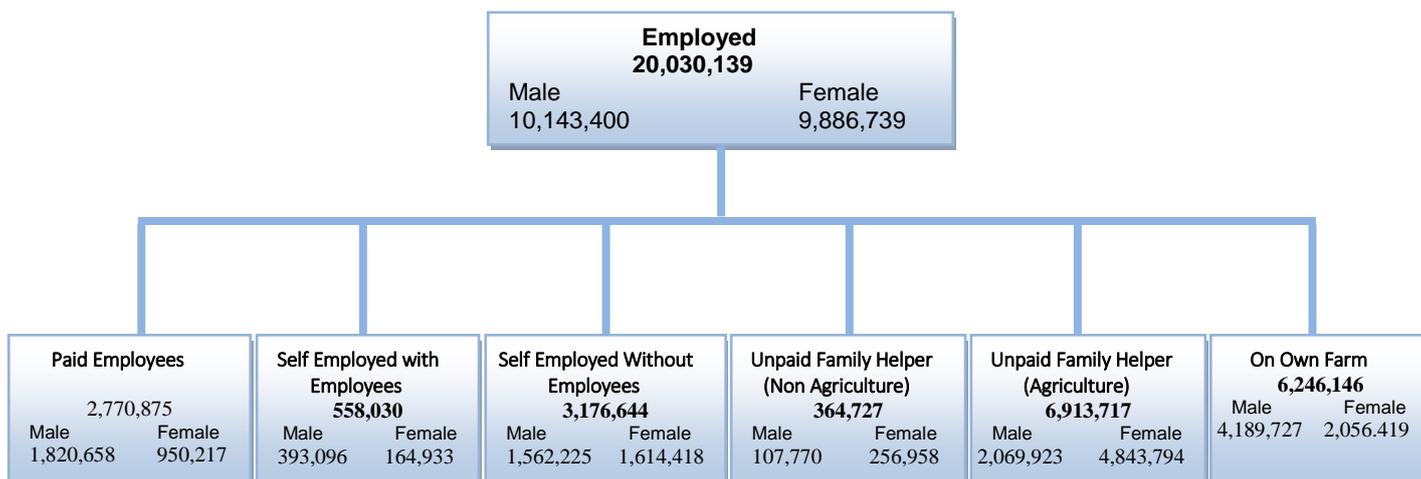
As shown in Figure 5.2, agricultural sector has the highest share of total employment with 13.3 million persons (66.3 percent) followed by informal sector (21.7 percent) and other private (7.9 percent). The other sectors account for 4.1 percent of total employment. In agriculture, there is a slight difference between proportions of employed males and females with 48.2 and 51.8 percent respectively. In informal sector, the sex distribution of employment stands at 48.9 and 51.1 percent for males and females respectively.

There is gender disparity in total employment in government, parastatal and other private sectors with more than twice of employed males (1,555,562) than females (716,384). Furthermore, there are more employed females (69,935) than males (58,534) in household activities. There are fewer females than males in sectors which are more likely to be formal. In contrast, there are more females engaged in household duties than males. This implies that females are more engaged in employment with less income and security.

5.4 Status in Employment

Categorization of status in employment helps in understanding composition and dynamics of labour market. Status in employment distinguishes between six important and useful categories namely paid employees, self-employed with employees, self-employed without employees, unpaid family helper in non agriculture, unpaid family helper in agriculture and working on own farm.

Figure 5.3: Number of Currently Employed Persons by Status in Employment, Tanzania Mainland, 2014



As can be deduced from Figure 5.3, unpaid family helpers in agriculture have the largest share (34.5 percent) of total employed persons followed by those working on their own farms in agriculture (31.2 percent), self-employed without employees (15.9 percent) and paid employees (13.8 percent). The remaining employment statuses contribute 4.6 percent of total employment.

Among unpaid family helpers in agriculture there are more than twice females (4.8 million) than males (2.1 million). On the other hand, the number of males working on own farms (4.2 million) is twice that of females (2.1 million). In self-employment without employees, the number of females and males are almost equal at about 1.6 million each. However, in self-employment with employees, the number of males (0.4 million) is double that of females (0.2 million). In addition, the number of males (1.8 million) in paid employment is almost two times that of females (1.0 million).

Despite spending most of their time working on family farms, females are considered as unpaid family helpers. On the other hand, males spend less time in agriculture but are still considered as owners (main actors) of farms. This connotes a skewed power distribution in households and community at large resulting into negative impact on ownership and control of resources for females. The smaller number of females in self-employment with employees could be associated with limited access to capital resulting into smaller businesses compared to males. Likewise, the smaller number of females in paid employment could be associated with cultural norms and values that limit their access to education.

5.5 Employed Persons Aged 15+ years, 2006 and 2014

Economic growth is normally associated with shifts of employment between different statuses with corresponding increase in wage and salaried workers and decreases in self-employed and contributing family workers. This section presents shifts in employment statuses between 2006 and 2014.

Chart 5.2: Percentage of Currently Employed Persons by Status in Employment, Tanzania Mainland, 2006 and 2014

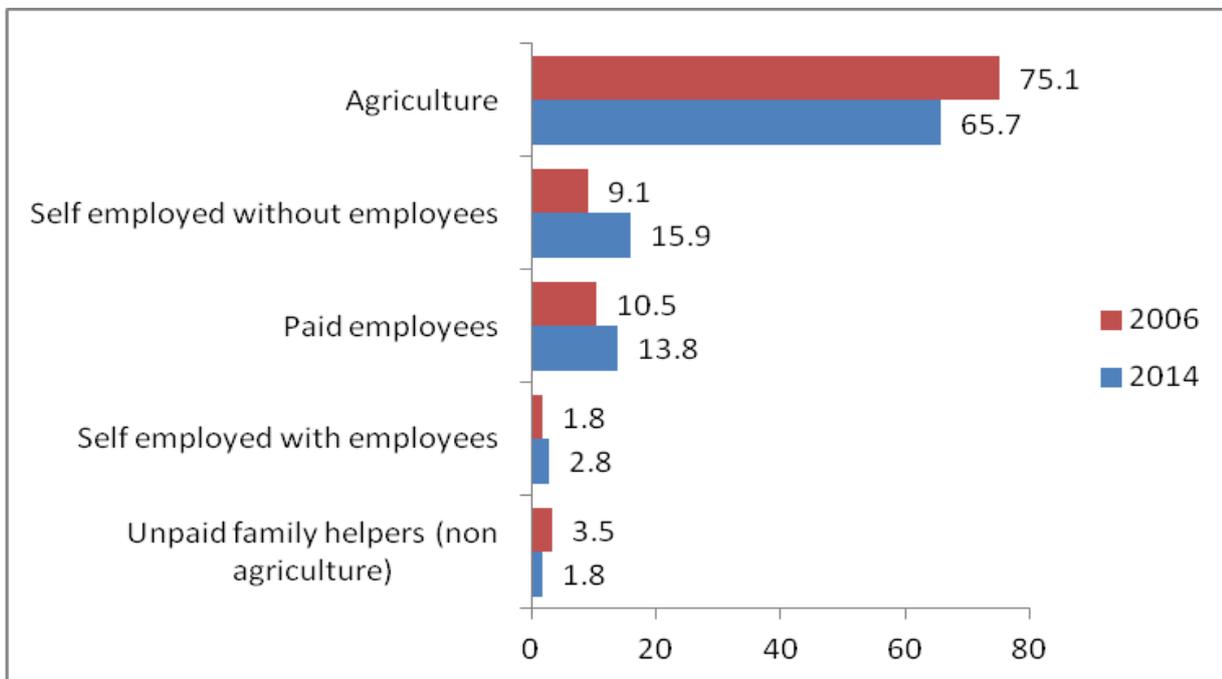


Chart 5.2 reveals that the proportion of employed persons in agriculture has declined from 75.1 percent in 2006 to 65.7 percent in 2014. On the other hand, the proportion of paid employees has increased from 10.5 percent to 13.8 percent. Self employment without employees has largely absorbed employees who previously worked in agriculture, currently employing 15.9 percent from 9.1 percent in 2006. Results also reveal that the proportion of self employed persons with employees has increased from 1.8 percent in 2006 to 2.8 percent in 2014. Such an increase suggests that self employment status is expanding and becoming more important in employment.

Key message:

Proportions of employed persons in paid employment and self-employment as main activity increased from 10.5 to 13.8 percent and 10.9 to 18.7 percent respectively between 2006 and 2014.

5.6 Precarious Workers

This section provides information regarding the share of employed persons whose contracts of employment, whether verbal or written, are of relatively short duration or whose contracts can be terminated on short notice. Workers in precarious employment can either be casual, short term or seasonal.

Chart 5.3: Precarious Workers Aged 15+ Years (%) by Sex and Area, Tanzania Mainland, 2014

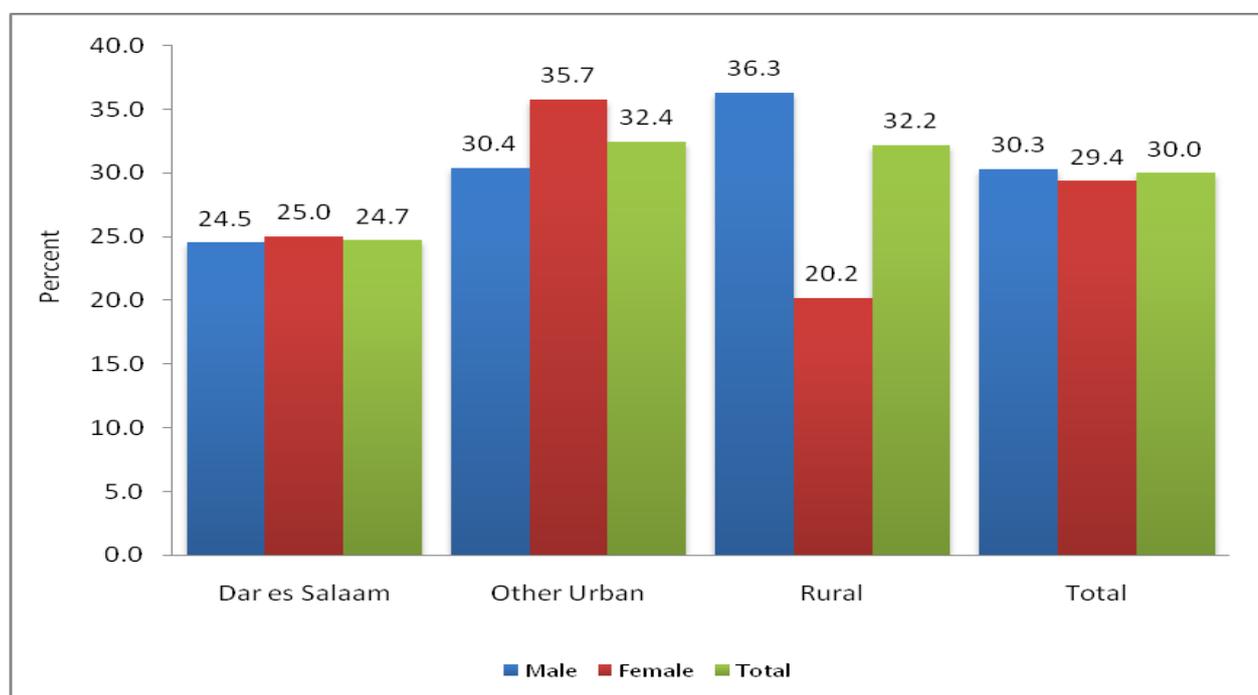


Chart 5.3 shows that, the proportion of persons with precarious work is 30.0 percent of paid employees with more males (30.3 percent) than females (29.4 percent). The largest proportion of precarious workers is in Other Urban (32.4 percent) followed by Rural areas (32.2 percent) and Dar es Salaam (24.7 percent). A significant sex differential is observed in Rural areas where 36.3 percent of males are in precarious jobs compared to 20.2 percent of females.

Table 5.6: Proportion (%) of Precarious Workers Aged 15+ Years by Sector and Sex, Tanzania Mainland, 2014

Sector	Male	Female	Both Sexes
Central and Local Government	3.2	0.8	2.2
Parastatal Organisations	10.4	6.7	9.8
Private Sector (Agriculture)	60.2	50.9	58.8
Private Informal Sector	50.6	46.1	48.5
Private Sector (Non agriculture)	28.5	34.4	30.1
Total	30.3	29.4	30.0
Total Number	551,880	279,076	830,955

Table 5.6 shows that, in private sector (agriculture) nearly six out of ten workers are in precarious jobs (58.8 percent), followed by workers in private informal sector (48.5 percent). The smallest proportion of precarious workers is observed in central and local government (2.2 percent). The sex differential is more pronounced in private sector agriculture with higher proportion of males (60.2 percent) compared to females (50.9 percent) followed by private informal sector with 50.6 percent of males and 46.1 percent of females. These findings suggest that there is a need for policy intervention to rectify the situation in private sector.

5.7 Vulnerable Workers

This section provides information on proportion of workers whose statuses in employment may place them at a higher degree of economic risk and vulnerability than other employed persons. The contributing family and own account workers are considered to be vulnerable because are unlikely to have formal employment arrangements, access to benefits or social protection programmes. They are also more at risk to effects of economic cycles.

Table 5.7: Proportion (%) of Vulnerable Workers Aged 15+ Years by Area and Sex, Tanzania Mainland, 2014

Geographical Area	Male	Female	Both Sexes
Dar es Salaam	37.4	54.3	44.6
Other Urban	63.2	79.4	71.4
Rural	90.9	96.8	93.9
Total	78.2	88.7	83.4

Table 5.7 shows that, 83.4 percent of all employed persons are vulnerable employees. This situation is most common in Rural areas (93.9 percent) followed by Other Urban areas (71.4 percent) and Dar es Salaam (44.6 percent). On the other hand, females are more vulnerable (88.7 percent) compared to males (78.2 percent). A similar pattern is observed across geographical areas with high incidence of vulnerability among females. Vulnerability is a major concern in Tanzania Mainland, there is a need for policy intervention to provide better employment opportunities, especially in Rural areas where the majority live.

5.8 Informal Employment

Informal employment accounts for a substantial portion of employment. Informal employment refers to employed persons who by law or in practice hold jobs that are not protected by labour legislation, not subject to income tax or entitled to social protection and employment benefits. Informal employment can be found in the informal sector, formal sector and the household.

Chart 5.4: Percentage of Paid Employees and Self Employed in non Agriculture Aged 15+ Years engaged in Informal Employment by Sex, Tanzania Mainland, 2014

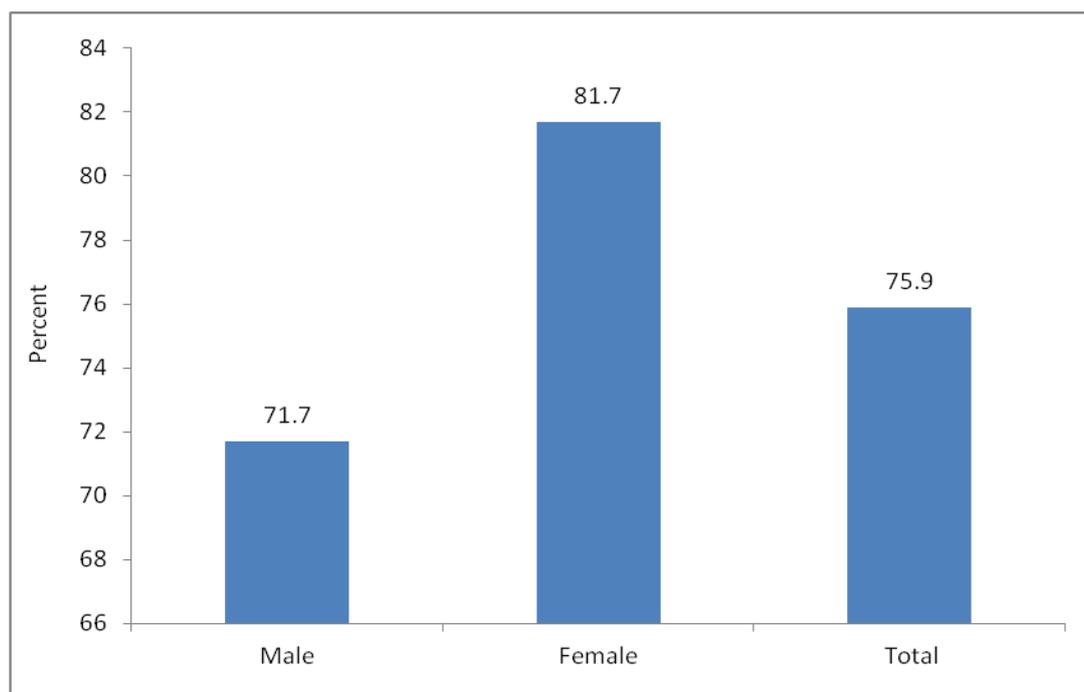


Chart 5.4 shows that three-quarter of paid and self employed employees in non agriculture have informal employment (75.9 percent) with a significantly higher proportion of females (81.7 percent) than males (71.7 percent). The findings suggest that there is a serious problem of employment informality and hence calling for policy intervention to increase the share of persons with formal jobs.

5.9 Employment in Senior and Middle Management

This section discusses employment in senior and middle management levels by sex. The analysis provides information on the proportion of employed women in decision-making and management roles in government, large enterprises and institutions.

Table 5.8: Percentage of Employed Persons Aged 15+ years in Senior and Middle Management by Sex, Tanzania Mainland, 2014

Sex	Legislators and Administrators	Company Directors and Corporate Managers	Total
Male	82.3	83.0	82.6
Female	17.7	17.0	17.4
Total	100.0	100.0	100.0
Total Number	34,447	28,290	62,737

Table 5.8 reveals that, the share of males in senior and middle management occupations (82.6 percent) is higher compared to females (17.4 percent). The results indicate that, across all senior and middle management occupations females have the lowest shares compared to males. In general, small shares of women in decision making occupation calls for special program to empower women and promote gender equality by offering more employment opportunities to women in senior and middle management.

5.10 Trade Union

For the purpose of this indicator, a trade union is defined as an independent workers' organization, constituted for the purpose of "furthering and defending the interests of workers". The trade union density rate is used in this analysis and it provides a proxy measure of workers' representation and the influence of trade unions. It gives some indication of the extent of freedom of association and it can help in assessing and monitoring the development of industrial relations.

Table 5.9: Percentage of Paid Employees Aged 15+ Years with Membership in Trade Unions or Employees Associations by Sector and Sex, Tanzania Mainland, 2014

Sector	Male	Female	Both Sexes
Central and local government	76.6	86.9	80.9
Parastatal organisations	67.1	44.0	63.0
Private sector (agriculture)	1.2	0.8	1.1
Private informal sector	2.7	0.4	1.6
Private sector (non agriculture)	17.3	11.9	15.8
Household duties	32.0	0.0	26.9
Total	26.3	28.6	27.1

Table 5.9 shows that, about one-quarter (27.1 percent) of paid employees are members of trade unions or employees associations with females having higher proportion (28.6 percent) than males (26.3 percent). Across sectors, paid employees in central and local government have the highest proportion of trade union members (80.9 percent) followed by parastatal organizations (63.0 percent). The sector with the smallest proportion is private sector (agriculture) (1.1 percent).

In general, private sectors have smaller proportion of members in trade union than public sectors. This suggests that paid employees in private sectors have a low bargaining power with their employers. Hence, Trade Union Confederations of Tanzania (TUCTA) needs to expand their publicity and awareness to employees in this sector to enhance their understanding on the importance of forming and joining independent workers' organization in their working places.

5.11 Occupational Safety

This section provides information on work-related injuries and illness that workers have experienced in the last 12 months prior to the survey. Statistics of occupational injuries are essential for accident prevention, evaluation of progress by constituents, as well as a basis for periodic review and identification of future priorities for action in the prevention of occupational injury and diseases.

Table 5.10: Proportion (%) of Employed Persons Aged 15+ Years Who Got Injured or Work Related Illness by Area, Tanzania Mainland, 2014

Injury / Illness	Dar es Salaam	Other Urban	Rural	Total
Injured at work place	16.0	10.7	20.7	17.6
Work-related illness	2.4	3.2	4.1	3.7
Both injured and illness	0.5	0.8	1.1	1.0
Total	18.9	14.6	25.9	22.3

Table 5.10 shows that, 22.3 percent of employed persons get injuries or illness resulting from work environment. Rural areas report the highest proportion of injuries and work related illnesses (25.9 percent) followed by Dar es Salaam (18.9 percent) and Other Urban (14.6 percent). It is also revealed that, 17.6 percent of employed persons get injured at work place, 3.7 percent acquire work related illness and 1.0 percent gets both injuries and illness.

Table 5.11: Proportion (%) of Employed Persons Aged 15+ Years Who Got Injured or Work Related Illness by Sex, Tanzania Mainland, 2014

Injury or Illness	Male	Female	Total
Injured at work place	20.8	14.4	17.6
Work-related illness	3.3	4.2	3.7
Both injured and illness	1.0	0.9	1.0
Total	25.1	19.5	22.3

Table 5.11 reveals that employed males have higher proportion (25.1 percent) of persons getting injured or illness than females (19.5 percent). It is also revealed that, males have a higher proportion (20.8 percent) of those reported injured at work place than females (14.4 percent) while work related illness are common to females (4.2 percent) than males (3.3 percent).

Table 5.12: Percentage of Persons Aged 15+ year Who Got Injured or or Work Related Illness by Industry and Sex, Tanzania Mainland, 2014

Industry	Male	Female	Both Sexes
Agriculture, forestry and fishing	70.7	83.2	76.1
Manufacturing	4.4	1.5	3.2
Construction	5.4	0.2	3.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.8	5.5	6.8
Transportation and storage	5.1	0.2	3.0
Accommodation and food service activities	1.3	5.0	2.9
Other	5.4	4.4	4.9
Total	100.0	100.0	100.0
Total Number	2,544,638	1,924,970	4,469,608

Table 5.12 reveals that, three-quarters (76.1 percent) of employed persons working in agriculture, forestry and fishing industry get injured or illness with higher proportion of females (83.2 percent) than males (70.7 percent). Wholesale and retail trade; repair of motor vehicles and motorcycles industry ranked second with 6.8 percent of persons getting injured or illness with males having a higher share of 7.8 percent compared to females with 5.5 percent.

In general, the majority of employed persons in agriculture, forestry and fishing industry has a higher risk of getting injured or work related diseases than those in other industries. This suggests that the agriculture, forestry and fishing industry needs to be improved to prevent accidents and diseases.

5.12 Hours Worked

The Employment and Labour Relations Act of 2004 prescribes a maximum of 45 working hours per week in Tanzania Mainland. However, the Standing Orders for the Public Service 2009 stipulate 40 working hours for public employees in all week days except Saturday and Sunday. Analysis in this section uses the Public Standing Order for the public service, 2009 in computation of underemployment which indicates proportion of employed persons who worked less than 40 hours per week and were available for more work. The hours worked include the current and usual hours of work. This section presents mean hours worked in main economic activities for different status in employment.

Table 5.13: Mean Current and Usual Hours Worked in Main Activity for Employed Persons Aged 15+ Years by Status in Employment and Sex, Tanzania Mainland, 2014

Status in Employment	Current hours worked			Usual hours worked		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Paid employees	58	53	56	61	57	59
Self employed in non-agriculture with employees	58	55	57	63	60	62
Self employed in non-agriculture without employees	55	45	50	61	53	57
Unpaid family helper in non agriculture	45	47	46	49	51	50
Unpaid family helper in agriculture	33	31	32	41	41	41
Work on own farm in agriculture	33	27	31	46	40	44
Total	42	35	39	51	45	48

Table 5.13 reveals that, employed persons spend on average 39 and 48 hours in a current and a usual week respectively with males spending more hours for current and usual weeks than females. The result also shows that, self employed in non-agriculture with employees spending 57 hours and 62 hours in current and usual week respectively followed by paid employees (56 hours and 59 hours in current and usual week respectively). Generally, males spend more hours than females in all statuses in employment except for unpaid family helper in non agriculture. A significant gender gap is found in self employed in non-agriculture without employees for both current and usual hours of work where males spend more time than females.

5.13 Employment in Secondary Activities

In situations where a person is engaged in more than one economic activity, the activity with many hours of work is regarded as main activity while the activity that follows in terms of hours worked is referred to as secondary activity. This section presents characteristics of persons engaged in secondary activities.

Table 5.14: Percentage of Employed Persons Aged 15+ Years in Secondary Activities by Sex and Area, Tanzania Mainland, 2014

Area	Male	Female	Both Sexes
Dar es Salaam	2.1	2.1	2.1
Other Urban	27.0	31.8	28.9
Rural	70.9	66.1	69.0
Total	100.0	100.0	100.0
Total Number	2,977,490	1,986,725	4,964,215

Table 5.14 reveals that, the highest proportion of persons engaged in secondary activities is observed in Rural areas (69.0 percent) followed by Other Urban (28.9 percent) and Dar es Salaam with 2.1 percent. In Rural areas proportion of males in secondary activities is higher (70.9 percent) than females (66.1 percent).

In Other Urban areas the proportion of females is slightly higher (31.8 percent) than that of males (27.0 percent). In Dar es Salaam both males and females have equal proportions of 2.1 percent each.

Table 5.15: Percentage of Employed Persons Aged 15+ Years in Secondary Activities by Occupation and Sex, Tanzania Mainland, 2014

Occupation	Male	Female	Both Sexes
Legislators, administrators and managers	0.5	0.6	0.5
Professionals	0.2	0.1	0.1
Technicians and associate professionals	1.2	0.7	1.0
Clerks	0.2	0.2	0.2
Service workers and shop sales workers	9.8	14.6	11.7
Agricultural and fishery workers	54.7	44.2	50.5
Craft and related workers	13.1	8.9	11.4
Plant and machine operators and assemblers	3.4	1.0	2.4
Elementary occupations	17.0	29.7	22.1
Total	100.0	100.0	100.0
Total Number	2,977,490	1,986,725	4,964,215

Table 5.15 shows that, the highest proportion (50.5 percent) of employed persons in secondary activities is in agricultural and fishery workers with higher proportion of males (54.7 percent) than females (44.2 percent). Elementary occupations account for 22.1 percent of secondary activities with more females than males at 29.7 percent and 17.0 percent respectively. Overall, proportions of employed females are highest in service workers and shop sales workers followed by elementary occupations.

Table 5.16: Percentage of Employed Persons Aged 15+ Years in Secondary Activities by Age Group and Area, Tanzania Mainland, 2014

Age Group	Dar es Salaam	Other Urban	Rural	Total
15 - 24	7.7	15.4	18.7	17.5
25 - 34	24.0	27.5	27.1	27.1
35 - 64	65.7	53.2	49.4	50.8
65 +	2.6	3.9	4.9	4.6
Total	100.0	100.0	100.0	100.0
Total Number	103,446	1,436,822	3,423,947	4,964,215

Table 5.16 shows that, persons aged 35-64 years have relatively higher proportion (50.8 percent) of persons engaged in secondary activities than those in other age groups followed by. Persons aged 25-34 years (27.1 percent). Persons aged 15 -24 and 65 years and above have lower proportions in secondary activities with 4.6 and 17.5 percent respectively. Generally, persons aged 35 -64 years have a highest proportion while those aged 65 years and above have a lowest proportion in all areas.

Table 5.17: Percentage of Employed Persons Aged 15+ Years in Secondary Activity by Level of Education and Sex, Tanzania Mainland, 2014

Level of Education	Male	Female	Both Sexes
Never attended	12.5	19.9	15.4
Primary	70.6	64.4	68.1
Secondary	9.2	9.2	9.2
Vocational training	3.6	3.0	3.4
Tertiary non university	2.5	3.3	2.8
University	1.7	0.2	1.1
Total	100.0	100.0	100.0
Total Number	2,977,490	1,986,725	4,964,215

Table 5.17 shows that, about two-thirds (68.1 percent) of employed persons in secondary activities have primary education levels with a higher proportion of males (70.6 percent) than females (64.4 percent). The results also reveal that, those who have never attended school ranked second (15.4 percent) with higher proportions of females (19.9 percent) than males (12.5 percent). Persons with university education level constitute the smallest share among those engaged in secondary activities. In general, engagement in secondary activities is not common for persons with vocational training and above.

Table 5.18: Mean Hours of Work in Secondary Activity for Employed Persons Aged 15+ Years by Status in Employment and Sex, Tanzania Mainland, 2014

Status in Employment	Male	Female	Both Sexes
Paid Employees	26	18	24
Self Employed in non-agriculture with employees	17	12	16
Self Employed in non-agriculture without employees	22	17	20
Unpaid family helper in non agriculture	23	23	23
Unpaid family helper in agriculture	17	13	15
Work on own farm in Agriculture	12	10	12
Total	18	15	17

Table 5.18 shows that persons with secondary activities spend an average of 17 hours per week in those activities with females spending fewer hours (15 hours) than males (18 hours). Paid employees spend longer hours per week (24 hours), followed by unpaid family helpers in non-agriculture (23 hours) and those working on own farm (12 hours) spend the least number of hours.

The results also reveal that, in general, females spend fewer hours per week in secondary activities than males in all statuses in employment except in unpaid family helper in non-agriculture where females and males spend 23 hours each.

CHAPTER SIX INFORMAL SECTOR

6.0 Introduction:

The informal sector contributes significantly to Tanzania’s economy, particularly in terms of employment by providing economic opportunities to those displaced from or who cannot be absorbed by the formal sector. Given the significance of informal sector in the economy as an employment generator, the sector should be assisted by the Government and relevant stakeholders to graduate from informal to formal sector. This will enhance rapid economic growth leading to poverty alleviation and achieving decent work conditions in the country.

6.1 Definition of Informal Sector in Tanzania Context

The concept of informal sector discussed in this chapter is adopted from the 15th International Conference of Labour Statisticians (ICLS) of 1993 with some modifications to suit the situation in Tanzania. Informal sector excludes persons engaged in agricultural activities. The definition of informal sector includes enterprises owned by individuals or households that are not constituted as separate legal entities independent of their owners, have no complete set of accounts, produce some of their goods for sale and their employment size is below five (5) employees.

6.2 Households with Informal Sector Activities

A household is classified under informal sector if at least one household member is engaged in informal sector in either main or secondary activities.

Figure 6.1: Number of Households with Informal Sector Activities

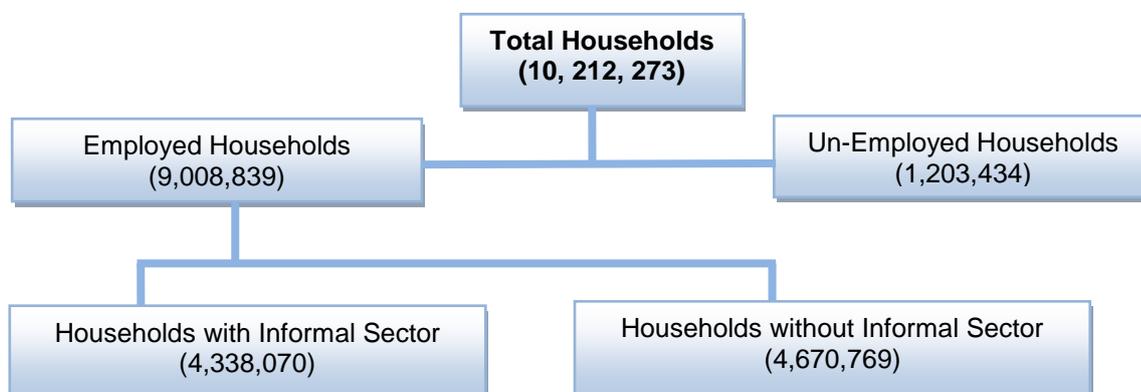


Table 6.1: Number and Proportion (%) of Households with Informal Sector Activities by Area, Tanzania Mainland, 2006 and 2014

Area	2006			2014		
	Total Households	Total Households with Informal Sector		Total Households	Total Households with Informal Sector	
		Number	%		Number	%
Dar es Salaam	936,748	529,175	56.5	1,261,196	814,619	64.6
Other Urban	1,489,781	809,839	54.4	2,764,094	1,573,330	56.9
Rural	5,961,560	1,973,760	33.1	6,186,983	1,950,121	31.5
Total Number	8,388,090	3,312,774	39.5	10,212,273	4,338,070	42.5

Table 6.1 reveals that, out of 10.2 million households in Tanzania Mainland, 4.3 million households (42.5 percent) have at least one member engaged in informal business. There is a slight increase (3.0 percentage point) in number of households engaged in informal businesses between 2006 and 2014. More than a half of urban households are engaged in informal business accounting for 64.6 percent in Dar es Salaam and 56.9 percent in Other Urban areas. Rural areas have the lowest proportion of households engaged in informal sector activities with 31.5 percent. A similar pattern is observed on the distribution of households engaged in informal sector businesses across geographical areas between 2006 and 2014. However, there is a noticeable increase of households engaged in informal businesses in Dar es Salaam from 56.5 percent in 2006 to 64.6 percent in 2014.

Chart 6.1: Households (%) with Informal Sector Activities by Sex of Head of Household, Tanzania Mainland, 2014

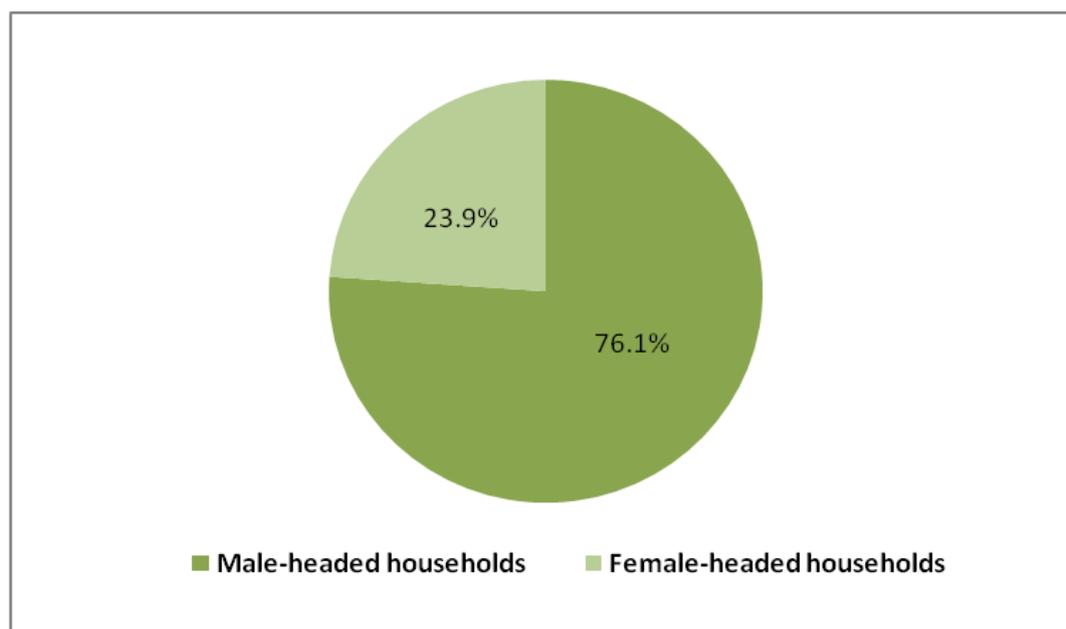
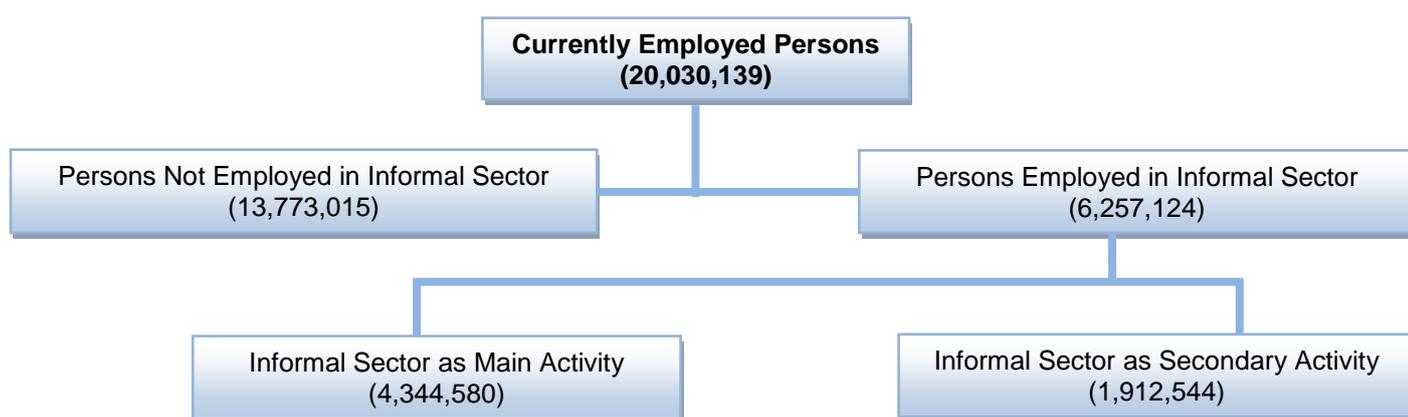


Chart 6.1 reveals that, among households engaged in informal sector activities, 76.1 percent are male-headed households and 23.9 percent are female-headed. Despite having a large proportion of informal sector activities in male-headed households, there is a high possibility that the main operators are females due to dominance of males as heads of households.

6.3 Employment in Informal Sector

This section describes employment profile in informal sector. The employment in informal sector comprises of all persons who during a given reference period were employed in at least one informal sector activity irrespective of status in employment and whether it is the main or secondary activity. Figure 6.2 portrays a distribution of employed persons in informal sector where those having informal sector activities in both main and secondary activity are counted only once in main activity. Thus, informal sector employs a total of 6,257,124 persons who are 31.2 percent of currently employed persons.

Figure 6.2: Number of Persons (15+ years) Currently Employed in Informal Sector as Main or Secondary Activity, Tanzania Mainland, 2014



6.3.1 Employment in Informal Sector by Area and Sex

This section analyzes contribution of males and females in informal sector main and secondary activities by area. This information is useful for policy and planning interventions regarding the sector.

Table 6.2: Percentage of Persons Employed in Informal Sector as Main or Secondary Activity by Area and Sex, Tanzania Mainland, 2014

Area	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Dar es Salaam	13.6	13.6	27.3	0.7	0.5	1.2
Other Urban	21.2	25.6	46.7	9.4	10.4	19.8
Rural	14.1	11.8	26.0	41.7	37.2	78.9
Total	48.9	51.1	100.0	51.9	48.1	100.0
Total Number	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Table 6.2 shows that, 4.3 million persons are engaged in informal sector as their main economic activity which is equivalent to 21.7 percent of total employed persons. The proportion of females is slightly higher (51.1 percent) than males (48.9 percent) in main activity. The results further indicate that, among total persons engaged in informal sector main activity, the majority (74.0 percent) are in urban areas (Dar es Salaam and Other Urban) with slightly higher percentage for females than males at 39.2 and 34.8 percent respectively. Rural areas accounts for only 26.0 percent of total persons engaged in informal sector main activities.

Those engaged in informal sector as a secondary activity constitute 9.5 percent of total employed persons with males having a slightly higher share (51.9 percent) than females with 48.1 percent. In contrast to geographical distribution of informal sector as main activity, Rural areas have a higher proportion (78.9 percent) of employed persons engaged in informal sector as secondary activity with slightly more males than females at 41.7 and 37.2 percent respectively. This is in line with the fact that most people in Rural areas are engaged in agriculture as their main economic activity while diversifying into other non-farm activities.

6.3.2 Persons Employed in Informal Sector by Age and Sex

This section shows participation of males and females in informal sector activities across different age groups. The information is crucial in identifying the contribution of youth and elders in this sector.

Table 6.3: Percentage of Persons Employed in Informal Sector as Main or Secondary Activity by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
15 - 24	8.9	12.7	21.6	8.2	7.5	15.7
25 - 34	16.6	16.9	33.5	14.8	13.1	27.9
35 - 64	22.2	20.2	42.4	26.1	26.1	52.2
65 +	1.2	1.2	2.4	2.8	1.4	4.2
Total	48.9	51.1	100.0	51.9	48.1	100.0
Total Number	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Table 6.3 shows that, the majority of persons engaged in informal sector as main activity are adults aged 35-64 years accounting for 42.4 percent followed by youth aged 25-34 with 33.5 percent. A similar pattern is observed for secondary activities for adult aged 35-64 years and youth aged 25-34 years at 52.2 and 27.9 percent respectively. Lowest participation in informal sector as main and secondary activity is noticed for adults aged 65 years and above at 2.4 and 4.2 percent respectively. A significant gender gap is observed for youth aged 15-24 years in informal sector as main activity with more females than males at 12.7 and 8.9 percent respectively.

6.3.3 Persons Employed in Informal Sector by Level of Education and Sex

This section analyzes level of education of persons engaged in informal sector as main or secondary activity by sex. The information on the level of education is important since education has an important bearing on the performance of the informal sector enterprises.

Table 6.4: Percentage of Persons Employed in Informal Sector as Main or Secondary Activity by Level of Education and Sex, Tanzania Mainland, 2014

Level of Education	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Never attended	2.1	5.1	7.2	6.3	9.5	15.8
Primary	35.1	36.4	71.4	40.5	34.3	74.8
Secondary	8.8	8.1	16.9	3.0	2.7	5.7
Vocational training	2.2	1.1	3.3	1.3	1.0	2.3
Tertiary non university	0.6	0.3	0.9	0.5	0.4	0.9
University	0.2	0.1	0.3	0.3	0.1	0.4
Percentage	48.9	51.1	100.0	51.9	48.1	100.0
Total Number	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Table 6.4 shows that, the majority of persons employed in informal sector for both main and secondary activities have primary level of education accounting for 71.4 and 74.8 percent respectively. The results further indicate that, proportions of males and females with primary education are almost identical in main activity at 35.1 and 36.4 percent respectively. In secondary activity, the proportion of males with primary education is higher than that of females at 40.5 and 34.3 percent respectively. Generally, the results indicate that, persons with lower level of education are very likely to be employed in informal sector.

6.3.4 Persons Employed in Informal Sector by Industry and Sex

This section shows economic activities which had significant contribution in employment among males and females in informal sector. The findings provide useful information that can be used to identify industries with higher potential of employment and design policies for improving their working conditions.

Table 6.5: Persons Employed (%) in Informal Sector as Main or Secondary Activity by Industry and Sex, Tanzania Mainland, 2014

Industry	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Mining and quarrying	3.2	1.0	4.2	2.3	3.0	5.3
Manufacturing	5.2	4.6	9.8	8.3	5.1	13.4
Construction	6.2	0.1	6.2	7.0	0.3	7.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	22.3	25.6	47.9	25.6	25.1	50.7
Transportation and storage	5.9	0.2	6.0	2.6	0.1	2.7
Accommodation and food service activities	2.4	12.1	14.5	2.4	12.9	15.3
Human Health and social work activities	0.4	0.4	0.8	1.1	0.1	1.1
Others	3.4	7.1	10.5	2.6	1.5	4.2
Total	48.9	51.1	100.0	51.9	48.1	100.0
Total Number	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Table 6.5 indicates that wholesale and retail trade is the dominant employer in both main and secondary informal activities: accounting for 47.9 percent and 50.7 percent respectively. The second industry with a significant contribution of employed persons in informal sector as main and secondary activities is accommodation and food service activities with 14.5 and 15.3 percent respectively.

Furthermore, the results show that, among employed persons in informal sector as main activity, proportion of males outweigh that of females in all industries except for wholesale and retail trade; repair of motor vehicles and motorcycles and accommodation and food service activities.

The relatively larger gender gaps are noticed for construction (males at 6.2 percent and females at 0.1 percent) and accommodation and food service activities (females at 12.1 percent and males at 2.4 percent). A similar pattern of gender gaps is also observed in informal sector as secondary activity.

6.3.5 Persons Employed in Informal Sector by Occupation and Sex

This section provides a description of a person's job or activity which is carried out by, or can be assigned to one person in informal sector as main or secondary activity. The findings are useful for identifying the magnitude of employment for those occupations with more technical skills and those with less technical skills in informal sector as main and secondary activity.

Table 6.6: Persons Employed (%) in Informal Sector as Main or Secondary Activity by Occupation and Sex, Tanzania Mainland, 2014

Occupations	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	0.1	0.1	0.1	0.0	0.3	0.3
Professionals	0.1	0.0	0.1	0.1	0.1	0.1
Technicians and associate professionals	0.5	0.4	0.9	1.3	0.5	1.8
Clerks	0.1	0.2	0.4	0.2	0.0	0.2
Service workers and shop sales workers	14.0	16.9	30.9	11.2	12.6	23.8
Skilled agricultural and fishery workers	0.9	0.3	1.2	2.5	1.0	3.5
Craft and related workers	15.2	5.8	20.9	16.1	8.3	24.5
Plant and machine operators and assemblers	5.3	0.3	5.6	3.6	0.9	4.5
Elementary occupations	12.8	27.0	39.8	16.9	24.5	41.4
Total	48.9	51.1	100.0	51.9	48.1	100.0
Total Number	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Table 6.6 reveals that, the highest proportion (39.8 percent) of persons employed in informal sector as main activity are in elementary occupations followed by service and shop sales workers (30.9 percent) and craft and related workers at 20.9 percent.

The results further indicate that, for persons employed in informal sector as main activity, a significant gender gap with more females than males is in elementary occupations (27.0 and 12.8 percent respectively). On the other hand, a significant gender gap with more males than females is observed in craft and related workers at 15.2 and 5.8 percent respectively.

Major occupations with high contribution in job creation in informal sector secondary activities are; elementary occupations, craft and related workers and service and shop sales workers accounting for 41.4, 24.5 and 23.8 percent respectively. In secondary informal sector activities a significant gender gap is observed in elementary occupations with more females than males at 24.5 and 16.9 percent respectively. Thus, despite having a significant contribution in creation of employment, it does not contribute much in skilled and decent work.

6.3.6 Persons Employed in Informal Sector by Status in Employment and Sex

The information on status in employment provides a basis for describing employed population behaviour and conditions of work in informal sector.

Table 6.7: Persons Employed (%) in Informal Sector as Main or Secondary Activity by Status in Employment and Sex, Tanzania Mainland, 2014

Status in Employment	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Paid employees	8.5	7.6	16.0	5.1	0.6	5.7
Self employed in non-agriculture with employees	6.0	3.1	9.0	5.9	1.8	7.7
Self employed in non-agriculture without employees	32.5	35.5	68.1	39.4	40.5	79.9
Unpaid family helper in non agriculture	2.0	4.9	6.8	1.4	5.2	6.6
Total	48.9	51.1	100.0	51.9	48.1	100.0
Total Number	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Table 6.7 shows that, the majority of persons in informal sector as main activity are self employed in non-agriculture without employees (68.1 percent) followed by paid employees with 16.0 percent. Most persons in informal sector as secondary activity are also self employed in non-agriculture without employees (79.9 percent) followed by self employed in non-agriculture with employees (7.7 percent).

The results further indicate that, shares of males employed in informal sector as main or secondary activity are higher than those of females in paid employees and self employed in non-agriculture with employees.

6.3.7 Reasons for Owners Engaging in Informal Sector by Sex

This section analyzes multiple reasons stated by primary owners of informal sector business for their engagement in informal sector activities.

Table 6.8: Percentage Distribution of Owners of Informal Business by Reason for Engaging in such Business and Sex, Tanzania Mainland, 2014

Reasons	Main Activity Owners			Secondary Activity Owners		
	Male	Female	Total	Male	Female	Total
Can't find other work	14.0	14.3	28.4	8.0	5.0	13.0
Released from other employment or reduction of working time	1.1	0.6	1.7	0.1	0.1	0.2
Retirement from other employment	0.4	0.4	0.9	0.8	0.4	1.3
Family needs additional income	16.8	21.1	37.8	33.9	30.8	64.7
Business/activity provides good income opportunities	15.9	10.3	26.1	11.3	8.3	19.5
Business/activity does not require much capital	14.3	15.4	29.7	16.4	15.7	32.1
Can keep production costs low	0.9	0.6	1.5	1.4	0.4	1.8
Wants to be independent from his/her own master	8.8	7.5	16.3	3.5	3.4	6.9
Can choose his/her own hours and place of work	5.3	2.6	7.9	5.3	2.3	7.6
Can combine businesses/activities with household or family responsibilities	5.5	9.1	14.6	13.4	8.7	22.1
Bottlenecks in formalization of business activities	0.1	0.1	0.2	0.1	0.3	0.4
Traditional line of business/activity of respondent or family/tribe	1.5	1.3	2.8	2.8	2.1	4.8
Other reasons specify	0.7	0.4	1.1	0.3	0.4	0.7
Total	49.6	50.4	100.0	51.6	48.4	100.0
Total Number	1,621,359	1,646,181	3,267,540	837,507	784,624	1,622,131

Note: Multiple response not add to 100

Table 6.8 shows that, major reasons for engagement in informal sector as main or secondary activity are need for additional family income (37.8 and 64.7 percent respectively) and low startup capital for business (29.7 and 31.1 percent respectively). The government should thus create an enabling environment for informal sector owners to access adequate capital that will transform their businesses into formal enterprises and in a way enhance their family incomes.

6.3.8 Access to Loan for Informal Sector Owners by Sex

Informal sector owners were asked to state if they have received any loan or obtained any credit for business/activity purposes from any source during the last 12 months.

Table 6.9: Percentage Distribution of Informal Sector Owners by Access to Loan and Sex, Tanzania Mainland, 2014

Loan	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Received	4.4	6.2	10.6	1.7	4.4	6.1
Not Received	45.2	44.2	89.4	50.0	43.9	93.9
Total	49.6	50.4	100.0	51.6	48.4	100.0
Total Number	1,621,359	1,646,181	3,267,540	837,507	784,624	1,622,131

Figure 6.9 shows that, among informal sector owners only 10.6 percent reported receiving loan or credit in informal sector as main activity and 6.1 percent in informal sector as secondary activity. Female owners are more relatively accessing loan or credit than males.

CHAPTER SEVEN UNEMPLOYMENT

7.0 Introduction

Unemployment rate is a measure of imbalance in the labour market representing the extent of unutilized labour supply of the country. It is defined as the percentage of persons in the labour force who are unemployed. This chapter presents characteristics of unemployed population using the national definition of unemployment. However some tables have combined three definitions of unemployment in an attempt to reflect the intrinsic conditions of the Tanzanian labour market.

The first and second definitions refer respectively to the strict (only those actively looking for work) and relaxed (those actively looking and those not actively looking for work). These are International definitions of unemployment adopted from 13th International Conference of Labour Statisticians (ICLS) in 1982. The third is National definition which adds to the relaxed International definition of unemployment those persons with marginal attachment to employment into unemployment pool rather than classifying them as employed. Analysis in this chapter is based on National definition of unemployment unless otherwise stated

Table 7.1: Number of Unemployed Persons Aged 15+ Years by Area, Sex and Age Group, Tanzania Mainland, 2014

Area/Sex		Age Group				Total
		15 - 24	25 - 35	36 - 64	65 +	
Dar es Salaam	Male	75,394	37,557	25,004	2,897	140,851
	Female	142,063	162,411	82,501	1,593	388,568
	Total	217,456	199,968	107,505	4,490	529,420
Other Urban	Male	85,762	44,857	52,351	13,373	196,342
	Female	169,270	117,394	70,055	13,074	369,792
	Total	255,032	162,251	122,406	26,446	566,134
Rural	Male	175,453	124,087	223,946	42,361	565,847
	Female	184,483	144,453	249,036	52,412	630,384
	Total	359,936	268,540	472,982	94,773	1,196,231
Total	Male	336,609	206,501	301,300	58,631	903,041
	Female	495,815	424,258	401,593	67,079	1,388,744
	Total	832,424	630,759	702,893	125,710	2,291,785

Table 7.1 shows that about 2.3 million persons aged 15 years and above are unemployed. There are more unemployed persons in Rural areas (1.2 million) than in urban areas (1.1 million). Overall, the number of unemployed persons is 1.4 million for females and 0.9 million for males.

Furthermore, the number of unemployed females in Dar es Salaam and Other Urban is twice the number of males.

Across age groups, nearly 1.5 million youths aged 15-35 years (63.8 percent), 0.7 million persons aged 36–64 (30.7 percent) and 0.1 million persons in the age group 65+ years (5.5 percent) are unemployed.

7.1 Comparison of Unemployment between 2006 and 2014

This section compares unemployment situation between 2006 and 2014. Analysis of unemployment together with other labour market indicators is useful for better understanding of labour market and thus development of policy interventions pertaining to unemployment in the country.

Table 7.2: Unemployment Rates of Persons Aged 15 Years or Above Based on Different Definitions of Unemployment by Category and Area, Tanzania Mainland, 2006 and 2014

Category	Dar es salaam		Other Urban		Total Urban		Rural		Total	
	2006	2014	2006	2014	2006	2014	2006	2014	2006	2014
A: Looking for work (Strict international definition)	16.8	10.3	3.6	2.1	8.9	4.6	0.8	0.6	3.0	2.1
B: Available but not looking for work	4.4	9.9	2.9	3.6	3.5	5.5	0.9	1.8	1.7	3.1
A+B: Relaxed international definition	21.2	20.2	6.5	5.7	12.4	10.1	1.7	2.4	4.7	5.2
C: With marginal attachment to employment	10.3	1.3	10.0	4.2	10.2	3.3	5.8	6.1	7.0	5.1
A+B+C: National definition	31.5	21.5	16.5	9.9	22.6	13.4	7.5	8.4	11.7	10.3

Table 7.2 shows that, by using the National Definition, overall unemployment rate in 2014 is 10.3 percent. Dar es Salaam has the highest unemployment rate of 21.5 percent and Rural areas have the lowest unemployment rate of 8.4 percent.

Overall unemployment rate declined from 11.7 percent in 2006 to 10.3 percent in 2014. On the other hand, unemployment rate in Rural areas increased from 7.5 percent to 8.4 percent. Urban unemployment rate declined from 22.6 percent to 13.4 percent and in Dar es Salaam, unemployment rate declined from 31.5 percent in 2006 to 21.5 percent in 2014.

Key message:

Unemployment rate has slightly decreased from 11.7 in 2006 to 10.3 in 2014.

7.2 Characteristics of Unemployed Persons

This section describes the characteristics of unemployed persons aged 15 years or above in relations to their sex, age, marital status, level of education, method of job search and previous work experience.

7.2.1 Sex Differentials in Unemployment

Gender inequalities and disparities are challenges which prevent the society from realizing its full potential in all aspects of social, economic and political development. Unemployment rates are used to address issues of gender differences in labour force behavior and outcomes across different geographical locations.

Table 7.3: Unemployment Rate of Persons Aged 15+ Years by Sex and Area, Tanzania Mainland, 2014

Sex	Dar es Salaam	Other Urban	Urban Total	Rural	Total
Male	11.3	7.2	8.5	8.0	8.2
Female	32.2	12.5	18.2	8.9	12.3
Both Sexes	21.5	9.9	13.4	8.4	10.3

Results in Table 7.3 reveal that, unemployment rate is higher among females at 12.3 percent than males at 8.2 percent. Generally, across all geographical areas unemployment rate for females is higher compared to males. The situation is much worse in Urban areas where unemployment rate for females is 18.2 percent compared to 8.5 percent for males. Most challenging is the female unemployment rate of 32.2 percent in Dar es Salaam, which is nearly three times that of males' at 11.3 percent. This suggests that, there is a need to continue putting more efforts into initiatives that promote employability of women especially in urban areas.

7.3 Age Differentials in Unemployment

Unemployment rates vary considerably across ages and sex. This section explores the age differences among youth and adult persons.

Key message:

Urban areas experiences higher unemployment rate (13.4 percent) than Rural areas (8.4 percent)

Table 7.4: Unemployment Rate of Person 15+ Years by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Male		Female		Total	
	Number	Unemployment Rate	Number	Unemployment Rate	Number	Unemployment Rate
15 – 24	336,609	11.3	495,815	16.1	832,424	13.7
25 – 35	206,501	6.6	424,258	12.9	630,759	9.8
15 - 35	543,109	8.9	920,073	14.5	1,463,182	11.7
36 – 64	301,300	7.0	401,593	9.2	702,893	8.1
65 +	58,631	9.3	67,079	12.5	125,710	10.8
Total	903,041	8.2	1,388,744	12.3	2,291,785	10.3

Table 7.4 shows that young persons aged 15 to 24 years are more vulnerable to unemployment (13.7 percent) compared to other age groups. It also reveals that vulnerability to unemployment decreases with age but increases for the age 65 years or above. Generally the findings indicate that females have a higher unemployment rate than males in each age group.

The unemployment ratio of youth aged 15 – 35 years to adults aged 36-64 years is 1.4 in 2014. This indicates that youth are nearly one-and-half times more likely to be unemployed than adults. High unemployment rate for youth is a result of high incidence of new entrants to the labour force. This calls the attention of the government and other stakeholders to address youth unemployment. For the elderly 65 years and above there is need for social protection measures to be provided for them.

7.4 Education Differentials in Unemployment

Development of human capacity plays a critical role in overall employment promotion, increased productivity and poverty reduction. This section analyzes unemployment rates by level of education attained.

Key message:

Youth are nearly one-and-half times more likely to be unemployed than adults

Table 7.5: Unemployment Rate of Persons Aged 15+ Years by Level of Education and Sex, Tanzania Mainland 2014

Level of Education	Male	Female	Both Sexes
Never attended	7.7	10.9	9.8
Primary	7.9	12.1	10.0
Secondary	10.9	17.2	13.8
Vocational training	6.5	10.2	7.9
Tertiary non university	5.1	4.5	4.9
University	5.4	11.9	7.2
Total	8.2	12.3	10.3

Table 7.5 shows that unemployment rate is highest for persons with secondary school education (13.8 percent) followed by those with primary school education (10.0 percent). Persons with tertiary non-university education experience the lowest unemployment rate (4.9 percent). In all education levels with exception of tertiary non university, unemployment rates for females are higher than those of males. Specifically, sex differential is more pronounced in persons with university education, where unemployment rate of females (11.9 percent) is twice that of males (5.4 percent).

7.5 Methods of Job Search for Unemployed Persons

All persons without work, but available and were looking for work in the last four weeks prior to the survey were asked to indicate the method of job search they used. The findings are presented in Table 7.6 below;

Table 7.6: Percentage Distribution of Unemployed Persons Aged 15+ Years by Main Method of Job Search and Sex , Tanzania Mainland2014, Relaxed International Definition of Unemployment

Main Method of Job Search	Male	Female	Both Sexes
Applied to prospective employers	25.9	19.4	22.0
Checked at farms, factories or work sites	24.4	22.2	23.1
Seeking assistance from friends, relatives, unions, etc	26.0	33.8	30.6
Took action to start business (usual small scale)	11.2	18.1	15.3
Took action to start agriculture	11.7	5.8	8.2
Registers/checked at employment agencies	0.4	0.5	0.5
Looked for work by other means	0.3	0.3	0.3
Total	100.0	100.0	100.0
Total Number	170,463	288,938	459,401

Table 7.6 shows that, most of job seekers (30.6 percent) were seeking assistance from friends or relatives to find jobs. This method of job search is more common among females (33.8 percent) than males (26.0 percent).

Although efforts have been made to expand coverage of employment services agencies in Tanzania Mainland, only less than one percent (0.5 percent) of job seekers registered or checked at the agencies as means of job search. More efforts are needed to expand services provided by both public and private employment services agencies.

7.6 Unemployed Persons by Marital Status

Table 7.7: Unemployed Persons Aged 15+ Years (%) by Marital Status and Sex, Tanzania Mainland 2014

Marital Status	Male	Female	Both Sexes
Single	41.8	24.6	31.4
Married	50.8	51.3	51.1
Living together	2.5	5.2	4.2
Widowed	2.0	9.5	6.5
Divorced/Separated	2.9	9.4	6.8
Total Percentage	100.0	100.0	100.0
Total Number	903,041	1,388,744	2,291,785

Table 7.7 shows that, most of the unemployed persons are married (51.1 percent) followed by persons who are single at 31.4 percent. It is further revealed that, the largest sex gap for proportion of unemployed persons is found among singles with 17.2 percentage points difference followed by the widowed with 7.5 percentage points difference. With regards to the widowed, divorced or separated, the proportions of unemployed females are four times those of unemployed males. This calls for intensified efforts in social protection to address the situation.

7.7 Previous Work Experience of Unemployed Persons

Table 7.8: Unemployed Persons Aged 15+ Years (%) by Previous Work Experience and Sex, Tanzania Mainland, 2014

Previous Occupation	Male	Female	Both Sexes
Legislators, administrators and managers	0.04	0.1	0.1
Professionals	0.2	0.1	0.2
Technicians and associate professionals	0.7	0.2	0.4
Clerks	0.4	0.6	0.5
Service workers and shop sales workers	2.0	7.1	5.1
Agricultural and fishery workers	8.8	13.6	11.7
Craft and related workers	2.0	1.4	1.7
Plant and machine operators and assemblers	1.3	0.3	0.7
Elementary occupations	4.7	14.3	10.5
No previous work experience	80.0	62.3	69.3
Total	100.0	100.0	100.0
Total Number	903,041	1,388,744	2,291,785

Table 7.8 shows that, majority of unemployed persons (69.3 percent) have no previous work experience, this situation is more common among males (80.0 percent) compared to females (62.3 percent). Experience in agriculture and fishery was the most common among the unemployed (11.7 percent), with a higher percentage for females (13.6 percent) compared to males (8.8 percent).

Previous experience in elementary occupations ranked third accounting for 10.5 percent of the unemployed persons, with a much higher proportion of females with this experience (14.3 percent) compared to males (only 4.7 percent). There is need to improve skills development programs in order to enhance employability especially youth who are about two-thirds of the unemployed persons.

7.8 Discouraged Job Seekers

Discouraged job seeker is an important variable of the labour market. It represents proportion of unemployed persons who are not seeking job for reasons such as feeling that they lack proper qualifications, they do not know where or how to look for work; or they feel that no suitable work is available.

Key message:

About 70 percent of Unemployed persons have no work experience

Table 7.9: Discouraged Job Seekers Aged 15+ Years (%) by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Male	Female	Both Sexes
15 - 24	15.6	33.3	48.9
25 - 35	4.4	25.3	29.7
35 - 64	2.8	16.2	19.0
65 +	2.2	0.2	2.5
Total Percentage	25.0	75.0	100.0
Total Number	34,289	102,675	136,964

Table 7.9 shows that of the 136,964 discouraged jobseekers, three-quarters are females and one-quarter are males. Across age groups, more than three-quarters of discouraged job seekers (78.6 percent) are youths aged 15 to 35 years. The largest group of discouraged job seekers is that of female youths at 58.6 percent. The proportion of discouraged jobseekers decreases with an increase in age for both sexes.

Key message:

The most discouraged jobseekers are youths especially females

CHAPTER EIGHT TIME RELATED UNDEREMPLOYMENT

8.0 Introduction

Underemployment, in its broad sense relates to underutilization of productive capacity of employed population. This could be in the form of partial lack of work, low income, low productivity and inadequate use of skills of the employed population.

Under the current international standards, measurement of underemployment is restricted to partial lack of work on the basis of hours of work, referred to as time-related underemployment. Therefore, all those working less than 40 hours a week but available or preferred to work more hours but did not do so due to involuntary reasons were considered to be in time-related underemployment. The involuntary reasons include: cannot find more work, lack of finance/raw materials, breakdown of machinery/electrical fault, off-season or inactivity, industrial disputes/strike/laid-off and other involuntary reasons.

Table 8.1: Number of Underemployed Persons Aged 15+ Years by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Total
Dar es Salaam	55,578	53,061	108,639
Other Urban	238,013	280,712	518,724
Rural	893,535	846,279	1,739,814
Total Number	1,187,126	1,180,052	2,367,177

Table 8.1 shows that there are 2.4 million underemployed persons, the majority of whom 73.5 percent live in Rural areas and the remaining 26.5 percent are found in urban areas. This can be attributed to a seasonal nature of economic activities and a large population share in Rural areas. There are slightly more underemployed males than females.

8.1 Underemployment between 2006 and 2014

Information on the level of underemployment provides a measure to assess outcome of policies on job creation and value addition to rural population during the off-season in agriculture. This section compares under-employment situation between 2006 and 2014.

Table 8.2: Number of Underemployed and Underemployment Rate (%) of Persons Aged 15+ Years by Area and Sex, Tanzania Mainland, 2006 and 2014

Area		2006		2014	
		Number	Rate (%)	Number	Rate (%)
Dar es Salaam	Male	59,189	7.3	55,578	5.0
	Female	64,188	10.5	53,061	6.5
	Total	123,377	8.7	108,639	5.6
Other Urban	Male	95,275	7.6	238,013	9.4
	Female	118,211	9.0	280,712	10.8
	Total	213,486	8.3	518,724	10.1
Rural	Male	506,726	8.4	893,535	13.7
	Female	448,992	6.8	846,279	13.1
	Total	955,718	7.6	1,739,814	13.4
Total	Male	661,190	8.2	1,187,126	11.7
	Female	631,391	7.4	1,180,052	11.9
	Total	1,292,581	7.8	2,367,177	11.8

Table 8.2 reveals that number of underemployed persons increased from 1.3 million in 2006 to 2.4 million in 2014 and the underemployment rate increased from 7.8 percent in 2006 to 11.8 percent in 2014. Underemployment rate in Rural areas has almost doubled from 7.6 percent in 2006 to 13.4 percent in 2014 while in Other Urban areas it has increased from 8.3 percent to 10.1 percent. However, a decline of underemployment rate is noted in Dar es Salaam from 8.7 percent in 2006 to 5.6 percent in 2014. Female's underemployment rate increased at a relatively higher pace by 4.5 percentage points from 7.4 percent in 2006 to 11.9 percent in 2014 than that of males with 3.5 percentage points from 8.2 percent in 2006 to 11.7 percent in 2014.

8.2 Profile of Underemployed Persons

This section describes the characteristics of underemployed persons with regard to age, area, status in employment, main sector of employment and occupation. The underemployment rate is used to assess the extent to which available human resources are underutilized.

Key message:

Underemployment rate increased substantially from 7.8 percent in 2006 to 11.8 percent in 2014. Rural areas experience higher underemployment rate than urban areas

8.2.1 Age Differentials of Under-employed Persons

Table 8.3: Underemployment Rate (%) of Persons Aged 15+ Years by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Male	Female	Both Sexes
15 - 24	15.2	12.8	14.0
25 - 34	9.4	10.5	9.9
35 - 64	11.3	13.0	12.1
65 +	9.5	5.5	7.7
Total	11.7	11.9	11.8

Table 8.3 shows that the highest underemployment rate is experienced by persons aged 15 to 24 years at 14.0 percent with more incidence among males (15.2 percent) compared to females with 12.8 percent. The lowest rate is recorded for persons aged 65 years or above with 7.7 percent. It also shows that, females aged 25–64 years have a higher underemployment rate than males.

8.2.2 Status in Employment of Underemployed Persons

Table 8.4: Underemployment Rate (%) of Persons Aged 15+ Years by Status in Employment and Sex, Tanzania Mainland, 2014

Status in Employment	Male	Female	Both Sexes
Paid Employees	5.2	4.8	5.0
Self Employed in non-agriculture with employees	7.3	6.7	7.1
Self Employed in non-agriculture without employees	5.6	8.9	7.3
Unpaid family helper in non agriculture	5.7	3.8	4.3
Unpaid family helper in agriculture	17.9	14.0	15.2
Work on own farm in agriculture	14.3	14.2	14.3
Total	11.7	11.9	11.8

Table 8.4 shows that, underemployment is more common for unpaid family helpers in agriculture (15.2 percent) followed by own account workers in agriculture (14.3 percent) and self employed in non-agriculture without employees (7.3 percent). Results also show that, underemployment is highest among males of unpaid family helpers in agriculture (17.9 percent) than females (14.0 percent). The lowest underemployment rate is that of paid employees (5.0 percent) with males having a slightly higher rate of 5.2 percent than females with 4.8 percent.

8.2.3 Occupation of Underemployed Persons

Table 8.5: Underemployment Rate (%) of Persons Aged 15+ Years by Occupation and Sex, Tanzania Mainland, 2014

Occupation	Male	Female	Both Sexes
Legislators, administrators and managers	2.5	5.1	3.1
Professionals	0.9	1.8	1.1
Technicians and associate professionals	3.8	2.4	3.1
Clerks	1.8	1.9	1.8
Service workers and shop sales workers	3.4	6.4	4.9
Agricultural and fishery workers	15.3	14.2	14.7
Craft and related workers	9.1	6.9	8.6
Plant and machine operators and assemblers	4.0	13.1	4.3
Elementary occupations	6.9	8.3	7.8
Total	11.7	11.9	11.8

Table 8.5 reveals that the highest rate of underemployment is recorded under agricultural and fishery workers with 14.7 percent followed by craft and related workers with 8.6 percent. Professionals has the lowest rate of 1.1 percent. Female underemployment rate is three times that of males among plant and machine operators and assemblers.

8.2.4 Main Sector of Underemployed Persons

Table 8.6: Underemployment Rate (%) of Persons Aged 15+ Years by Main Sector of Employment and Sex, Tanzania Mainland, 2014

Main Sector of Employment	Male	Female	Both Sexes
Central and local government	2.4	1.5	2.0
Parastatal organisations	0.6	4.7	1.3
Agriculture	15.4	14.1	14.7
Private informal sector	6.7	8.1	7.4
Private formal sector	3.6	3.6	3.6
Household economic activities	8.2	18.2	13.6
Total	11.7	11.9	11.8

Table 8.6 shows that underemployment rate is lowest for parastatal organizations (1.3 percent), followed by central and local governments (2.0 percent) and private formal sector (3.6 percent). This phenomenon explains the fact that the formal sector has regulations on working time. Other sectors which are not formal, experience higher rates of underemployment especially agriculture with 14.7 percent and household economic activities with 13.6 percent. The underemployment rate of females in household economic activities is more than double that of males.

Key message:

The lowest rates of under-employment are found in the formal sectors

8.3 Hours Worked by Underemployed Persons

As previously mentioned, the definition of current underemployment used in this analysis is time related. This section presents the distribution of number of hours worked by the underemployed persons during the reference period, that is, in the previous week prior to the interview.

Table 8.7: Underemployed Persons (%) Aged 15+ Years by Hours Worked in Previous Week and Sex, Tanzania Mainland, 2014

Hours Worked	Male	Female	Both Sexes
0	7.3	6.2	6.7
1 - 9	7.7	13.0	10.4
10 - 19	20.1	26.7	23.4
20 - 29	28.4	29.1	28.8
30 - 39	36.5	25.0	30.7
Total	100.0	100.0	100.0
Total Number	1,187,126	1,180,052	2,367,177

Table 8.7 shows the distribution of underemployed persons by the number of hours actually worked in the calendar week preceding the interview. It reveals that about 70 percent of underemployed persons worked less than 30 hours. Proportion of underemployed females (25.0 percent) working between 30 - 39 hours is lower compared to that of males (36.5 percent).

8.4 Main Reason for Underemployment

Underemployed persons were asked to give the main involuntary reason for working less than 40 hours per week. This section presents the distribution of main reasons given by sex of underemployed persons.

Table 8.8: Percentage Distribution of Underemployed Persons by Main Reasons for Being Underemployed and Sex, Tanzania Mainland, 2014

Main Reasons	Male	Female	Total
Cannot find more work in a job, agriculture or business	47.3	39.1	43.2
No suitable agric. land or slack period in agriculture	29.6	30.3	29.9
Lack of raw materials, equipment and finance	1.9	2.9	2.4
Machinery or electric breakdowns and other problems	1.6	0.2	0.9
Stood down by employer	0.1	0.04	0.1
Off season	17.2	23.8	20.5
Other reasons	2.4	3.7	3.0
Total	100.0	100.0	100.0
Total Number	1,187,126	1,180,052	2,367,177

Table 8.8 reveals that the highest proportion of the underemployed persons (43.2 percent) stated that they could not find more work in a job, agriculture or business. The second most important reason for underemployment was inability to find suitable land for agriculture as stated by 29.9 percent of the underemployed persons. There was virtually no sex difference among males and females across the reasons for underemployment except in off season and inability to find more work in job, agriculture or business.

CHAPTER NINE YOUTH EMPLOYMENT AND UNEMPLOYMENT

9.0 Introduction

A youth is defined as “a boy or girl in transition from childhood to adulthood”. According to International Labour Organisation (ILO) definition, a youth is defined as a person of age 15 to 24 years. However, Tanzania has her specific definition that is usually used by planners, policy makers and stakeholders and defines a youth as person of age 15 to 35 years. Currently government and other stakeholders have placed special concerns on youth socio-economic characteristics because it is an ever increasing group of labour market entrants.

This chapter describes the characteristics of youth population, covering such topics as youth labour force participation, employment, unemployment, youth not in employment and not in education or training; and discouraged job seekers.

Figure 9.1: Distribution of Youths Aged 15-35 Years by Current Economic Activity Status and Sex, Tanzania Mainland, 2014

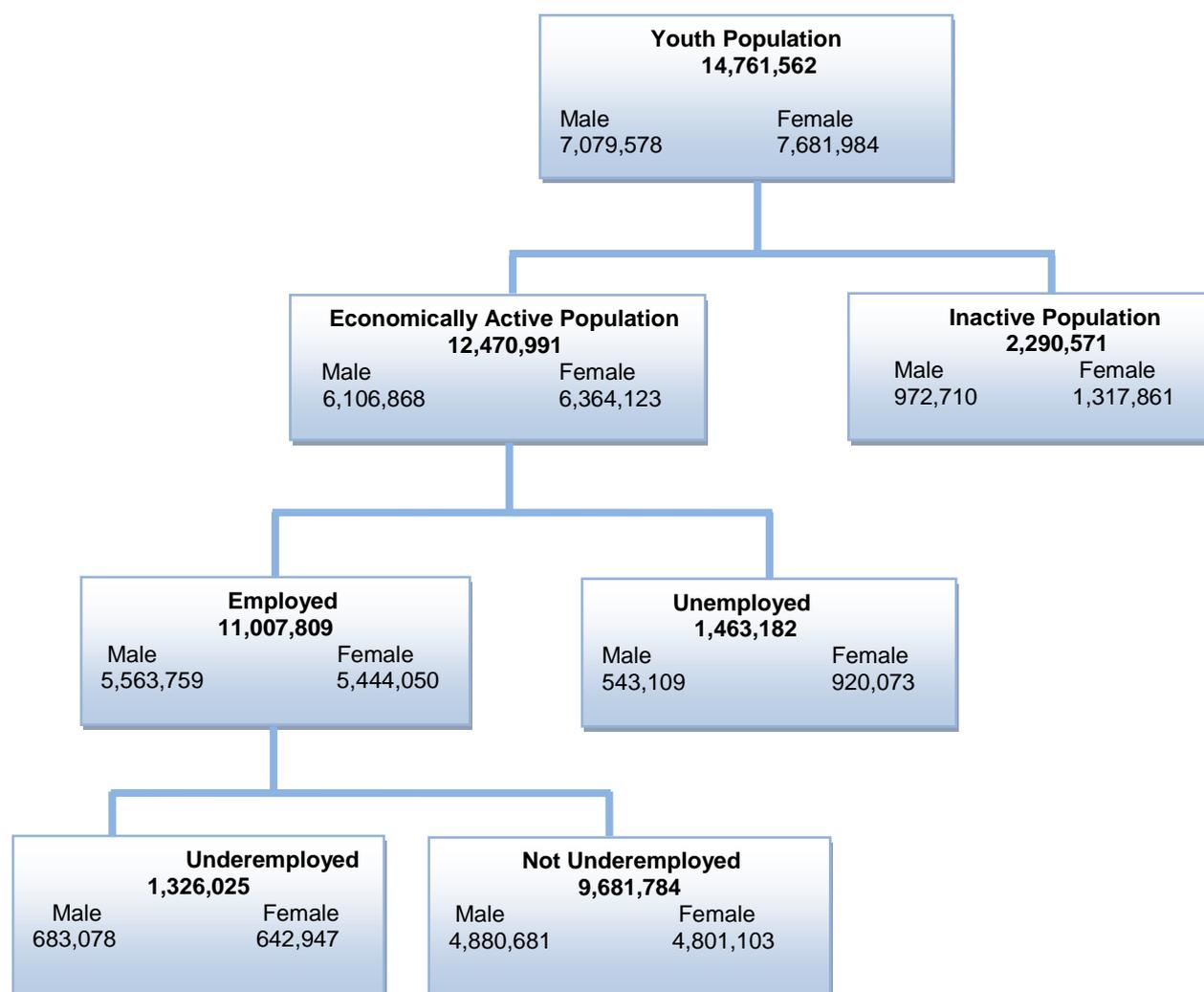


Figure 9.1 indicates that, the total youth population aged 15-35 years is comprised of 14.8 million persons of whom 12.5 million (84.5 percent) are economically active and 2.3 million (15.5 percent) are economically inactive. Out of the economically active youth population, 11.0 million (88.3 percent) persons are employed and 1.5 million (11.7 percent) are unemployed. The proportion of the employed females (85.5 percent) is less than that of males (91.1 percent). Conversely, the proportion of the unemployed females (14.5 percent) is larger than that of males (8.9 percent). Furthermore, 12.0 percent of the employed youth are underemployed.

9.1 Youth Labour Force Participation

Youth Labour Force Participation Rate measures the proportion of economically active youth population relative to the total working-age youth population. Low Labour Force Participation Rates for youth imply a large proportion of youths are not ready to participate in the production of goods and provision of services.

Table 9.1: Youth Labour Force Participation Rates (%) by Age Group, Sex and Area, Tanzania Mainland, 2014

Age Group	Sex	Dar es Salaam	Other Urban	Rural	Total
15-24	Male	49.7	69.0	85.8	77.5
	Female	54.3	69.8	84.4	76.1
	Total	52.3	69.5	85.1	76.8
25-35	Male	92.0	94.8	93.1	93.4
	Female	65.6	88.1	92.1	87.1
	Total	78.7	91.2	92.6	90.2
15-35	Male	74.1	82.2	90.6	86.3
	Female	68.4	80.5	87.9	82.8
	Total	71.0	81.3	89.3	84.5

Table 9.1 shows that, youth labour force participation rate for persons aged 15-35 years is 84.5 percent. Higher rates are found in Rural areas (89.3 percent), followed by Other Urban areas at 81.3 percent and Dar es Salaam at 71.0 percent. The youth labour force participation rate for males is slightly higher (86.3 percent) than that of females (82.8 percent).

Furthermore, results indicate that, using the international definition of youth, persons aged 15–24 years had the labour force participation rate of 76.8 percent, with slightly higher rate among males (77.5 percent) compared to that of females (76.1 percent). However, a noticeable higher participation rate is observed in Rural areas (85.1 percent), followed by Other Urban areas at 69.5 percent and Dar es Salaam with 52.3 percent. The lower participation rate of females is a result of more females being economically inactive, that is they probably engage in activities considered to be non economic such as taking care of children, sick and the like.

Key Message: *The Youth Labour Force Participation Rate (activity rate) was highest in the Rural areas (89.3percent) and lowest in Dar es Salaam (71.0 percent) in 2014.*

9.2 Youth Employment

This section presents employment profile of youths aged 15-35 years with regards to characteristics such as sex, area, level of education, sector, industry and status in employment.

9.2.1 Youth Employment to Population Ratio

This section presents youths who are employed as a percentage of total youth population. The ratio provides information on the ability of the economy to create jobs.

Table 9.2: Youth Employment to Population Ratios (%) by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Both Sexes
Dar es Salaam	61.8	41.5	50.6
Other Urban	75.3	67.7	71.2
Rural	83.6	80.2	81.9
Total	78.6	70.9	74.6

Table 9.2 indicates that youth employment to population ratio is 74.6 percent, with the highest ratio in Rural areas (81.9 percent) and lowest in Dar es Salaam (50.6 percent). It may also be noted that employment to population ratio is lower among females (70.9 percent) compared to males (78.6 percent). Specifically, a big gender gap in employment to population ratios is observed in Dar es Salaam, where the ratio for males is much higher (61.8 percent) than that of females (41.5 percent). This suggests that the social-economic setup is more favourable for male employability than females.

9.2.2 Youth Status in Employment

The distribution of the employed youth by status in employment is important in understanding the composition of total labour supply by specific statuses in employment.

Table 9.3: Employed Youths (%) by Status in Employment and Sex, Tanzania Mainland, 2014

Status in Employment	Male	Female	Total
Paid Employees	18.8	12.3	15.6
Self Employed in non-agriculture with employees	2.9	1.2	2.1
Self Employed in non-agriculture without employees	14.4	15.7	15.0
Unpaid family helper in non-agriculture	1.9	4.0	2.9
Unpaid family helper in agriculture	34.6	56.1	45.2
Work on own farm in Agriculture	27.4	10.6	19.1
Total	100.0	100.0	100.0

Table 9.3 reveals that, the highest proportion of employed youths work as unpaid family helpers in agriculture (45.6 percent) with the proportion of females being substantially higher (56.1 percent) than that of males (34.6 percent). The higher proportion of female youths in this status is highly associated with females' limited ownership of land and other agricultural productive assets. Work on own farm in agriculture rank second with 19.1 percent of total youth employment with larger proportion for males (27.4 percent) compared to that of females (10.6 percent). The status of paid employees, which is less vulnerable, accounts for 15.6 percent of total employment with higher proportion of males (18.8 percent) than that of females (12.3 percent). This suggests that youth female workers are more vulnerable than males.

9.2.3 Distribution of Employed Youth by Industry

This section examines the distribution of employed youth, with respect to industry. It shows industries with high potential of job creation.

Table 9.4: Employed Youth (%) by Industry and Sex, Tanzania Mainland, 2014

Industry	Male	Female	Total
Agriculture, forestry and fishing	64.8	66.8	65.8
Mining and quarrying	1.5	0.5	1.0
Manufacturing	3.5	3.3	3.4
Construction	4.2	0.2	2.2
Wholesale and retail trade; repair of motor vehicles and mot	12.7	13.3	13.0
Transportation and storage	6.0	0.2	3.2
Accommodation and food service activities	1.6	6.8	4.2
Education	1.5	1.9	1.7
Other service activities	0.9	1.4	1.1
Activities of households as employers; undifferentiated good	0.5	3.4	2.0
Other activities	2.8	2.1	2.5
Total	100.0	100.0	100.0
Total Number	5,563,759	5,444,050	11,007,809

Table 9.4 shows that about two-thirds (65.8 percent) of employed youth are in agriculture, forestry and fishing industry with higher proportion of females (66.8 percent) than males (64.8 percent). Wholesale and retail trade; repair of motor vehicles and motorcycles rank second by employing 13.0 percent of youth while the lowest proportion (1.0 percent) is in mining and quarrying industry.

A considerable gender gap is observed in transportation and storage industry, where there are proportionately more males (6.0 percent) than females (0.2 percent). This is probably associated with social perception that transportation and storage are masculine activities befitting males than females. Furthermore, a fairly large gender gap is also observed in accommodation and food

service activities, where female youths are four times males (6.8 percent for females and 1.6 percent for males).

Key Message: *About two-thirds of youths in Tanzania Mainland are employed in agriculture, forestry and fishing industry. There is need to demystify the perception that some industries are masculine so that jobs created in these industries can attract both female and male youths released from agriculture industry.*

9.2.4 Distribution of Employed Youths by Sector

This section presents the distribution of employed youths by sector. Analysis of youth employment by sector indicates relative potential of job creation among sectors. It also provides policy makers with an insight into skills development and job creation initiatives.

Table 9.5: Employed Youths (%) by Sector and Sex, Tanzania Mainland, 2014

Sector Type in the Economy for Main activity	Male	Female	Total
Central and Local Government	1.9	2.2	2.0
Parastatal Organisations	0.4	0.1	0.3
Private Agriculture	63.7	66.7	65.2
Private Informal Sector	21.7	25.0	23.3
Private Non-agriculture	11.5	5.3	8.4
Household Duties	0.9	0.7	0.8
Total	100.0	100.0	100.0

Table 9.5 shows that, 65.2 percent of youths are employed in private agriculture with a slightly higher proportion for female youths (66.7 percent) than that of male youths (63.7 percent). The results also reveal that private informal sector has the second highest proportion with 23.3 percent of all employed youths.

The proportion of male youths in private non-agriculture sector (11.5 percent) is twice as much as that of female youth at 5.3 percent. A low proportion of female youths in this sector is partly associated with their limited access to capital as the majority do not own assets needed for collateral. Central and local government employs only 2.0 percent with slightly higher proportion of female (2.2 percent) than that of male (1.9 percent).

Key Message: *Most youths in Tanzania Mainland are employed in agriculture and private informal sectors.*

9.3 Youths in Vulnerable Employment

Youths in vulnerable employment involve own account workers and contributing family workers. It measures the proportion of youths employed under relatively vulnerable circumstances. These youths are less likely to have formal work arrangements, and therefore more likely to have no decent working conditions; such as adequate social security, voice in trade unions, adequate earnings and productivity; and other work conditions that promote workers' basic rights.

If the proportion of youth workers in vulnerable employment is large, it is a manifestation of poverty among youth. This situation therefore, calls for attention from Government, Employers, workers and other stakeholders to make efforts to alleviate the problem among youth employees. The rate of vulnerable employment is the proportion of youth in vulnerable employment relative to total youth employment.

Table 9.6: Proportion of Youth (%) in Vulnerable Employment by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Both Sexes
Dar es Salaam	35.3	45.8	40.1
Other Urban	64.3	75.9	70.2
Rural	90.7	96.5	93.6
Total	78.3	86.4	82.3

Table 9.6 shows that, 82.3 percent of the employed youths are in vulnerable employment. Rural areas have a highest proportion of youths in vulnerable employment (93.6 percent) and the area with the least proportion is Dar es Salaam at 40.1 percent. Vulnerability is more pronounced among females (86.4 percent) than males (78.3 percent). In addition, employed youths in Dar es Salaam have the largest gender gap of 10.5 percentage points with higher vulnerability of females.

9.3.1 Youths in Vulnerable Employment by Level of Education

This section discusses the quality and stability of youths employment invulnerable condition by level of education and sex. It analyses the relationship between vulnerability and education.

Table 9.7: Proportion of Youths (%) in Vulnerable Employment by Level of Education and Sex, Tanzania Mainland, 2014

Level of Education	Male	Female	Both Sexes
Never attended	93.3	95.9	94.8
Primary	81.6	89.4	85.4
Secondary	73.0	83.0	77.6
Vocational training	34.5	37.4	35.7
Tertiary non university	33.3	16.2	23.9
University	16.2	6.0	12.4
Total	78.2	86.4	82.3

Table 9.7 shows that, vulnerability is very prominent among youths who never attended school (94.8 percent) followed by those with primary education (85.4 percent). Those with university education are the least vulnerable (12.4 percent). Generally, vulnerability decreases with level of education. It is revealed that, proportion of female youth in vulnerable employment is higher for lower education levels but lower for tertiary education compared to males.

9.4 Time related youth underemployment

Youth underemployment reflects underutilization in productive capacity of employed youth. It indicates the inability of the economy to provide full employment for the youth. It comprises youth involuntarily working less than normal hours. Youth underemployment rate is the percentage of underemployed youth relative to the employed youth.

Table 9.8: Time-related Youths Underemployment Rate (%) by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Both Sexes
Dar es Salaam	4.7	6.4	5.5
Other Urban	10.0	11.0	10.5
Rural	14.2	12.8	13.5
Total	12.1	11.7	11.9

Table 9.8 shows that, overall youths underemployment rate is 11.9 percent where the male rate is 12.1 percent and the female rate is 11.7 percent. Underemployment of youth is more severe in the Rural areas (13.5 percent) with more underemployment for males (14.2 percent compared to females (12.8 percent). It is also evident that, youths are less underemployed in Dar es Salaam (5.5 percent) compared to Other Urban areas (10.5 percent).

9.5 Youth Unemployment

The unemployment rate shows the magnitude of unutilised labour supply. It reflects the inability of the economy to generate employment for those who want to work. It is thus an indicator of the efficiency and effectiveness of economy to utilise its labour force. For the purpose of analysing youth unemployment, youths have been divided into two age groups; 15-24 years age group for standard definition and 15-35 years age group for national definition.

Table 9.9: Unemployment Rates (%) for Youth Aged 15-35 Years by Area and Sex, Tanzania Mainland, 2006 and 2014

Area	2006			2014		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Dar es Salaam	28.2	43.0	36.0	16.6	39.4	28.8
Other Urban	15.7	21.8	19.1	8.4	15.9	12.4
Total Urban	21.0	30.3	26.1	10.9	22.9	17.4
Rural	8.5	7.4	7.9	7.7	8.7	8.2
Total	12.1	14.2	13.2	8.9	14.5	11.7

Table 9.1 shows that using the national definition of youth, overall youth unemployment rate stands at 11.7 percent, decreasing from 13.2 percent in 2006. A significant decrease is observed among males from 12.1 percent in 2006 to 8.9 percent in 2014. The overall urban youth unemployment rate has decreased from 26.1 percent in 2006 to 17.4 percent in 2014. In Dar es Salaam the rate of youth unemployment decreased from 36.0 percent in 2006 to 28.8 percent in 2014. In Other Urban

areas, the rate decreased from 19.1 percent in 2006 to 12.4 percent in 2014. Youth unemployment rates among females in Dar es Salaam have remained the highest between 2006 and 2014 despite decreasing slightly from 43.0 percent to 39.4 percent. In Rural areas, female youth unemployment rate increased from 7.4 percent in 2006 to 8.7 percent in 2014.

9.5.1 Unemployment for Youths Aged 15-24 Years

Unemployment rate for youths aged 15-24 years caters for the United Nations and African Union definition of youths and it is used in comparison of youth job deficits across nations. The comparison draws global efforts to generate jobs for the youth.

Table 9.10: Unemployment Rates (%) for Youth Aged 15-24 Years by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Both Sexes
Dar es Salaam	33.3	45.7	40.6
Other Urban	8.4	16.7	12.9
Total Urban	14.2	24.6	20.0
Rural	3.9	4.4	4.1
Total	7.0	11.7	9.4

Table 9.10 shows that according to international definition of youths, 9.4 percent of the total youths labour force in age group 15-24 years reported to be unemployed. It was found that unemployment rate for youths aged 15-24 years in urban areas is 20.0 percent compared to 4.1 percent in Rural areas. In addition, youths in Dar es Salaam are most affected by unemployment at 40.6 percent followed by those in Other Urban areas at 12.9 percent. Moreover, the results show that females have higher unemployment rate (11.7 percent) than males (7.0 percent).

9.5.2 Youth Unemployment by Level of Education

Efforts to improve technical and vocational education need to reflect the demands of the labour market. Analysis of unemployed youths in respect of the level of education aims at showing how employable youths are, given their education. It also helps policy makers and skills providers to review their curricula and allocate relevant resources for labour market demand driven skills.

Table 9.11: Unemployment Rate (%) for Youths Aged 15-35 Years by Level of Education and Sex, Tanzania Mainland, 2014

Level of Education	Male	Female	Both Sexes
Never attended	4.8	7.8	6.6
Primary	8.6	14.7	11.7
Secondary	11.7	19.1	15.2
Vocational training	8.6	13.6	10.8
Tertiary non university	8.3	7.6	8.0
University	10.8	14.1	12.0
Total	8.9	14.5	11.7

Table 9.11 shows that, youths with secondary education have the highest unemployment rate of 15.2 percent, followed by those who had completed university education at 12.0 percent. The never attended have the lowest unemployment rate of 6.6 percent. Within the levels of education, females had higher unemployment rate than those of males except for tertiary non university education where males have a slight higher unemployment rate (8.3 percent) than females at 7.6 percent. This pattern suggests that the labour market environment is not friendly enough for females to get paid employment or engage in self employment.

9.6 Long-term Youth Unemployment

Long-term youth unemployment measures the incidence of youth long-term joblessness or unemployment of youth for a period of one year or more. It is expressed as a ratio of long term unemployed to the total unemployed youth.

Table 9.12: Long-term Youth (15-35 Years) Unemployment Rate (%) by Sex and Area, Tanzania Mainland, 2014

Sex	Dar es Salaam	Other Urban	Rural	Total
Male	63.0	39.9	15.3	31.2
Female	67.7	52.4	23.4	47.1
Both Sexes	66.4	48.5	19.5	41.2

Table 9.14 indicates that, about 41.2 percent of unemployed youth had been in long term unemployment. The findings show that, the proportion of females in long term unemployment (47.1 percent) is higher than that of males (31.2 percent). On the other hand, analysis by area reveals that, Dar es Salaam has the highest proportion of youth in long unemployment (66.4 percent) and the least is in Rural areas (19.5 percent). In general, females have a higher proportion of being in long term unemployment than males across all areas.

9.7 Youths Not in Employment, Education or Training (NEETs)

Youths who are without work and not attending any school or training program are among all youths who are unemployed and inactive. They are at risk of becoming economically and socially excluded because they are economically dependent. The indicator presents the share of young people who are neither in education and training nor in employment, as a percentage of the total number of youth population.

Table 9.13: Proportion (%) of Youths (15-35 years) Not in Employment and Not in Education or Training (NEET) by Sex and Area, Tanzania Mainland, 2014

Sex	Dar es Salaam	Other Urban	Rural	Total
Male	18.7	9.7	10.7	11.5
Female	44.1	21.6	15.3	21.4
Total	32.7	16.1	13.0	16.6

Table 9.13 reveals that Youth population Not in Employment and Not in Education or Training (NEET) is 16.6 percent of the total youth population. The proportion of NEET youth is highest in Dar es Salaam where it stands at 32.7 percent, followed by Other Urban (16.1 percent) and in the Rural areas (only 13.0 percent). Female youth are more in NEET with 21.4 percent than male youth at 11.5 percent. The severity of NEET reflects the extent of despair among youth, which is particularly acute in female.

Key message: *Female youth Not in Employment and Not in Education or Training (NEETs) are estimated to be twice as much as the male youth NEETs in Tanzania Mainland.*

9.8 Discouraged Youth Job Seekers

Discouraged youth job seekers represent a proportion of unemployed youths who are not seeking job for reasons such as feeling that they lack proper qualifications, they do not know where or how to look for work; or they feel that no suitable work is available.

Table 9.14: Discouraged Youth Job Seekers Aged 15-35 Years (%) by Sex and Area, Tanzania Mainland, 2014

Sex	Dar es Salaam	Other Urban	Rural	Total
Male	13.3	4.4	2.2	5.1
Female	19.9	6.8	0.0	8.7
Both Sexes	18.1	6.1	1.1	7.4

Table 9.15 indicates that, the proportion of discouraged youth job seekers is 7.4 percent of the unemployed youths. The proportion of discouraged youth job seekers is highest in Dar es Salaam at 18.1 percent, followed by Other Urban at 6.1 percent and Rural areas at 1.1 percent. Furthermore, the proportion of discouraged female job seekers is higher with 8.7 percent as compared to that of males at 5.1 percent.

CHAPTER TEN INCOME FROM EMPLOYMENT

10.0 Introduction

Income from employment can be broadly defined as the compensation in cash or in-kind which accrues to employed persons as a result of their involvement in either waged employment or self-employed jobs or compensation for engaging in agricultural activities over a given reference period. This chapter presents income from employment in relation to paid, self and agricultural employed persons; mean and median incomes; and low pay rate for paid employees.

10.1 Mean and Median Incomes

Mean and median income are used as the basis for measuring and analysing the distribution of income among different employed persons in terms of characteristics such as age, sex, employment status, education level, occupation and industry. Mean income can sometimes be influenced by large extreme values especially when the data are not normally distributed, thus to avoid this tendency both mean and median have been used in the analysis of this section.

Table 10.1: Mean and Median Monthly Incomes (TZS) of Paid, Self and Agricultural Employed Persons Aged 15+ years by Sex, Tanzania Mainland, 2014

Type of Employment	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Paid Employed Monthly Income	328,856	200,000	265,604	150,000	308,075	180,000
Self-employed Monthly Income	279,636	150,860	144,300	80,000	215,541	112,000
Agricultural Monthly Income	150,665	69,750	92,882	43,000	131,943	60,000
Total Monthly Income	278,748	150,000	165,920	83,500	234,262	120,000

Table 10.1 shows that, the total mean monthly income in 2014 is TZS 234,262 with males having higher average monthly income of TZS 278,748 compared to female income (TZS 165,920). The results also indicate that paid employees have highest mean monthly income of TZS 308,075 followed by self-employed with a mean income of TZS 215,541 while agricultural employees have the least mean income of TZS 131,943. A similar pattern of median income is observed across types of employment.

Mean monthly income earned by females is less than that earned by males regardless of the type of employment. This is particularly observed in agriculture where mean monthly income for males is nearly two times (TZS 150,665) the amount earned by females (TZS 92,882). A similar pattern is observed in self-employed. The results also show that paid employees have higher incomes than those who are self-employed and those in agriculture. The income gap between males and females warrants policy interventions to promote women empowerment in all types of employment.

Table 10.2: Mean Monthly Income (TZS) of Paid and Self-Employed Persons Aged 15+ years by Age Group and Sex, Tanzania Mainland, 2006 and 2014

Age Group	2006			2014		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Paid employed income						
15 - 24	59,717	27,442	46,933	143,637	126,672	135,958
25 -34	79,621	67,339	76,304	321,282	287,498	310,325
35 - 64	146,009	131,830	142,499	413,148	389,084	406,749
65 +	56,843	25,311	49,978	412,373	111,336	372,531
Total	106,272	79,032	98,454	328,856	265,604	308,075
Self-employed income						
15 - 24	69,066	45,109	57,251	153,166	103,640	128,436
25 -34	88,143	63,100	77,039	258,443	147,502	205,118
35 - 64	113,472	51,592	85,619	328,324	156,686	248,136
65 +	47,894	18,947	36,399	161,705	66,652	122,744
Total	94,373	53,163	75,693	279,636	144,300	215,541

Table 10.2 shows that, income increases with age up to 64 years with adults aged 35-64 years for paid and self-employed having the highest mean monthly income of TZS 406,749 and TZS 248,136 respectively in 2014. The relative male-female gender gap is greater for adult aged 65 years and above in which male mean monthly income is almost four times and three times that of females for paid and self-employed respectively in 2014.

The results also revealed that mean monthly income of paid employees increased from TZS 98,454 in 2006 to TZS 308,075 in 2014 while that of self-employed increased from TZS 75,693 in 2006 to TZS 215,541 in 2014.

A similar trend is observed across age groups for both employment categories where mean monthly income in 2014 is about three times that of 2006. It is also observed that males earn higher mean monthly incomes than females in both years. This can be attributed to social set up in society which favours males to earn more than females.

Key message: *There is a considerable increase (three-fold) in nominal incomes for both paid employees and self-employed persons between 2006 and 2014 from mean monthly income of TZS 98,454 to TZS 308,797 and from TZS 75,693 to TZS 215,660 respectively*

Table 10.3: Mean and Median Monthly Incomes (TZS) of Paid, Self and Agricultural Employed Persons Aged 15+ Years by Level of Education and Sex, Tanzania Mainland, 2014

Level of Education	Male		Female		Both Sexes	
	Mean	Median	Mean	Median	Mean	Median
Paid employed Monthly income						
Never attended	102,745	60,000	89,716	52,000	97,967	60,000
Primary	200,665	150,000	122,089	99,242	177,563	128,000
Secondary	310,248	236,000	211,247	150,000	280,012	200,000
Vocational training	446,979	368,000	444,651	395,000	445,988	387,000
Tertiary non university	704,376	536,000	508,895	460,000	610,704	500,000
University	1,054,784	769,000	861,721	633,000	1,000,626	700,000
Total	328,856	200,000	265,604	150,000	308,075	180,000
Self-employed monthly income						
Never attended	124,507	80,000	85,249	60,000	98,519	66,000
Primary	243,346	150,000	138,090	80,000	194,929	108,000
Secondary	458,707	200,000	220,795	130,000	347,114	160,000
Vocational training	376,648	240,000	192,653	128,000	312,937	200,000
Tertiary non university	464,673	285,000	216,005	120,000	381,591	199,640
University	983,886	520,000	531,455	280,000	895,717	500,000
Total	279,636	150,860	144,300	80,000	215,541	112,000
Agricultural monthly income						
Never attended	165,820	70,000	72,240	40,000	118,812	51,666
Primary	128,867	69,167	95,344	45,000	119,609	60,000
Secondary	322,880	68,165	166,127	39,500	278,853	60,000
Vocational training	205,391	57,550	113,271	69,140	186,500	57,550
Tertiary non university	156,910	60,000	143,564	60,000	151,006	60,000
University	460,291	300,000	438,748	20,000	458,984	280,000
Total	150,665	69,750	92,882	43,000	131,943	60,000

Table 10.3 shows that paid employees with university level of education have the highest mean monthly income of TZS 1,000,626 followed by self-employed with TZS 895,717 and agricultural employees with TZS 458,984.

The lowest mean monthly income is for paid employees who have never attended school with TZS 97,967, followed by self-employed who have never attended school with TZS 98,519 and agricultural employees who have never attended school with TZS 118,812.

Generally, the mean monthly income increases with level of education in all types of employment as depicted by Charts 9.1 and 9.2 for paid employees and self-employed. Across education levels, males have higher mean monthly income than females. The highest mean income is at university level with TZS 1,054,784 for males and TZS 861,721 for females in paid employment. The highest gender gap in income is in self-employed where males with university education earn TZS 983,886 compared to females with TZS 531,455. Despite having the same level of education, females earn less due to social and economic constraints restraining them from engaging in activities that would have improved their incomes.

Chart 10.1: Mean Monthly Income (TZS) of Paid Employees Aged 15+ years by Level of Education and Sex, Tanzania Mainland, 2014

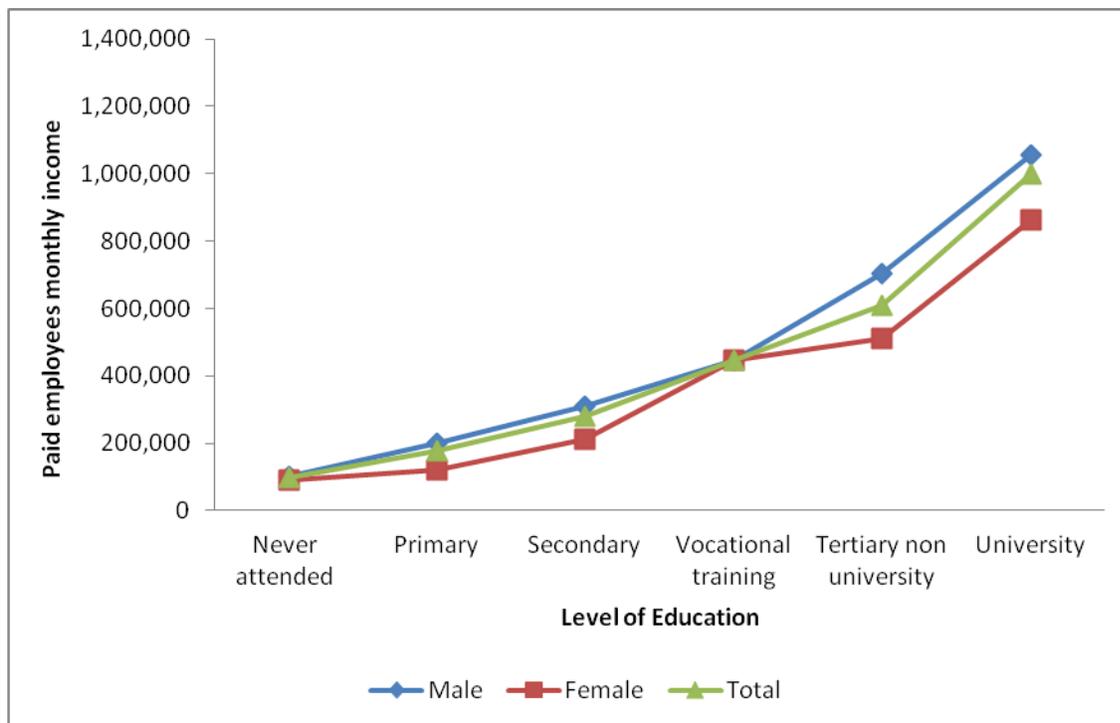
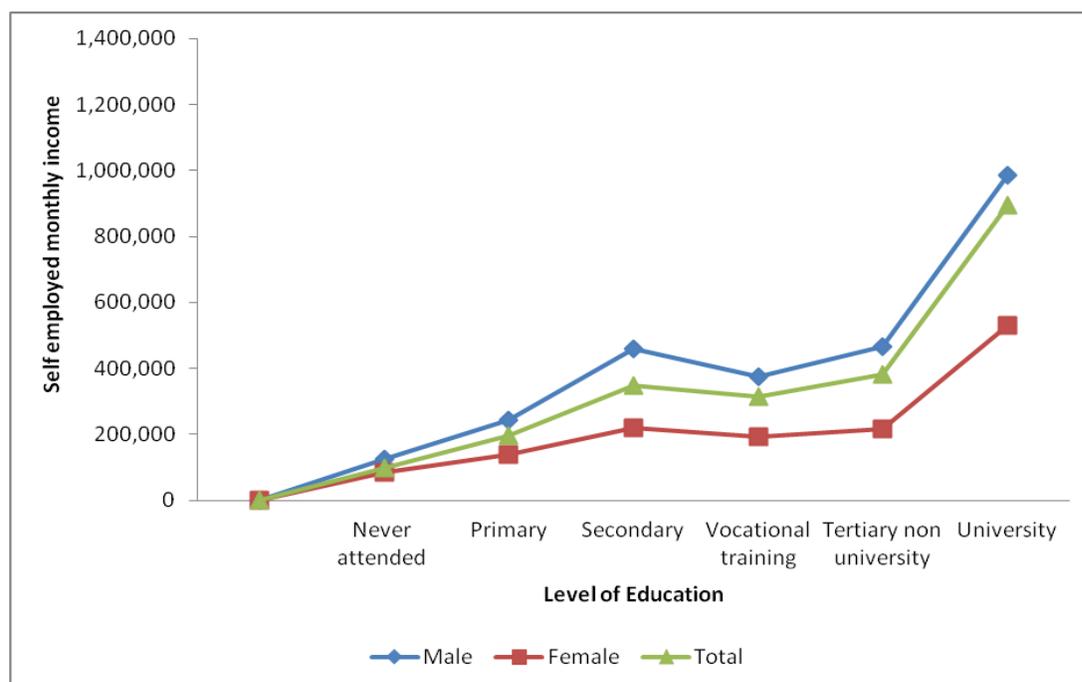


Chart 10.2: Mean Monthly Income (TZS.) of Self-Employees Aged 15+ years by Level of Education and Sex, Tanzania Mainland, 2014



10.2 Income for Paid Employees

Paid employees are those paid in cash or in-kind in permanent, casual or temporary employment. This section summarises income for paid employees by variables such as area, sex, age, occupation and industry.

Table 10.4: Paid Employees Aged 15+ Years (%) by Monthly Income and Sex, Tanzania Mainland, 2014

Income Group (TZS)	Male	Female	Total
Under 65,001	19.8	23.8	21.1
65,001 - 150,000	22.8	28.3	24.6
150,001 - 300,000	24.5	17.4	22.1
300,001 - 500,000	16.0	15.5	15.8
500,001 - 900,000	12.1	11.6	11.9
900,001 - 1,200,000	1.7	1.9	1.8
1,200,001 - 1,500,000	1.9	0.8	1.5
1,500,001 and Above	1.4	0.7	1.2
Total	100.0	100.0	100.0
Total Number	2,157,758	1,055,740	3,213,498

Table 10.4 reveals that, two-thirds (67.8 percent) of paid employees earn less than TZS 300,000 mean monthly income with females (69.5 percent) having a slightly higher proportion than males (67.1 percent). It is also observed that, less than 5 percent of paid employees earn mean monthly income above TZS 900,000. The proportions of males (1.9 and 1.4 percent) earning more than TZS 1.2 million are two times those of females (0.8 and 0.7 percent).

Table 10.5: Mean and Median Monthly Income (TZS) of Paid Employees Aged 15+ Years by Occupation and Sex, Tanzania Mainland, 2014

Occupation	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Legislators, administrators and managers	801,757	386,000	774,226	570,000	795,878	400,000
Professionals	924,942	720,000	863,617	630,000	910,476	700,000
Technicians and associate professionals	662,460	536,000	502,908	460,000	578,505	500,000
Clerks	611,764	400,000	383,298	300,000	466,018	350,000
Service workers and shop sales workers	342,262	200,000	191,004	115,000	274,079	150,000
Agricultural and fishery workers	95,587	60,000	73,466	40,000	91,486	59,000
Craft and related workers	263,273	200,000	199,168	152,000	257,970	200,000
Plant and machine operators and assemblers	299,743	285,000	181,212	160,000	297,152	280,000
Elementary occupations	158,831	139,000	107,063	90,000	131,466	107,500
Total Number	328,856	200,000	265,604	150,000	308,075	180,000

Table 10.5 indicates that professionals receive the highest pay, with a mean monthly income of TZS 910,476, followed by legislators, administrators and managers, with TZS 795,878. The lowest mean monthly income is earned by agricultural and fishery workers with TZS 91,486 followed by workers in elementary occupations with TZS 131,466.

The table reveals that mean monthly incomes for females are lower than those of males for all occupations. The relative earning gender gaps are largest for service and shop sales workers and plant and machine operators and assemblers where males earn 1.8 and 1.7 times more than females respectively.

Table 10.6: Mean and Median Monthly Income (TZS) of Paid Employed Persons Aged 15+ Years by Industry and Sex, Tanzania Mainland, 2014

Industry	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Agriculture, forestry and fishing	100,989	60,000	91,005	50,000	99,108	60,000
Mining and quarrying	587,426	517,000	433,337	550,000	578,313	517,000
Manufacturing	284,395	200,000	162,943	120,000	250,030	170,000
Electricity, gas, steam and air conditioning supply	676,854	480,000	979,012	890,000	696,086	495,780
Water supply; sewage, waste management and remediation activities	486,592	350,000	766,725	300,000	590,058	350,000
Construction	327,678	240,000	213,276	150,000	320,845	240,000
Wholesale and retail trade; repair of motor vehicles and mot	242,389	160,000	162,480	100,000	216,035	150,000
Transportation and storage	314,869	270,000	289,436	200,000	314,047	270,000
Accommodation and food service activities	242,097	200,000	142,470	100,000	169,878	120,000
Information and communication	627,891	450,000	450,480	350,000	572,900	400,000
Financial and insurance activities	1,791,309	800,000	470,801	350,000	1,057,717	520,000
Real estate activities	729,393	500,000	310,710	190,000	571,319	350,000
Professional, scientific and technical activities	781,996	600,000	702,852	500,000	759,863	578,500
Administrative and support service activities	412,334	250,000	363,139	250,000	403,892	250,000
Public administration and defence; compulsory social security	614,599	460,000	541,128	485,000	599,796	469,000
Education	580,804	500,000	494,714	432,000	538,068	450,000
Human Health and social work activities	548,186	470,000	504,268	401,000	522,287	420,000
Arts, entertainment and recreation	275,549	240,000	143,464	150,000	227,425	180,000
Other service activities	192,015	125,000	174,328	120,000	185,299	120,000
Activities of households as employers; undifferentiated goods	129,951	140,000	98,002	80,000	102,787	85,000
Activities of extraterritorial organizations and bodies	2,294,620	900,000	-	-	2,294,620	900,000
Total Number	328,856	200,000	265,604	150,000	308,075	180,000

Table 10.6 shows that the highest mean monthly income is in activities of extraterritorial organizations and bodies (TZS 2,294,620) followed by financial and insurance activities (TZS 1,057,717) and professional, scientific and technical activities with TZS 759,863. The lowest income of paid employees is in agriculture, forestry and fishing (TZS 99,108), followed by activities of households as employers; undifferentiated goods (TZS 102,787).

In general, females tend to have lower mean monthly incomes than males in all industries except electricity, gas, steam and air conditioning supply and; water supply; sewage, waste management and remediation activities. Financial and insurance activities indicate a significant gender gap with males earning four times the income of females.

Table 10.7: Mean and Median Monthly Income (TZS) of Paid Employees Aged 15+ Years by Sector and Sex, Tanzania Mainland, 2014

Sector	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Central and local government	659,892	520,000	552,161	500,000	614,867	500,000
Parastatal organisations	579,111	402,000	823,875	510,000	622,135	450,000
Private sector (agriculture)	83,880	60,000	74,981	48,000	82,099	52,000
Private informal sector	203,324	150,000	107,872	90,000	158,495	120,000
Private sector (non agriculture)	372,955	250,000	252,770	150,000	340,212	220,000
Household duties	227,759	222,000	359,031	600,000	255,384	222,000
Total Number	328,856	200,000	265,604	150,000	308,075	180,000

Table 10.7 shows that parastatal organisations employees have the highest mean monthly income of TZS 622,135 followed by those in central and local government with TZS 614,867. On the other hand, paid employees in private sector (agriculture) and private informal sectors have the lowest mean monthly income of TZS 82,099 and TZS 158,495 respectively.

Females mean monthly incomes are generally lower than those of males in all sectors except for parastatal organisations and household duties where females earn about 1.5 times the income of males. Furthermore, a significant gender gap is observed in private informal sector where males with TZS 203,324 earn two times the income of females at TZS 107,872.

Chart 10.3: Mean Monthly Income (TZS) of Paid Employees aged 15+ Years by Area and Sex, Tanzania Mainland, 2014

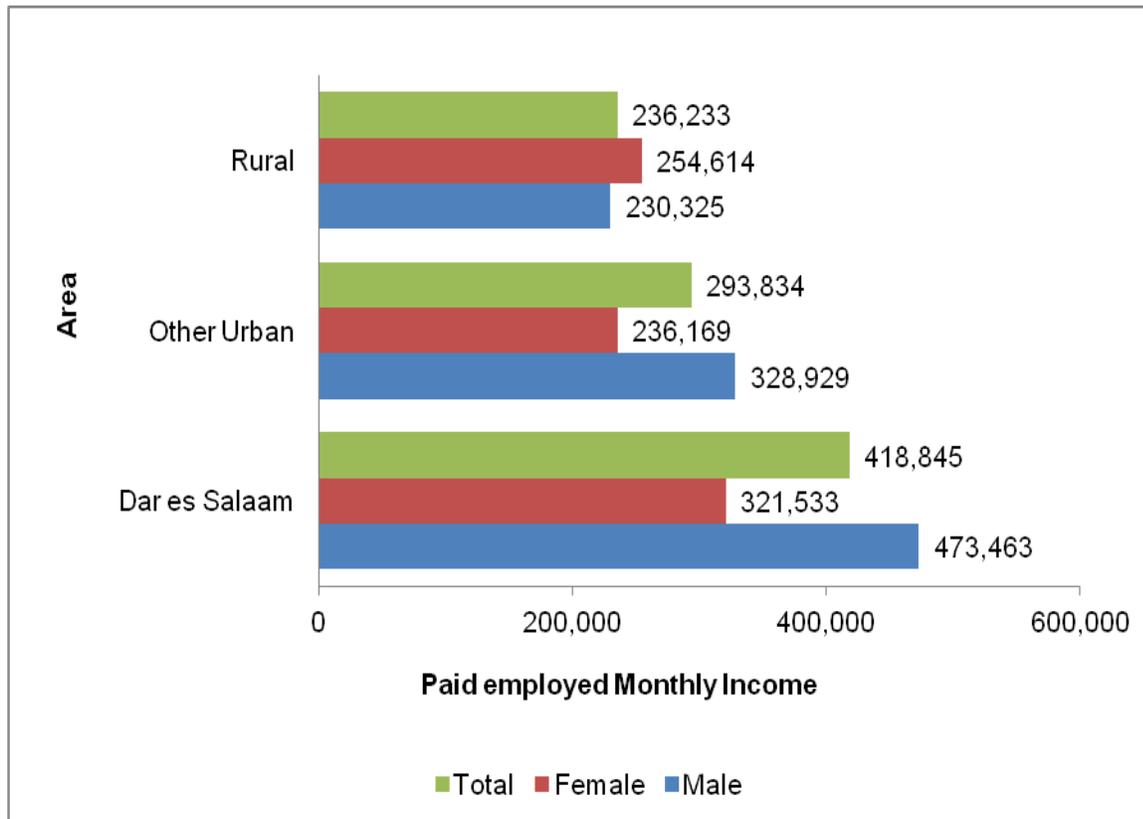


Chart 10.3 reveals that, the highest mean monthly income for paid employees is that of Dar es Salaam with TZS 418,845 followed by Other Urban with TZS 293,834 and Rural with TZS 236,233. In Dar es Salaam and Other Urban areas males earn higher mean monthly income than females whereas in Rural areas females earn more income than males. The income gender gap is more pronounced in Dar es Salaam where males earn TZS 151,930 in excess of what females earn.

10.3 Income for Self-Employed Persons

Income from self-employment includes incomes from main and secondary activities. However, analysis in this section considers industry and sector of main activity only. Thus, self-employment income recorded for sectors such as central and local government; and parastatal organisations would often represent income from secondary activities of those who work as paid employees in these sectors.

Table 10.8: Self-Employed Persons Aged 15+ Years (%) by Monthly Income and Sex, Tanzania Mainland, 2014

Income (TZS)	Male	Female	Total
Under 65,001	22.2	42.9	32.0
65,001 - 150,000	27.7	31.0	29.3
150,001 - 300,000	27.7	16.2	22.2
300,001 - 500,000	10.9	5.7	8.4
500,001 - 900,000	6.5	2.8	4.8
900,001 - 1,200,000	2.1	0.9	1.5
1,200,001 - 1,500,000	0.7	0.2	0.5
1,500,001 and Above	2.2	0.3	1.3
Total	100.0	100.0	100.0
Total Number	2,897,886	2,607,217	5,505,103

Table 10.8 shows that 83.5 percent of self-employed persons earn monthly income of less than TZS 300,000. More females (90.1 percent) earn less than TZS 300,000 compared to males (77.6 percent). Above monthly income of TZS 300,000, males earn more than twice as much as females.

Table 10.9: Mean and Median Monthly Income (TZS) of Self-Employed Persons Aged 15+ Years by Industry and Sex, Tanzania Mainland, 2014

Industry	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Agriculture, forestry and fishing	156,766	90,000	76,217	52,000	119,241	70,000
Mining and quarrying	146,411	120,000	61,286	60,000	131,482	106,500
Manufacturing	261,518	190,000	107,718	78,000	192,759	120,000
Electricity, gas, steam and air conditioning supply	313,672	210,000	0	0	313,672	210,000
Water supply; sewage, waste management and	321,752	177,000	135,199	54,800	235,737	177,000
Construction	358,803	228,000	170,031	80,000	357,579	225,000
Wholesale and retail trade; repair of motor vehicles	390,517	200,000	186,433	104,000	287,730	150,000
Transportation and storage	279,247	186,000	183,389	120,000	275,691	186,000
Accommodation and food service activities	309,842	170,000	172,568	100,000	190,273	105,000
Information and communication	503,659	200,000	685,018	800,000	546,445	203,000
Financial and insurance activities	632,249	150,000	315,036	330,000	481,524	240,000
Real estate activities	575,132	15,000	129,587	105,000	465,066	15,000
Professional, scientific and technical activities	527,575	220,000	205,247	28,000	463,372	201,600
Administrative and support service activities	451,130	300,000	237,104	30,000	390,479	226,000
Public administration and defence; compulsory	364,886	160,000	132,503	120,000	332,790	160,000
Education	293,907	143,000	121,946	100,000	198,324	120,000
Human Health and social work activities	323,552	199,640	281,078	160,000	303,290	180,000
Arts, entertainment and recreation	285,720	150,860	81,527	18,000	204,425	116,000
Other service activities	163,977	90,000	194,577	120,000	181,364	100,000
Activities of households as employers; undifferentiated good	91,919	34,000	80,017	60,000	81,017	60,000
Total Number	279,636	150,860	144,300	80,000	215,541	112,000

Table 10.9 shows that the industry with highest mean monthly income is information and communication (TZS 546,445) followed by financial and insurance activities (TZS 481,524) and real estate activities (TZS 465,066). Activities of households as employers with TZS 81,017 and agriculture, forestry and fishing (TZS 119,241) have the lowest mean monthly income for self-employed.

Self-employed males earn more than self-employed females in almost all industries except for information and communication industry in which females (TZS 685,018) earn more than males with TZS 503,659 followed by other service activities with TZS 194,577 for females and TZS 163,977 for males. In real estate activities and arts, entertainment and recreation self-employed males earn about four times that of females. Taking into account that there is a significant number of female artists and entertainers who play a key role in society there is need to promote and develop their skills so that they increase their earnings.

Table 10.10: Mean and Median Monthly Income (TZS) of Self-Employed Persons Aged 15+ Years by Sector and Sex, Tanzania Mainland, 2014

Sector	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Central and local government	324,882	199,640	239,542	160,000	285,908	160,000
Parastatal organisations	221,840	100,000	0	0	221,840	100,000
Private sector (agriculture)	152,015	88,000	76,553	54,000	117,085	70,000
Private informal sector	288,124	175,000	161,001	100,000	224,498	130,000
Private sector (non agriculture)	626,066	250,000	342,421	200,000	543,355	240,000
Household duties	253,263	200,000	49,350	35,000	113,528	80,000
Total Number	279,636	150,860	144,300	80,000	215,541	112,000

Table 10.10 shows that, private sector (non agriculture) has the highest mean monthly income of TZS 543,355 followed by central and local government with TZS 285,908. Sectors with lowest mean monthly income are household duties with TZS 113,528 followed by private sector (agriculture) with TZS 117,085. The results also reveal that, males earn more mean monthly income than females in all sectors. In household duties, males earn five times as much as females. This suggests that, activities performed by females in household duties are not measured or given appropriate economic value compared to those done by males.

Chart 10.4: Mean Monthly Income (TZS) of Self-Employed Persons aged 15+ Years by Area and Sex, Tanzania Mainland, 2014

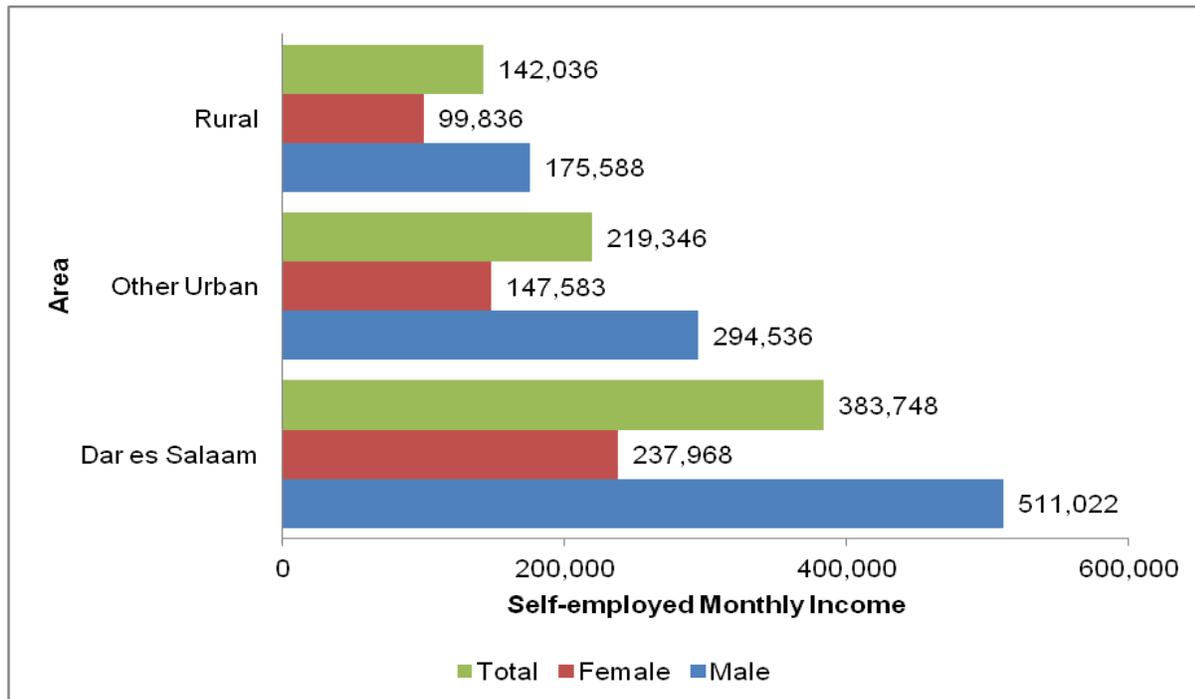


Chart 10.4 indicates that, the mean monthly income for self-employed persons is highest in Dar es Salaam with TZS 383,748 followed by Other Urban with TZS 219,346 and Rural with TZS 142,036. In all geographical areas males earn higher mean monthly income than females. The income gender gap is more noticeable in Dar es Salaam where males earn more than twice what females earn with an excess of TZS 273,054 in favour of males.

10.4 Income of Employed Persons in Agriculture

In 2014 ILFS, all urban and rural households were interviewed about engagement in agriculture unlike what it was in the 2006 survey. The respondents provided information on both cash and in-kind (e.g. home consumption) income accrued from agricultural activities. This section presents income from agriculture by area and sex of employed persons.

Chart 10.5: Mean Monthly Income (TZS) of Agricultural Employed Persons Aged 15+ Years by Area and Sex, Tanzania Mainland, 2014

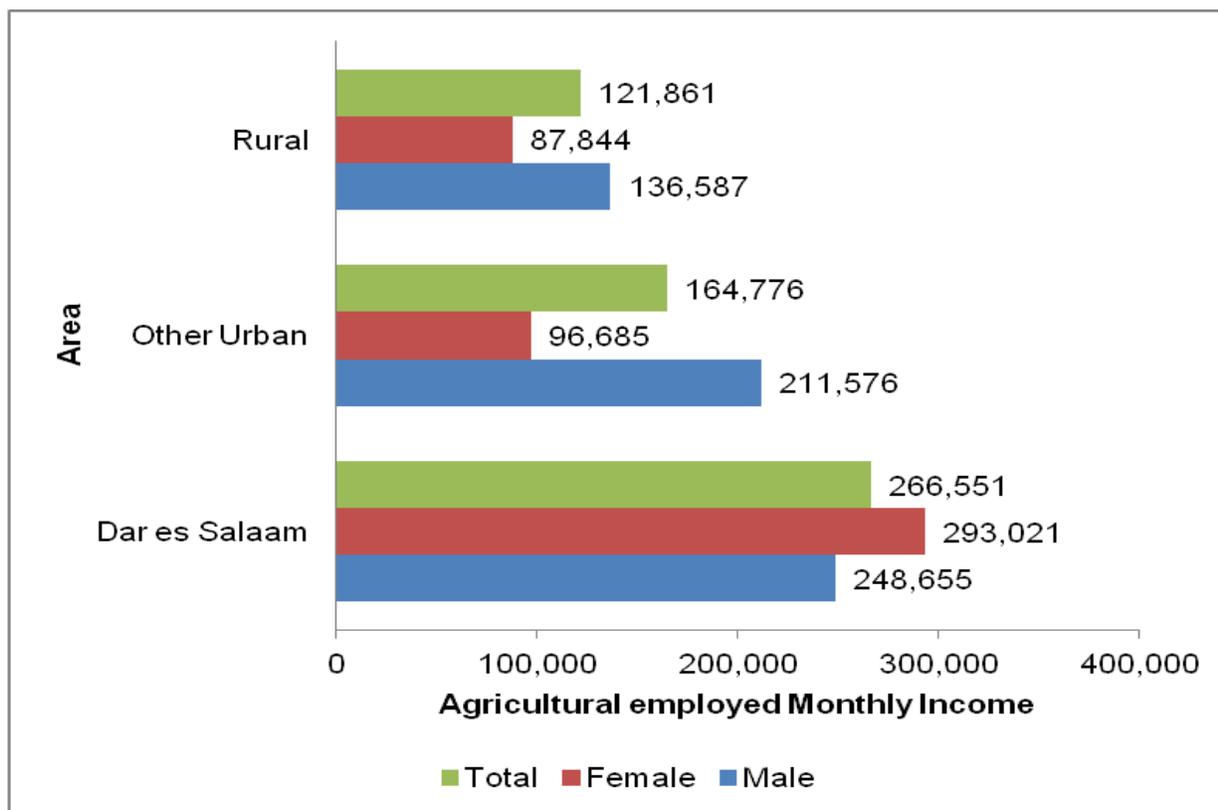


Chart 10.5 shows that, the highest mean monthly income for persons employed in agriculture is in Dar es Salaam with TZS 266,551 followed by Other Urban with TZS 164,776 and Rural with TZS 121,861. In Dar es Salaam, females earn more income than males whereas in Rural and Other Urban areas males have higher mean monthly income than females. This can be attributed to females' activities in poultry keeping and vegetable gardening which generate substantially higher incomes. In contrast, the income gender gap is more pronounced in Other Urban areas where males (TZS 211,576) earn more than twice what the females earn (TZS 96,685).

10.5 Low Pay Rate (LPR) for Paid Employees

The Low Pay Rate (LPR) measures the proportion of paid employees whose monthly incomes are less than two-thirds of the median monthly income.

Table 10.11: Percentage of Paid Employees Aged 15+ Years with Low Pay Rate by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Both Sexes
Dar es Salaam	10.5	23.6	15.2
Other Urban	25.4	47.7	33.8
Rural	50.8	52.1	51.1
Total	31.0	41.7	34.5

Table 10.11 indicates that, the overall LPR is 34.5 percent with Dar es Salaam having the lowest LPR at 15.2 percent followed by Other Urban (33.8 percent) and Rural areas (51.1 percent).

The table also shows that, females have higher low pay rate of 41.7 percent than males at 31.0 percent. The higher LPR pattern for females is found in all geographical areas. The gender disparity in LPR is highest in Other Urban (47.7 percent females and 25.4 percent males) followed by Dar es Salaam (23.6 percent females and 10.5 percent males). Proportion of females with LPR in Rural areas is almost equal to that of males. This calls for policy measures to be taken to address the gender gap in urban areas.

CHAPTER ELEVEN USUALLY ECONOMICALLY ACTIVE AND INACTIVE POPULATIONS

11.0 Introduction

This survey collected information on usually economically active and inactive populations in last twelve months. The main purpose of measuring usually economic activity is to examine the dominant pattern of economic activity status for different seasons. This chapter presents findings on characteristics of usually economically active and inactive population in Tanzania Mainland.

Figure 11.1: Working Age Population (15+ years) by Usual Economic Activity Status and Sex, Tanzania Mainland, 2014

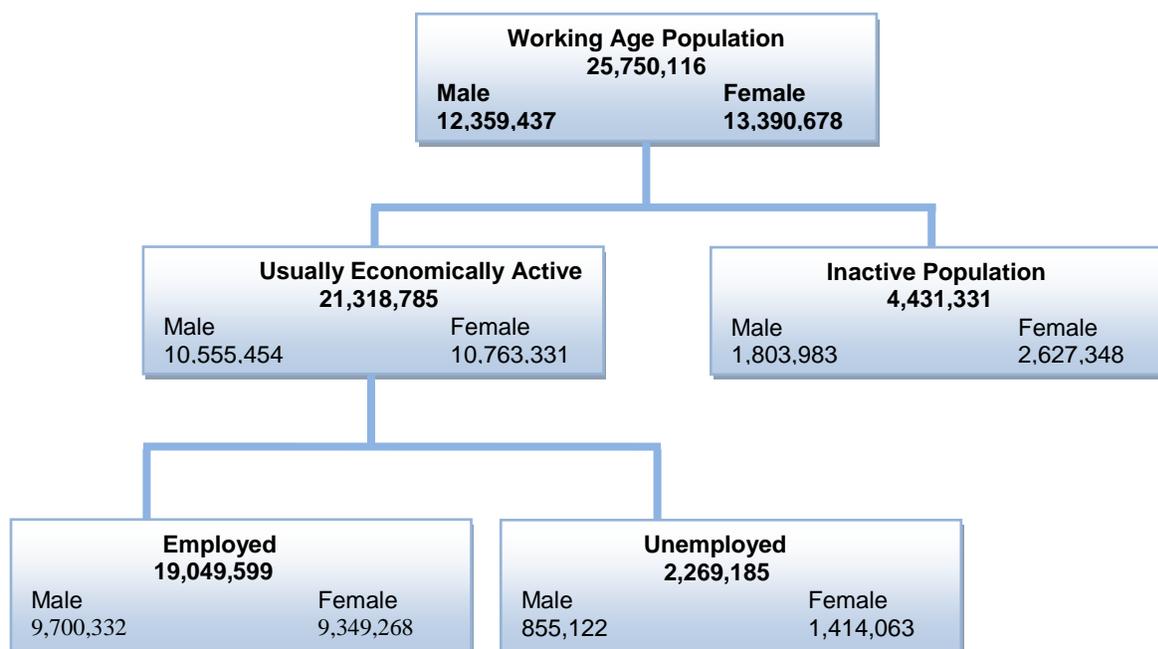


Figure 11.1 shows that, working age population or persons aged 15 years or above in Tanzania Mainland is 25.8 million. It also reveals that eight out of ten persons (82.8 percent) are usually economically active while 17.2 percent are inactive. Among the usually economically active population, 10.6 million are males (49.5 percent) and 10.8 million are females (50.5 percent). The sex disaggregated participation rate is 85.4 percent for males and 80.4 percent for females. Among the usually economically active population, 89.4 percent are employed and 10.6 percent are unemployed.

11.1 Profile of Usually Economically Active Population

This section presents findings on usually economically active population by social-demographic characteristics such as age, sex and area.

Table 11.1: Percentage of Usually Economically Active Population Aged 15+ Years by Sex, Age Group and Area, Tanzania Mainland, 2014

Sex/Age Group		Dar es Salaam	Other Urban	Rural	Total
Male	15 - 24	8.5	11.3	13.9	12.6
	25 -34	17.2	13.9	11.7	12.9
	35 - 64	24.4	21.2	20.7	21.2
	65 +	1.1	1.8	3.5	2.8
	Sub Total	51.2	48.1	49.8	49.5
Female	15 - 24	11.8	13.8	13	13.1
	25 -34	17.5	15.8	12.5	13.9
	35 - 64	19	20.3	21.9	21.2
	65 +	0.4	1.9	2.8	2.3
	Sub Total	48.8	51.9	50.2	50.5
Total	15 - 24	20.3	25.1	26.9	25.7
	25 -34	34.8	29.7	24.2	26.8
	35 - 64	43.4	41.5	42.6	42.4
	65 +	1.5	3.7	6.3	5.1
Total		100	100	100	100
Total Number		2,416,923	5,458,618	13,443,243	21,318,784

Table 11.1 shows that, Rural areas have the largest population of usually economically active population with 13.4 million (63.1 percent) followed by Other Urban with 5.5 million (25.6 percent) and Dar es Salaam with 2.4 million (11.3 percent). It also shows that across geographical areas the sex distribution is almost the same. The highest proportion of usually economically active population is in age group 35-64 years with 42.4 percent and lowest proportion is in the age group 65 years or above which account for 5.1 percent.

11.2 Profile of Usually Employed Population

Usually employed persons refer to all persons aged 15 years or above who performed work in six months or more of twelve months prior to the survey. This section analyzes some characteristics of usually employed population.

11.2.1 Usual Employment- to- Population Ratio

Usual employment-to- population ratio is a proportion of number of usually employed to usual working aged population. When a large proportion of a country population is employed, it is an indication of potential economic growth of a country. Demographic characteristics of age, sex and area are analysed in relation to employment –to- population ratio.

Table 11.2: Usual Employment–to-Population Ratio (%) for Persons Aged 15+ Years by Sex, Age Group and Area, Tanzania Mainland, 2014

Sex/Age Group		Dar es Salaam	Other Urban	Rural	Total
Male	15 - 24	29.3	50.4	68.8	59.7
	25 - 34	85.7	89.5	88.0	88.1
	35 - 64	90.6	90.7	90.7	90.7
	65 +	41.9	56.5	66.9	63.6
	Total	70.6	76.0	81.1	78.5
Female	15 - 24	26.6	48.4	65.8	55.4
	25 - 34	51.9	74.5	84.0	76.1
	35 - 64	64.9	80.7	85.6	82.1
	65 +	11.2	42.6	47.6	44.6
	Total	46.6	66.3	76.2	69.8
Both Sexes	15 - 24	27.8	49.3	67.3	57.5
	25 - 34	67.4	81.2	85.9	81.7
	35 - 64	78.5	85.6	88.0	86.2
	65 +	26.8	48.3	57.0	53.6
	Total	58.1	70.8	78.6	74.0

Table 11.2 shows that, overall usual employment to population ratio is 74.0 percent with highest ratio in Rural areas (78.6 percent) and lowest in Dar es Salaam at 58.1 percent. It also reveals that, the ratio is higher among males with 78.5 percent compared to females with 69.8 percent. The gender difference in the ratio is highest in Dar es Salaam with males having 70.6 percent and females 46.6 percent.

Across age groups, the ratio is lowest for persons aged 65 years or above at 53.6 percent and highest for those aged 35-64 years at 86.2 percent. A similar pattern is observed across all geographical areas. The highest ratios for persons aged 25-64 years is a result of these persons being the most economically active compared to other age groups.

11.2.2 Profile of Usually Unemployed Population

Unemployment over a longer period of time of twelve month is referred to as usual unemployment. It is defined as a percentage of usually economically active persons who are unemployed. The usually unemployed population comprises all persons who worked less than six months but were available for work during the last twelve months. This section discusses usual unemployment in relation to area, age group and sex.

Table 11.3: Usual Unemployment Rate (%) for Persons Aged 15+ Years by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Both Sexes
Dar es Salaam	12.2	33.2	22.5
Other Urban	9.1	15.5	12.4
Rural	7.0	8.6	7.8
Total	8.1	13.1	10.6

Table 11.3 shows that overall usual unemployment rate is 10.6 percent with Dar es Salaam having the highest rate of 22.5 percent followed by Other Urban with 12.4 percent and Rural areas with 7.8 percent. The rate is higher for females (13.1 percent) than that of males (8.1percent). The same pattern is observed across all geographical areas. The highest usual unemployment rate is that of females in Dar es Salaam with 33.2 percent and the lowest is that of males in Rural areas with 7.0 percent. This indicates that usual unemployment is a big problem in urban areas compared to Rural areas where the majority find employment in agricultural activities.

Table 11.4: Usual Unemployment Rate (%) for Persons Aged 15+ Years by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Male	Female	Both Sexes
15 - 24	14.6	19.7	17.2
25 - 34	6.6	14.3	10.6
35 - 64	5.4	8.5	7.0
65 +	6.0	11.9	8.7
Total	8.1	13.1	10.6

Table 11.4 reveals that usual unemployment rate is highest for age group 15-24 years (17.2 percent) and lowest in age group 35-64 years (7.0 percent). A similar pattern is observed among females and males. The rates are higher for females than males across all age groups. For age groups 25-34 and 65 years and above, the rates are doubled for females compared to males.

11.2.3 Profile of Usually Inactive Population

Usually economically inactive population comprises persons who did not perform any economic activities and were not available for work for more than six in last twelve months for various reasons. These include all persons who were full time students, housewives, retired, ill, disabled, too old to work, taking care of those who need assistance, and those who were not available for work for some other reason.

11.2.4 Usual Inactivity Rate

Usual inactivity rate measures the proportion of usually inactive population in relation to usual working age population. This section discusses inactivity rate in relation to sex, age groups and area.

Table 11.5: Usual Inactivity Rate (%) for Persons Aged 15+ Years by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Male	Female	Both Sexes
15 - 24	30.1	31.1	30.6
25 - 34	5.8	11.2	8.6
35 - 64	4.1	10.3	7.3
65 +	32.4	49.3	41.3
Total	14.6	19.6	17.2

Table 11.5 indicates that overall usual inactivity rate is 17.2 percent with males having a lower rate (14.6 percent) compared to females (19.6 percent). The rates are higher among females across all age groups with more incidences for females above 24 years. Furthermore, the rate is highest among persons aged 65 years or above with 41.3 percent followed by those aged 15-24 years at 30.6 percent. The high inactivity rate in age group 15-24 reflects higher participation of these persons in education and training rather than participation in the economic activities.

Chart 11.1: Usual Inactivity Rate (%) for Persons Aged 15+ Years by Sex and Area, Tanzania Mainland, 2014

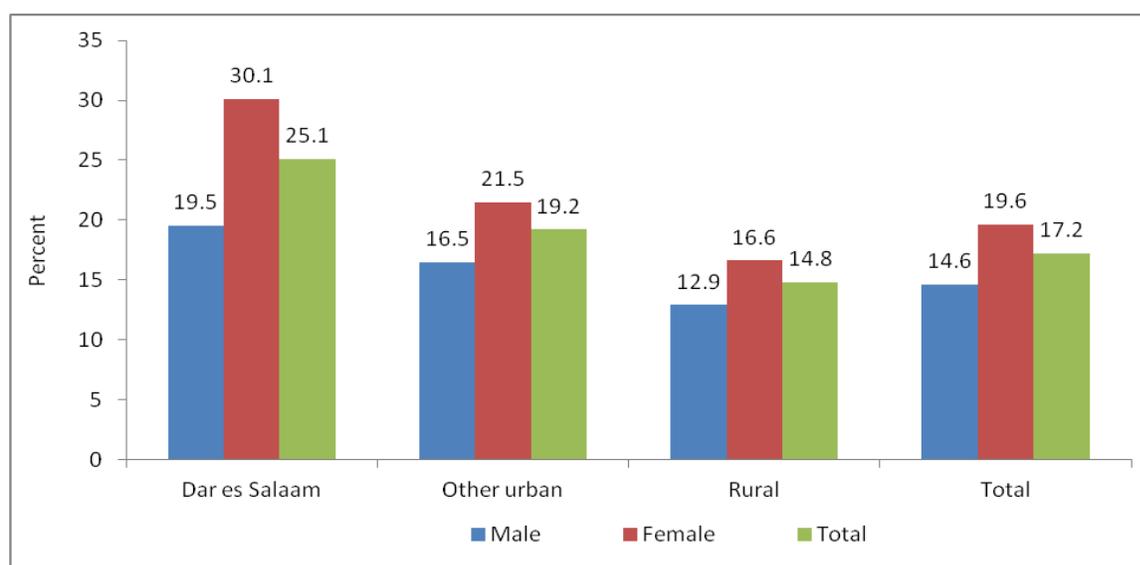


Chart 11.1 reveals that inactivity is more common in Dar es Salaam with 25.1 percent followed by Other Urban with 19.2 percent and Rural areas standing at 14.8 percent. It also shows that across all geographical areas females' usual inactivity rates are higher compared to males. This can be attributed to females being more engaged in activities considered to be non-economic than males. Thus, there is a need to further revisit classification of activities performed by females that are considered to be non-economic and include them into economic activities.

11.2.5 Reasons for Inactivity

Table 11.6: Usually Inactive Persons Aged 15+ Years (%) by Reasons and Sex, Tanzania Mainland, 2014

Reason for Inactivity	Male	Female	Both Sexes
Attending school	55.8	30.6	40.8
Lack of capital	1.4	1.4	1.4
Unable to hire paid helper	0.5	0.1	0.3
To take care of those who need assistance/Household chores, Retired	5.2	18.1	12.8
Unable to work - Too old	1.0	0.3	0.6
Unable to work - Sick	8.8	13.4	11.5
Unable to work - Disabled	14.0	20.1	17.6
Do not want to work/resting	2.6	1.1	1.7
Other	8.8	10.5	9.8
	1.9	4.3	3.3
Total	100.0	100.0	100.0
Total Number	1,803,983	2,627,348	4,431,331

Table 11.6 shows that a major reason given for inactivity is schooling (40.8 percent) which is more common among males (55.8 percent) compared to females (30.6 percent). The proportion of females who are inactive because of household chores is more than three times (18.1 percent) that of males (5.1 percent). This gives an indication that a substantial proportion of females is considered to be out of labour force in order to attend family responsibilities such as childbearing and childcare.

Table 11.7: Usually Inactive Persons Aged 15+ Years (%) by Reason for Inactivity and Age Group, Tanzania Mainland, 2014

Reason for Inactivity	15 - 24	25 - 34	35 - 64	65 +	Total
Attending school	71.2	16.1	0.2	0.0	40.8
Lack of capital	1.6	3.0	1.0	0.1	1.4
Unable to hire paid helper	0.4	0.2	0.2	0.0	0.3
To take care of those who need assistance/Household chores, Retired	9.8	28.1	23.1	1.9	12.8
Unable to work - Too old	0.0	0.0	2.0	1.7	0.6
Unable to work - Sick	0.0	0.0	2.8	64.7	11.5
Unable to work - Disabled	5.6	23.1	47.2	24.2	17.6
Do not want to work/resting	1.2	3.4	2.4	1.5	1.7
Other	7.3	18.4	16.3	5.8	9.8
	2.9	7.6	4.8	0.1	3.3
Total	100.0	100.0	100.0	100.0	100.0
Total Number	2,417,389	540,552	713,433	759,957	4,431,331

Table 11.7 indicates that schooling is a main reason given for being inactive by persons aged 15-24 years with 71.2 percent. On the other hand, 64.7 percent of persons aged 65 years or above are inactive because they are too old to work. The table also shows that among inactive persons aged 35-64 years, about half (47.2 percent) of them are inactive because of illness. About a quarter of inactive persons aged 25-34 and 35-64 years mentioned household chores as a main reason for being inactive at 28.1 and 23.1 percent respectively.

Key Message:

Schooling is given as a reason for 71.2 percent of usually economically inactive persons aged 15-24 years. Also a quarter of inactive persons are engaged in household chores in age groups 25-34 and 35-64 years.

CHAPTER TWELVE CHILD WORK AND LABOUR

12.0 Introduction

Child labour has become an important global issue. Detailed and up-to-date statistics on working children are needed to determine the magnitude and nature of the problem, identify the factors behind child labour and its consequences and to generate public awareness on the related issues.

It is recognized that some engagement in work can be beneficial to a child's development as well as to welfare of the child's family. In some cases; the extent of engagement in these undertakings may be detrimental to child's development, especially when it endangers the child's health and well-being. It is for this reason; the International Labour Organization calls for the need to distinguish between "child work" and "child labour".

This chapter discusses activities of children aged 5-17 years with regard to child work and child labour. For the purposes of describing children's economic activity status, the relaxed international definition of unemployment is used. Children engagement in non-economic activities such as domestic activities is also discussed.

12.1 Population Profile of Children Aged 5-17 Years

This section presents demographic characteristics of children population aged 5-17 years with respect to area. These characteristics are important in understanding the structure of children's population profile.

Table 12.1: Number of Children Aged 5-17 Years by Sex, Age Group and Area, Tanzania Mainland, 2014

Area	Sex	5-9	10-14	15 - 17	Total
Dar es Salaam	Male	249,252	207,398	110,274	566,924
	Female	240,070	235,912	134,451	610,432
	Total	489,322	443,310	244,724	1,177,357
Other Urban	Male	741,512	686,102	318,473	1,746,086
	Female	743,211	679,049	330,359	1,752,619
	Total	1,484,722	1,365,151	648,832	3,498,705
Rural	Male	2,219,079	2,171,537	849,819	5,240,435
	Female	2,111,916	1,916,908	721,142	4,749,967
	Total	4,330,996	4,088,445	1,570,961	9,990,401
Total	Male	3,209,843	3,065,037	1,278,566	7,553,445
	Female	3,095,197	2,831,869	1,185,952	7,113,018
	Total	6,305,040	5,896,906	2,464,517	14,666,463

Table 12.1 reveals that the number of children aged 5-17 years is 14.7 million, which is equivalent to 32.4 percent of the entire Tanzania Mainland population (45.3 million). The geographical distribution of children aged 5-17 years is 10.0 million children (68.1 percent) in Rural areas, 3.5 million (23.9 percent) in Other Urban areas and 1.2 million (8.0 percent) in Dar es Salaam. It is also shown that, there are slightly more boys (7.6 million) than girls (7.1 million). Results also indicate that, there are 6.3 million children aged 5-9 years, 5.9 million children aged 10-14 years and 2.5 million children aged 15-17 years.

12.2 Economic Activity Status of Children Aged 5-17 Years

This section presents economic activity status for children aged 5-17 years who are classified as employed, unemployed or economically inactive. For the purpose of identifying unemployed children, the international relaxed definition of unemployment is used.

Table 12.2: Percentage of Children Aged 5-17 Years by Area, Activity Status, Age Group and Sex, Tanzania Mainland, 2014

Area		5 - 9			10 - 14			15 - 17			Total		
		Male	Female	Total									
Dar es Salaam	Employed	0.0	0.5	0.3	1.6	2.9	2.3	7.8	17.8	13.3	2.1	5.3	3.7
	Unemployed	0.2	0.1	0.2	1.8	2.1	1.9	9.5	12.1	10.9	2.6	3.5	3.1
	Inactive	99.8	99.3	99.6	96.6	95.0	95.7	82.7	70.1	75.8	95.3	91.2	93.2
	Total	100.0											
Other Urban	Employed	9.2	10.1	9.6	23.1	25.2	24.2	43.2	40.8	42.0	20.9	21.7	21.3
	Unemployed	0.8	0.9	0.8	2.6	1.5	2.1	6.2	8.3	7.2	2.5	2.5	2.5
	Inactive	90.0	89.1	89.6	74.2	73.3	73.8	50.6	50.9	50.8	76.6	75.8	76.2
	Total	100.0											
Rural	Employed	19.4	19.3	19.3	52.7	50.4	51.6	72.5	72.8	72.6	41.8	40.0	40.9
	Unemployed	1.0	1.7	1.3	3.8	2.7	3.3	5.7	6.5	6.1	2.9	2.8	2.9
	Inactive	79.6	79.1	79.3	43.5	46.8	45.1	21.8	20.7	21.3	55.3	57.2	56.2
	Total	100.0											
Total	Employed	15.5	15.6	15.6	42.6	40.4	41.5	59.6	57.6	58.7	34.0	32.5	33.3
	Unemployed	0.9	1.4	1.1	3.4	2.4	2.9	6.2	7.6	6.9	2.8	2.8	2.8
	Inactive	83.6	83.0	83.3	54.0	57.2	55.5	34.2	34.7	34.5	63.2	64.7	63.9
	Total	100.0											

Table 12.2 reveals that, the largest proportion of children (63.9 percent) is economically inactive. About one third of children (33.3 percent) are in employment and the proportion of unemployed account for 2.8 percent of the entire children population. It is also revealed that, proportionately, children in Rural areas are more likely to be employed than children in Other Urban areas and Dar es Salaam. The proportion of employed children in Rural areas is 40.9 percent as compared with 21.3 percent in Other Urban areas and 3.7 percent in Dar es Salaam.

It is further revealed that, the difference between boys and girls in employment is more pronounced in Dar es Salaam than in Other Urban areas and Rural areas. The proportion of employed girls is slightly higher in Dar es Salaam (5.3 percent) than that of boys (2.1 percent). In Rural areas, boys account for a slightly higher proportion in employment (41.8 percent) than girls with 40.0 percent. In all the three domains of Dar es Salaam, Other Urban and Rural, proportion of children in employment increases with age.

12.3 Children in Housekeeping Activities

In addition to asking children about economic activities status, the ILFS also enquired about children's engagement in housekeeping activities in their homes. This was intended to capture the magnitude of children's domestic activities in their homes.

Table 12.3: Percentage Distribution of Children (5 – 17 years) in Housekeeping Activities by Area, Sex and Age Group, Tanzania Mainland, 2014

Area	Sex	5 - 9	10 - 14	15 - 17	Total
Dar es Salaam	Male	4.4	3.5	4.5	4.0
	Female	4.3	4.0	5.4	4.4
	Total	8.7	7.5	9.9	8.4
Other Urban	Male	12.5	11.7	13.2	12.3
	Female	13.0	11.7	13.5	12.5
	Total	25.6	23.4	26.7	24.8
Rural	Male	32.2	36.2	33.9	34.3
	Female	33.6	32.8	29.5	32.5
	Total	65.8	69.1	63.4	66.8
Total	Male	49.1	51.5	51.6	50.6
	Female	50.9	48.5	48.4	49.4
	Total	100.0	100.0	100.0	100.0
Total Number		4,443,018	5,619,944	2,356,424	12,419,386

Table 12.3 reveals that, there are about 12.4 million children engaged in housekeeping activities which is equivalent to 84.7 percent of all children aged 5-17 years.

Out of all children engaged in housekeeping activities, 66.8 percent are in Rural areas, 24.8 percent are in Other Urban areas and 8.4 percent are in Dar es Salaam. Overall, the proportion of boys in housekeeping activities is higher than that of girls. However, proportions of girls in housekeeping activities are slightly higher in Dar es Salaam (4.4 percent) and Other Urban areas (12.5 percent) than boys with 4.0 and 12.3 percent respectively. Results also show that, engagement in housekeeping activities is more common for children in age groups 5-9 and 10-14 years.

12.4 School Attendance and Activity Status

This section analyzes school attendance for children engaged in economic and non-economic activities in households. This information is important in understanding the emphasis of society on education.

Table 12.4: Percentage of Children Aged 5-17 Years by Activity Status, Sex and Education Status, Tanzania Mainland, 2014

Activity Status	Male			Female			Total		
	Attending	Not attending	Total	Attending	Not attending	Total	Attending	Not attending.	Total
Economic activity only	0.5	3.0	1.3	0.1	2.1	0.7	0.3	2.6	1.0
Housekeeping activities only	59.4	26.9	49.3	61.4	33.0	53.1	60.4	29.8	51.1
Both economic and housekeeping	28.0	47.2	34.0	28.7	43.7	33.1	28.3	45.6	33.6
Schooling only	12.1	0.0	8.3	9.8	0.0	6.9	10.9	0.0	7.6
Idle	0.0	22.9	7.1	0.0	21.3	6.2	0.0	22.1	6.7
Total	100.0	100.0	100.0						
Total Number	5,205,256	2,348,190	7,553,446	5,028,109	2,084,909	7,113,017	10,233,365	4,433,098	14,666,463

Table 12.4 shows that, 10.2 million children (69.8 percent) are attending school and 4.4 million (30.2 percent) are not attending school. The sex pattern of school attendance is almost the same where seven out of ten children are attending school for each sex.

Among children attending school, the largest proportion (60.4 percent) is also engaged in housekeeping activities only, followed by those engaged in both economic and housekeeping activities with 28.3 percent. Among children attending school, 10.9 percent attend school only. A similar pattern is also observed among boys and girls attending school.

For children not attending school, most of them (45.6 percent) are involved in both economic and housekeeping activities, 29.8 percent are involved in housekeeping activities only and 22.1 percent are idle. There are no gender differences in activities among children not attending school.

12.5 Working Children by Area, Sector and Sex

Information provided by this section is important in identifying sectors where children work in order to enhance decent work conditions such as productive work and fair income, security in workplace and freedom to express their concerns.

Table 12.5: Percentage of Working Children (5 – 17 years) by Area, Sector and Sex, Tanzania Mainland, 2014

Area/Sex		Private Sector Agriculture	Private Informal Sector	Private Sector Non agriculture	Household Duties	Total	Total Number
Dar es Salaam	Male	16.6	59.3	21.8	2.3	100.0	12,684
	Female	2.7	95.5	1.8	0.0	100.0	32,925
	Total	6.5	85.4	7.4	0.6	100.0	45,609
Other Urban	Male	75.1	21.4	2.5	1.0	100.0	388,987
	Female	64.4	34.6	0.0	0.9	100.0	394,243
	Total	69.7	28.1	1.3	1.0	100.0	783,230
Rural	Male	96.4	1.5	0.2	1.9	100.0	2,260,427
	Female	94.1	3.8	0.1	2.0	100.0	1,977,624
	Total	95.3	2.6	0.2	1.9	100.0	4,238,051
Total	Male	92.9	4.6	0.7	1.7	100.0	2,662,098
	Female	88.0	10.2	0.1	1.8	100.0	2,404,792
	Total	90.6	7.3	0.4	1.8	100.0	5,066,889

Table 12.5 reveals that, most working children (90.6 percent) are in private sector agriculture followed by private informal sector with 7.3 percent. In Dar es Salaam, the highest proportion of working children (85.4 percent) is in private informal sector, with a higher proportion of girls (95.5 percent) than boys (59.3 percent). In Other Urban areas, nearly seven out of ten (69.7 percent) working children are in private sector-agriculture, in which the proportion of boys (75.1 percent) is higher than that of girls (64.4 percent). In Rural areas, almost all children (95.3 percent) are in private sector-agriculture, with nearly equal proportions of boys and girls.

12.6 Status in Main Employment

Status in employment describes the type of economic risks that the employed population experience in their jobs. It is an important tool which can be used to analyze contractual attachment of employed persons with their jobs and thus monitor changes that are taking place in the labour market. Statistics on status in employment are also a relevant instrument to describe the informal sector and informal employment.

Table 12.6: Percentage of Children Aged (5-17 years) by Area, Sex and Status in Main Employment , Tanzania Mainland, 2014

Area		A paid employee	A self employed	Unpaid family helper	Work on own farm	Total	Total Number
Dar es Salaam	Male	59.7	16.6	17.5	6.1	100.0	12,684
	Female	81.2	6.6	12.2	0.0	100.0	32,925
	Total	75.2	9.4	13.7	1.7	100.0	45,609
Other Urban	Male	8.0	3.6	86.8	1.7	100.0	388,987
	Female	11.8	3.1	82.1	3.0	100.0	394,243
	Total	9.9	3.3	84.5	2.3	100.0	783,230
Rural	Male	2.0	0.4	94.7	2.8	100.0	2,260,427
	Female	0.8	0.4	96.4	2.4	100.0	1,977,624
	Total	1.5	0.4	95.5	2.6	100.0	4,238,051
Total	Male	3.2	1.0	93.2	2.7	100.0	2,662,098
	Female	3.7	1.0	92.9	2.4	100.0	2,404,792
	Total	3.4	1.0	93.0	2.6	100.0	5,066,889

Table 12.6 reveals that, the largest proportion of working children (93.0 percent) are working as unpaid family helpers with no gender difference. It is also indicated that, in Dar es Salaam the highest proportion of children (75.2 percent) are working as paid employees with a higher proportion of girls (81.2 percent) than boys at 59.7 percent. In Other Urban areas, the majority of children in employment (84.5 percent) are working as unpaid family helpers, with a slightly higher proportion of boys (86.8 percent) than girls (82.1 percent).

12.7 Level of Education of Working Children

Understanding education levels of working children is important in identifying some causes of child labour and providing policy interventions to address the problem. This section describes education levels of working children by area and sex.

Table 12.7: Percentage of Working Children Aged (5-17 years) by Area, Sex and Level of Education, Tanzania Mainland, 2014

Area/Sex		Never attended	Primary	Secondary	Total	Total Number
Dar es Salaam	Male	9.9	76.5	13.6	100.0	12,684
	Female	10.4	81.9	7.7	100.0	32,925
	Total	10.3	80.4	9.3	100.0	45,609
Other Urban	Male	7.3	75.9	16.8	100.0	388,987
	Female	7.5	76.5	16.0	100.0	394,243
	Total	7.4	76.2	16.4	100.0	783,230
Rural	Male	18.5	74.2	7.3	100.0	2,260,427
	Female	17.6	73.2	9.3	100.0	1,977,624
	Total	18.1	73.7	8.2	100.0	4,238,051
Total	Male	16.8	74.4	8.7	100.0	2,662,098
	Female	15.8	73.8	10.3	100.0	2,404,792
	Total	16.3	74.2	9.5	100.0	5,066,889

Table 11.7 reveals that, the largest proportion of working children (74.2 percent) have attained primary education with almost equal proportions of boys and girls. The second largest proportion of working children (16.3 percent) had never attended school, with nearly equal proportions of boys and girls. It is also revealed that, one out of ten (9.5 percent) working children has secondary education with a higher proportion in Other Urban areas (16.4 percent) followed by Dar es Salaam with 9.3 percent. There is a need to institute skills development programs for working children with secondary education to enable them get employed in decent work.

12.8 Occupations and Industries of Working Children

The information on distribution of working children among occupations and industries provides an insight into type of jobs held by children and their associated characteristics. When data on employment by industry and occupation are available for a longer time, they can reveal changes in dominant types of activities and occupations held by children so that appropriate measures can be taken.

Table 12.8: Percentage of Working Children Aged 5-17 Years by Occupation, Age Groups and Sex , Tanzania Mainland, 2014

Occupation	5 - 9			10 - 14			15 - 17			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Service workers and shop sales workers	1.9	2.4	2.1	1.1	1.6	1.3	2.5	3.7	3.1	1.7	2.4	2.0
Agricultural and fishery workers	86.3	90.8	88.5	93.2	90.7	92.0	87.9	82.3	85.2	90.3	88.3	89.3
Craft and related workers	0.5	1.1	0.8	0.6	1.1	0.8	1.5	1.3	1.4	0.9	1.2	1.0
Plant and machine operators and assemblers	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0
Elementary occupations	11.3	5.7	8.5	5.1	6.6	5.8	8.0	12.6	10.2	7.2	8.2	7.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	513,081	510,133	1,023,214	1,366,178	1,184,075	2,550,253	782,838	710,584	1,493,422	2,662,098	2,404,792	5,066,889

Table 12.8 shows that, two most important occupations for working children are agriculture and fishery and elementary occupation employing 89.3 and 7.7 percent of working children respectively with slight gender differences. The results further show that, children in age group 10-14 years are the most dominant in agriculture and fishery occupations with 92.0 percent of all working children.

12.9 Industries of Working Children

Table 12.9: Percentage of Working Children Aged 5-17 Years by Industry, Age Groups and Sex , Tanzania Mainland, 2014

Industry	5 - 9			10 - 14			15 - 17			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	94.4	92.1	93.3	96.3	92.3	94.5	90.6	83.2	87.1	94.3	89.6	92.1
Mining and quarrying	0.5	1.1	0.8	0.7	0.5	0.6	0.2	0.8	0.5	0.5	0.7	0.6
Manufacturing	0.0	0.0	0.0	0.2	0.6	0.4	0.2	0.5	0.3	0.2	0.4	0.3
Construction	0.0	0.0	0.0	0.1	0.0	0.0	0.6	0.0	0.3	0.2	0.0	0.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	3.1	3.4	3.2	1.9	2.9	2.4	5.5	2.7	4.1	3.2	2.9	3.1
Transportation and storage	0.0	0.0	0.0	0.1	0.0	0.0	0.8	0.0	0.4	0.3	0.0	0.1
Accommodation and food service activities	0.2	0.9	0.5	0.3	1.0	0.6	0.8	2.6	1.7	0.5	1.4	0.9
Administrative and support service activities	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.0
Human health and social work activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.2	0.0	0.1	0.0
Arts, entertainment and recreation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other service activities	0.1	0.0	0.1	0.0	0.1	0.1	0.2	0.4	0.3	0.1	0.2	0.1
Activities of households as employers; undifferentiated goods	1.6	2.5	2.0	0.4	2.6	1.4	1.0	9.5	5.0	0.8	4.6	2.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	513,081	510,133	1,023,214	1,366,178	1,184,075	2,550,253	782,838	710,584	1,493,422	2,662,098	2,404,792	5,066,889

Table 12.9 reveals that, the largest proportion of working children are in agriculture, forestry and fishing industry with 92.1 percent with higher proportion of boys (94.3 percent) compared to girls (89.6 percent). Another relatively significant proportion of working children (3.1 percent) are employed in wholesale and retail trade; repair of motor vehicles and motorcycle industry.

It is also indicated that, there are significant sex differentials among working children employed in households activities with a proportion of girls (4.6 percent) being significantly higher than that of boys (0.8 percent).

12.10 Children's Reasons for Working

Households have different motives for letting children engage in work activities. This section presents main reasons given by children for working.

Table 12.10: Percentage of Working Children Aged 5-17 Years by Reason for Working and Sex, Tanzania Mainland, 2014

Reason for Working	Male	Female	Total
To supplement household income where you are living	14.7	10.5	12.7
To supplement household income away from where you are living	1.8	2.9	2.3
To assist/help in household enterprise	37.1	33.2	35.2
Education/training programme is not suitable	0.3	0.3	0.3
Education/training institutions are too far	0.3	0.3	0.3
Good upbringing and imparting of skills	42.2	47.8	44.9
Cannot afford education/training expenses	0.4	0.7	0.6
Peer pressure	3.0	4.0	3.5
Other	0.3	0.2	0.2
Total	100.0	100.0	100.0
Total Number	2,662,098	2,404,792	5,066,889

Table 12.10 shows that, the two most important reasons for letting children work are good upbringing and imparting of skills and; assisting household enterprise with 44.9 and 35.2 percent respectively. A higher proportion of boys (37.1 percent) reported assisting household enterprise than girls (33.2 percent). On the other hand, more girls (47.7 percent) stated good upbringing and imparting of skills than boys (42.2 percent). Another important reason for letting children work is to supplement household income, as reported by 12.7 percent of working children. The proportion of boys (14.7 percent) working to supplement household income is higher than that of girls (10.5 percent). These findings confirm the perception in society that boys are prepared to be bread-winners and girls have to adhere to good upbringing and learn skills important for managing household affairs.

12.11 Safety and Hours of Work

Introducing children to work is beneficial to their development as it enables them to choose future careers or prepare for employment. However, children are more vulnerable to injuries and health concerns if the work environment is unsafe. Safety of work environment is therefore a critically important aspect. This section presents findings on frequency of injury or illness resulting from work environment and hours of work.

Table 12.11: Percentage of Working Children Aged 5-17 Years by Injury Frequency, Sex and Age Group, Tanzania Mainland, 2014

Injury Frequency	Male				Female				Total			
	5-9	10-14	15 - 17	Total	5-9	10-14	15 - 17	Total	5-9	10-14	15 - 17	Total
Often or frequently	3.4	10.6	8.6	8.4	5.5	8.5	9.2	8.2	4.2	9.7	8.9	8.3
Occasionally	50.5	59.6	50.4	54.7	44.1	58.9	57.8	55.6	48.0	59.3	53.7	55.1
Seldom or rarely	46.2	29.8	41.0	36.9	50.4	32.5	33.0	36.2	47.8	31.0	37.4	36.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	90,329	190,159	127,246	407,734	58,367	135,086	100,475	293,929	148,696	325,245	227,721	701,663

Table 12.11 shows that overall, 8.3 percent of working children had experienced frequent illnesses or injuries resulting from work conditions with a proportion of those aged 10-14 years (9.7 percent) being the highest among age groups. The table does not reveal significant gender differences among children who experience frequent injuries or illnesses. Moreover, it is observed that, over half (55.1 percent) of working children had experienced occasional illness or injuries as a result of poor working conditions.

Table 12.12: Mean Current and Usual Hours Worked per Week for Working Children Aged 5-17 Years by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Male		Female		Both Sexes	
	Current hours	Usual hours	Current hours	Usual hours	Current hours	Usual hours
5 - 9	18	21	17	20	17	21
10 - 14	22	27	19	24	21	26
15 - 17	34	41	30	38	32	40
Total	25	30	22	28	23	29

Table 12.12 reveals that, on the basis of current activity hours, working children spend on average 23 hours per week working. Children in lower age groups of 5-9 years and 10-14 years tend to spend less time than children in upper age group of 15-17 years. Boys slightly work more hours (25 hours) than girls (22 hours). On the basis of usual working hours, working children spend an average of 29 hours per week, with boys working slightly more hours than girls.

12.12 Child Work and Child Labour

Not all work done by children should be classified as child labour. Whether certain forms of work can be called “child labour” depends on child’s age, type and hours of work performed and conditions under which it is performed. The term “child labour” is often defined as work that deprives children of their childhood, their potential and their dignity, and thus harmful to children’s physical and mental development.

In its most extreme forms, child labour culminates into hazardous child labour. Hazardous child labour encompasses work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children. This section presents distribution of children among child work and non-hazardous and hazardous child labour.

Table 12.13: Percentage of Children Aged 5-17 Years by Area, Sex and Child Work Status, Tanzania Mainland, 2014

Area	Sex	Child Work Status			Total	Total Number
		Child Labour	Not Child Labour	Idle		
Dar es Salaam	Male	2.1	85.8	12.1	100.0	566,924
	Female	5.1	84.7	10.2	100.0	610,432
	Total	3.6	85.3	11.1	100.0	1,177,357
Other Urban	Male	16.9	71.1	12.0	100.0	1,746,086
	Female	19.2	70.1	10.7	100.0	1,752,619
	Total	18.0	70.6	11.4	100.0	3,498,705
Rural	Male	36.4	46.7	17.0	100.0	5,240,435
	Female	34.8	50.8	14.4	100.0	4,749,967
	Total	35.6	48.7	15.7	100.0	9,990,401
Total	Male	29.3	55.3	15.5	100.0	7,553,446
	Female	28.4	58.5	13.1	100.0	7,113,017
	Total	28.8	56.8	14.3	100.0	14,666,463

Table 12.13 indicates that, 28.8 percent (4.2 million) of children aged 5-17 years are engaged in child labour while 56.8 percent (8.3 million) are in child work and 14.3 percent (2.1 million) are idle. There is no gender difference in the proportions of children engaged in child labour. The proportion of child labour in Rural areas is highest (35.6 percent) compared to Other Urban (18.0 percent) and Dar es Salaam (3.6 percent).

It is also revealed that, in Dar es Salaam and Other Urban areas, proportions of girls in child labour are slightly higher than those of boys. In contrast, in Rural areas, proportion of boys in child labour is slightly higher (36.4 percent) than that of girls (34.8 percent).

Table 12.14: Children Aged 5-17 Years (%) by Area, Sex and Child Labour Status, Tanzania Mainland, 2014

Area	Sex	Child Labour Status				Total	Total Number
		Hazardous child labour	Non-Hazardous child labour	Not child labour	No work or Idle		
Dar es Salaam	Male	2.1	0.0	85.8	12.1	100.0	566,924
	Female	4.8	0.2	84.7	10.2	100.0	610,432
	Total	3.5	0.1	85.3	11.1	100.0	1,177,357
Other Urban	Male	12.7	4.2	71.1	12.0	100.0	1,746,086
	Female	14.8	4.3	70.1	10.7	100.0	1,752,619
	Total	13.8	4.3	70.6	11.4	100.0	3,498,705
Rural	Male	26.6	9.7	46.7	17.0	100.0	5,240,435
	Female	26.1	8.6	50.8	14.4	100.0	4,749,967
	Total	26.4	9.2	48.7	15.7	100.0	9,990,401
Total	Male	21.6	7.7	55.3	15.5	100.0	7,553,446
	Female	21.5	6.9	58.5	13.1	100.0	7,113,017
	Total	21.5	7.3	56.8	14.3	100.0	14,666,463

Table 12.14 indicates that, the proportion of children in hazardous child labour is 21.5 percent and that of non hazardous child labour is 7.3 percent. Rural areas have the largest proportion (26.4 percent) of children in hazardous child labour followed by Other Urban (13.8 percent) and Dar es Salaam (3.5 percent). A similar geographical pattern is depicted for non hazardous child labour. In urban areas proportions of girls in hazardous child labour are higher than those of boys while in Rural areas, there is no gender difference.

CHAPTER THIRTEEN

TIME USE

13.0 Introduction

Time use survey was included for the second time as a module in ILFS. The survey came about as a result of increasing demand to understand how people spend their time on economic and non economic activities. Some activities considered as non work, yet very important in social development are not given the desired economic reward. This chapter discusses the distribution of average time spent on all activities in 24 hours and participation of individuals in these activities.

13.1 Categorization of Activities

For accounting and valuation purposes, human activities are categorised on the basis of the System of National Accounts (SNA) which defines the rules that countries must use in calculating gross domestic product (GDP). On this basis, human activities are divided into three categories: (i) activities which are included in the production boundary of SNA; (ii) those which are recognised as work, but fall outside the SNA production boundary (extended SNA, or unpaid care work) and (iii) non-productive or non-work activities.

The SNA activities are used to determine whether a person is categorised as employed or not. The extended SNA category includes unpaid housework, care of the young and sick members of the households as well as unpaid services to the community such as assistance in times of sickness, death, or labour inputs into community projects such as construction of schools, water systems or health facilities. The non-work category includes activities that pertain to learning, socialising, games, sports, mass media use and personal care and maintenance such as eating, bathing or sleeping.

Time use module uses a recommended International Classification Activities for Time Use Statistics (ICATUS) developed by United Nations which is in line with SNA categories. The classification system has 15 categories in which five activities fall under SNA category, three as extended SNA and seven falling under non-work category (see Table 12.1).

Table 13.1: Activity Classification System

SNA activities	1	Work for corporations, quasi-corporations, non-profit institution and government
	2	Work for household in primary production activities
	3	Work for household in non-primary production activities
	4	Work for household in construction activities
	5	Work for household providing services for income
Extended SNA	6	Providing unpaid domestic services for own final use within household
	7	Providing unpaid care giving services to household members
	8	Providing community services and help to other households
Non-work	9	Learning
	10	Socializing and community participation
	11	Attending, visiting cultural, entertainment and sports event
	12	Hobbies, games and other pastime activities
	13	Indoor and outdoor sports participation and related courses
	14	Mass media
	15	Personal care and maintenance

13.2 Mean Time Spent on Activities

This section discusses distribution of average time spent in 24 hours (1440 minutes per day) by household members aged 5 years or above disaggregated by activity categories.

Table 13.2: Mean Time Spent in Minutes per Day per Person (5+ years) by SNA Category, Sex and Age Group, Tanzania Mainland, 2014

Age	Activity	Male	Female	Both Sexes
5 - 9	SNA Production Activities	41	34	37
	Extended SNA	58	78	69
	Non-productive activities	1,341	1,328	1,334
	Total	1,440	1,440	1,440
10 - 14	SNA Production Activities	83	60	71
	Extended SNA	72	145	109
	Non-productive activities	1,285	1,235	1,260
	Total	1,440	1,440	1,440
15 - 24	SNA Production Activities	282	186	228
	Extended SNA	82	298	204
	Non-productive activities	1,076	955	1,008
	Total	1,440	1,440	1,440
25 -34	SNA Production Activities	505	249	378
	Extended SNA	56	300	177
	Non-productive activities	878	891	885
	Total	1,440	1,440	1,440
35 -64	SNA Production Activities	457	281	370
	Extended SNA	58	243	149
	Non-productive activities	925	916	921
	Total	1,440	1,440	1,440
65 +	SNA Production Activities	197	129	159
	Extended SNA	59	168	120
	Non-productive activities	1,184	1,143	1,161
	Total	1,440	1,440	1,440
Total	SNA Production Activities	342	195	266
	Extended SNA	64	238	153
	Non-productive activities	1,035	1,008	1,021
	Total	1,440	1,440	1,440

Table 13.2 shows that on average people spend 266 minutes for SNA production, 153 minutes for extended SNA and 1,021 minutes for non productive activities. Males spend more time in SNA production activities (342 minutes per day) than time spent by females (195 minutes). On the other hand, females spend more time in extended SNA (238 minutes per day) than males (64 minutes). Across age groups, time spent on SNA production activities peaks at age group 25-34 years with 378 minutes per day. Persons aged 5-9 and 65 years or above spend less time on SNA production activities with 37 and 159 minutes respectively. On the other hand, persons aged 15-24 years spend more time (204 minutes per day) on extended SNA activities than those in other age groups.

Boys below 15 years spend more time on SNA production activities compared to girls. On the other hand, girls below 15 years spend more time in extended SNA activities than boys. This is in accordance with the social perception that allocates production activities to males and extended SNA activities to females. This pattern of gender allocation of roles increases significantly with age from 15 years or above. This social setup gives males more opportunities in economic activities than females.

Chart 13.1: Mean Time (in minutes) Spent per Day per Person (5+years) by SNA Category, Tanzania Mainland, 2006 and 2014

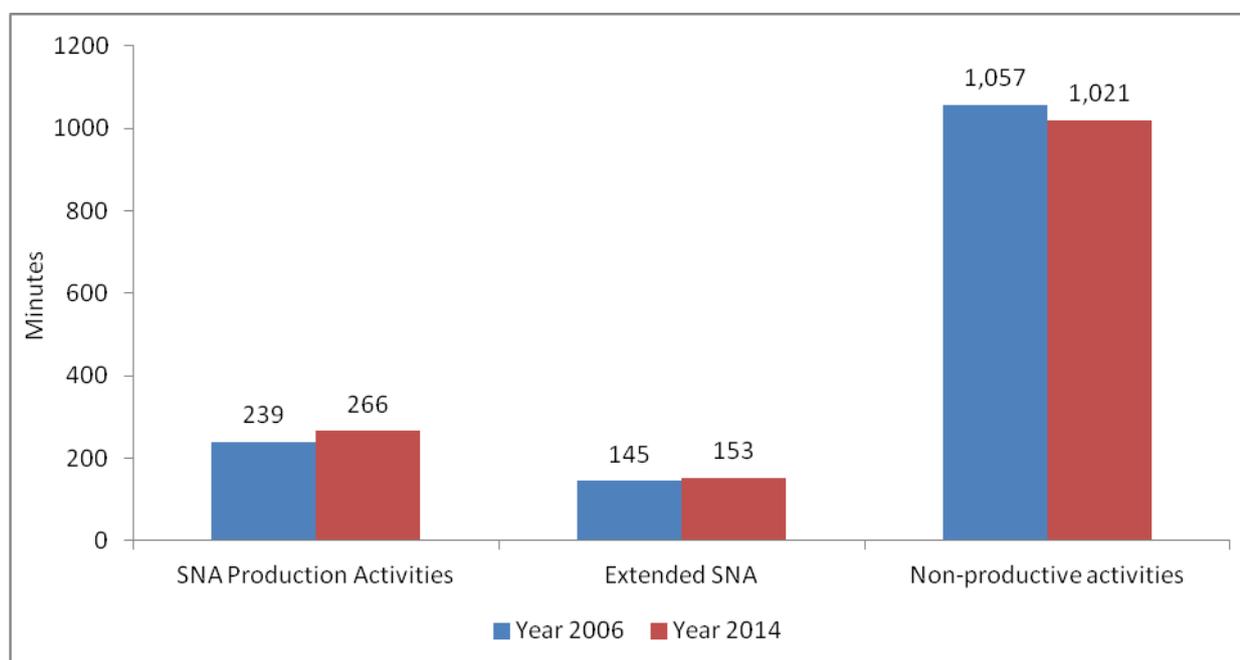


Chart 13.1 indicates that average time spent per day by persons aged 5 years or above on non productive activities decreased from 1,057 minutes in 2006 to 1,021 minutes in 2014. On the other hand, time spent per day on SNA production activities has increased from 239 minutes in 2006 to 266 minutes in 2014. Results also reveal that time spent per day in extended SNA activities has increased from 145 minutes in 2006 to 153 minutes in 2014.

Key message:

Time spent by persons in SNA production activities has increased by 11.3 percent from 239 minutes per day in 2006 to 266 minutes in 2014

Table 13.3: Mean Time Spent in Minutes per Day per Person (5+ years) by Major Activity and Sex, Tanzania Mainland, 2014

Activity	Male	%	Female	%	Total	%
Work for corporations, quasi-corporations, non-profit institution and government	57	4.0	25	1.7	40	2.8
Work for household in primary production activities	84	5.9	73	5.1	79	5.5
Work for household in non-primary production activities	2	0.1	2	0.1	2	0.1
Work for household in construction activities	4	0.3		0.0	2	0.2
Work for household providing services for income	194	13.4	95	6.6	143	9.9
Providing unpaid domestic services for own final use within household	52	3.6	196	13.6	126	8.8
Providing unpaid care giving services to household members	9	0.6	41	2.8	25	1.8
Providing community services and help to other households	3	0.2	1	0.1	2	0.1
Learning	85	5.9	72	5.0	78	5.4
Socializing and community participation	50	3.5	36	2.5	43	3.0
Attending, visiting cultural, entertainment and sports event	2	0.2	1	0.1	2	0.1
Hobbies, games and other pastime activities	40	2.8	28	1.9	34	2.4
Indoor and outdoor sports participation and related courses	3	0.2	1	0.1	2	0.1
Mass media	39	2.7	28	2.0	33	2.3
Personal care and maintenance	815	56.6	841	58.4	829	57.5
Total	1440	100.0	1440	100.0	1440	100.0

Table 13.3 shows that people spend a large proportion of daily time on personal care and maintenance (57.5 percent) with slight gender difference where females spend more time (58.4 percent) than males (56.6 percent). Work for household providing services for income ranked second accounting for 9.9 percent of total time spent per day with males spending more time (13.4 percent) than females (6.6 percent).

Results further indicate that persons spend 8.8 percent of total daily time on providing unpaid domestic services for own final use within the household. However, females are spending more of their time (13.6 percent) in domestic services compared to males (3.6 percent).

Table 13.4: Mean Time Spent in minutes per Day per Person (5+ years) by Age Group, Activity and Area, Tanzania Mainland, 2014

Age	Activity	Dar es Salaam	Other Urban	Rural	Total
5-9	SNA Production Activities	13	35	67	37
	Extended SNA	52	72	83	69
	Non-productive activities	1,375	1,333	1,290	1,334
	Total	1,440	1,440	1,440	1,440
10-14	SNA Production Activities	31	57	126	71
	Extended SNA	97	116	113	109
	Non-productive activities	1,312	1,267	1,201	1,260
	Total	1,440	1,440	1,440	1,440
15-24	SNA Production Activities	202	228	278	228
	Extended SNA	203	218	185	204
	Non-productive activities	1,034	994	977	1,008
	Total	1,440	1,440	1,440	1,440
25-34	SNA Production Activities	389	379	347	378
	Extended SNA	172	182	184	177
	Non-productive activities	879	879	909	885
	Total	1,440	1,440	1,440	1,440
35-64	SNA Production Activities	399	359	336	370
	Extended SNA	141	158	151	149
	Non-productive activities	900	922	953	921
	Total	1,440	1,440	1,440	1,440
65 +	SNA Production Activities	164	170	147	159
	Extended SNA	94	118	135	120
	Non-productive activities	1,182	1,152	1,158	1,161
	Total	1,440	1,440	1,440	1,440
Total	SNA Production Activities	283	257	249	266
	Extended SNA	152	160	148	153
	Non-productive activities	1,006	1,023	1,043	1,021
	Total	1,440	1,440	1,440	1,440

Table 13.4 shows that rural residents spend slightly more time on non productive activities (1,043 minutes) compared to Other Urban areas (1,023 minutes) and Dar es Salaam (1,006 minutes). Conversely, Dar es Salaam residents spend more time (283 minutes) working on SNA production activities compared to Other Urban(257 minutes) and rural areas (249 minutes).

Children under 15 years in Rural areas spend more time in SNA production activities than those in Other Urban and Dar es Salaam. On the other hand, children in Dar es Salaam spend more time on non productive activities than Other Urban and Rural areas. This suggests that, rural children are more likely to be involved in child labour and hence low performance in education while urban

children are at higher chance of performing well in education and less likely in child labour.

Furthermore, results show that persons aged 25-34 years recorded the highest time spent on SNA production activities in both rural and urban areas compared to other age groups. Persons aged 35-64 years spend more time on SNA production activities in Dar es Salaam.

Key message:

Dar es Salaam residents spend more time (283 minutes) working on SNA production activities, followed by Other Urban(257 minutes) and Rural areas 249 minutes.

Table 13.5: Mean Time (minutes) per Day per Person (15+ years) by Marital Status, Activity and Sex, , Tanzania Mainland, 2014

Marital Status	Activity	Male	Female	Both Sexes
Single	SNA Production Activities	349	254	308
	Extended SNA	80	229	145
	Non-productive activities	1,011	956	987
	Total	1,440	1,440	1,440
Married	SNA Production Activities	463	208	334
	Extended SNA	50	327	190
	Non-productive activities	927	906	916
	Total	1,440	1,440	1,440
Living together	SNA Production Activities	507	224	363
	Extended SNA	29	305	170
	Non-productive activities	904	910	907
	Total	1,440	1,440	1,440
Widowed	SNA Production Activities	276	210	222
	Extended SNA	75	183	164
	Non-productive activities	1,088	1,047	1,054
	Total	1,440	1,440	1,440
Divorced/separated	SNA Production Activities	424	327	364
	Extended SNA	87	215	166
	Non-productive activities	929	898	909
	Total	1,440	1,440	1,440
Total	SNA Production Activities	416	234	322
	Extended SNA	63	272	171
	Non-productive activities	961	935	947
	Total	1,440	1,440	1,440

Table 13.5 indicates that males who are married or living together with spouses spend more time per day on SNA production activities (463 and 507 minutes respectively) compared to those in other marital status. On the other hand, females who are married or living together with spouses spend more time per day on extended SNA activities (327 and 305 minutes respectively) compared to those in other marital status. This may explain the gender division of labour where males are

responsible for financial wellbeing of their families and females are responsible for raising of children and performing household duties.

In addition, widowed males and females spend less time on both SNA production and extended SNA activities (276 and 75 minutes for males) and (210 and 183 minutes for females) respectively. However, females still spend more time on extended SNA activities.

Table 13.6: Mean Time Spent (minutes) per Day per Person (15+ years) by Level of Education, Activity and Sex, Tanzania Mainland, 2014

Level of Educational	Activity	Male	Female	Both Sexes
Never attended	SNA Production Activities	258	185	209
	Extended SNA	64	206	159
	Non-productive activities	1,119	1,048	1,072
	Total	1,440	1,440	1,440
Primary	SNA Production Activities	346	190	265
	Extended SNA	62	240	154
	Non-productive activities	1,032	1,010	1,021
	Total	1,440	1,440	1,440
Secondary	SNA Production Activities	333	185	262
	Extended SNA	62	268	161
	Non-productive activities	1,044	988	1,017
	Total	1,440	1,440	1,440
Vocational training	SNA Production Activities	419	300	371
	Extended SNA	72	226	135
	Non-productive activities	949	914	935
	Total	1,440	1,440	1,440
Tertiary non university	SNA Production Activities	352	261	309
	Extended SNA	91	213	148
	Non-productive activities	997	967	983
	Total	1,440	1,440	1,440
University	SNA Production Activities	364	237	324
	Extended SNA	72	180	106
	Non-productive activities	1,004	1,023	1,010
	Total	1,440	1,440	1,440

Table 13.6 shows that persons with vocational training spend more time per day on SNA production activities (371 minutes), followed by those with university education (324 minutes) and tertiary non university (309 minutes). The lowest average minutes are spent by persons who never attended school (209 minutes).

Results also show that males with vocational training spend more time per day on SNA production activities (419 minutes) compared to females (300 minutes). Furthermore, males who never

attended school spend more time per day on SNA production activities (258 minutes) compared to females (185 minutes).

The time spent by males on extended SNA activities is far below the time spent per day by females across most of education levels. Females with secondary education recorded the highest amount of time spent per day on extended SNA activities (260 minutes) while those with university education spend less time per day on SNA extended activities (180 minutes). Results reveal that the time spent by females in SNA extended activities decreases with increase in education level.

13.3 Participation Rates

Participation rate in time use refers to a proportion of sample population which was involved in performing specific categories of activities.

Table 13.7: Participation Rate (%) by Activity, Age Group and Sex, Tanzania Mainland, 2014

Age	Activity	Male	Female	Both Sexes
5 - 9	SNA Production Activities	25	26	25
	Extended SNA	55	65	60
	Non-productive activities	100	100	100
10 - 14	SNA Production Activities	43	42	42
	Extended SNA	69	86	77
	Non-productive activities	100	100	100
15 - 24	SNA Production Activities	64	60	62
	Extended SNA	65	92	80
	Non-productive activities	100	100	100
25 -34	SNA Production Activities	85	68	77
	Extended SNA	48	95	71
	Non-productive activities	100	100	100
35 -64	SNA Production Activities	82	72	77
	Extended SNA	44	92	68
	Non-productive activities	100	100	100
65 +	SNA Production Activities	49	44	46
	Extended SNA	42	82	64
	Non-productive activities	100	100	100
Total	SNA Production Activities	68	59	63
	Extended SNA	52	89	71
	Non-productive activities	100	100	100

Table 13.7 indicates that all persons regardless of sex or age perform non productive activities with a participation rate of 100 percent. Results also show that participation rate in SNA production activities (63 percent) is lower than that of extended SNA activities (71 percent).

It is also revealed that participation rate for males in SNA production activities (68 percent) are higher than that of females (59 percent). On the contrary, participation rate for females in extended SNA activities (89 percent) is higher than that of males (52 percent). The gender division of labour is also reflected here.

Results further show that participation rates for persons less than 25 years and over 64 years are highest in extended SNA activities than SNA production activities. The participation rates for persons aged 25-34 and 35-64 years are higher in SNA production activities compared to extended SNA activities.

Chart 13.2: Participation Rates (%) in SNA Production Activities by Sex and Age Group, Tanzania Mainland, 2014

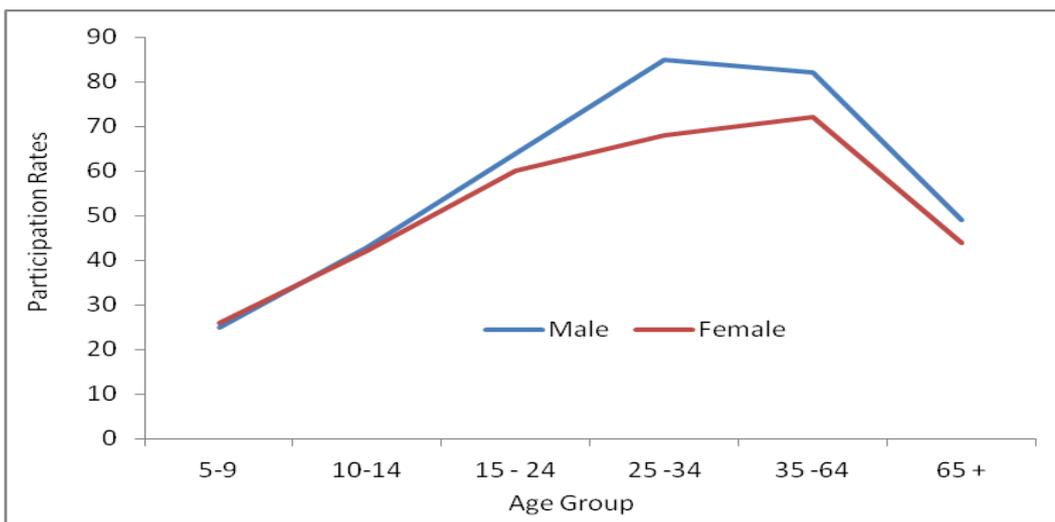


Chart 13.3: Participation Rates (%) in Extended SNA Activities by Sex and Age Group, Tanzania Mainland, 2014

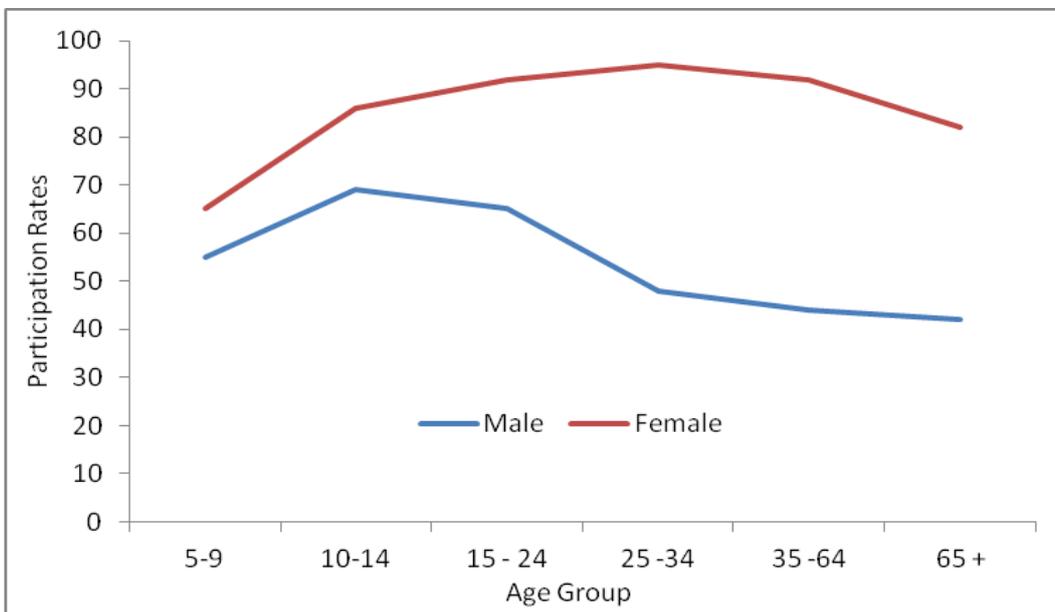


Chart 13.2 shows that the largest male-female difference in participation rates in SNA production activities is observed among persons aged 25-34 years. On the other hand, Chart 13.3 shows that the gender disparity in participation rates in extended SNA activities is observed for persons aged 25 years or above.

Key message:

The Results show that participation rate in SNA production activities (63 percent) is lower than that of extended SNA activities (71 percent).

Table 13.8: Participation Rates (%) by Major Activity and Sex, Tanzania Mainland, 2014

Activity	Participation Rate		
	Male	Female	Both Sexes
Work for corporations, quasi-corporations, non-profit institution and government	10	5	7
Work for household in primary production activities	30	38	34
Work for household in non-primary production activities	1	1	1
Work for household in construction activities	1	0	1
Work for household providing services for income	33	21	27
Providing unpaid domestic services for own final use within household	47	87	68
Providing unpaid care giving services to household members	10	35	23
Providing community services and help to other households	1	1	1
Learning	19	16	18
Socializing and community participation	26	21	24
Attending, visiting cultural, entertainment and sports event	1	1	1
Hobbies, games and other pastime activities	20	13	17
Indoor and outdoor sports participation and related courses	2	1	1
Mass media	32	27	29
Personal care and maintenance	100	100	100

Table 13.8 reveals that participation rate in unpaid domestic services for household use is 68 percent with a noticeable gender difference with 87 percent of females compared to 47 percent of males. This shows the burden of unpaid work which is carried out by females in the society.

Results also show that 34 percent of persons interviewed (3 out of 10) were engaged in work for households in primary production activities (such as agriculture). Females have recorded the highest participation (38 percent) compared to their male counterparts (30 percent). The use of mass media ranked third comprising of 29 percent of persons interviewed and is slightly common among males (32 percent) than females (27 percent).

Additionally, working for households in provision of services for income ranked fourth accounting for 27 percent of all persons where males participated at 33 percent compared to only 21 percent of females.

The results indicate that the lowest participation rates (1 percent each) were observed in household work in non-primary production, construction, community services and sports.

Key message:

About 9 out of 10 females are engaged in unpaid work compared to only 5 out of 10 males.

Table 13.9: Participation Rates (%) by Marital Status, Activity and Sex, Tanzania Mainland, 2014

Marital Status	Activity	Participation Rate		
		Male	Female	Both Sexes
Single	SNA Production Activities	54	49	52
	Extended SNA	63	82	72
	Non-productive activities	100	100	100
Married	SNA Production Activities	82	65	74
	Extended SNA	38	96	67
	Non-productive activities	100	100	100
Living together	SNA Production Activities	86	67	76
	Extended SNA	32	96	65
	Non-productive activities	100	100	100
Widowed	SNA Production Activities	59	57	57
	Extended SNA	58	86	81
	Non-productive activities	100	100	100
Divorced/separated	SNA Production Activities	80	78	79
	Extended SNA	66	90	81
	Non-productive activities	100	100	100
Total	SNA Production Activities	68	59	63
	Extended SNA	52	89	71
	Non-productive activities	100	100	100

Marital status of persons interviewed is an important element influencing participation of individuals in different activities. Table 13.9 shows that 79 percent of divorced or separated persons interviewed were engaged in SNA production activities with a small difference between males (80 percent) and females (78 percent). A noticeable gender difference is observed in extended SNA activities with 90 percent of females and 66 percent of males. This explains that divorced or separated females carry more burden than males.

Persons who are living together with their spouses form the second highest proportion of persons participating in SNA production activities (76 percent) followed by married persons (74 percent). Married persons recorded a slightly higher proportion in extended SNA activities (67 percent) compared to those living together with their spouses (65 percent). Results also show that highest

proportion of males in these marital statuses are engaged in SNA production activities compared to their female counterparts with 17 and 19 percentage point difference of married and living together spouses respectively.

On the other hand, the highest participation rates in extended SNA activities are among females who are married or living together with their spouses (96 percent each). Again, these findings suggest that females are carrying a heavy burden of unpaid work in society.

Table 13.10: Participation Rates (%) by Level of Education, Activity and Sex, Tanzania Mainland, 2014

Level of Education	Activity	Male	Female	Both Sexes
Never attended	SNA Production Activities	60.1	58.3	58.9
	Extended SNA	47.4	85.0	72.6
	Non-productive activities	100.0	100.0	100.0
Primary	SNA Production Activities	69.2	59.9	64.4
	Extended SNA	51.0	88.4	70.3
	Non-productive activities	100.0	100.0	100.0
Secondary	SNA Production Activities	64.7	54.1	59.6
	Extended SNA	57.3	91.4	73.7
	Non-productive activities	100.0	100.0	100.0
Vocational training	SNA Production Activities	72.9	66.2	70.2
	Extended SNA	52.7	94.0	69.6
	Non-productive activities	100.0	100.0	100.0
Tertiary non university	SNA Production Activities	68.2	57.4	63.1
	Extended SNA	61.2	89.6	74.6
	Non-productive activities	100.0	100.0	100.0
University	SNA Production Activities	67.0	50.0	61.6
	Extended SNA	57.8	87.0	67.0
	Non-productive activities	100.0	100.0	100.0
Total	SNA Production Activities	67.8	58.7	63.1
	Extended SNA	52.5	88.6	71.1
	Non-productive activities	100.0	100.0	100.0

Level of education of individuals has shown a noticeable influence for participation in different activities. Table 13.10 shows that the highest participation rate in SNA production activities is observed among persons with vocational training (70.2 percent). Results further show that the highest gender gap in participation rates for SNA production activities is among persons with university education with 67 percent for males compared to 50.0 percent for females.

Involvement in extended SNA activities is more common among persons with tertiary non university (74.6 percent) followed by persons with secondary education (73.7 percent). Female

participation in these activities is more pronounced for those with vocational training (94.0 percent) compared to males (52.7 percent).

The involvement of females in SNA extended activities is higher at more than 80 percent across all education levels compared to males. Participation of males in extended SNA activities increases with education and peaked at tertiary non university with 61.2 percent. This points out that, male participation rates in household duties increase with education.

LIST OF APPENDICES

Appendices for Chapter Three

Table 3.1A: Total Number of Persons with Disability by Type of Disability and Sex, Tanzania Mainland, 2014

Type of Disability	Male	Female	Total
Albinism	6,839	10,183	17,023
Difficulty in Seeing	469,537	653,853	1,123,390
Hearing	227,995	327,320	555,315
Walking	370,287	604,789	975,076
Remembering	296,886	406,238	703,123
Self care	216,922	207,695	424,617
Communicating	143,903	152,216	296,118

Table 3.2B: Number of Persons Aged 15+ Years and Above by Age Group and Marital Status, Tanzania Mainland, 2014

Age Group	Single	Married	Living together	Widowed	Divorced/separated	Total
15 - 24	6,003,167	1,582,573	154,854	7,257	147,643	7,895,494
25 - 34	1,323,479	4,053,303	379,049	71,437	428,159	6,255,428
35 - 64	378,346	7,222,614	371,009	856,840	930,348	9,759,157
65 +	24,714	862,042	36,095	740,878	176,309	1,840,037
Total	7,729,706	13,720,532	941,006	1,676,412	1,682,459	25,750,116

Table 3.3C: Number of Persons Aged 15+ Years by Level of Education and Sex, Tanzania Mainland, 2014

Level of Education	Male	Female	Total
Never attended	1,396,744	2,983,621	4,380,365
Primary	7,870,204	7,904,480	15,774,685
Secondary	2,144,432	1,890,605	4,035,037
Vocational training	470,546	294,124	764,670
Tertiary non university	247,516	207,435	454,951
University	229,996	110,412	340,408
Total	12,359,437	13,390,678	25,750,116

Table 3.4D: Number of Private Households by Ownership of Assets and Area, Tanzania Mainland, 2014

Asset	Dar-es-Salaam	Other Urban	Rural	Total
Car	119,526	133,126	64,284	316,936
Bajaj	9,181	17,027	11,853	38,060
Motorcycle	95,319	323,025	485,166	903,511
Bicycle	150,803	1,114,100	2,838,271	4,103,174
Cart	76,362	96,331	234,779	407,472
Fridge	515,138	411,859	120,611	1,047,608
Electric or gas cooker	316,508	285,204	147,369	749,081
Television	827,082	1,098,692	437,109	2,362,884
Electric/charcoal iron	941,432	1,548,525	1,344,077	3,834,034
Cell phone	1,199,883	2,319,375	3,544,061	7,063,318
Radio	1,011,777	1,898,927	3,261,895	6,172,599
Plough	58,544	201,968	828,599	1,089,111
Charcoal / kerosene cooker	1,156,619	2,141,174	2,039,208	5,337,002
Livestock	101,837	570,147	2,556,802	3,228,786
Power tiller	1,970	21,038	35,372	58,379
Other	26,809	123,128	662,534	812,470
Total	1,261,196	2,764,094	6,186,983	10,212,273

Appendix for Chapter Four

Table 4.1A: Number of Working Age Persons Aged 15 Years or Above by Sex, Age Group and Area, Tanzania Mainland, 2014

Sex	Age Group	Dar es Salaam	Other Urban	Rural	Total
Male	15 - 24	424,121	996,672	2,431,367	3,852,160
	25 - 34	443,321	794,464	1,676,628	2,914,413
	35 - 64	619,249	1,201,727	2,900,908	4,721,885
	65 +	51,905	150,519	668,556	870,980
	Sub-Total	1,538,596	3,143,382	7,677,459	12,359,437
Female	15 - 24	554,983	1,167,897	2,320,454	4,043,334
	25 - 34	528,675	983,883	1,828,457	3,341,015
	35 - 64	552,803	1,245,437	3,239,032	5,037,272
	65 +	49,888	211,799	707,370	969,057
	Sub-Total	1,686,349	3,609,016	8,095,313	13,390,678
Both Sexes	Total	3,224,946	6,752,398	15,772,772	25,750,116

Table 4.2B: Number of Currently Economically Active Persons Aged 15 Years or Above by Sex, Age Group and Area - National Definition, Tanzania Mainland, 2014

Sex	Age Group	Dar es Salaam	Other Urban	Rural	Total
Male	15 - 24	210,934	688,201	2,087,165	2,986,301
	25 - 34	420,288	768,428	1,620,653	2,809,368
	35 - 64	592,527	1,171,418	2,858,907	4,622,852
	65 +	26,628	99,925	501,367	627,919
	Sub-Total	1,250,377	2,727,972	7,068,092	11,046,441
Female	15 - 24	301,513	815,496	1,958,169	3,075,178
	25 - 34	432,412	902,284	1,680,209	3,014,904
	35 - 64	462,881	1,133,561	3,053,890	4,650,332
	65 +	9,605	118,243	407,220	535,068
	Sub-Total	1,206,411	2,969,584	7,099,488	11,275,483
Total		2,456,787	5,697,556	14,167,580	22,321,924

Table 4.3C: Number of Working Age Persons Aged 15 Years or Above by Area, Level of Education and Sex, Tanzania Mainland, 2014

Area	Level of Education	Male	Female	Total
Dar es Salaam	Never attended, adult education or pre-school	36,487	107,931	144,418
	Primary	768,192	943,259	1,711,451
	Secondary	470,229	436,292	906,521
	Vocational training	108,833	89,598	198,431
	Tertiary non university	49,913	48,298	98,211
	University	104,943	60,971	165,915
	Sub Total	1,538,596	1,686,349	3,224,946
Other Urban	Never attended, adult education or pre-school	133,934	423,159	557,094
	Primary	1,815,072	2,151,701	3,966,773
	Secondary	774,847	770,933	1,545,780
	Vocational training	203,457	124,677	328,134
	Tertiary non university	130,461	101,408	231,870
	University	85,610	37,136	122,746
	Sub Total	3,143,382	3,609,016	6,752,398
Rural	Never attended, adult education or pre-school	1,226,323	2,452,530	3,678,853
	Primary	5,286,940	4,809,521	10,096,461
	Secondary	899,356	683,380	1,582,736
	Vocational training	158,256	79,849	238,105
	Tertiary non university	67,141	57,729	124,870
	University	39,443	12,305	51,747
	Sub Total	7,677,459	8,095,313	15,772,772
All Areas Total		12,359,437	13,390,678	25,750,116

Appendix for Chapter Five

Table 5.1A: Number of Employed Persons Aged 15+ years by Sex, Occupation and Area, Tanzania Mainland, 2014

Sex	Occupation	Dar es Salaam	Other Urban	Rural	Total
Male	Legislators, administrators and managers	22,194	24,571	26,338	73,103
	Professionals	47,855	56,978	31,637	136,470
	Technicians and associate professionals	42,122	108,908	62,375	213,405
	Clerks	27,543	19,550	3,340	50,433
	Service workers and shop sales workers	285,671	461,848	212,103	959,622
	Skilled agricultural and fishery workers	39,689	866,140	5,503,401	6,409,231
	Craft and related workers	271,325	419,476	265,210	956,011
	Plant and machine operators and assemblers	185,704	221,788	115,616	523,108
	Elementary occupations	187,423	352,371	282,224	822,017
	Sub Total	1,109,525	2,531,630	6,502,245	10,143,400
Female	Legislators, administrators and managers	9,674	10,538	2,029	22,241
	Professionals	20,485	18,673	1,702	40,860
	Technicians and associate professionals	41,616	94,288	87,214	223,117
	Clerks	33,205	48,185	3,019	84,409
	Service workers and shop sales workers	228,851	558,180	216,024	1,003,055
	Skilled agricultural and fishery workers	35,148	1,078,441	5,747,443	6,861,033
	Craft and related workers	43,783	153,388	77,466	274,637
	Plant and machine operators and assemblers	6,472	10,857	2,286	19,615
	Elementary occupations	398,608	627,241	331,922	1,357,771
	Sub Total	817,842	2,599,792	6,469,105	9,886,739
Both Sexes	Legislators, administrators and managers	31,868	35,108	28,368	95,345
	Professionals	68,341	75,650	33,339	177,330
	Technicians and associate professionals	83,737	203,196	149,589	436,522
	Clerks	60,747	67,735	6,359	134,842
	Service workers and shop sales workers	514,522	1,020,028	428,127	1,962,677
	Skilled agricultural and fishery workers	74,838	1,944,582	11,250,844	13,270,264
	Craft and related workers	315,108	572,865	342,676	1,230,648
Plant and machine operators and assemblers	192,176	232,645	117,902	542,723	
Elementary occupations	586,031	979,612	614,146	2,179,788	
	Grand Total	1,927,368	5,131,422	12,971,349	20,030,139

Table 5.2B: Number of Employed Persons Aged 15+ Years by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Male	Female	Total
15 - 24	2,649,691.9	2,579,363.3	5,229,055.2
25 - 34	2,627,963.9	2,623,019.5	5,250,983.4
35 - 64	4,296,455.5	4,216,366.6	8,512,822.0
65 +	569,288.6	467,989.4	1,037,278.0
Total	10,143,399.9	9,886,738.7	20,030,139

Table 5.3C: Number of Employed Persons Aged 15 Years or Above by Industry and Sex, Tanzania Mainland, 2014

Industry	Male	Female	Total
Agriculture, forestry and fishing	6,485,796	6,913,207	13,399,003
Mining and quarrying	173,926	44,098	218,024
Manufacturing	366,287	252,554	618,841
Electricity, gas, steam and air conditioning supply	18,473	1,125	19,598
Water supply; sewage, waste management and remediation activity	8,660	4,725	13,385
Construction	408,697	13,698	422,395
Wholesale and retail trade; repair of motor vehicles and motorcycle	1,263,035	1,271,099	2,534,134
Transportation and storage	504,073	17,625	521,698
Accommodation and food service activities	143,681	645,748	789,430
Information and communication	22,341	8,393	30,734
Financial and insurance activities	27,363	33,245	60,607
Real estate activities	4,244	1,772	6,016
Professional, scientific and technical activities	25,186	8,588	33,774
Administrative and support service activities	105,085	24,717	129,802
Public administration and defence; compulsory social security	153,342	38,629	191,971
Education	209,332	204,378	413,710
Human Health and social work activities	71,839	95,403	167,242
Arts, entertainment and recreation	12,606	8,298	20,904
Other service activities	105,077	103,294	208,371
Activities of households as employers; undifferentiated good	32,618	196,142	228,760
Activities of extraterritorial organizations and bodies	1,740	0	1,740
Total	10,143,400	9,886,739	20,030,139

Table 5.4D: Number of Employed Persons Aged 15 Years or Above by Sex and Sector, Tanzania Mainland, 2014

Sector	Male	Female	Total
Central and Local Government	365,568	260,844	626,412
Parastatal Organization	59,306	12,899	72,205
Private sector Agriculture	6,402,954	6,882,189	13,285,144
Private Informal Sector NEW	2,126,349	2,218,230	4,344,580
Private Sector Non agriculture	1,130,688	442,641	1,573,329
Household Duties	58,534	69,935	128,469
Total	10,143,400	9,886,739	20,030,139

Table 5.5E: Number of Employed Persons Aged 15 Years or Above by Status in Employment and Sex, Tanzania Mainland, 2014

Status in Employment	Male	Female	Total
Paid Employees	1,820,658	950,217	2,770,875
Self Employed non-agriculture with employees	393,096	164,933	558,030
Self Employed in non-agriculture without employees	1,562,225	1,614,418	3,176,644
Unpaid family helper in non agriculture	107,770	256,958	364,727
Unpaid family helper in agriculture	2,069,923	4,843,794	6,913,717
Work on own farm in Agriculture	4,189,727	2,056,419	6,246,146
Total	10,143,400	9,886,739	20,030,139

Appendix for Chapter Six

Appendix 6.1A: Number of Total Households and Households with Informal Sector Activities by Sex of Head of Household, Tanzania Mainland, 2014

Sex of Head of Household	Total Households	Households with Informal Sector
Male	7,495,067	3,301,870
Female	2,717,207	1,036,200
Total	10,212,273	4,338,070

Appendix 6.2B: Number of Persons Employed in Informal Sector as Main or Secondary Activity by Area and Sex, Tanzania Mainland, 2014

Area	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Dar es Salaam	592,535	592,599	1,185,134	14,269	8,847	23,117
Other Urban	919,093	1,111,995	2,031,087	180,135	199,341	379,476
Rural	614,722	513,637	1,128,359	797,579	712,373	1,509,952
Total	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Appendix 6.3C: Number of Persons Employed in Informal Sector as Main or Secondary Activity by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
15 - 24	387,165	553,227	940,392	156,251	143,191	299,442
25 - 34	720,657	735,876	1,456,534	282,311	250,945	533,255
35 - 64	965,894	877,404	1,843,298	499,254	499,659	998,913
65 +	52,633	51,723	104,356	54,167	26,767	80,934
Total	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Appendix 6.4D: Persons Employed in Informal Sector as Main or Secondary Activity by Level of Education and Sex, Tanzania Mainland, 2014

Level of Education	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Never attended	90,833	220,827	311,661	120,362	182,220	302,582
Primary	1,523,639	1,579,895	3,103,534	775,232	655,980	1,431,211
Secondary	381,561	351,342	732,902	57,195	52,182	109,377
Vocational training	97,614	47,396	145,010	24,431	19,667	44,098
Tertiary non university	24,119	14,440	38,558	9,180	8,477	17,657
University	8,584	4,331	12,915	5,584	2,036	7,620
Total	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Appendix 6.5E: Persons Employed in Informal Sector as Main or Secondary Activity by Industry and Sex, Tanzania Mainland, 2014

Industry	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Mining and quarrying	141,125	43,205	184,330	43,660	57,921	101,581
Manufacturing	227,717	199,046	426,763	158,823	97,842	256,665
Construction	267,451	2,803	270,255	132,930	5,871	138,801
Wholesale and retail trade; repair of motor vehicles and motorcycles	967,910	1,111,699	2,079,608	490,442	479,307	969,748
Transportation and storage	254,950	7,687	262,638	49,929	2,343	52,272
Accommodation and food service activities	105,162	526,845	632,007	45,485	246,906	292,391
Human Health and social work activities	15,402	17,905	33,307	20,273	1,276	21,549
Other activities	146,632	309,040	455,672	50,441	29,096	79,537
Total	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Appendix 6.6F: Persons Employed in Informal Sector as Main or Secondary Activity by Occupation and Sex, Tanzania Mainland, 2014

Occupations	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	3,194	3,289	6,483	477	5,527	6,004
Professionals	3,293	746	4,040	1,014	1,046	2,061
Technicians and associate professionals	20,923	17,877	38,800	24,558	10,033	34,591
Clerks	6,230	10,802	17,032	3,563	0	3,563
Service workers and shop sales workers	607,468	735,940	1,343,408	213,530	241,170	454,700
Skilled agricultural and fishery workers	40,385	11,232	51,617	48,449	18,184	66,633
Craft and related workers	659,843	250,239	910,081	308,164	159,692	467,856
Plant and machine operators and assemblers	228,349	13,949	242,297	68,868	16,813	85,681
Elementary occupations	556,665	1,174,157	1,730,822	323,360	468,096	791,456
Total	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Appendix 6.7G: Persons Employed in Informal Sector as Main or Secondary Activity by Employment Status and Sex, Tanzania Mainland, 2014

Employment Status	Main Activity			Secondary Activity		
	Male	Female	Total	Male	Female	Total
Paid Employees	368,375	328,893	697,268	98,339	11,239	109,578
Self Employed in non-agriculture with employees	258,677	133,986	392,663	112,709	35,354	148,063
Self Employed in non-agriculture without employees	1,414,141	1,543,360	2,957,502	754,367	773,941	1,528,308
Unpaid family helper in non agriculture	85,156	211,991	297,147	26,567	100,027	126,595
Total	2,126,349	2,218,230	4,344,580	991,983	920,562	1,912,544

Appendix for Chapter Seven

Table 7.1A: Number of Persons Aged 15 Years or Above by Current Unemployment Types and Area, Tanzania Mainland, 2006 ILFS

		Dar es Salaam	Other Urban	Urban Total	Rural	Total
Current Unemployment Type	TYPE 'A'	349,126	109,435	458,560	106,520	565,081
	TYPE 'B'	91,712	90,360	182,072	129,815	311,887
	TYPE 'C'	215,154	308,982	524,136	794,293	1,318,429
Group Total		655,992	508,776	1,164,768	1,030,629	2,195,397

Table 7.2B: Number of Unemployed Persons Aged 15+ Years by Level of Education and Sex, Tanzania Mainland, 2014

Education Level	Male	Female	Total
No education	94,083	260,640	354,722
Primary	591,604	860,860	1,452,464
Secondary	170,116	225,886	396,002
Vocational training	26,004	24,666	50,670
Tertiary non university	10,901	7,894	18,795
University	10,333	8,799	19,132
Total	903,041	1,388,744	2,291,785

Appendix for Chapter Eight

Table 8.1A: Number of Under-employed Persons Aged 15+ Years by Age Group and Sex, National Definition, Tanzania Mainland, 2014

Age Group	Male	Female	Both Sexes
15 - 24	403,308	329,429	732,737
25 - 34	246,093	276,228	522,321
35 - 64	483,892	548,499	1,032,392
65 +	53,832	25,895	79,728
Total	1,187,126	1,180,052	2,367,177

Table 8.2B: Number of Under-employed Persons Aged 15+ Years by Status in Employment and Sex, National Definition, Tanzania Mainland, 2014

Status in Employment	Male	Female	Total
Paid Employees	94,035	45,860	139,895
Self Employed in non-agriculture with employees	28,695	11,011	39,706
Self Employed in non-agriculture without employees	87,938	143,051	230,989
Unpaid family helper in non agriculture	6,170	9,671	15,841
Unpaid family helper in agriculture	369,918	678,708	1,048,627
Work on own farm in Agriculture	600,369	291,751	892,120
Total	1,187,126	1,180,052	2,367,177

Table 8.3C: Number of Under-employed Persons Aged 15+ Years by Main Occupation and Sex, National Definition, Tanzania Mainland, 2014

Main Occupation	Male	Female	Sex
Legislators, administrators and managers	1,799	1,133	2,933
Professionals	1,226	750	1,976
Technicians and associate professionals	8,117	5,258	13,375
Clerks	885	1,569	2,453
Service workers and shop sales workers	32,445	63,752	96,197
Agricultural and fishery workers	977,944	973,472	1,951,416
Craft and related workers	87,207	18,894	106,100
Plant and machine operators and assemblers	20,709	2,578	23,287
Elementary occupations	56,795	112,645	169,441
Total	1,187,126	1,180,052	2,367,177

Table 8.4D: Number of Under-employed Persons Aged 15+ Years by Main Sector and Sex, National Definition, Tanzania Mainland, 2014

Main Sector	Male	Female	Sex
Central and Local Government	8,907	3,932	12,839
Parastatal Organization	355	610	964
Private sector Agriculture	988,897	967,408	1,956,304
Private Informal Sector	143,062	179,429	322,491
Private Sector Non-agriculture	41,088	15,978	57,067
Household Duties	4,817	12,695	17,512
Total	1,187,126	1,180,052	2,367,177

Appendix for Chapter Nine

Table 9.1A: Number of Employed Youths by Age group, Area and Sex- National Definition, Tanzania Mainland, 2014

Area	Male	Female	Total
Dar es Salaam	565,851	468,503	1,034,354
Other Urban	1,420,682	1,517,475	2,938,156
Rural	3,577,226	3,458,073	7,035,298
Total	5,563,759	5,444,050	11,007,809

Table 9.2B: Number of Unemployed Youths by Age group, Area and Sex- National Definition, Tanzania Mainland, 2014

Area	Male	Female	Total
Dar es Salaam	112,951	304,473	417,424
Other Urban	130,619	286,663	417,282
Urban	243,569	591,137	834,706
Rural	299,540	328,936	628,476
Total	543,109	920,073	1,463,182

Table 9.3C: Number of Economically Active Youths by Age group, Area and Sex, Tanzania Mainland, 2014

Age Group	Sex	Dar es Salaam	Other Urban	Rural	Total
15-24	Male	210,934	688,201	2,087,165	2,986,301
	Female	301,513	815,496	1,958,169	3,075,178
	Total	512,447	1,503,697	4,045,335	6,061,479
25-35	Male	430,311	818,243	1,665,514	2,914,067
	Female	309,053	871,248	1,684,386	2,864,687
	Total	739,364	1,689,490	3,349,899	5,778,753
15-35	Male	678,802	1,551,300	3,876,766	6,106,868
	Female	772,976	1,804,138	3,787,009	6,364,123
	Total	1,451,778	3,355,438	7,663,774	12,470,991

Table 9.4D: Number of Youths by Area, Age Group and Sex, Tanzania Mainland, 2014

Age Group	Sex	Dar es Salaam	Other Urban	Rural	Total
15-24	Male	424,121	996,672	2,431,367	3,852,160
	Female	554,983	1,167,897	2,320,454	4,043,334
	Total	979,104	2,164,569	4,751,821	7,895,494
25-35	Male	467,868	863,099	1,789,600	3,120,567
	Female	471,464	988,642	1,828,839	3,288,944
	Total	939,331	1,851,741	3,618,439	6,409,512
15-35	Male	915,913	1,886,722	4,276,943	7,079,578
	Female	1,130,281	2,242,332	4,309,371	7,681,984
	Total	2,046,194	4,129,055	8,586,313	14,761,562

Table 9.5E: Number of Youths Not in Employment and Not in Education or Training (NEET) by Area and Sex- National Definition, Tanzania Mainland, 2014

Sex	Dar es Salaam	Other Urban	Rural	Total
Male	171,423	182,632	456,870	810,925
Female	497,997	484,121	659,321	1,641,440
Total	669,420	666,753	1,116,192	2,452,364

Table 9.6F: Youths Employed by Industry, Age Group and Sex- National Definition, Tanzania Mainland, 2014

Industry	Male	Female	Total
Agriculture, forestry and fishing	3,606,846	3,638,021	7,244,867
Wholesale and retail trade; repair of motor vehicles and motorcycles	704,920	723,276	1,428,196
Accommodation and food service activities	87,861	371,158	459,019
Manufacturing	194,925	179,788	374,712
Transportation and storage	335,140	12,453	347,593
Construction	233,626	12,141	245,767
Activities of households as employers; undifferentiated good	27,196	187,619	214,815
Education	82,251	104,091	186,343
Other service activities	50,487	73,701	124,188
Mining and quarrying	84,439	25,729	110,168
Other activities	156,068	116,072	272,140
Total	5,563,759	5,444,050	11,007,809

Appendix for Chapter Ten

Table 10.1A: Paid Employees Aged 15+ years by Monthly Income and Sex, Tanzania Mainland, 2014

Income Group	Male	Female	Total
Under 65,001	427,718	251,219	678,937
65,001 - 150,000	491,147	299,180	790,327
150,001 - 300,000	528,018	183,376	711,394
300,001 - 500,000	344,593	163,565	508,158
500,001 - 900,000	260,102	122,617	382,719
900,001 - 1,200,000	36,243	20,370	56,612
1,200,001 - 1,500,000	40,057	8,171	48,228
1,500,001 and Above	29,881	7,242	37,123
Total	2,157,758	1,055,740	3,213,498

Table 10.2B: Self-employed Persons Aged 15+ years by Monthly Income and Sex, Tanzania Mainland, 2014

Income Group	Male	Female	Total
Under 65,001	643,727	1,117,487	1,761,213
65,001 - 150,000	802,338	808,706	1,611,045
150,001 - 300,000	802,073	421,550	1,223,623
300,001 - 500,000	314,614	147,627	462,242
500,001 - 900,000	189,364	73,628	262,993
900,001 - 1,200,000	60,549	23,496	84,045
1,200,001 - 1,500,000	21,374	6,069	27,443
1,500,001 and Above	63,846	8,654	72,501
Total	2,897,886	2,607,217	5,505,103

Table 10.3C: Paid Employees Aged 15+ Years with Low Pay Rate by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Total
Dar es Salaam	58,312	73,478	131,790
Other Urban	205,591	234,883	440,474
Rural	410,508	134,904	545,411
Total	674,411	443,265	1,117,675

Table 10.4D: Paid Employees Aged 15+ Years with Low Pay Rate by Area and Sex, Tanzania Mainland, 2014

Area	Male	Female	Total
Dar es Salaam	555,052	310,802	865,854
Other Urban	810,691	491,908	1,302,599
Rural	808,463	259,095	1,067,558
Total	2,174,205	1,061,806	3,236,011

Table 10.5E: Mean Monthly Income (Tshs.) of Paid Employees aged 15+ years by Area and Sex, 2014

Area	Male	Female	Total
Dar es Salaam	473,463	321,533	418,845
Other Urban	328,929	236,169	293,834
Rural	230,325	254,614	236,233

Appendix for Chapter Eleven

Table 11.1A: Number of Usually Economically Active Persons Aged 15 Years or Above by Sex, Age Group and Area, Tanzania Mainland, 2014

Sex/ Age Group		Dar es Salaam	Other Urban	Rural	Total
Male	15 - 24	205,501	616,386	1,870,332	2,692,219
	25 - 34	416,911	756,145	1,573,647	2,746,703
	35 - 64	590,216	1,157,177	2,780,086	4,527,478
	65 +	25,917	96,425	466,712	589,054
	Sub total	1,238,544	2,626,133	6,690,776	10,555,454
Female	15 - 24	285,272	755,699	1,744,916	2,785,886
	25 - 34	423,761	862,669	1,681,744	2,968,173
	35 - 64	458,973	1,108,588	2,950,683	4,518,245
	65 +	10,373	105,529	375,125	491,027
	Sub total	1,178,378	2,832,485	6,752,467	10,763,330
Both Sexes	15 - 24	490,773	1,372,085	3,615,247	5,478,105
	25 - 34	840,671	1,618,814	3,255,390	5,714,875
	35 - 64	1,049,189	2,265,765	5,730,769	9,045,723
	65 +	36,289	201,954	841,837	1,080,081
	Total	2,416,923	5,458,618	13,443,243	21,318,784

Table 11.2B: Number of Usually Employed Persons Aged 15 Years or Above by Sex, Age Group and Area, Tanzania Mainland, 2014

		Dar es Salaam	Other Urban	Rural	Total
Male	15 - 24	124,149	502,142	1,672,211	2,298,502
	25 - 34	380,098	711,271	1,475,181	2,566,549
	35 - 64	560,946	1,089,987	2,630,597	4,281,529
	65 +	21,733	84,971	447,046	553,751
	Sub total	1,086,926	2,388,370	6,225,035	9,700,332
Female	15 - 24	147,589	564,978	1,525,809	2,238,375
	25 - 34	274,639	732,729	1,535,676	2,543,044
	35 - 64	358,862	1,004,610	2,772,021	4,135,493
	65 +	5,572	90,137	336,646	432,355
	Sub total	786,662	2,392,454	6,170,152	9,349,268
Total	15 - 24	271,738	1,067,119	3,198,021	4,536,877
	25 - 34	654,737	1,444,000	3,010,857	5,109,594
	35 - 64	919,808	2,094,596	5,402,618	8,417,022
	65 +	27,305	175,109	783,692	986,106
	Total	1,873,588	4,780,824	12,395,187	19,049,599

Table 11.3C: Number of Usually Unemployed Persons Aged 15 Years or Above by Sex and Area , Tanzania Mainland, 2014

Area	Male	Female	Total
Dar es Salaam	151,618	391,717	543,335
Other Urban	237,763	440,031	677,794
Rural	465,741	582,315	1,048,056
Total	855,122	1,414,063	2,269,185

Table 11.4D: Number of Usually Unemployed Persons Aged 15 Years or Above by Age Group and Sex, Tanzania Mainland, 2014

Age Group	Male	Female	Total
15 - 24	393,717	547,511	941,228
25 - 34	180,153	425,128	605,282
35 - 64	245,949	382,752	628,701
65 +	35,303	58,672	93,974
Total	855,122	1,414,063	2,269,185

Appendix for Chapter Twelve

Table 12.1A: Number of Children (5-17 years) by Area, Activity Status, Age Group and Sex, Tanzania Mainland, 2014

Area/Activity Status		5 - 9			10 - 14			15 - 17			Total		
		Male	Female	Total									
Dar es Salaam	Employed	0	1,291	1,291	3,385	6,919	10,304	8,574	23,928	32,502	11,959	32,138	44,097
	Unemployed	533	305	839	3,659	4,895	8,554	10,448	16,317	26,765	14,641	21,517	36,158
	Inactive	248,719	238,473	487,192	200,354	224,098	424,452	91,251	94,206	185,458	540,324	556,778	1,097,102
	Total	249,252	240,070	489,322	207,398	235,912	443,310	110,274	134,451	244,724	566,924	610,432	1,177,357
Other Urban	Employed	67,976	74,736	142,713	158,767	170,924	329,691	137,589	134,801	272,389	364,331	380,461	744,792
	Unemployed	5,947	6,484	12,431	18,160	10,390	28,550	19,703	27,270	46,973	43,809	44,144	87,953
	Inactive	667,589	661,990	1,329,579	509,176	497,735	1,006,911	161,181	168,288	329,469	1,337,946	1,328,014	2,665,959
	Total	741,512	743,211	1,484,722	686,102	679,049	1,365,151	318,473	330,359	648,832	1,746,086	1,752,619	3,498,705
Rural	Employed	430,655	406,790	837,446	1,143,720	966,310	2,110,030	615,843	524,811	1,140,654	2,190,218	1,897,911	4,088,129
	Unemployed	22,757	35,040	57,798	82,126	52,542	134,668	48,708	46,869	95,577	153,591	134,451	288,042
	Inactive	1,765,667	1,670,086	3,435,753	945,691	898,057	1,843,747	185,268	149,462	334,730	2,896,625	2,717,605	5,614,230
	Total	2,219,079	2,111,916	4,330,996	2,171,537	1,916,908	4,088,445	849,819	721,142	1,570,961	5,240,435	4,749,967	9,990,401
Rural	Employed	498,632	482,818	981,449	1,305,871	1,144,153	2,450,024	762,006	683,539	1,445,545	2,566,509	2,310,509	4,877,018
	Unemployed	29,237	41,830	71,067	103,945	67,826	171,771	78,859	90,455	169,315	212,041	200,112	412,153
	Inactive	2,681,975	2,570,549	5,252,524	1,655,221	1,619,890	3,275,111	437,700	411,957	849,657	4,774,895	4,602,396	9,377,291
	Total	3,209,843	3,095,197	6,305,040	3,065,037	2,831,869	5,896,907	1,278,565	1,185,952	2,464,517	7,553,446	7,113,017	14,666,463

Table 12.2B: Number of Employed Children (5-17 years) by Area, Sex and Level of Education, Tanzania Mainland, 2014

Area/Sex		Never attended	Primary	Secondary	Total
Dar es Salaam	Male	1,254	9,702	1,727	12,684
	Female	3,425	26,980	2,519	32,925
	Total	4,679	36,683	4,247	45,609
Other Urban	Male	28,364	295,274	65,349	388,987
	Female	29,505	301,752	62,986	394,243
	Total	57,869	597,026	128,335	783,230
Rural	Male	417,770	1,676,845	165,812	2,260,427
	Female	347,614	1,447,066	182,944	1,977,624
	Total	765,383	3,123,911	348,757	4,238,051
Total	Male	447,388	1,981,821	232,889	2,662,098
	Female	380,544	1,775,798	248,450	2,404,792
	Total	827,932	3,757,620	481,338	5,066,889

Table 12.3C: Working Children Aged 5-17 Years (%) by Occupation, Age Groups and Sex, Tanzania Mainland, 2014

Occupation	5 - 9			10 - 14			15 - 17			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Service workers and shop sales workers	9,909	12,007	21,916	14,942	18,433	33,376	19,325	26,468	45,793	44,177	56,908	101,085
Skilled agricultural and fishery workers	442,593	463,081	905,674	1,272,688	1,074,246	2,346,934	687,967	585,088	1,273,055	2,403,248	2,122,414	4,525,662
Craft and related workers	2,571	5,778	8,349	8,160	13,050	21,210	12,096	9,411	21,507	22,827	28,239	51,067
Plant and machine operators and assemblers	0	0	0	291	0	291	837	0	837	1,128	0	1,128
Elementary occupations	58,007	29,267	87,275	70,097	78,346	148,443	62,613	89,617	152,230	190,718	197,230	387,948
Total	513,081	510,133	1,023,214	1,366,178	1,184,075	2,550,253	782,838	710,584	1,493,422	2,662,098	2,404,792	5,066,889

Table 12.4D: Working Children Aged 5-17 Years (%) by Industry, Age Groups and Sex, Tanzania Mainland, 2014

Industry	5 - 9			10 - 14			15 - 17			15 - 17		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	484,567	469,865	954,433	1,316,088	1,093,309	2,409,396	709,209	591,163	1,300,372	2,509,864	2,154,337	4,664,201
Mining and quarrying	2,571	5,778	8,349	9,484	5,778	15,262	1,437	5,778	7,215	13,493	17,334	30,827
Manufacturing	0	0	0	2,475	7,294	9,770	1,615	3,375	4,989	4,090	10,669	14,759
Construction	0	0	0	899	0	899	4,807	162	4,969	5,706	162	5,868
Wholesale and retail trade; repair of motor vehicles and motorcycle	15,901	17,281	33,182	26,057	34,000	60,056	42,714	19,044	61,758	84,672	70,325	154,996
Transportation and storage	0	0	0	940		940	6,303		6,303	7,243	0	7,243
Accommodation and food service activities	1,244	4,358	5,602	4,555	11,451	16,006	6,593	18,352	24,945	12,393	34,161	46,553
Administrative and support service activities	0	0	0	745	0	745	997	258	1,255	1,742	258	2,000
Human Health and social work activities	0	0	0	0	0	0		2,300	2,300	0	2,300	2,300
Arts, entertainment and recreation	0	0	0	0	0	0	170	0	170	170	0	170
Other service activities	719		719	0	1,756	1,756	1,177	2,580	3,756	1,895	4,335	6,231
Activities of households as employers; undifferentiated good	8,079	12,850	20,928	4,935	30,488	35,422	7,816	67,574	75,390	20,830	110,911	131,741
Total	513,081	510,133	1,023,214	1,366,178	1,184,075	2,550,253	782,838	710,584	1,493,422	2,662,098	2,404,792	5,066,889

STANDARD ERROR AND COEFFICIENT OF VARIATION FOR SELECTED VARIABLES

LABOUR FORCE

Area		Estimate	Standard Error	95% Confidence Interval		Coefficient of Variation	Population Size	Un weighted Count
				Lower	Upper			
Dar es Salaam	Mean	0.7335	0.0075	0.7187	0.7484	0.0100	3366199	12837
Other Urban	Mean	0.8157	0.0122	0.7917	0.8398	0.0150	7176419	9780
Rural	Mean	0.8816	0.0074	0.8670	0.8962	0.0080	16893562	8065
Tanzania Mainland	Mean	0.8462	0.0076	0.8312	0.8612	0.0090	27436181	30682

EMPLOYED

Area		Estimate	Standard Error	95% Confidence Interval		Coefficient of Variation	Population Size	Un weighted Count
				Lower	Upper			
Dar es Salaam	Mean	0.5743	0.0085	0.5574	0.5912	0.0150	3366199	12837
Other Urban	Mean	0.7342	0.0154	0.7037	0.7648	0.0210	7176419	9780
Rural	Mean	0.8086	0.0094	0.7900	0.8271	0.0120	16893562	8065
Tanzania Mainland	Mean	0.7604	0.0086	0.7434	0.7774	0.0110	27436181	30682

UNEMPLOYED

Area		Estimate	Standard Error	95% Confidence Interval		Coefficient of Variation	Population Size	Un weighted Count
				Lower	Upper			
Dar es Salaam	Mean	0.1593	0.0079	0.1436	0.1750	0.0500	3366199	12837
Other Urban	Mean	0.0815	0.0075	0.0667	0.0963	0.0920	7176419	9780
Rural	Mean	0.0731	0.0048	0.0636	0.0825	0.0660	16893562	8065
Tanzania Mainland	Mean	0.0858	0.0035	0.0790	0.0927	0.0410	27436181	30682

OUT OF THE LABOUR FORCE

Area		Estimate	Standard Error	95% Confidence Interval		Coefficient of Variation	Population Size	Un weighted Count
				Lower	Upper			
Dar es Salaam	Mean	0.2665	0.0075	0.2516	0.2813	0.0280	3366199	12837
Other Urban	Mean	0.1843	0.0122	0.1602	0.2083	0.0660	7176419	9780
Rural	Mean	0.1184	0.0074	0.1038	0.1330	0.0620	16893562	8065
Tanzania Mainland	Mean	0.1538	0.0076	0.1388	0.1688	0.0490	27436181	30682

Vision

“To become a one-stop centre for official statistics in Tanzania”

Mission

“To produce quality official statistics and services that meet needs of national and international stakeholders for evidence-based planning and decision making”

