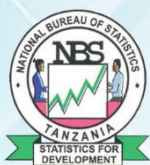




The United Republic of Tanzania

# INTEGRATED LABOUR FORCE SURVEY 2020/21

## ANALYTICAL REPORT



The 2020/21 Integrated Labour Force Survey (ILFS) was implemented by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician (OCGS) - Zanzibar in collaboration with the Prime Minister's Office - Labour, Youth, Employment and Persons with Disability; and President's office- Labour, Economy and Investment – Zanzibar. Funding for the survey was provided by the European Union (EU) through the European Union Trust Fund (EUTF). The fund was managed by the World Bank. The International Labour Organization (ILO) provided technical support during survey design and data analysis.

Additional information about the survey may be obtained from Statistician General, National Bureau of Statistics, Jakaya Kikwete Road, P.O.Box 2683, Dodoma, Tanzania (Telephone: +255 26-2963822; email: [sg@nbs.go.tz](mailto:sg@nbs.go.tz) and website: [www.nbs.go.tz](http://www.nbs.go.tz)).

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## FOREWORD

Production of Labour Market Information (LMI) has been an important element in the statistical process, both in Tanzania Mainland and Zanzibar. This report presents results of the 2020/21 Integrated Labour Force Survey (ILFS) conducted in Tanzania Mainland and Zanzibar from July 2020 to June 2021. The 2020/21 ILFS report presents harmonized LMI for the United Republic of Tanzania (URT); and its constituencies of Tanzania Mainland and Zanzibar. Prior to the 2020/21 ILFS, production of LMI used to be carried out independently in Tanzania Mainland and Zanzibar. This meant that there was always a challenge to produce nationwide LMI combining Tanzania Mainland and Zanzibar. Other Labour Force Surveys (LFS) were conducted independently in Tanzania Mainland in 1965, 1991, 2000/21, 2006 and 2014; and for Zanzibar in 1991, 2006 and 2014. Methodological differences prevented linking these surveys to produce URT estimates. Such differences were gradually ironed out and culminated into complete harmonization in the 2020/21 ILFS round. An attempt was made to merge Tanzania Mainland's and Zanzibar's 2014 ILFS datasets in order to produce combined national LMI. Thus some key findings from the 2014 ILFS are presented in this report to facilitate a longer reflection of dynamics of important labour market indicators.

The objective of the 2020/21 ILFS was to collect LMI and other socio-economic data required for policy formulation to promote employment; and also for monitoring progress of labour market characteristics as aspired in various national, regional and international development frameworks such as:- the Tanzania Development Vision 2025 and Zanzibar Vision 2050; African Agenda 2063; and the UN Sustainable Development Goals (SDG) 2030. These frameworks have placed strong emphasis on issues related to promotion of employment, decent work, economic growth and social transformation, for which production of LMI are key for their monitoring.

On behalf of NBS and OCGS, I wish to extend my sincere gratitude to various groups of stakeholders for their efforts which contributed to completion of the survey and production of this report. Special thanks are due to the Governments of the URT and Zanzibar for the political will and commitment in production of LMI in Tanzania. Secondly, I wish to extend my appreciation to international stakeholders, particularly:- the European Union (EU), World Bank (WB) and International Labour Organization (ILO) for their technical and financial support which facilitated the survey process. Special thanks are also extended to the 2020/21 ILFS Technical Committee, as described in appendix 1 for their hard work in all stages of the survey and report writing. Last but not the least, I would like to thank all respondents of the survey who agreed to spare their time for interviews and provide useful information that enabled NBS and OCGS to obtain the required information to compile this report.



Dr. Albina Chuwa,  
Statistician General,  
June, 2022



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## ACRONYMS

CAPI	Computer Assisted Personal interviewing
CSPRO	Census and Survey Processing System
DPs	Development Partners
EAC	East Africa Community
EAs	Enumeration Areas
EPR	Employment-to-Population Ratio
EU	European Union
EUTF	European Union Trust Fund
FYDP	Five Year Development Plan
GDP	Gross Domestic Product
ICATUS	International Classification of Activities for Time Use Statistics
ICLS	International Conference of Labour Statisticians
ILFS	Integrated Labour Force Survey
ILO	International Labour Organization
IS	Informal Sector
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification
LF	Labour Force
LFPR	Labour Force Participation Rates
LMI	Labour Market Information
LPR	Low Pay Rate
NBS	National Bureau of Statistics
NEET	Not in Employment and not in Education or Training
NYDP	National Youth Development Policy
OCGS	Office of the Chief Government Statistician -Zanzibar
PHC	Population and Housing Census
PPS	Probability Proportion to Size
RSMs	Regional Statistical Managers
SNA	System of National Accounts
SPSS	Statistical Packages for Social Sciences
TASCO	Tanzania Standard Classification of Occupations
TC	Technical Committee
TOE	Training of Enumerators
TOT	Training of Trainers
TUS	Time Use Survey
TZM	Tanzania Mainland
TZS	Tanzania Shillings
UN	United Nations
URT	United Republic of Tanzania
WB	World Bank
WC	Working Children
ZADEP	Zanzibar Development Plan
ZNZ	Zanzibar



## EXECUTIVE SUMMARY

### POPULATION PROFILE

With regard to population profile, survey findings have revealed that, the average household size in URT is 4.8 persons, (4.8 persons for households in Tanzania Mainland and 5.5 persons in Zanzibar). Rural areas tend to have slightly larger households than urban areas, and male-headed households are also slightly larger compared to their females' counterparts. These trends are observable across all areas in Tanzania Mainland and Zanzibar.

About half (50.6 percent) of persons aged 15+ in the URT are in marriage. Those living single account for the second largest proportion (30.1 percent). Analysis by sex indicates that across all areas, females are more likely to lose a partner and become widow than their male's counterparts.

Status of education attainment shows that, about 58.9 percent of URT population aged 15+ have primary education. There is higher proportion of males among those with primary education (60.8 percent) compared to females (57.2 percent). Persons with university education account for only 1.9 percent of all persons aged 15+, with higher proportion for males (2.42 percent) compared to females (1.42 percent). This pattern is also observed in Tanzania Mainland. However, for Zanzibar, more than half of population aged 15+ have secondary education and about 3.6 percent attained university education.

Migration status shows that, about 20.5 percent of population aged 15+ in the URT migrated from other places to their current places of residence, while 79.5 percent have lived in their current places of residence since birth. Furthermore, Dar es Salaam has the highest proportion of persons who migrated from other areas with 56.0 and other urban areas have about 27.4 percent of such persons. This trend indicates a rural-urban movement as the typical pattern of migration in Tanzania.

### WORKING AGE POPULATION

The working age population of the URT comprises of 32.03 million persons which is about 54.8 percent of the total population (58.40 million). Out of the working age population, about 26.61 million persons are economically active and about 5.42 million are economically inactive. It is further revealed that, among the economically active persons, about 24.12 million persons are employed and 2.47 million persons are unemployed.

The total working age population of 32.03 million persons in the URT is comprised of 31.05 million persons of Tanzania Mainland (96.9 percent) and 0.98 million persons of Zanzibar (3.1 percent). The highest proportion of the working age population is in age group of 35 - 64 (35.1 percent) followed by those in age group of 15-24 (32.3 percent).

Overall, Labour Force Participation Rate (LFPR) of the URT is 83.1 percent, (83.3 percent for Tanzania Mainland and 76.3 percent for Zanzibar). Results also reveal that, LFPR is higher for males (86.1 percent) than females (80.3 percent), also observed in both Tanzania Mainland and Zanzibar; and also higher in rural areas than in urban areas.

## **EMPLOYED POPULATION**

About 24.14 million persons aged 15+ are employed, of which 23.54 million are in Tanzania Mainland and 0.60 million are in Zanzibar. Persons aged 36-64 constitute the largest proportion of the employed population (about 41 percent of the employed population in URT) compared to other age groups. This is also indicated in both Tanzania Mainland (40.8 percent) and Zanzibar 47.0 percent).

Majority of employed persons in the URT (61.3 percent) are employed as agricultural and fishery workers. Other occupations with relatively higher proportions of total employment are elementary occupations (13.8 percent); and service and shop sales work (11.7 percent). This pattern is also indicated for distribution of employment among occupations in Zanzibar. In addition, about four persons out of ten (43.3 percent) in paid employment in the URT are in precarious employment. Such persons constitute about 43.8 percent and 32.6 percent of paid employees in Tanzania Mainland and Zanzibar, respectively. Generally, incidence of precariousness is more pronounced for workers in rural areas and for males.

The share of women in middle and management positions in the URT is 27.9 percent, compared to males who constitute 72.1 percent in such positions. Across all areas, i.e. Tanzania Mainland and Zanzibar, there are proportionately less women in middle and management positions than their males counterparts, with the widest male-female gap observed in Zanzibar (24.5 percent for females vis a vis 75.5 percent for males).

Concerning trade union membership, about 20.5 percent of paid employees in the URT are members of trade unions or employees' associations. Public sector has the largest proportion of employees in trade unions (66.5 percent) and the smallest is in agriculture sector. High trade union density for public sector is observed in both Tanzania Mainland and Zanzibar. In both areas, there are almost equal proportions of females and males engaged in trade unions.

## **INFORMAL SECTOR**

In terms of sector of employment, agricultural sector has the highest share of total employment in the URT with 60.9 percent followed by Informal Sector (IS) with 29.0 percent and formal sector with 10.1 percent. Findings further indicate that in terms of employment profile, size of the IS is nearly three times that of the the formal sector. Additionally, among all persons employed in the IS, 6.76 million (96.4 percent) are in Tanzania Mainland and 0.25 million persons (3.6 percent) are in Zanzibar.

On the other hand, contribution of IS in employment in URT has increased from 22.0 percent in 2014 to 29.0 percent in 2020/21, the increase is more significant in rural areas (from 9.1 percent to 19.1 percent) and other urban areas (from 39.7 percent to 52.3 percent) except Dar es Salaam which has almost remained the same (from 61.5 percent to 62.0 percent). Furthermore, contribution of Informal Sector to employment in Tanzania Mainland has increased from 21.7 percent in 2014 to 28.7 percent in 2020/21; and for Zanzibar, from 37.7 percent to 41.1 percent during the same period.

## **UNEMPLOYMENT**

Based on the National definition of unemployment, about 2.47 million persons aged 15+ in the URT are unemployed, of whom, 2.32 million are in Tanzania Mainland and 0.15 million in Zanzibar. There are more females among the unemployed (1.71 million) than males (0.76 million). This is observed across all areas and more prominently in urban areas. Findings also indicate that, majority of unemployed persons are in rural areas compared to urban areas in Tanzania Mainland, and slightly more in urban areas than in rural areas in Zanzibar. Age-wise, majority of the unemployed persons are youth in age groups of 15-24 and 25-35.

Overall unemployment in the URT has slightly declined from 10.5 percent in 2014 to 9.3 percent in 2020/21. The decline is also noted in Tanzania Mainland, from 10.3 percent in 2014 to 9.0 percent in 2020/21. However, unemployment in Zanzibar has increased to 19.7 percent in 2020/21 from 17.4 percent in 2014. Unemployment in the URT is higher among females (12.7 percent) than males (5.8 percent), which is also the case for Tanzania Mainland and Zanzibar. Higher unemployment for females is even more prominent in urban areas, with some instances female rates are almost three times that of males.

On the general note, findings indicate that unemployment decreases with age, implying that unemployment is highest for youth aged between 15-24 (15.2 percent) and lowest for persons aged 65+ (2.5 percent). The high unemployment for youth aged between 15-24 is observed in both Tanzania Mainland (14.7 percent) and Zanzibar (33.6 percent). Further, unemployment is highest for persons with secondary education with 13.9 percent for the whole of URT (13.9 percent Tanzania Mainland and 24.5 for Zanzibar) and lowest for those who never attended school with 6.1 percent. Across all education levels, unemployment rates for females are noticeably higher than those of males, a situation which is observed in both Tanzania Mainland and Zanzibar.

## **TIME RELATED UNDEREMPLOYMENT**

Findings show that there are about 2.66 million persons who are underemployed in the URT, majority of whom (1.96 million equivalent to 73.5 percent) are in rural areas. This can be attributed to seasonal nature of economic activities in rural areas where the dominant activity is agriculture. Findings also indicate that, there are slightly more underemployed males 1.58 million (59.4 percent) than females

who are about 1.08 million (40.6 percent). Zanzibar has about 0.10 million underemployed persons majority of whom 0.05 million (55.7 percent) are in urban areas and there are slightly more underemployed males than females.

The absolute number of persons in underemployment in the URT has increased from 2.42 million in 2014 to 2.66 million in 2020/2021. However, the underemployment rate has declined slightly from 11.8 percent in 2014 to 11.0 percent in 2020/2021. This trend is more or less the same for Tanzania Mainland. For Zanzibar, the number of underemployed persons has increased from 0.06 million in 2014 to 0.10 million in 2020/2021 and underemployment rate increased from 11.2 percent in 2014 to 15.9 percent in 2020/2021. Across age groups, the highest underemployment (11.8 percent) is observed for persons aged between 25-35 with more incidences among males with 13.3 percent compared to females with 10.3 percent. The lowest underemployment is observed for persons aged 65+ with 8.3 percent. On the other hand, underemployment in Zanzibar is largest among persons aged between 15-24 with 21.3 percent, and gradually decreases with age.

## **YOUTH EMPLOYMENT AND UNEMPLOYMENT**

The total youth population in the URT stands at 18.28 million of whom 17.71 million are in Tanzania Mainland and 0.57 million are in Zanzibar. Out of the total youth population, about 14.62 million (80.0 percent) are economically active and 3.66 million (20.0 percent) are economically inactive. Among the economically active youth population, 12.78 million (87.4 percent) are employed and 1.84 million (12.6 percent) are unemployed.

The Labour Force Participation Rate (LFPR) for youth aged between 15-35 is 80.0 percent in URT, with slightly higher rate for males (82.2 percent) than females (77.9 percent). The youth LFPR in Tanzania Mainland and Zanzibar are 80.3 percent and 70.5 percent, respectively. Generally, the LFPR for youth are higher in rural areas compared to urban areas in Tanzania Mainland but nearly equal between rural and urban areas in Zanzibar.

Youth employment to population ratio in the URT is 69.9 percent, with 70.5 percent in Tanzania Mainland and 51.1 percent in Zanzibar. Generally, females have lower EPR compared to males. This is observed in both Tanzania Mainland and Zanzibar. Majority of youth in employment in the URT are working as either own account workers (41.0 percent) or contributing family workers (39.6 percent). A further 17.1 percent work as paid employees. This distribution is more or less the same in Tanzania Mainland and Zanzibar.

Furthermore, about 62.4 percent of youth in the URT are employed in agriculture, forestry and fishing industry. The second and third largest proportions of youth in employment are in wholesale and retail trade; repair of motor vehicles and motorcycles (12.6 percent); and manufacturing (5.1 percent). For

Zanzibar, manufacturing is an important industry for youth employment with 5.1 percent, beside agriculture, forestry and fishing; and wholesale and retail trade; repair of motor vehicles and motorcycles.

## **INCOME FROM EMPLOYMENT**

The overall mean monthly income for persons in employment in the URT is TZS 410,147, (TZS 411,354 for Tanzania Mainland, and TZS 363,298 for Zanzibar). Generally, males have higher mean monthly incomes compared to females in all types of employment.

Cumulatively, about three quarters (76.4 percent) of persons in paid employment in the URT (76.5 percent in Tanzania Mainland and 77.8 percent in Zanzibar) earn monthly incomes of TZS 500,000 or less. Moreover, less than two percent of persons in paid employment earn monthly incomes above TZS 1,500,000. Workers in professional occupations in the URT have the largest average monthly incomes (TZS 1,273,304) followed by those working as legislators, administrators and managers (TZS 1,001,624). The same occupations have larger average monthly incomes in Tanzania Mainland. However, for Zanzibar, the largest monthly incomes are in occupations of legislators, administrators and managers (TZS 1,359,460) followed by professional occupations (TZS 790,491); and the smallest monthly incomes are observed for agricultural and fishery workers with TZS 243,918.

The industry of extraterritorial organizations and bodies has the largest average monthly incomes in the URT (TZS 1,501,338), followed by those in the industry of financial and insurance activities (TZS 1,069,809). This is also the case for Tanzania Mainland. For Zanzibar, the largest monthly incomes are in the industry of professional, scientific and technical activities (TZS 729,883); and the industry of public administration and defence; and compulsory social security (TZS 667,132).

On the other hand, the largest average monthly incomes for persons in self-employment in the URT are observed for those working in the industry of electricity, gas, steam and air conditioning supply (TZS 1,369,991), followed by workers in the industry of water supply; sewage, waste management and remediation activities (TZS 885,978). Furthermore, the smallest average monthly incomes are observed for those working in the industry of activities of households as employers; undifferentiated goods and services production activities of households for own use (TZS 137,789). More or less similar pattern is observed in both Mainland Tanzania and Zanzibar. Majority of persons in self-employment in the URT, (76.4 percent) have monthly average earnings of less than TZS 500,000, only 6.3 percent of such persons earn monthly incomes above TZS 900,000.

The average monthly incomes for persons in agricultural activities in the URT is TZS 169,377 (TZS 169,375 for Tanzania Mainland and TZS 169,472 for Zanzibar). With regard to area of residence, average monthly incomes for persons in agriculture are highest in Dar es Salaam TZS 410,337 and lowest in rural areas TZS 158,704. In all areas, males have higher mean monthly incomes than females.

The incidence of low pay among paid employees in the URT is 35.8 percent, (35.9 percent in Tanzania Mainland and 34.1 percent in Zanzibar). Sex-wise, there are proportionately more females in low pay (40.2 percent) than males (35.8 percent), a situation observed in both Tanzania Mainland and Zanzibar.

## **USUALLY ECONOMICALLY ACTIVE AND INACTIVE PERSONS**

In terms of usual economic activities, findings reveal that, about six out of ten persons (63.9 percent) in the working age are usually employed, while 14.6 percent and 21.5 percent are usually unemployed; or economically inactive, respectively. These proportions are more or less the same for Tanzania Mainland. For Zanzibar, about 45.0 percent of the working age population are usually employed, while 26.9 percent and 28.1 percent are usually unemployed; and economically inactive, respectively. The majority of the usually economically active persons (54.4 percent) are youth aged between 15-25. This pattern is observed in both Tanzania Mainland and Zanzibar.

The overall usual Employment to Population Ratio (EPR) in the URT is 63.9. The usual EPR is higher among males (68.4 percent) compared to females (59.7 percent). With regard to age groups, the usual EPR is highest for persons aged between 36-64 with 75.5 percent. For Tanzania Mainland the usual EPR stands at 64.5 percent, and for Zanzibar it is 45.0 percent.

About six in ten (63.0 percent) of usually employed persons in the URT and 63.8 percent in Tanzania Mainland are skilled agricultural and fishery workers. Other occupations with relatively higher proportions are elementary occupations (12.7 percent); and service and shop sales work (11.4 percent). In Zanzibar, significantly higher proportions of the usually employed persons are in elementary occupations (26.4 percent), skilled agricultural and fishery occupations (23.4 percent) and service and shop sales (21.4 percent).

Agriculture, forestry and fishing industry account for the largest proportion of usually employed persons with 68.0 percent for the whole of URT; 68.7 percent for Tanzania Mainland and 35.1 for Zanzibar. The second largest proportion of the usually employed persons is in wholesale and retail trade; repair of motor vehicles and motorcycles with 10.3 percent for URT; 10.2 percent for Tanzania Mainland and 14.8 for Zanzibar.

The inactivity rates are higher for persons aged between 15-24 (36.3 percent) and 65+ (45.5 percent). These results are more or less the same for Tanzania Mainland. For Zanzibar, nearly half of persons aged 15-24 and 65+ are usually economically inactive. The high inactivity rates for persons aged between 15-24 in all areas is due to attendance in education or training institutions. The most cited reasons by persons who are usually economically inactive were school attendance (42.4 percent); and illness (13.4 percent). Gender wise, there are proportionately more females (10.0 percent) who

cited engaged in household duties as a reason for inactivity than males (2.6 percent). These situations are observed in both Tanzania Mainland and Zanzibar.

## **CHILD WORK AND LABOUR**

Findings indicate that, there are about 20.14 million children in the URT, which is equivalent to 34.5 percent of the entire population of the URT (58.40 million). There are slightly more boys in the total children population (10.26 million) compared to girls (9.88 million). This pattern is highly influenced by the corresponding boys - girls distribution of Tanzania Mainland. A contrasting pattern is observed for boys-girls population distribution in Zanzibar, where the number of boys (0.28 million) is slightly lower than that of girls (0.30 million), constituting a total children population of 0.58 million. Age-wise, over half of all children population are aged between 5-11 and just over 15 percent are elder children aged between 15-17. With regard to area of residence, findings indicate that, nearly three out of four children in both URT and Tanzania Mainland are in rural areas whereas nearly six out of ten for Zanzibar.

With regard to engagement in economic activities, results indicate that, about a quarter (24.3 percent) of children in the URT are in employment whereas boys are a slightly a dominant group (27.5 percent) than girls (23.2 percent). In addition, about 0.9 percent of children indicated availability to take up a job if such opportunity presented itself. Findings further reveal that, there are proportionately more children in employment or available for employment i.e., economically active children in Tanzania Mainland (26.8 percent) compared to Zanzibar (9.4 percent), a situation which indicates more likelihood of child labour in Tanzania Mainland than in Zanzibar.

About 17.44 million children in the URT are engaged in housekeeping chores, of whom about 16.99 million are in Tanzania Mainland and 0.45 million are in Zanzibar. Findings do not indicate much difference in engagement in housekeeping chores between boys and girls in Tanzania Mainland. However, girls have slightly higher likelihood to perform households' chores in Zanzibar than their boys' counterparts.

Majority of children engaged in economic activities (76.2 percent) in the URT which is also the case for Tanzania Mainland (76.5 percent) and Zanzibar (46.1 percent) are working in the agriculture sector. Other sectors which engage considerable proportions of working children are household economic activities and the private sector, especially for Zanzibar. In terms of status in employment, findings show that, the largest proportion of children in the URT (88.9 percent) are working as contributing family workers with no noticeable difference in proportions of boys and girls. This is observed in both Tanzania Mainland (89.4 percent) and Zanzibar (42.2 percent). Children in urban areas are more likely to be in paid employment compared to children in rural areas. Proportion of children in paid

employment in Dar es salaam is 34.0 percent; and urban areas of Zanzibar is 32.7 percent. In both cases, there are larger proportions of girls in paid employment than boys.

Moreover, findings indicate that, agriculture and fishery occupations is the most important occupation for working children. About three quarters of working children (75.3 percent) in the URT are working in agriculture and fishery occupations. This is also observed for Tanzania Mainland. However, for Zanzibar, results indicate that, majority of working children (59.5 percent) are employed in elementary occupations. For industry of employment, the largest proportion of children engaged in economic activities in the URT (83.7 percent) are in agriculture, forestry and fishing industry, with higher proportion for boys (86.8 percent) compared to girls (79.8 percent). Another relatively significant proportion of the working children (5.8 percent) are employed in wholesale and retail trade; repair of motor vehicles and motorcycle industry. There are significant sex differentials among children employed in household activities with proportion of girls (6.0 percent) being significantly higher than that of boys (3.4 percent), the same patterns are observed in both Tanzania Mainland and Zanzibar.

Generally, there are two main reasons that compel children to engage in economic activities, these are good upbringing or imparting of life skills; and assisting household enterprises cited by 39.6 percent and 38.3 percent of children engaged in economic activities, respectively. On the other hand, a higher proportion of boys (14.9 percent) than girls (11.9 percent) cited supplementing household income as the main reason for their engagement in economic activities; and slightly more girls (41.0 percent) than boys (38.5 percent) stated good upbringing or imparting of skills as a reason for working. More or less same pattern is observed in Tanzania Mainland and Zanzibar. In addition, a sizable proportion of the working children in Zanzibar cited peer pressure as an important reason to engage in economic activities.

On the basis of hours of work, working children spend an average of 23 hours per week working. Children in lower age groups between 5-11 and 12-14 tend to spend less time working than children in upper age group of between 15-17. Boys slightly work more hours (25 hours) than girls (21 hours).

In general, 5.02 million children aged between 5-17 in the URT equivalent to 24.9 percent of total children population are engaged in child labour, with 25.4 percent in Tanzania Mainland and 7.4 percent in Zanzibar. Findings also indicate that, there are more boy-child laborers than girls and child labour is more prevalent in rural areas than in urban areas. Of all children in child labour, 24.1 percent equivalent to about 4.85 million children in economic activities are in hazardous child labour of which 24.6 percent are in Tanzania Mainland and 7.3 percent in Zanzibar. Moreover, boys are more likely to engage in hazardous child labour than girls, this is observed across both Tanzania Mainland and Zanzibar.



## TIME USE

Time Use Survey (TUS) provides information on understanding how people spend their time (24 hours equivalent to 1440 minutes per day) on economic and non-economic activities including engagement in some activities considered as non-work, yet very important in social development and not given the desired economic reward.

Results indicate that persons aged 5+ in URT spend an average 205 minutes per day for SNA production activities, 162 minutes per day for extended SNA activities and 1073 minutes per day for non-productive activities. Males spend more time in SNA production activities (259 minutes per day) than females (155 minutes per day). On the other hand, females spend more time in extended SNA (240 minutes per day) than males (78 minutes per day).

Across age groups, time spent on SNA production activities peaks at age group 25-35 years with 319 minutes per day. Persons aged 5-9 and 65 years or above spend less time on SNA production activities with 27 and 134 minutes per day respectively. On the other hand, persons aged 15-24 years spend most time (213 minutes per day) on extended SNA activities compared to all other age groups.

Findings also show that people spend the largest proportion of their daily time on self-care and maintenance (54.6 percent), and least time on activities of unpaid volunteer, trainee and other unpaid work (only 0.2 percent). Results further reveals that about 11.6 percent of daily time is spent on employment and other related activities with slightly gender difference, where males spend more time (15.4 percent) than female (8.0 percent). In addition, the findings indicate that persons spend 9.3 percent of total daily time on unpaid domestic services for household and family members. However, females spend more of their time (13.6 percent) in such services compared to males (4.6 percent).

Furthermore, regardless of sex or age, persons perform nonproductive activities with a participation rate of 100 percent. In the URT, persons aged 25 – 35 and 36 – 64 have higher participation in SNA Production Activities (72.7 percent and 72.3 percent respectively) compared to other age groups. Results also show that, across all age groups, females participation rates in extended SNA activities are more than that of males. This trend is observed in both Tanzania Mainland and Zanzibar.

KEY LABOUR MARKET INDICATORS: ILFS 2020/21

SN	Indicator	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
1.	<b>Working age population by area and sex</b>									
	<b>Total</b>	<b>15,293,846</b>	<b>16,737,447</b>	<b>32,031,293</b>	<b>14,818,047</b>	<b>16,229,848</b>	<b>31,047,894</b>	<b>475,799</b>	<b>507,599</b>	<b>983,398</b>
	Rural	70.6	68.4	69.4	71.2	69.0	70.0	51.5	50.9	51.2
	Urban	19.6	21.4	20.5	18.7	20.5	19.6	51.5	50.9	51.2
	DSM	9.8	10.2	10.0	10.1	10.5	10.3	-	-	-
	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
2.	<b>Working age population by economic activity status and Sex</b>									
	Active population	13,174,861	13,436,884	26,611,745	12,783,878	13,077,145	25,861,023	390,983	359,740	750,722
	Inactive population	2,118,985	3,300,563	5,419,547	2,034,169	3,152,703	5,186,871	84,816	147,860	232,676
3.	<b>Labour force by area and sex</b>									
	<b>Total</b>	<b>13,174,861</b>	<b>13,436,884</b>	<b>26,611,745</b>	<b>12,783,878</b>	<b>13,077,145</b>	<b>25,861,023</b>	<b>390,983</b>	<b>359,740</b>	<b>750,722</b>
	Rural	72.2	69.9	71.0	72.7	70.4	71.5	52.9	51.2	52.1
	Urban	18.9	20.7	19.8	18.0	19.9	19.0	47.1	48.8	47.9
	DSM	9.0	9.4	9.2	9.3	9.7	9.5	-	-	-
	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
4.	<b>Labour force participation rates by area and sex (%)</b>									
	<b>Total</b>	<b>86.1</b>	<b>80.3</b>	<b>83.1</b>	<b>86.3</b>	<b>80.6</b>	<b>83.3</b>	<b>82.2</b>	<b>70.9</b>	<b>76.3</b>
	Rural	88.1	82.0	84.9	88.2	82.2	85.1	84.4	71.2	77.6

SN	Indicator	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Urban	82.9	77.6	80.0	83.2	78.2	80.4	79.8	70.5	75.0
	DSM	78.8	74.3	76.4	78.8	74.3	76.4	-	-	-
5.	<b>Distribution of population by Economic activity status and sex</b>									
	<b>Total</b>	<b>15,293,846</b>	<b>16,737,447</b>	<b>32,031,293</b>	<b>14,818,047</b>	<b>16,229,848</b>	<b>31,047,894</b>	<b>475,799</b>	<b>507,599</b>	<b>983,398</b>
	Employed	12,409,057	11,730,201	24,139,258	12,058,782	11,477,354	23,536,135	350,276	252,847	603,123
	Unemployed	765,803	1,706,684	2,472,487	725,096	1,599,791	2,324,888	40,707	106,892	147,599
	Inactive	2,118,985	3,300,563	5,419,547	2,034,169	3,152,703	5,186,871	84,816	147,860	232,676
6.	<b>Employed population by sector and sex</b>									
	<b>Number</b>	<b>12,409,057</b>	<b>11,730,201</b>	<b>24,139,258</b>	<b>12,058,782</b>	<b>11,477,354</b>	<b>23,536,135</b>	<b>350,276</b>	<b>252,847</b>	<b>603,123</b>
	Public	3.3	2.1	2.8	3.1	1.9	2.6	10.6	11.0	10.7
	Private	28.5	23.0	25.8	27.8	22.4	25.2	52.7	49.8	51.5
	Agriculture	56.6	60.3	58.4	57.4	60.9	59.1	30.3	29.5	29.9
	Household activities	11.5	14.6	13.0	11.7	14.7	13.2	6.5	9.7	7.8
	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
7.	<b>Employed population by status in employment and sex</b>									
	<b>Number</b>	<b>12,409,057</b>	<b>11,730,201</b>	<b>24,139,258</b>	<b>12,058,782</b>	<b>11,477,354</b>	<b>23,536,135</b>	<b>350,276</b>	<b>252,847</b>	<b>603,123</b>
	Paid Employees	19.0	9.4	14.3	18.6	9.1	14.0	32.5	21.1	27.7
	Employers	2.2	1.1	1.7	2.2	1.1	1.7	6.4	2.4	4.7
	Own account workers	59.7	48.6	54.3	59.8	48.2	54.2	55.4	64.7	59.3

SN	Indicator	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Member of producer cooperatives	0.2	0.1	0.1	0.2	0.1	0.1	1.0	0.6	0.8
	Contributing family workers	18.1	40.4	29.0	18.6	41.1	29.5	4.3	10.6	6.9
	Workers not classified by status (apprentice, interns etc.)	0.6	0.5	0.5	0.6	0.5	0.5	0.5	0.5	0.5
	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
8.	<b>Usual Employment-to- population ratio by sex and age group (%)</b>									
	<b>Total</b>	68.4	59.7	63.9	68.8	60.5	64.5	55.8	34.8	45.0
	15-35	63.6	55.4	59.3	64.2	56.4	60.1	45.1	24.6	34.5
	36-64	79.0	72.1	75.5	79.2	72.8	75.9	74.6	52.6	63.2
	65+	53.0	38.2	44.6	53.1	38.4	44.8	47.4	27.1	37.2
9.	<b>Usual Unemployment rate by area and sex (%)</b>									
	<b>Total</b>	<b>16.1</b>	<b>21.1</b>	<b>18.6</b>	<b>15.7</b>	<b>20.4</b>	<b>18.1</b>	<b>29.0</b>	<b>46.8</b>	<b>37.4</b>
	Rural	14.7	17.0	15.8	14.5	16.5	15.5	22.7	42.2	31.8
	Urban	20.2	30.2	25.4	18.9	28.7	24.0	35.6	51.6	43.2
	DSM	18.4	32.0	25.3	18.4	32.0	25.3	-	-	-
10.	<b>Youth Labour Force Participation Rate by area and sex.</b>									
	<b>Total</b>	<b>71.2</b>	<b>68.2</b>	<b>69.6</b>	<b>71.5</b>	<b>68.7</b>	<b>70.1</b>	<b>63.3</b>	<b>52.5</b>	<b>57.7</b>
	Rural	77.0	72.1	74.5	77.2	72.6	74.9	68.7	51.4	59.9
	Other urban	59.8	59.3	59.5	60	59.8	59.9	57.4	53.7	55.5

SN	Indicator	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	DSM	45.4	60.4	53.9	45.4	60.4	53.9	-	-	-
11.	<b>Youth Unemployment Rate by area and sex (%)</b>									
	<b>Total</b>	<b>8.3</b>	<b>16.7</b>	<b>12.6</b>	<b>8.1</b>	<b>16.1</b>	<b>12.2</b>	<b>15.5</b>	<b>40.7</b>	<b>27.6</b>
	Rural	7.7	12.5	10.1	7.6	12.1	9.8	9.5	34.6	21.2
	Other urban	7.3	21.7	15.1	6.1	20.0	13.7	22.2	46.6	34.2
	Dar es salaam	15.8	34.1	26.1	15.8	34.1	26.1	-	-	-
12.	<b>Mean Monthly Incomes of employees by Type of Employment by Sex</b>									
	<b>Total</b>	<b>463,460</b>	<b>318,691</b>	<b>410,147</b>	<b>463,156</b>	<b>322,516</b>	<b>411,354</b>	<b>475,207</b>	<b>169,181</b>	<b>363,298</b>
	Income from paid employment	396,885	378,469	390,992	397,008	379,728	391,471	393,893	346,436	379,197
	Income from self-employment	420,288	233,918	327,057	417,676	237,823	327,623	483,831	134,410	312,953
	Income from agriculture	195,617	124,479	169,377	195,396	125,000	169,375	205,213	97,939	169,472
13.	<b>Population of children aged 5-17 Years by Sex</b>									
	<b>Total</b>	<b>10,257,095</b>	<b>9,882,579</b>	<b>20,139,675</b>	<b>9,975,125</b>	<b>9,586,523</b>	<b>19,561,649</b>	<b>281,970</b>	<b>296,056</b>	<b>578,026</b>
	Rural	7,809,850	7,340,879	15,150,729	7,649,705	7,171,239	14,820,943	160,145	169,640	329,786
	Urban	1,715,378	1,804,935	3,520,313	1,593,553	1,678,519	3,272,072	121,825	126,416	248,241
	Dar es salaam	731,868	736,766	1,468,633	731,868	736,766	1,468,633	-	-	-
14.	<b>Children aged 5-17 years by activity status and sex (%)</b>									
	<b>Number</b>	<b>10,257,095</b>	<b>9,882,579</b>	<b>20,139,675</b>	<b>9,975,125</b>	<b>9,586,523</b>	<b>19,561,649</b>	<b>281,970</b>	<b>296,056</b>	<b>578,026</b>

SN	Indicator	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Employed	27.5	23.2	25.4	28.0	23.8	25.9	10.0	5.8	7.8
	Unemployed	0.6	1.1	0.9	0.6	1.1	0.9	1.6	1.6	1.6
	Inactive	71.9	75.7	73.7	71.4	75.1	73.2	88.5	92.6	90.6
	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
15.	<b>Children Aged 5-17 by Child Work Status, Area and Sex</b>									
	<b>Number</b>	<b>10,257,095</b>	<b>9,882,579</b>	<b>20,139,675</b>	<b>9,975,125</b>	<b>9,586,523</b>	<b>19,561,649</b>	<b>281,970</b>	<b>296,056</b>	<b>578,026</b>
	Child Labour	26.9	22.8	24.9	27.4	23.4	25.4	9.4	5.5	7.4
	Not Child Labour	0.6	0.4	0.5	0.6	0.4	0.5	0.6	0.2	0.4
	Children Not in Economic Activity	72.5	76.8	74.6	72	76.2	74.1	90	94.2	92.2
16.	<b>Child Labour</b>									
	Rural	32.2	26.7	29.5	32.6	27.1	29.9	13.3	7.3	10.2
	Urban	13.2	14.1	13.6	13.9	14.9	14.4	4.3	3.2	3.8
	Dar es salaam	3.2	6.2	4.7	3.2	6.2	4.7	-	-	-

# CHAPTER ONE

## BACKGROUND INFORMATION

### 1.0 INTRODUCTION

Proper management and efficient utilization of the work force is essential for economic growth and social transformation programmes. In this respect, the capacity of the economy to absorb the labour force needs to be monitored regularly and appropriate employment policy should consequently be adopted. Integrated Labour Force Surveys (ILFS) are the main source of statistics for monitoring labour market performance in Tanzania. The survey provide statistics of the work force which is important for designing, monitoring and evaluating employment policies and programmes, both in Tanzania Mainland and Zanzibar.

On the other hand, ILFS have been instrumental in providing statistics for assessment of progress towards Sustainable Development Goals (SDGs); and also a number of national and regional programmes implemented in Tanzania. These include the medium term development plans - Five Year Development Plan (FYDP II) for Tanzania Mainland, and Zanzibar Development Plan, (ZADEP) for Zanzibar; and a number of regional plans such as East Africa Vision 2050 and African Agenda 2063. Both the national and regional plans articulate issues of labour market performance, for which the ILFS have been a key source of statistics for their monitoring.

The National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician (OCGS) have been providing labour force and related data to feed into policies and programmes for monitoring performance of the labour market. The first Labour Force Survey (LFS) in Tanzania Mainland was conducted in 1965, and the second and third in 1990/91 and 2000/21. For Zanzibar, the first ever survey was conducted in 1992. Other LFS were conducted in 2006 and 2014 concurrently in Tanzania mainland and Zanzibar. However, minor technical differences posed a challenge to merge the surveys' results between Tanzania mainland and Zanzibar to obtain nationwide labour market statistics. The technical differences were continually addressed after each phase of the survey until the 2020/21 ILFS where all methodological issues were ironed out making it possible to have nationwide estimates on labour force statistics combining Tanzania Mainland and Zanzibar.

In general, implementation of labour force surveys in Tanzania has been improving after each phase of the survey by including an additional module of questions to facilitate production of more comprehensive labour market information. The first survey, conducted in Tanzania Mainland in 1965, concentrated on the general labour force, and the second survey in 1990/91 was extended to include informal sector. The third survey in 2000/01, was further extended to include the working children module. From 2006 onwards, labour force surveys were more comprehensive and included four modules namely: - general labour force, informal sector, working children and time use.

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## 1.1 OBJECTIVES

The main objective of the 2020/21 Integrated Labour Force Survey (ILFS) was to obtain comprehensive data on status of the labour market in Tanzania. Specifically, the survey was meant to obtain estimates on various labour market indicators such as: - Employed Population; Unemployed Population; Economically Inactive Population; Time Use and Working Children along with their relevant indicators to support analysis.

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## 1.2 CONCEPTS AND DEFINITIONS

Definitions of important concepts are included in this report to facilitate understanding and interpretation of the survey's findings. The following are important concepts along with their definitions as used in this report:-

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### 1.2.1 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. A typical household usually consists of a husband, wife and their children but can also include other persons such as relatives and domestic servants provided they live together and eat most meals together.

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### 1.2.2 HEAD OF HOUSEHOLD

The head of household is any person either male or female who is recognized by other members of household as the head of that particular household.

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### 1.2.3 LABOUR MARKET INFORMATION

Labour Market Information (LMI) is information concerning conditions and 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 workers and firms that determines in part: - price of labour (wages, salaries, compensation and remuneration); number of workers that can be employed; and working conditions attached to employment such as work schedules and specific duties.

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### 1.2.4 ECONOMIC ACTIVITIES

Economic activity as defined by the System of National Accounts (SNA) of 1993 and its revision 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.



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### 1.2.5 ECONOMICALLY ACTIVE POPULATION

The economically active population comprises all persons aged 15+ who were either working or actively looking for work and were available for work if could be found. They therefore include both the employed and unemployed persons.

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### 1.2.6 CURRENT AND USUAL ECONOMICALLY ACTIVE POPULATION

There are two approaches used to measure the economically active populations, namely: - current; and usual economically active population. The current 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. The calendar week (Monday to Sunday) preceding the day of the survey was used as the reference period for the 2020/21 ILFS. On the other hand, the usual economically active population is measured in terms of a longer reference period such as a year. Therefore, the twelve calendar months preceding the day of the survey was used as the reference.

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### 1.2.7 EMPLOYMENT

The employed population includes all persons above a specified age (15+ in this report) 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; or persons temporarily absent from their work. Unpaid family workers in family businesses are included in the category of employed persons.

According to the International Labour Organization (ILO), work is defined as any economic activity done for one hour or more during the reference period.

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### 1.2.8 NATIONAL DEFINITION OF EMPLOYMENT

Unless stated otherwise, this report presents statistics on employment using the National Definition of Employment. While the international definition of employment includes all persons who did some work for at least one hour during the reference period, the National Definition excludes from employment all persons who were marginally attached to self-employment activities. Excluded from employment 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, lack of capital or those who stated that their work was not reliable.

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### 1.2.9 MAIN AND SECONDARY ECONOMIC ACTIVITIES

The ILFS 2020/21 collected information on individuals' main economic activity and a secondary activity (if any). Persons with more than one economic activity were asked to rank their two major activities in terms of number of hours spent on them. An activity with the most hours was characterized as the main activity, while the other activity was categorized as a secondary activity.

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### 1.2.10 TEMPORARY ABSENCE FROM EMPLOYMENT

Persons not working in the reference period but had jobs from which they were temporarily absent are included in the employed population provided they kept a strong attachment to the job and there was a definite expectation that they would 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 operating problems of many factories in Tanzania. The solution for better measurement of temporary absence from employment was to put a time limit on such absences within which a person can be considered as employed. For wage earners, 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. For self-employed persons to be considered temporarily absent from employment, the business must continue to operate in their absence, for example through a spouse or a relative. The time limit on the absence for this group was set at one month. Unpaid helpers and casual workers cannot be considered as temporarily absent from work as they have no measurable attachment to the job.

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### 1.2.11 STATUS IN EMPLOYMENT

Status in employment distinguishes workers by the following categories:-

- Paid employees: Are persons who perform work for a wage or salary in cash or in kind. It includes permanent, temporary and casual paid employees.
- Self-employed (non-agriculture): Are persons who perform work for profit or family gain in their own non-agricultural enterprises. This includes small and large business operators 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 in kind in family non-farm enterprises.
- Agricultural workers: Are persons working on their own farms either in crop growing, forestry, livestock or fishing as either self-employed or as unpaid family helpers.

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### 1.2.12 UNEMPLOYMENT

In the 2020/21 ILFS, two definitions of unemployment have been used. Firstly, the international definition of unemployment as adopted by the 13th ICLS in 1982; and secondly the national definition which is a modification of the former in the light of particular situations pertaining to Tanzania.

Under the international definition, a person is classified as unemployed if he/she meets all the following three conditions during a specified period of a week prior to the survey, that is he/she is:-

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

This category of unemployment can be referred to as the Strict International Definition of Unemployment or Unemployment Category A.

The international recommendations on production of labour market statistics allow for 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 characterized by such conditions.

Persons who were without work, available for work but had not taken active steps to find work, thus satisfying conditions (a) and (b) above, are referred to as in Unemployment Category B. The sum of Unemployment categories A and B gives the overall unemployment rate based on the Relaxed International Definition of Unemployment which is also referred to as the Standard Definition.

The National Definition of Unemployment is the sum of unemployment categories A and B and the number of persons with extreme marginal attachment to employment (category C).

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### 1.2.13 DISCOURAGED JOB SEEKERS

The discouraged job seekers are persons who are without work and available for work but did not seek work in the reference period because they felt that no work would be available to them. Discouraged implies a sense of “giving up”, meaning the discouraged job seeker has simply given up any hope of finding work for reasons such as lack of proper qualifications, no suitable work available or does not know where or how to look for work.

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### 1.2.14 TIME RELATED UNDEREMPLOYMENT

Underemployment reflects underutilization of the productive capacity of the employed population. For practical reasons, time related underemployment is measured in this report. This situation exists when employed persons 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 number of hours actually worked in the reference period prior to the survey. Total number of hours actually worked of each person was compared to what can be considered as normal working hours per week, i.e. 40 hours. If actual hours worked were less than 40 due to economic reasons, the person was considered as underemployed provided they indicated availability for more work.

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### 1.2.15 THE ECONOMICALLY INACTIVE POPULATION (NOT IN THE LABOUR FORCE)

These are persons who were neither in employment nor seeking work 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.

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### 1.2.16 USUAL ECONOMIC ACTIVITY

The 2020/21 ILFS measured both usual and current economic activities. Measuring usual economic activity allows capturing of seasonal activities that might not have been done in a short reference of a calendar week prior to the survey. The twelve calendar months up to the end of the calendar month preceding the date of the survey were used as the reference period for usual economic activities. In this regards, the usually employed refers to persons who spent six or more months working; the usually unemployed refers to persons who spent six or more months not working but available for work; and the usually economically

inactive refers to persons who did not work and were not available for work for six months or more out of the twelve months.

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#### 1.2.17 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 decisions that affect their lives; and equality of opportunity and treatment for all women and men.

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#### 1.2.18 INFORMAL SECTOR

The definition of the informal sector is adopted from the 15th ICLS in 1993 with some modifications to suit the situation in Tanzania. Informal sector comprises enterprises that are engaged in production of goods or services aiming at generating employment and incomes for persons concerned. The enterprises have the following characteristics:-

- They are not constituted as separate legal entities independent of their owners; nor have complete accounts available that would permit a financial separation of the production activities of the enterprise from other activities of the owner(s);
- They are not registered under specific forms of national legislation 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 persons; and
- They are engaged in non-agricultural activities.

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#### 1.2.19 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.

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#### 1.2.20 PRECARIOUS WORKERS

Precarious employment entails work relation where employment which is considered as the principle element of the labour contract is lacking.

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#### 1.2.21 VULNERABLE WORKERS

The vulnerable workers include contributing family workers and own account workers. These two groups of employed persons 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.

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### 1.2.22 TRADE UNION

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

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### 1.2.23 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, 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 national and international needs.

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### 1.2.24 CHILD

The 2020/21 ILFS report adopts definition of a child from the ILO's Worst Forms of Child Labour Convention, 1999 (No. 182), and the United Nations Convention on the Rights of the Child, where a "Child" is defined as an individual under the age of 18 years.

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### 1.2.25 CHILD WORK AND CHILD LABOUR

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 instructions received. On the other hand, child labour is a work which is hazardous or is likely to be harmful to the child's health and development and that affects the child's attendance at school, participation in vocational orientation or training programmes or the child's capacity to benefit from the instructions received.

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### 1.2.26 PRODUCTION BOUNDARIES

Human activities are categorized based on the System of National Accounts (SNA) in which activities are divided into three categories, namely:- (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) Activities which are recognized as work, but fall outside the SNA production boundary (extended SNA); and (iii) non-productive or non-work activities such as sleeping, eating, learning, and participation in social or cultural activities.

## CHAPTER TWO

### SURVEY METHODOLOGY

#### 2.0 INTRODUCTION

This chapter describes various aspects of methodology and procedures used in the 2020/21 ILFS, in terms of how the survey was planned and organised; content of survey instruments; conduct of pre-test and pilot survey; sample design; recruitment of enumerators and associated enumerators' training; data collection, processing and analysis; weighting of sample results; and dissemination of surveys results.

#### 2.1 PLANNING AND ORGANIZATION OF THE SURVEY

Implementation of the survey was organised into two phases of execution. The first phase was the preparatory activities, which included development of survey instruments; pre-testing of survey instruments and pilot survey; sampling and development of data capture systems - the Computer Assisted Personal interviewing (CAPI); recruitment and training of trainers and enumerators; and listing of households. The second phase was the actual data collection, which involved receiving data electronically from the field; supervision of data collection; data validation and analysis; report writing and dissemination of the results.

#### 2.2 SURVEY INSTRUMENTS

Survey instruments for the 2020/21 ILFS comprised of questionnaires; listing forms; instructions manuals to enumerators and supervisors; and quality assurance guidelines. All the survey instruments were developed by the surveys' Technical Committee in various working sessions prior to the main survey.

The questionnaires were developed in English and Kiswahili languages after extensive consultations with stakeholders and data users. The consultations were in form of stakeholders meetings which provided an avenue for discussions between data producers, in this case NBS and OCGS and a wider community of data users. Comments from stakeholders regarding survey instruments were, if needed used to further refine the instruments.

The Kiswahili version of the questionnaire was pre-tested in the field to test understanding and applicability of questions. Observations from the pre-test were incorporated in both Kiswahili and English versions of the questionnaires. The instructions manual to enumerators and supervisors were also developed in conjunction with survey questionnaires in both English and Kiswahili languages. The ILFS questionnaires consisted of four modules, namely: - Labour Force (LF); Informal Sector (IS); Working Children (WC); and Time Use (TU).

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### 2.2.1 LABOUR FORCE MODULE

The Labour Force Module consisted of two forms, namely: - Labour Force Survey Form 1 (LFS1) and Labour Force Survey Form 2 (LFS2). The LFS1 was administered to all individuals in the selected households and it intended to capture households' members profiles, disability, migration, level of education and literacy; and household economic activities, ownership of assets and amenities; and access to public services. Information on questions pertaining to households was solicited from heads of the selected households or their knowledgeable representatives.

The second form, LFS2 was the cornerstone of the 2020/21 ILFS. It was an individual questionnaire administered to persons aged 5+ who were usual members of the selected households. It covered information on characteristics of economically active and inactive persons. For the economically active persons, the LFS2 collected information on: - current economic activities; unemployment; main economic activities; secondary economic activities; hours of work; income from employment; and usual economic activities.

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### 2.2.2 INFORMAL SECTOR MODULE

The Informal Sector (IS) module collected information on various aspects of informal sector enterprises in terms of ownership of enterprises; reasons for engagement in informal sector enterprises; location of enterprises; and challenges facing operations of informal sector enterprises and access to credit.

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### 2.2.3 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 of children engagement in economic and non-economic activities; school attendance; hours worked; and health and safety aspects of their working environment. The main objective of the module was to provide information for compilation of statistics on work status of the children in terms of child work and child labour.

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### 2.2.4 TIME USE SURVEY MODULE

The purpose of the Time Use (TUS) Module was to develop nationally representative estimates of how people spend their time in different life's activities. Many users of Time Use statistics are interested in the amount of time persons spend on both productive and non-productive activities, which could include unpaid childcare and adult care, housework and volunteering. The module was administered to one member in the selected households aged 5+. Selection of respondents for the TUS module was done using KISH<sup>1</sup> grid in order to have a better representation of age and sex within households and in the population at large.

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<sup>1</sup> The KISH grid or KISH selection GRID is a method for selecting members within a household to be interviewed. It uses a pre-assigned table of random numbers to find the person to be interviewed. It was developed by statistician Leslie Kish in 1949.

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### 2.3 PRE-TESTING OF QUESTIONNAIRES

Pre-testing of questionnaire was carried out in both rural and urban areas of Iringa Region in May 2020. Draft questionnaires in Kiswahili language were tested in the field to check for logical flow and applicability of questions. The pre-test was also used to test data collection program (CAPI) developed in tandem with the questionnaires. Survey questionnaires both in Kiswahili and English and the data collection program were revised basing on observations from the pre-test.

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### 2.4 PILOT SURVEY

The purpose of the pilot survey was to test the general organization of the survey and to examine if the designed questionnaires and other survey instruments like tablets would meet the intended purpose of the survey. Findings from the pilot survey also provided information on average time spent in conducting interviews at one household, which helped in the planning for the main survey. The Pilot survey was conducted in May and June 2020 in Iringa Region. About 14 Enumeration Areas (EAs) of which 10 were in urban and 4 in rural areas were selected for the pilot survey.

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### 2.5 SAMPLING DESIGN

The sampling frame for the 2020/21 ILFS was derived from the inventory of EAs prepared during the 2012 Population and Housing Census (PHC). The sample was designed to provide representative estimates with 95 percent confidence interval in three domains of Rural, Other urban Areas and Dar es Salaam for Tanzania Mainland; and seven domains of Kaskazini Pemba, Kusini Pemba, Kaskazini Unguja, Kusini Unguja and Mjini Magharibi, together with Rural and Urban areas for Zanzibar. For simplicity, the urban domain of Zanzibar is regarded as synonymous with the Other Urban Areas domain of Tanzania Mainland.

The sampling design for the 2020/21 ILFS was based on a stratified three-stage design. The first stage involved selection of EAs within each stratum with Probability Proportion to Size (PPS). The second stage involved systematic selection of households within each of the previously selected EAs. The third stage involved selection of respondents for the Time Use Module.

A total of 480 EAs were selected at the first stage of sampling in Tanzania Mainland (TZM) and 175 for Zanzibar (ZNZ). At the second stage, a total of 24 households from each of the sampled EAs were selected, equating to 11,520 households in TZM; and 4,200 households for ZNZ; and 15,720 for the whole of the United Republic of Tanzania (URT). More details are indicated in Table 2.1.



**Table 2.1: Distribution of Sampled Enumeration Areas and Selected Households, URT 2020/21**

Main Domains	Sub Domains	Number of Enumeration Areas Selected				Number of Households Selected			
		Rural	Other Urban Areas	DSM	TOTAL	Rural	Other Urban Areas	DSM	TOTAL
URT	-	296	239	120	655	7,104	5,736	2,880	15,720
TZM	-	200	160	120	480	4,800	3,840	2,880	11,520
ZNZ	<b>Sub total</b>	<b>96</b>	<b>79</b>	<b>-</b>	<b>175</b>	<b>2,304</b>	<b>1,896</b>	<b>-</b>	<b>4,200</b>
	Kaskazini Pemba	22	12	-	34	528	288	-	816
	Kaskazini Unguja	19	9	-	28	456	216	-	672
	Kusini Pemba	22	11	-	33	528	264	-	792
	Kusini Unguja	16	8	-	24	384	192	-	576
	Mjini Magharibi	17	39	-	56	408	936	-	1344

## 2.6 RECRUITMENT

Due to complexity of labour force surveys, it was important to ensure qualified and highly experienced enumerators are recruited to perform survey activities. About 60 percent of enumerators recruited in the 2020/21 ILFS had attained ordinary secondary level education while about 20 percent had advanced secondary level education. The remaining 20 percent had various trainings at tertiary level. Majority of enumerators had some experience of conducting household-based surveys. Overall, a total of 176 enumerators were recruited to work in the 2020/21 ILFS, with 132 enumerators in Tanzania Mainland and 44 in Zanzibar.

## 2.7 TRAINING OF TRAINERS AND ENUMERATORS

Trainings for the 2020/21 ILFS were conducted in two stages, namely:-, the Training of Trainers (TOT); and the Training of Enumerators (TOE). The TOT included all 26 Regional Statistical Managers (RSMs) from Tanzania Mainland and 5 from Zanzibar. RSMs attended the TOT because they were being prepared for supervision work during data collection. For this reason they were to be adequately knowledgeable on the survey's questionnaires and other survey procedures.

The second level of training was the Training of Enumerators (TOE), which took place from 15th July to 5th August 2020. The TOE was highly intensive and aimed at ensuring knowledge was transferred in a uniform manner to potential field staff. Mode of trainings in the TOE involved classroom lectures, tests, mock interviews and field practice.

## 2.8 FIELDWORK FOR DATA COLLECTION

The field work for data collection was conducted on quarterly basis of three months intervals to ensure seasonal variations in economic activities were adequately captured. The target sample size of 15,720 households was distributed equally among the four quarters (QI, QII, QIII, and QIV) of the survey, equating to 3,930 households per quarter. The field work took place from July 2020 - June 2021. At the end of the field work, the overall response rate was 99.84 with 99.97 percent in Tanzania Mainland, and 99.48 in Zanzibar. About 74,558 individuals were enumerated with 51,751 in Tanzania Mainland and 22,807 in

Zanzibar. Regular field visits for quality assurance were made by national and regional supervisors to ensure quality of work was maintained at all stages of data production. Quality assurance was intended to minimise non-sampling errors that would be made by enumerators during data collection.

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## 2.9 DATA PROCESSING

Data processing involved various activities which included: - receiving data electronically through servers immediately after being edited by the field supervisors; computer editing using logics built in the CAPI; and data analysis and tabulation using Statistical Packages for Social Sciences (SPSS). After editing of each quarters' data, editing reports were generated and sent to regional supervisors to enhance supervision of data collection. After data collection was completed, the four quarterly data files were merged together into a single microdata file. The merging of four quarterly data files was done in such a way that all households in selected EAs maintained a unique identification.

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## 2.10 WEIGHTING PROCEDURES

In order for the sample estimates to be representative of the population, it was necessary to multiply individual responses in the data by a sampling weight, or expansion factor. Principally the basic weight for each sampled 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 sampled EA so that the overall probability and corresponding weight was calculated.

The basic sampling weight, or expansion factor, was 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 sampled 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
- $M_{hi}$  = 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.

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## 2.11 DATA ANALYSIS AND REPORT WRITING

Report writing was done by members of the survey's Technical Committee (TC), which had members drawn from NBS and OCGS and ministries responsible for employment in Tanzania Mainland and Zanzibar. Prior to data analysis and report writing, the TC was given special trainings in several rounds of capacity building sessions. Such trainings included:- Data analysis focusing on the resolutions of the 19<sup>th</sup> International Conference of Labour Statistician (ICLS); Data documentation using NADA; Time Use Data Analysis; Data Analysis for Informal Sector Surveys; and Analysis of the Gender dimension in employment. The trainings were organized by the World Bank and ILO in collaboration with NBS and OCGS.

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## 2.12 DISSEMINATION

Dissemination is an important part of any statistical process as it facilitates communication of survey results to stakeholders. Dissemination of the 2020/21 ILFS results was done through press release and several rounds of dissemination seminars at sub national level and with key stakeholders of the labour market at the national level. This was meant to help better communicate survey findings to stakeholders in order to enhance data uptake and use in policy and programme formulation. The survey analytical report was disseminated along with policy briefs focusing survey results on particular areas of the labour market. The policy briefs that were planned to be disseminated in tandem or subsequently after the survey's main report include:- Women and youth engagement in agriculture and informal sector; A gender- focused analysis of the labour market; Working children and Child labour; Time use; Labour migration and Informal Sector. The 2021/21 ILFS analytical report is also available on NBS website: [www.nbs.go.tz](http://www.nbs.go.tz) and OCGS website: [www.ocgs.go.tz](http://www.ocgs.go.tz). A few hardcopies are available at NBS and OCGS libraries.

## CHAPTER THREE

### POPULATION PROFILE

#### 3.0 INTRODUCTION

This chapter presents characteristics of the population of the United Republic of Tanzania (URT) in terms of demographic and socio-economic characteristics, such as household size; age and sex structure of the population; education; migration; marital status; and access to public services.

#### 3.1 POPULATION IN PRIVATE HOUSEHOLDS

A country's population along with its demographic and socio-economic characteristics are important attributes of the country's labour market structure. They provide an understanding of dynamics of the labour market across various dimensions, such as proportion of the population in the labour force and that outside the labour force.

**Table 3.1: Number of Persons in Private Households by Area, Age Groups and Sex, ILFS 2020/21**

Area	Age groups	Sex	Rural	Other urban Areas	DSM	Total
URT	0-14	Male	10,185,021	2,141,794	1,009,274	13,336,089
		Female	9,823,866	2,203,950	996,098	13,023,914
		<b>Total</b>	<b>20,008,887</b>	<b>4,345,744</b>	<b>2,005,372</b>	<b>26,360,003</b>
	15+	Male	10,793,996	2,996,815	1,503,034	15,293,846
		Female	11,449,352	3,581,691	1,706,403	16,737,447
		<b>Total</b>	<b>22,243,349</b>	<b>6,578,506</b>	<b>3,209,437</b>	<b>32,031,293</b>
	Total	Male	20,979,017	5,138,609	2,512,308	28,629,935
		Female	21,273,218	5,785,641	2,702,501	29,761,361
		<b>Total</b>	<b>42,252,236</b>	<b>10,924,250</b>	<b>5,214,809</b>	<b>58,391,296</b>
TZM	0-14	Male	9,979,267	1,998,259	1,009,274	12,986,800
		Female	9,614,877	2,054,839	996,098	12,665,814
		<b>Total</b>	<b>19,594,144</b>	<b>4,053,098</b>	<b>2,005,372</b>	<b>25,652,614</b>
	15+	Male	10,549,074	2,765,939	1,503,034	14,818,047
		Female	11,190,810	3,332,634	1,706,403	16,229,848
		<b>Total</b>	<b>21,739,885</b>	<b>6,098,572</b>	<b>3,209,437</b>	<b>31,047,894</b>
	Total	Male	20,528,341	4,764,198	2,512,308	27,804,847
		Female	20,805,688	5,387,473	2,702,501	28,895,662
		<b>Total</b>	<b>41,334,029</b>	<b>10,151,671</b>	<b>5,214,809</b>	<b>56,700,509</b>
ZNZ	0-14	Male	205,754	143,535	-	349,289
		Female	208,989	149,111	-	358,099
		<b>Total</b>	<b>414,743</b>	<b>292,646</b>	<b>-</b>	<b>707,388</b>
	15+	Male	244,922	230,877	-	475,799
		Female	258,542	249,057	-	507,599
		<b>Total</b>	<b>503,464</b>	<b>479,934</b>	<b>-</b>	<b>983,398</b>
	Total	Male	450,676	374,412	-	825,088
		Female	467,531	398,168	-	865,699
		<b>Total</b>	<b>918,207</b>	<b>772,580</b>	<b>-</b>	<b>1,690,787</b>

**Table 3.1** shows that the total population living in private households in the United Republic of Tanzania (URT) stands at 58.39 million persons. About 26.36 million persons are children aged 0 -14 which is equivalent to 45.1 percent of the total population. It is also indicated that, about 32.03 million persons are aged 15+ which is equivalent to 54.9 percent of the entire population. Results further indicate slightly more females (29.76 million) compared to males (28.63 million) in the structure of the population. The same pattern is also observed in Tanzania Mainland and Zanzibar.

Analysis of population distribution by area of residence reveals that, about seven in ten persons reside in rural areas of URT and also for Tanzania Mainland. The Zanzibar population is nearly equally distributed between rural and urban areas, (54.3 percent vis -a -vis 45.7 percent).

### 3.2 HOUSEHOLD SIZE

Household size is a vital indicator in understanding the profile of a country's population. Employed persons in households normally work to support themselves and their families. Therefore, the size of the household is an important attribute for assessing dependence and potential load borne by employed persons in supporting their households. This section presents findings on household composition and structure.

**Table 3.2: Average Household Size by Area and Sex of Head of Household, ILFS 2020/21**

Area		Male	Female	Total
URT	Rural	5.4	4.1	5.1
	Urban	4.5	3.8	4.3
	DSM	4.0	3.7	3.9
	<b>Total</b>	<b>5.1</b>	<b>4.0</b>	<b>4.8</b>
TZM	Rural	5.4	4.1	5.0
	Urban	4.5	3.7	4.2
	DSM	4.0	3.7	3.9
	<b>Total</b>	<b>5.1</b>	<b>4.0</b>	<b>4.8</b>
ZNZ	Rural	5.7	4.7	5.5
	Urban	5.4	5.5	5.4
	<b>Total</b>	<b>5.6</b>	<b>5.1</b>	<b>5.5</b>

**Findings in Table 3.2** reveals that, a typical household in the URT has a size of 4.8 persons, with 4.8 persons for household in Tanzania Mainland and 5.5 persons for households in Zanzibar. The findings also show that, rural areas tend to have slightly larger households than urban areas, and male-headed households are also slightly larger compared to their females counterparts. These trends are observable across all areas, i.e. both Tanzania Mainland and Zanzibar.

### 3.3 DISABILITY

Disability is an important variable of analysis of labour market in Tanzania. That importance is reflected in the government commitment to providing equal access to employment opportunities without regard to one's status of disability, provided they have merits for such roles. This section presents analysis of disability status in the population with the view to inform various programmes relevant to persons with disability.

**Table 3.3: Incidence of Disabilities by Specific Type of Disabilities, Sex and Area, ILFS 2020/21**

Area	Type of Disability	Male	Female	Total	Number
URT	Albinism	66.5	33.5	100.0	19,060
	Difficulty in:				
	Seeing	42.2	57.8	100.0	1,599,536
	Hearing	42.8	57.2	100.0	790,351
	Walking	39.3	60.7	100.0	2,093,444
	Remembering	41.3	58.7	100.0	1,143,243
	Self-care	49.1	50.9	100.0	810,475
	Communicating	51.2	48.8	100.0	804,160
TZM	Albinism	67.0	33.0	100.0	18,882
	Difficulty in:				
	Seeing	42.1	57.9	100.0	1,570,229
	Hearing	42.8	57.2	100.0	774,382
	Walking	39.3	60.7	100.0	2,061,377
	Remembering	41.2	58.8	100.0	1,120,962
	Self-care	49.0	51.0	100.0	790,614
	Communicating	51.1	48.9	100.0	786,354
ZNZ	Albinism	21.4	78.6	100.0	178
	Difficulty in:				
	Seeing	42.6	57.4	100.0	29,307
	Hearing	41.8	58.2	100.0	15,969
	Walking	44.1	55.9	100.0	32,067
	Remembering	48.1	51.9	100.0	22,280
	Self-care	52.3	47.7	100.0	19,861
	Communicating	54.4	45.6	100.0	17,806

**Results in Table 3.3** reveal that difficulties in walking is the most common type of disability which is prevalent in about 2.10 million persons in the URT, with higher proportion for females (60.7 percent) compared to males (39.3 percent). Difficulties in seeing ranks second, prevalent in about 1.60 million persons. There are also more females (57.8 percent) with seeing difficulties compared to males (42.2 percent). It is further indicated that, albinism is the least form of disability which is prevalent in about 19,060 persons. The same trends in distribution are also observable in Tanzania Mainland and Zanzibar.

**Table 3.4: Percentage Distribution of Persons Aged 15+ by Marital Status, Sex and Area, ILFS 2020/21**

Area	Marital Status	Male	Female	Total
URT	Single	36.1	24.6	30.1
	Married	52.0	49.4	50.6
	Cohabit	6.5	6.2	6.4
	Widowed	1.8	10.9	6.6
	Divorced	2.5	6.6	4.6
	Separated	1.2	2.3	1.8
	Total	100.0	100.0	100.0
	Number	15,293,846	16,737,447	32,031,293
TZM	Single	35.9	24.4	29.9
	Married	51.9	49.3	50.6
	Cohabit	6.7	6.4	6.5
	Widowed	1.8	11.0	6.6
	Divorced	2.5	6.5	4.6
	Separated	1.2	2.4	1.8
	Total	100.0	100.0	100.0
	Number	14,818,047	16,229,848	31,047,894
ZNZ	Single	43.2	31.2	37.0
	Married	52.9	52.5	52.7
	Cohabit	0.2	0.2	0.2
	Widowed	0.8	7.4	4.2
	Divorced	2.7	8.3	5.6
	Separated	0.2	0.3	0.3
	Total	100.0	100.0	100.0
	Number	475,799	507,599	983,398

**Results in Table 3.4** show that about half (50.6 percent) of persons aged 15+ in the URT are in marriage. Those living single account for the second largest proportion (30.1 percent). Analysis by sex indicates that across all areas, females are more likely to lose a partner and become widows than their males counterparts.

### 3.4 EDUCATIONAL ATTAINMENT

Education attainment is one of the most essential attributes in analysis of labour market statistics. Education is linked to the level of skills of the labour force and therefore productivity and earnings. This section presents education characteristics of the population aged 15+ as per survey findings.

**Table 3.5: Percentage Distribution of Persons Aged 15+ by Level of Education, Sex and Area, ILFS 2014 and 2020/21**

Area	Education Level	2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Never Attended	11.3	22.2	17.0	11.7	20.0	16.0
	Primary Education	62.7	58.0	60.2	60.8	57.2	58.9
	Secondary Education	18.3	15.1	16.7	20.0	18.5	19.2
	Vocational Training	3.8	2.2	2.9	3.4	1.8	2.5
	Tertiary non University	2.1	1.6	1.8	1.7	1.1	1.4
	University	1.9	0.8	1.3	2.4	1.4	1.9
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	12,737,081	13,789,210	26,526,291	15,293,846	16,737,447	32,031,293
TZM	Never Attended	11.3	22.3	17.0	11.8	20.2	16.2
	Primary Education	63.7	59.0	61.3	61.9	58.4	60.0
	Secondary Education	17.4	14.1	15.7	18.9	17.3	18.1
	Vocational Training	3.8	2.2	3.0	3.4	1.7	2.5
	Tertiary non University	2.0	1.5	1.8	1.7	1.1	1.4
	University	1.9	0.8	1.3	2.4	1.4	1.8
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	12,359,437	13,390,678	25,750,116	14,818,047	16,229,848	31,047,894
ZNZ	Never Attended	11.7	20.4	16.2	7.3	15.0	11.3
	Primary Education	29.1	23.6	26.3	27.4	21.1	24.1
	Secondary Education	51.0	47.9	49.4	55.4	55.3	55.3
	Vocational Training	2.3	1.7	2.0	2.7	2.4	2.5
	Tertiary non University	3.6	4.7	4.2	2.9	3.5	3.2
	University	2.4	1.7	2.0	4.4	2.8	3.6
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	377,643	398,532	776,176	475,799	507,599	983,398

**Table 3.5** shows that about 58.9 percent of population aged 15+ in URT have primary education. There is slightly higher proportion of males among those with primary education (60.8 percent) compared to females (57.2 percent). Persons with university education accounts for only 1.9 percent of all persons aged 15+ years, with higher proportion for males (2.42 percent) compared to females (1.42 percent). This pattern is also observed for Tanzania Mainland. However, for Zanzibar, more than half of population aged 15+ have secondary education and about 3.6 percent attained university education.



### 3.5 MIGRATION

Migration is one of the key factors of population dynamics. Seeking of employment opportunities is a common reason which compels people to migrate from one place to another. Therefore, migration affects distribution and supply of labour in an economy thus is an important concept in analysis of labour market dynamics.

**Table 3.6: Percentage Distribution of Persons Aged 15+ by Migration Status, Sex and Area, ILFS 2020/21**

Area	Sex	Migration Status	Rural	Other Urban Areas	DSM	Total
URT	Male	Since birth	41.9	33.2	21.7	38.1
		Migrated	6.6	12.4	25.2	9.6
		Total	48.5	45.6	46.8	47.7
	Female	Since birth	44.7	39.4	22.3	41.4
		Migrated	6.8	15.0	30.9	10.9
		Total	51.5	54.4	53.2	52.3
	Total	Since birth	86.6	72.6	44.0	79.5
		Migrated	13.4	27.4	56.0	20.5
		Total	100.0	100.0	100.0	100.0
Number			22,243,349	6,578,506	3,209,437	32,031,293
TZM	Male	Since birth	41.9	33.2	21.7	38.1
		Migrated	6.6	12.2	25.2	9.6
		Total	48.5	45.4	46.8	47.7
	Female	Since birth	44.7	39.9	22.3	41.4
		Migrated	6.8	14.8	30.9	10.8
		Total	51.5	54.6	53.2	52.3
	Total	Since birth	86.6	73.1	44.0	79.5
		Migrated	13.4	26.9	56.0	20.5
		Total	100.0	100.0	100.0	100.0
Number			21,739,885	6,098,572	3,209,437	31,047,894
ZNZ	Male	Since birth	44.0	33.0	-	38.6
		Migrated	4.6	15.1	-	9.8
		Total	48.6	48.1	-	48.4
	Female	Since birth	43.3	33.6	-	38.5
		Migrated	8.1	18.3	-	13.1
		Total	51.4	51.9	-	51.6
	Total	Since birth	87.3	66.5	-	77.2
		Migrated	12.7	33.5	-	22.8
		Total	100.0	100.0	-	100.0
Number			503,464	479,934	-	983,398

**Results in Table 3.6** show that about 20.5 percent of population aged 15+ had migrated from other areas to their current places of residence, while 79.5 percent had lived in their current places of residence since birth. The same trends is observed in Tanzania Mainland and Zanzibar.

Findings in Table 3.6 further reveal that, Dar es Salaam has the highest proportion of persons who had migrated from other areas with 56.0 and other urban areas have about 27.4 percent of such persons. This indicates a strong rural-urban movement as the typical pattern of migration in Tanzania.

### 3.6 ACCESS TO SAFE AND CLEAN WATER

There are a number of national and global commitments to improving household's access to clean and safe drinking water in the quest to improve peoples' living standards. This section presents information on households' access to drinking water and therefore provides feedback to programmes aiming at improving access to drinking water.

**Table 3.7: Percentage Distribution of Households by Distance to Source of Drinking Water and Area, ILFS 2020/21**

Area	Distance (Km)	Rural	Other Urban Areas	DSM	Total
URT	Less than 0.5km	65.3	91.2	96.8	73.9
	0.5 km to less than 1 km	15.8	4.9	2.1	12.1
	1 km to less than 2 km	11.6	2.7	1.0	8.6
	2 km or more	7.3	1.1	0.0	5.3
	Total	100.0	100.0	100.0	100.0
	Number	8,435,606	2,565,918	1,233,084	12,234,608
TZM	Less than 0.5km	64.6	90.8	96.8	73.3
	0.5 km to less than 1 km	16.1	5.2	2.1	12.4
	1 km to less than 2 km	11.8	2.9	1.0	8.9
	2 km or more	7.5	1.2	0.0	5.4
	Total	100.0	100.0	100.0	100.0
	Number	8,268,502	2,423,919	1,233,084	11,925,505
ZNZ	Less than 0.5km	98.2	98.4	-	98.3
	0.5 km to less than 1 km	1.3	0.9	-	1.1
	1 km to less than 2 km	0.3	0.4	-	0.4
	2 km or more	0.1	0.3	-	0.2
	Total	100.0	100.0	-	100.0
	Number	167,104	142,000	-	309,104

**Table 3.7** indicates that nearly three quarters of households (73.9 percent) in the URT access drinking water within a distance of 0.5 km. Such households are about 73.3 percent in Tanzania Mainland and 98.3 percent in Zanzibar. In addition, it is revealed that, about 5.3 percent of households travel a distance of 2 km or more to sources of drinking water with higher proportion (7.3 percent) among rural households than other urban areas (1.1 percent).

### 3.7 HOUSEHOLD ASSETS

This section presents analysis of ownership of assets at household level. Assets ownership is one of indicators used for measuring households' standard of living in Tanzania. The ILFS collected information on assets ownership and can link it to other labour market indicators to provide an in-depth insight about conditions of households in terms of economic power and living standards.

**Table 3.8: Percentage Distribution of Households by Type of Assets<sup>2</sup> Owned and Sex of Head of Households, ILFS 2020/21**

Assets	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Car	3.6	1.6	3.0	3.4	1.5	2.9	9.4	5.6	8.5
Tricycle	0.4	0.1	0.3	0.4	0.1	0.3	0.3	0.0	0.2
Motorcycle	14.4	3.2	11.3	14.3	3.1	11.2	18.0	7.2	15.5
Bicycle	37.9	18.0	32.5	37.7	17.9	32.3	46.0	22.6	40.6
Cart	3.5	1.8	3.0	3.6	1.9	3.1	0.4	0.1	0.4
Refrigerator	10.0	9.7	9.9	9.3	9.2	9.3	35.8	31.0	34.7
Electric or gas cooker	16.3	15.6	16.1	15.9	15.3	15.8	30.7	26.8	29.8
Television	27.4	22.2	26.0	26.8	21.8	25.5	49.2	41.4	47.4
Charcoal or electric iron	25.2	23.2	24.7	24.8	22.8	24.2	43.3	39.0	42.3
Cellular phone	87.3	76.1	84.2	87.0	75.7	83.9	94.6	91.5	93.9
Radio	58.9	40.6	53.9	59.0	40.4	53.9	56.5	48.4	54.6
Plough	9.7	4.1	8.2	10.0	4.2	8.4	0.3	0.3	0.3
Charcoal or kerosene stove	46.8	49.7	47.6	46.6	49.6	47.4	56.9	54.4	56.4
Livestock	48.1	37.2	45.1	48.4	37.5	45.4	35.3	25.7	33.1
Power tiller	0.4	0.1	0.3	0.4	0.1	0.3	0.1	0.0	0.1
<b>Number</b>	<b>8,884,745</b>	<b>3,349,864</b>	<b>12,234,608</b>	<b>8,647,228</b>	<b>3,278,277</b>	<b>11,925,505</b>	<b>237,517</b>	<b>71,587</b>	<b>309,104</b>

*Results in Table 3.8* show that about eight in ten households (84.2 percent) in the URT own a cellular phone. Radio is the second most owned asset with 53.9 percent of all households in the URT. Power tillers and tricycles are the least owned assets with only 0.3 percent of households. Results also indicate that, assets such as motorcycle, bicycle, radio, plough and livestock are more likely to be in possession of male-headed households than female-headed households. More or less same patterns are replicated in both Tanzania Mainland and Zanzibar.

<sup>2</sup> Computation is based on multiple responses by respondents; individual percentages do not necessarily add up to 100 percent.

## CHAPTER FOUR

### WORKING AGE POPULATION

#### 4.0 INTRODUCTION

The working age population is the total number of potential workers within a country. It includes all persons aged 15+ in a country but does not differentiate between those who are employed, unemployed or economically inactive. The working age population of an economy shifts with change in demographic characteristics; with large changes having an impact on potential supply of labour in the economy.

#### 4.1 DISTRIBUTION OF WORKING AGE POPULATION

This section provides information on distribution of persons aged 15+ of either sex who can potentially furnish labour in production of goods and services in an economy.

**Table 4.1: Percentage Distribution of Working Age Population by Sex and Area, ILFS 2014 and 2020/21**

Area		2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Rural	61.9	60.3	61.0	70.6	68.4	69.4
	Other urban	26.0	27.5	26.8	19.6	21.4	20.5
	DSM	12.1	12.2	12.2	9.8	10.2	10.0
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	12,737,081	13,789,210	26,526,291	15,293,846	16,737,447	32,031,293
TZM	Rural	62.1	60.5	61.3	71.2	69.0	70.0
	Other urban	25.4	27.0	26.2	18.7	20.5	19.6
	DSM	12.4	12.6	12.5	10.1	10.5	10.3
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	12,359,437	13,390,678	25,750,116	14,818,047	16,229,848	31,047,894
ZNZ	Rural	54.3	53.8	54.1	51.5	50.9	51.2
	Other urban	45.7	46.2	45.9	48.5	49.1	48.8
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	377,643	398,532	776,176	475,799	507,599	983,398

**Table 4.1** shows that, the working age population of the URT comprises of 32.03 million persons which is about 54.8 percent of the total population (58.40 million). This is an increase from 26.53 million persons from 2014. About 69.4 percent of persons in the waking age are in rural areas (70.1 percent in Tanzania Mainland and 51.2 percent for Zanzibar). Results further indicate that in all areas, there are slightly more females in the composition of the working age population compared to males.

**Table 4.2: Percentage Distribution of Working Age Population by Sex, Age Groups and Area, ILFS 2020/21**

Area	Age group	Male	Female	Total
URT	15 - 24	32.6	32.0	32.3
	25 - 35	24.3	25.2	24.8
	36 - 64	35.9	34.4	35.1
	65+	7.2	8.4	7.8
	Total	100.0	100.0	100.0
	Number	15,293,846	16,737,447	32,031,293
TZM	15 - 24	32.6	31.9	32.2
	25 - 35	24.3	25.3	24.8
	36 - 64	35.9	34.3	35.1
	65+	7.2	8.5	7.9
	Total	100.0	100.0	100.0
	Number	14,818,047	16,229,848	31,047,894
ZNZ	15 - 24	34.4	34.4	34.4
	25 - 35	23.3	23.4	23.4
	36 - 64	35.7	36.0	35.9
	65+	6.6	6.2	6.4
	Number	100.0	100.0	100.0
	Total	475,799	507,599	983,398

**Table 4.2** results also show that, the highest proportion of the working age population is in age group 35 - 64 with 35.1 percent followed by the age group 15-24 with 32.3 percent. These age groups also do comprise large proportions of the working age population in both Tanzania Mainland and Zanzibar.

**Table 4.3: Percentage Distribution of Working Age Population Aged 15+ by Economic Activity Status, Age Group and Sex, ILFS 2020/21**

Economic Activity Status	Age Group	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Economically active	15 - 24	27.0	27.2	27.1	27.0	27.2	27.1	26.5	25.5	26.0
	25 - 35	27.4	28.3	27.9	27.4	28.4	27.9	26.9	27.8	27.3
	36 - 64	39.9	38.9	39.4	39.9	38.8	39.3	41.8	43.4	42.6
	65+	5.7	5.6	5.7	5.7	5.7	5.7	4.8	3.3	4.1
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	Number	13,174,861	13,436,884	26,611,745	12,783,878	13,077,145	25,861,023	390,983	359,740	750,722
Economically inactive	15 - 24	67.7	51.6	57.9	67.6	51.4	57.8	71.0	56.0	61.5
	25 - 35	5.3	12.4	9.6	5.3	12.4	9.6	6.7	12.7	10.5
	36 - 64	10.8	16.1	14.0	11.0	16.0	14.0	7.6	18.0	14.2
	65+	16.1	19.9	18.4	16.2	20.2	18.6	14.7	13.3	13.8
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	Number	2,118,985	3,300,563	5,419,547	2,034,169	3,152,703	5,186,871	84,816	147,860	232,676

**Table 4.3** shows that persons who are economically active are concentrated around age groups 25-35 year (27.9 percent) and 36-64 years (39.4 percent) with no noticeable sex differentials. Conversely, the economically inactive persons are mostly in age groups 15 - 24 (57.9 percent) and 65+ (18.4 percent). This distribution is more or less similar in both Tanzania mainland and Zanzibar.

#### 4.2 DISTRIBUTION OF ECONOMICALLY ACTIVE POPULATION

It is of practical relevance to understand distribution of economically active population in a country in terms of various socio-economic characteristics. Therefore, this section presents such information particularly with respect to area. This helps to give an understanding of how the economically active population is distributed.

**Table 4.4: Percentage Distribution of Economically Active Population Aged 15+ by Area and Sex, ILFS 2014 and 2020/21**

Area		2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Rural	63.8	62.8	63.3	72.2	69.9	71.0
	Urban	25.2	26.8	26.0	18.9	20.7	19.8
	DSM	11.0	10.4	10.7	9.0	9.4	9.2
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	11,361,401	11,576,611	22,938,012	13,174,861	13,436,884	26,611,745
TZM	Rural	64.0	63.0	63.5	72.7	70.4	71.5
	Urban	24.7	26.3	25.5	18.0	19.9	19.0
	DSM	11.3	10.7	11.0	9.3	9.7	9.5
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	11,046,441	11,275,483	22,321,924	12,783,878	13,077,145	25,861,023
ZNZ	Rural	56.8	57.2	57.0	52.9	51.2	52.1
	Urban	43.2	42.8	43.0	47.1	48.8	47.9
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	314,960	301,128	616,089	390,983	359,740	750,722

**Table 4.4** reveals an increase of the number of persons who are economically active from 22.94 million in 2014 to 26.61 million in 2020/21. The largest proportion of such persons in the URT are in rural areas (71.0 percent). This is also observed for Tanzania Mainland. However, there isn't much difference in the distribution of persons who are economically active between rural areas and urban areas of Zanzibar (52.1 percent vis-a-vis 47.9 percent).

### 4.3 LABOUR FORCE PARTICIPATION

The Labour Force Participation Rate (LFPR) provides an estimate of the size of the labour supply currently available for production of goods and services in a country. It is defined as the number of persons in the labour force as a percentage of the working age population. It is thus a relevant policy indicator. Analysis of LFPR in this section is done with respect to area, sex and level of education.

**Table 4.5: Labour Force Participation Rates for Persons Aged 15+ by Area and Sex, ILFS 2020/21**

Area		2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Rural	91.9	87.5	89.7	88.1	82.0	84.9
	Other Urban	86.4	81.7	83.9	82.9	77.6	80.0
	DSM	81.3	71.5	76.2	78.8	74.3	76.4
	Total	89.2	84.0	86.5	86.1	80.3	83.1
TZM	Rural	92.1	87.7	89.8	88.2	82.2	85.1
	Other Urban	86.8	82.3	84.4	83.2	78.2	80.4
	DSM	81.3	71.5	76.2	78.8	74.3	76.4
	Total	89.4	84.2	86.7	86.3	80.6	83.3
ZNZ	Rural	87.2	80.3	83.7	84.4	71.2	77.6
	Other Urban	78.9	70.0	74.3	79.8	70.5	75.0
	Total	83.4	75.6	79.4	82.2	70.9	76.3

**Table 4.5** shows that, the overall Labour Force Participation Rate (LFPR) of the URT is 83.1 percent, with (83.3 percent for Tanzania Mainland and 76.3 percent for Tanzania Zanzibar).The LFPR has slightly declined from 86.5 percent in 2014. Results also reveal that, LFPR is higher for males (86.1 percent) than females (80.3 percent), a situation which is also observed for Tanzania Mainland and Zanzibar. The LFPR is also higher in rural areas than in other urban areas.

**Table 4.6: Labour Force Participation Rates for Persons Aged 15+ by Level of Education and Sex, URT, 2020/21**

Area	Level of Education	Male	Female	Total
URT	Never Attended	87.3	77.6	81.0
	Primary Education	91.7	87.2	89.4
	Secondary Education	69.3	61.9	65.6
	Vocational Training	89.6	83.8	87.5
	Tertiary non University	82.1	78.1	80.4
	University	77.6	77.0	77.3
	Total	86.1	80.3	83.1
TZM	Never Attended	87.5	77.8	81.2
	Primary Education	91.8	87.3	89.5
	Secondary Education	68.2	61.2	64.7
	Vocational Training	90.0	84.3	88.0
	Tertiary non University	82.3	78.6	80.8
	University	77.1	76.7	77.0
	Total	86.3	80.6	83.3
ZNZ	Never Attended	80.1	66.8	71.0
	Primary Education	87.9	76.3	82.7
	Secondary Education	80.1	69.1	74.4
	Vocational Training	72.8	71.8	72.3
	Tertiary non University	78.0	73.4	75.4
	University	84.4	82.3	83.5
	Total	82.2	70.9	76.3

Table 4.6 shows that persons with primary education have the highest LFPR at 89.4 percent (89.5 percent Tanzania Mainland and 82.7 percent for Zanzibar) and the lowest is for persons with secondary education with 65.6 percent. It is also indicated that, males have higher LFPR across all levels of education compared to females.



#### 4.4 ECONOMICALLY INACTIVE POPULATION

Although most of labour market policies tend to focus on activities and characteristics of people in the labour force, there has been a continued though less visible, an interest in individuals outside the labour force, 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. This section presents findings on the economically inactive population (persons not in the labour force).

**Table 4.7: Percentage Distribution of Economically Inactive Persons Aged 15+ by Area and Sex, ILFS 2014 and 2020/21**

Area		2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Rural	46.2	46.9	46.6	60.8	62.5	61.8
	Urban	32.8	31.4	31.9	24.2	24.3	24.2
	DSM	21.0	21.7	21.4	15	13.3	14.0
	Total	100.0	100.0	100.0	100	100	100.0
	Number	1,375,680	2,212,599	3,588,279	2,118,985	3,300,563	5,419,547
TZM	Rural	46.4	47.1	46.8	61.4	63	62.4
	Urban	31.6	30.2	30.8	22.9	23.1	23.0
	DSM	22.0	22.7	22.4	15.7	13.9	14.6
	Total	100.0	100.0	100.0	100	100	100.0
	Number	1,312,997	2,115,195	3,428,192	2,034,169	3,152,703	5,186,871
ZNZ	Rural	42.0	43.3	42.8	45.1	50.3	48.4
	Urban	58.0	56.7	57.2	54.9	49.7	51.6
	Total	100.0	100.0	100.0	100	100	100
	Number	125,366.1	194,807.8	320,173.9	84,816	147,860	232,676

Results in **Table 4.7** reveal that, the largest proportion of the economically inactive persons in the URT are in rural areas with 61.8 percent. Zanzibar has a distinct trend where, the economically inactive persons are slightly more in urban areas (54.9 percent) than in rural areas (49.7 percent). With regard to sex, results indicate no noticeable distributional differences between males and females in economic inactivity. Overall, number of persons who are economically inactive has slightly increased from 3.59 million in 2014 to 5.42 million in 2020/21.

#### 4.5 REASONS FOR ECONOMIC INACTIVITY

This section presents analysis of reasons provided by the economically inactive persons. Analysis of such reasons provides an understanding of characteristics of the economically inactive persons in relation to attachment with the labour market and thus help in formulation of appropriate strategies.

**Table 4.8: Percentage Distribution of Economically Inactive Persons Aged 15+ by Reasons for Inactivity, Area and Sex, ILFS 2020/21**

Reasons	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Retired	2.7	1.0	1.6	2.5	0.9	1.5	7.3	2.2	4.1
Do not want to work	1.7	2.2	2.0	1.3	1.5	1.5	10.0	15.8	13.7
Full time student	60.6	36.4	45.8	60.5	36.0	45.6	63.5	43.0	50.4
Too young/too old	9.2	15.3	12.9	9.6	15.9	13.4	0.8	1.6	1.3
Disabled/all time sick	13.9	13.6	13.7	14.4	14.0	14.1	0.0	5.4	3.4
Family does not approve it	1.0	2.2	1.7	1.0	2.3	1.8	0.1	0.3	0.2
Spouse wouldn't allow that	0.1	3.5	2.2	0.1	3.3	2.0	0.9	9.3	6.3
Off season in agriculture	0.5	0.6	0.6	0.0	0.0	0.0	13.3	14.2	13.9
Occupied with home duties	3.0	9.5	7.0	3.1	10.0	7.3	0.7	0.9	0.8
Temporary illness	5.0	9.4	7.6	5.2	9.8	8.0	0.2	0.9	0.6
Other	2.4	6.3	4.8	2.3	6.3	4.8	3.2	6.4	5.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 4.8** indicates that, the most cited reasons for economic inactivity is being full time student (45.8 percent) followed by being disabled or all time sick (13.7 percent) and being too young or too old with 12.9 percent. It is also indicated that, males constitute a higher proportion (60.6 percent) than females (36.4 percent) among those who cited being full time students as a reason of economic inactivity. Moreover, there are proportionately more females (9.5 percent) than males (3.0 percent) among those who cited being occupied with home duties as a reason of economic inactivity. For Zanzibar, those who do not want to work constitute about 13.7 percent of persons who are economically inactive.

## CHAPTER FIVE

### THE EMPLOYED POPULATION

#### 5.0 INTRODUCTION

Unless stated otherwise, this chapter presents statistics on employment using the National Definition of Employment. While the international definition of employment includes all persons who did some work for at least one hour during the reference period, the National definition excludes from employment all persons who were marginally attached to self-employment activities. Excluded from employment are persons who were self-employed in agriculture and were underemployed during the reference period due to economic reasons such as no suitable land for cultivation, off-season, lack of capital or those who stated their work was not reliable.

#### 5.1 THE EMPLOYED POPULATION

The employed population includes all persons above a specified age (15+) 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; and persons temporarily absent from their work but would definitely return to work. Unpaid family workers in family businesses are included in the category of employed persons. Work is defined as any economic activity done for one hour or more during the reference period.

**Table 5.1: Distribution of Population Aged 15+ by Economic Activity Status, ILFS 2020/21**

Area	Economic activity status	Male	Female	Total
URT	Employed	12,409,057	11,730,201	24,139,258
	Unemployed	765,803	1,706,684	2,472,487
	Inactive	2,118,985	3,300,563	5,419,547
	Total	15,293,846	16,737,447	32,031,293
TZM	Employed	12,058,782	11,477,354	23,536,135
	Unemployed	725,096	1,599,791	2,324,888
	Inactive	2,034,169	3,152,703	5,186,871
	Total	14,818,047	16,229,848	31,047,894
ZNZ	Employed	350,276	252,847	603,123
	Unemployed	40,707	106,892	147,599
	Inactive	84,816	147,860	232,676
	Total	475,799	507,599	983,398

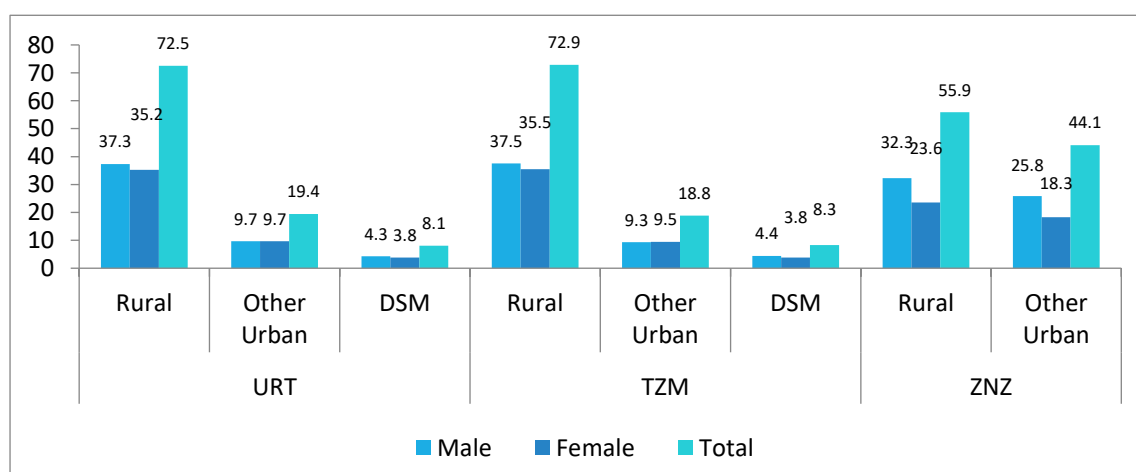
**Table 5.1** shows that, about 24.14 million persons aged 15 + are employed, of which 23.54 million are in Tanzania Mainland and 0.60 million are in Zanzibar. Findings also indicate that, across all areas, i.e. Tanzania Mainland and Zanzibar, there are slightly more males among the employed persons than females.

**Table 5.2: Percentage Distribution of Employed Persons Aged 15+ by Age Groups, Sex and Area, ILFS 2014 and 2020/21**

Area	Age Groups	2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	15 - 24	26.0	26.0	26.0	25.2	25.4	25.3
	25 - 35	28.7	29.0	28.9	27.7	27.5	27.6
	36 - 64	39.7	40.3	40.0	41.2	40.8	41.0
	65+	5.6	4.7	5.2	5.9	6.2	6.1
	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	<b>Number</b>	<b>10,429,015</b>	<b>10,109,814</b>	<b>20,538,829</b>	<b>12,409,057</b>	<b>11,730,201</b>	<b>24,139,258</b>
TZM	15 - 24	26.1	26.1	26.1	25.3	25.6	25.4
	25 - 35	28.7	29.0	28.9	27.7	27.6	27.6
	36 - 64	39.5	40.2	39.9	41.1	40.6	40.8
	65+	5.6	4.7	5.2	5.9	6.3	6.1
	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	<b>Number</b>	<b>10,143,400</b>	<b>9,886,739</b>	<b>20,030,139</b>	<b>12,058,782</b>	<b>11,477,354</b>	<b>23,536,135</b>
ZNZ	15 - 24	21.7	20.1	21.0	23.3	19.0	21.5
	25 - 35	27.4	30.7	28.8	27.1	26.0	26.6
	36 - 64	46.3	45.0	45.7	44.4	50.5	47.0
	65+	4.6	4.2	4.4	5.2	4.5	4.9
	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	<b>Number</b>	<b>285,616</b>	<b>223,075</b>	<b>508,690</b>	<b>350,276</b>	<b>252,847</b>	<b>603,123</b>

**Table 5.2** indicates that, persons aged 36 - 64 constitute the largest proportion of the employed population compared to other age groups, which is about 41.0 percent of the employed population in the URT. This is also indicated for Tanzania Mainland (40.8 percent) and Zanzibar (47.0 percent). Persons in age group 65+ account for the smallest proportion of the employed population. Results in Table 5.2 also show no substantial change in patterns of employment with regard to age structure of the population between 2014 and 2020/21.

**Figure 5.1: Percentage Distribution of Employed Persons Aged 15 + by Area and Sex, ILFS 2020/21**



**Figure 5.1** indicates that, about seven out of ten persons in employment in the URT (72.5 percent) are in rural areas; with about 72.9 percent for Tanzania Mainland and 55.9 percent for Zanzibar. Findings also indicate slightly larger proportions of males in employment compared to females in both rural and urban areas of Zanzibar.

## 5.2 EMPLOYMENT-TO-POPULATION RATIO

The Employment-to-Population Ratio (EPR) is defined as the proportion of a country's working-age population that is employed. A high ratio means a large proportion of a country's population is employed, while a low ratio means that a large proportion of the population is not in employment because they are either unemployed or out of the labour force.

**Table 5.3: Employment-to-Population Ratio for Persons Aged 15+ by Area, Sex and Age Groups, ILFS 2020/21**

Area	Age Groups	2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	15 - 24	68.1	62.8	65.4	62.7	55.7	59.1
	25 - 35	90.3	78.3	83.9	92.4	76.6	84.0
	36 - 64	91.1	83.6	87.2	93.0	83.2	88.0
	65+	65.3	48.2	56.4	67.2	52.0	58.6
	<b>Sub Total</b>	<b>81.9</b>	<b>73.3</b>	<b>77.4</b>	<b>81.1</b>	<b>70.1</b>	<b>75.4</b>
TZM	15 - 24	68.8	63.8	66.2	63.2	56.6	59.8
	25 - 35	90.3	78.7	84.2	92.6	77.2	84.4
	36 - 64	91.0	83.9	87.3	93.1	83.6	88.2
	65+	65.4	48.3	56.4	67.4	52.3	58.9
	<b>Sub Total</b>	<b>82.1</b>	<b>73.8</b>	<b>77.8</b>	<b>81.4</b>	<b>70.7</b>	<b>75.8</b>
ZNZ	15 - 24	48.0	33.0	40.3	49.8	27.6	38.3
	25 - 35	89.2	62.7	74.5	85.4	55.3	69.8
	36 - 64	94.1	75.5	85.1	91.6	69.9	80.4
	65+	64.8	46.0	55.4	58.4	35.9	47.1
	<b>Sub Total</b>	<b>75.6</b>	<b>56.0</b>	<b>65.5</b>	<b>73.6</b>	<b>49.8</b>	<b>61.3</b>

**Results in Table 5.3** show that, the overall Employment to Population Ratio (EPR) in the URT is 75.4 percent, with 75.8 percent in Tanzania Mainland and 61.3 percent for Zanzibar. The EPR has declined from 77.4 percent in 2014. Females' EPR are lower than that of males, with the lowest in Zanzibar with 49.8 percent for females vis-a-vis 73.6 percent for males. In all areas, EPR is highest for age group 36 - 64 and lowest for those aged 65+.

**Table 5.4: Employment-to-Population Ratio for Persons Aged 15+ by Area, Sex and Age Groups, ILFS 2020/21**

Area	Sex	Age Groups	Rural	Urban	DSM
URT	Male	15 - 24	68.6	52.8	32.6
		25 - 35	93.7	92.6	84.9
		36 - 64	94.1	92.1	87.4
		65+	70.2	64.9	41.7
	Female	15 - 24	61.8	44.9	36.8
		25 - 35	82.1	72.1	58.5
		36 - 64	85.7	81.9	66.8
		65+	53.9	51.1	29.1
	Total	15 - 24	65.2	48.4	35.0
		25 - 35	87.7	81.2	70.3
		36 - 64	89.8	86.8	77.4
		65+	61.0	57.1	35.5
TZM	Male	15 - 24	68.8	54.0	32.6
		25 - 35	93.8	93.6	84.9
		36 - 64	94.1	92.4	87.4
		65+	70.3	66.4	41.7
	Female	15 - 24	62.6	46.5	36.8
		25 - 35	82.7	73.2	58.5
		36 - 64	85.9	83.6	66.8
		65+	53.9	53.3	29.1
	Total	15 - 24	65.7	49.8	35.0
		25 - 35	88.0	82.2	70.3
		36 - 64	89.9	87.8	77.4
		65+	61.0	58.9	35.5
ZNZ	Male	15 - 24	59.0	39.9	-
		25 - 35	90.6	80.6	-
		36 - 64	94.9	88.1	-
		65+	66.6	48.0	-
	Female	15 - 24	30.8	24.3	-
		25 - 35	56.8	53.6	-
		36 - 64	77.9	61.8	-
		65+	49.7	20.1	-
	Total	15 - 24	44.7	31.7	-
		25 - 35	72.5	67.1	-
		36 - 64	86.3	74.2	-
		65+	58.3	33.6	-

**Findings in Table 5.4** show that, for each age group, EPR in the URT is highest in rural areas and gradually decline in urban areas.

### 5.3 EMPLOYMENT BY OCCUPATION

This section presents distribution of persons in employment by occupations. Analysis of employment by occupation disaggregated by sex allows for the computation of indicator such as the proportion of women in managerial positions which is used in monitoring of the Sustainable Development Goals (SDGs). Categorization of occupations is based on Tanzania Standard Classification of Occupations (TASCO 1988) adapted from International Standard Classification of Occupations (ISCO 1988).

**Table 5.5: Percentage Distribution of Employed Persons Aged 15+ by Occupation, Sex and Area, ILFS 2020/21**

Occupations	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	0.5	0.2	0.4	0.5	0.2	0.4	0.5	0.2	0.4
Professionals	1.1	0.6	0.9	1.1	0.5	0.8	2.6	2.7	2.6
Technicians and associate professionals	2.8	1.3	2.1	2.8	1.2	2.0	4.8	7.5	6.0
Clerks	0.6	0.5	0.6	0.6	0.5	0.6	1.1	1.8	1.4
Service workers and shop sales workers	8.3	15.2	11.7	8.0	15.1	11.5	17.2	23.2	19.7
Skilled agricultural and fishery workers	57.6	62.2	59.8	58.6	63.1	60.8	23.1	21.8	22.6
Craft and related workers	10.7	5.5	8.1	10.5	5.2	7.9	16.5	16.8	16.6
Plant and machine operators and assemblers	4.5	0.6	2.6	4.5	0.6	2.6	3.3	0.0	1.9
Elementary occupations	13.8	13.8	13.8	13.4	13.5	13.4	30.8	26.0	28.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	12,409,057	11,730,201	24,139,258	12,058,782	11,477,354	23,536,135	350,276	252,847	603,123

**Table 5.5** shows that, majority of employed persons (59.8 percent) are employed as agricultural and fishery workers. Other occupations with relatively higher proportions of total employment are elementary occupations (13.8 percent); and service and shop sales (11.7 percent). On the other hand, occupational category of legislators and administrators has the smallest share of total employment with 0.4 percent. This pattern is also indicated for distribution of employment among occupations in Tanzania mainland. However, for Zanzibar majority of employed persons are in elementary occupations (28.8 percent) followed by those in agricultural and fishery occupations with 22.6 percent.

### 5.4 EMPLOYMENT BY INDUSTRY

Employment by industry provides information on relative importance of different economic activities in the labour market. This information is useful for identifying broad shifts in employment and stages of development. Classification of employment by industry in this report is based on the International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4.

**Table 5.6: Percentage Distribution of Employed Persons Aged 15+ by Industry, Sex and Area, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	63.6	66.3	64.9	64.4	67.0	65.6	36.8	33.7	35.5
Mining and quarrying	1.5	0.4	0.9	1.5	0.4	0.9	1.0	0.6	0.8
Manufacturing	5.1	4.0	4.6	5.0	3.8	4.4	8.5	13.9	10.8
Electricity, gas, steam and air conditioning supply	0.2	0.0	0.1	0.2	0.0	0.1	0.3	0.1	0.2
Water supply; sewerage, waste management and remediation activities	0.2	0.1	0.1	0.1	0.1	0.1	0.4	0.1	0.3
Construction	4.7	0.2	2.5	4.6	0.2	2.4	8.4	0.3	5.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.5	15.1	12.2	9.4	15.0	12.2	12.9	15.7	14.1
Transportation and storage	5.8	0.2	3.1	5.7	0.2	3.0	8.4	0.5	5.1
Accommodation and food service activities	1.0	5.0	2.9	1.0	4.9	2.9	2.5	7.0	4.4
Information and communication	0.3	0.1	0.2	0.3	0.1	0.2	0.5	0.3	0.4
Financial and insurance activities	0.4	0.3	0.3	0.4	0.3	0.3	0.4	0.3	0.3
Real estate activities	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.0
Professional, scientific and technical activities	0.4	0.2	0.3	0.4	0.2	0.3	0.4	0.4	0.4
Administrative and support service activities	2.1	1.4	1.7	2.0	1.3	1.6	5.3	6.1	5.6
Public administration and defence; compulsory social security	0.8	0.3	0.6	0.7	0.2	0.5	5.1	3.3	4.3
Education	1.8	1.6	1.7	1.7	1.5	1.6	3.6	7.2	5.1
Human health and social work activities	0.6	0.8	0.7	0.6	0.8	0.7	1.2	1.7	1.4
Other	2.2	4.2	3.2	2.1	4.1	3.1	4.5	9.0	6.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>12,409,057</b>	<b>11,730,201</b>	<b>24,139,258</b>	<b>12,058,782</b>	<b>11,477,354</b>	<b>23,536,135</b>	<b>350,276</b>	<b>252,847</b>	<b>603,123</b>



**Results in Table 5.6** show that, agriculture forestry and fishing industry has the highest proportion (64.9 percent) of the total employment in the URT. The industry of wholesale and retail trade; repair of motor vehicles and motorcycles ranks second with 12.2 percent, followed by manufacturing industry in third with 4.6 percent. More or less same distribution is observed in Tanzania mainland and Zanzibar.

## 5.5 EMPLOYMENT BY SECTOR

Analysis of employment by sector is critical for understanding distribution of employment among sectors of employment in an economy. This section presents findings on such distribution by major sectors which are: - public sector; private sector; agriculture sector and household activities.

**Table 5.7: Percentage Distribution of Employed Persons Aged 15+ by Sector, Sex and Area, ILFS 2014 and 2020/21**

Area	Sector	2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Public	4.5	2.9	3.7	3.3	2.1	2.8
	Private	31.5	25.0	28.3	28.5	23.0	25.8
	Agriculture	62.4	69.0	65.7	56.6	60.3	58.4
	Household activities	1.7	3.0	2.3	11.5	14.6	13.0
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	10,429,015	10,109,814	20,538,829	12,409,057	11,730,201	24,139,258
TZM	Public	4.2	2.8	3.5	3.1	1.9	2.6
	Private	31.0	24.6	27.8	27.8	22.4	25.2
	Agriculture	63.1	69.6	66.3	57.4	60.9	59.1
	Household activities	1.7	3.0	2.4	11.7	14.7	13.2
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	10,143,400	9,886,739	20,030,139	12,058,782	11,477,354	23,536,135
ZNZ	Public	14.1	9.6	12.1	10.6	11.0	10.7
	Private	47.7	45.3	46.6	52.7	49.8	51.5
	Agriculture	37.3	43.5	40.0	30.3	29.5	29.9
	Household activities	0.9	1.7	1.3	6.5	9.7	7.8
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	Number	285,616	223,075	508,690	350,276	252,847	603,123

With regard to sector of employment, **findings in Table 5.7** show that, agricultural sector is the leading sector of employment in the URT, employing the largest share of total employment (58.4 percent), followed by the private sector (25.8 percent). The public sector accounts for the smallest proportion of total employment with 2.8 percent.

On the other hand, Zanzibar has distinctly different employment pattern, whereas the main sector of employment is the private sector which employs about a half of the employed persons (51.5 percent); followed by agriculture with 29.9 percent.

## 5.6 STATUS IN EMPLOYMENT

Classification of jobs by status in employment measures the degree of risk and authority with regard to a job held by an employed person. Status in employment distinguishes between six levels of such risk and authority, namely: - paid employees; employers; own account workers; member of producer cooperatives; contributing family workers; and workers not classified by status.

**Table 5.8: Percentage Distribution of Employed Persons Aged 15+ by Status in Employment, Sex and Area, ILFS 2020/21**

Area	Status in Employment	Male	Female	Total
URT	Paid employees	19.0	9.4	14.3
	Employers	2.3	1.2	1.8
	Own account workers	59.7	48.6	54.3
	Member of producer cooperatives	0.2	0.1	0.1
	Contributing family workers	18.1	40.4	29.0
	Workers not classified by status (apprentice, intern etc.)	0.6	0.5	0.5
	Total	100.0	100.0	100.0
	Number	12,409,057	11,730,201	24,139,258
TZM	Paid employees	18.6	9.1	14.0
	Employers	2.2	1.1	1.7
	Own account workers	59.8	48.2	54.2
	Member of producer cooperatives	0.2	0.1	0.1
	Contributing family workers	18.6	41.1	29.5
	Workers not classified by status (apprentice, intern etc.)	0.6	0.5	0.5
	Total	100.0	100.0	100.0
	Number	12,058,782	11,477,354	23,536,135
ZNZ	Paid employees	32.5	21.1	27.7
	Employers	6.4	2.4	4.7
	Own account workers	55.4	64.7	59.3
	Member of producer cooperatives	1.0	0.6	0.8
	Contributing family workers	4.3	10.6	6.9
	Workers not classified by status (apprentice, intern etc.)	0.5	0.5	0.5
	Total	100.0	100.0	100.0
	Number	350,276	252,847	603,123

It is indicated in **Table 5.8** that, majority of employed persons (54.3 percent) in the URT are working as own account workers, or contributing family helpers (29.0 percent). Those in paid employment constitute about 14.3 percent.

For Zanzibar, own account workers are also a dominant group among persons in employment (59.3 percent) of employed persons are working as own and nearly one third (27.7 percent) are in paid employment.

## 5.7 PRECARIOUS WORK

Precarious work entails employment that satisfies at least one of the following criteria, namely: - very low pay, very low intensity working hours, or low job security. This section provides information regarding precarious workers as per the 2020/21 ILFS findings, mainly focusing on those without employment contracts in paid employment.

**Table 5.9: Incidence of Precarious Work for Persons Aged 15+ by Sex and Area, ILFS 2020/21**

Area		2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Rural	35.6	19.9	31.6	51.3	46.8	50.1
	Urban	29.2	34.1	31.1	43.9	41.0	42.9
	DSM	24.5	25.0	24.7	34.9	28.7	32.6
	<b>Total</b>	<b>29.7</b>	<b>28.6</b>	<b>29.3</b>	<b>45.1</b>	<b>39.4</b>	<b>43.3</b>
	<b>Number</b>	<b>569,074</b>	<b>282,745</b>	<b>851,819</b>	<b>1,064,821</b>	<b>432,415</b>	<b>1,497,236</b>
TZM	Rural	36.3	20.2	32.2	51.6	47.8	50.6
	Urban	30.4	35.7	32.4	44.4	43.9	44.2
	DSM	24.5	25.0	24.7	34.9	28.7	32.6
	<b>Total</b>	<b>30.3</b>	<b>29.4</b>	<b>30.0</b>	<b>45.4</b>	<b>40.6</b>	<b>43.8</b>
	<b>Number</b>	<b>551,880</b>	<b>279,076</b>	<b>830,955</b>	<b>1,018,376</b>	<b>424,254</b>	<b>1,442,630</b>
ZNZ	Rural	25.6	15.8	23.1	43.5	20.0	38.0
	Urban	13.8	6.2	11.4	39.3	13.8	30.1
	<b>Total</b>	<b>18.4</b>	<b>9.2</b>	<b>15.6</b>	<b>40.8</b>	<b>15.3</b>	<b>32.6</b>
	<b>Number</b>	<b>17,194</b>	<b>3,669</b>	<b>20,863</b>	<b>46,445</b>	<b>8,161</b>	<b>54,606</b>

Findings in **Table 5.9** shows that, about four persons out of ten (43.3 percent) in paid employment in the URT are in precarious employment. Such persons constitute about 43.8 percent and 32.6 percent of paid employees in Tanzania mainland and Zanzibar, respectively. Generally, incidence of precariousness is more pronounced for workers in rural areas and especially for males. The findings also indicate an increase in job precariousness between 2014 and 2021/21.

## 5.8 VULNERABLE WORKERS

Vulnerable workers are those whose status in employment places them at a higher degree of economic risk and vulnerability. Contributing family helpers and own account workers are considered to be in vulnerable employment 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.

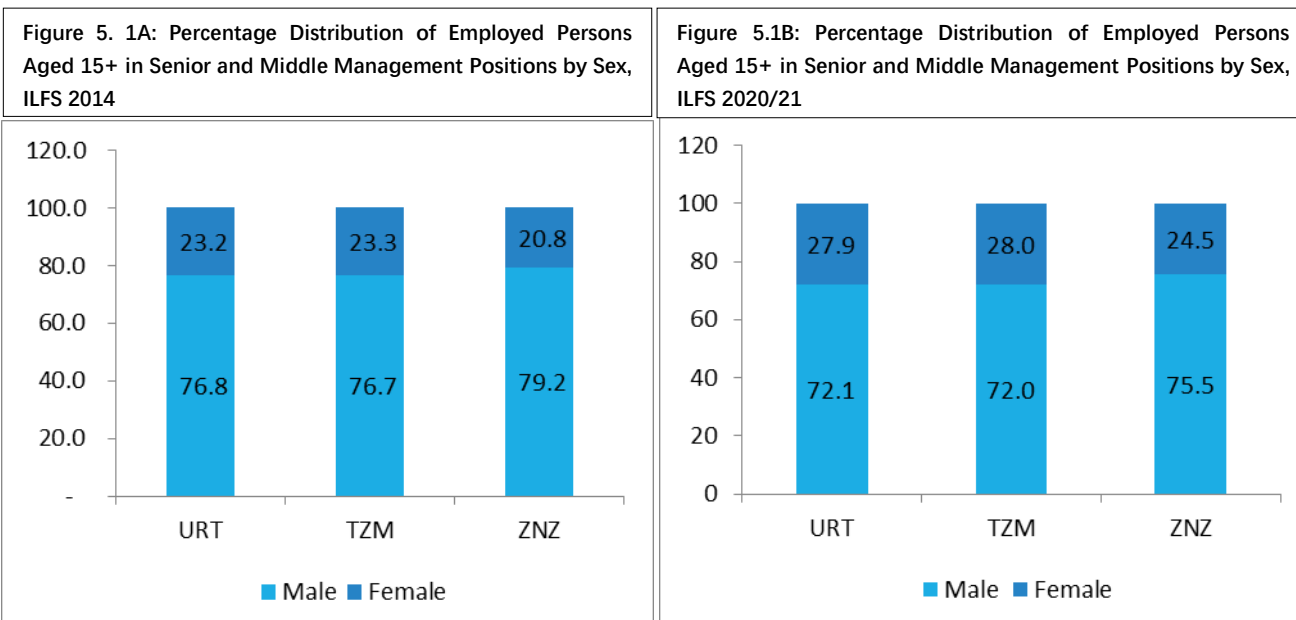
**Table 5.10: Incidence of Vulnerable Work for Persons Aged 15+ by Area and Sex, ILFS 2020/21**

Area		2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Rural	90.5	96.7	93.6	86.8	95.2	90.9
	Urban	62.2	78.9	70.6	59.6	78.2	68.9
	DSM	37.4	54.2	44.6	41.2	58.2	49.1
	<b>Total</b>	<b>77.7</b>	<b>88.5</b>	<b>83.0</b>	<b>77.8</b>	<b>89.0</b>	<b>83.2</b>
	<b>Number</b>	<b>8,098,943</b>	<b>8,950,784</b>	<b>17,049,728</b>	<b>9,659,679</b>	<b>10,434,907</b>	<b>20,094,586</b>
TZM	Rural	90.9	96.8	93.9	87.2	95.3	91.1
	Urban	63.2	79.4	71.4	60.7	79.2	70.0
	DSM	37.4	54.2	44.6	41.2	58.2	49.1
	<b>Total</b>	<b>78.2</b>	<b>88.7</b>	<b>83.4</b>	<b>78.4</b>	<b>89.3</b>	<b>83.7</b>
	<b>Number</b>	<b>7,929,645</b>	<b>8,770,397</b>	<b>16,700,042</b>	<b>9,450,702</b>	<b>10,244,318</b>	<b>19,695,020</b>
ZNZ	Rural	73.0	91.0	81.4	71.9	88.9	79.1
	Urban	39.4	61.6	48.2	44.4	58.0	50.0
	<b>Total</b>	<b>59.3</b>	<b>80.9</b>	<b>68.7</b>	<b>59.7</b>	<b>75.4</b>	<b>66.2</b>
	<b>Number</b>	<b>285,616</b>	<b>223,075</b>	<b>508,690</b>	<b>208,977</b>	<b>190,589</b>	<b>399,566</b>

**Table 5.10** shows that, about 83.2 percent of employed persons in the URT are in vulnerable employment, (83.7 percent in Tanzania mainland and 66.2 percent in Zanzibar). Incidence of vulnerable employment has nearly remained stagnant between 2014 and 2020/21. It is also found that, across all areas, i.e. Tanzania mainland and Zanzibar, incidences of vulnerability is more prevalent among workers in rural areas and females compared to workers in urban areas and males, respectively.

## 5.9 EMPLOYMENT IN SENIOR AND MIDDLE MANAGEMENT

This section focuses on employment in senior and middle management levels by sex. This analysis provides information on share of women in management roles in government, companies and institutions. The analysis is useful for programmes advocating for gender equality, women empowerment and equality in access to decision making positions at work places.



**Findings in Figure 5.1A and 5.1B** reveal that roportion of women in senior and middle management positions in the URT is 27.9 percent which is an increase from 23.3 percent recorded in 2014. Generally, , there are proportionately less women in middle and management positions than their males counterparts across both Tanzania mainland and Zanzibar, with the widest male-female gap observed in Zanzibar (24.5 percent for females vis-a-vis 75.5 percent for males).

## 5.10 MEMBERSHIP IN TRADE UNIONS

A trade union is an organization based on membership of employees in various trades, occupations and professions, whose major focus is the representation of its members at workplace and in the wider society. It particularly seeks to advance its interest through the process of rule-making and collective bargaining. This section presents findings on engagement in trade unions for those in paid employment.

**Table 5.11: Trade Union Density for Paid Employees Aged 15+ by Sector, Sex and Area, ILFS 2014 and 2020/21**

Area	Sector	2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Public	72.1	82.0	75.9	64.5	69.9	66.5
	Private	12.6	6.2	10.4	11.9	13.2	12.2
	Agriculture	1.3	1.1	1.3	0.8	0.0	0.6
	Household activities	6.3	0.0	3.1	6.4	0.1	3.1
	Total	26.0	28.5	26.9	19.7	22.4	20.5
	Number	497,403	282,656	780,059	464,549	245,815	710,364
TZM	Public	75.2	84.9	79.0	68.7	73.9	70.6
	Private	12.9	6.1	10.6	12.4	13.7	12.7
	Agriculture	1.2	0.8	1.1	0.8	0.0	0.6
	Household activities	6.4	0.0	3.2	6.5	0.1	3.1
	Total	26.3	28.6	27.1	20.3	22.5	21.0
	Number	479,293	271,747	751,040	455,099	235,234	690,333
ZNZ	Public	38.4	44.6	40.5	21.4	37.6	28.3
	Private	5.0	8.0	5.8	2.3	2.2	2.3
	Agriculture	6.2	9.0	6.8	0.0	0.0	0.0
	Household activities	0.0	0.0	0.0	0.0	0.0	0.0
	Total	19.3	27.3	21.7	8.3	19.8	12.0
	Number	18,109	10,909	29,019	9,449	10,581	20,031

**Table 5.11** shows that, about 20.5 percent of paid employees in the URT are members of trade unions or employees associations. Across sectors, public sector has the largest proportion of employees in trade unions with 66.5 percent and the smallest is observed for workers in the agriculture sector with 0.6 percent.

A relatively higher trade union density for public sector compared to other sectors is also mirrored in both Tanzania Mainland and Zanzibar. In both areas, there are almost equal proportions of females and males engaged in trade unions.

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## 5.11 OCCUPATIONAL SAFETY

This section provides information on work-related injuries and illnesses that workers had experienced in the last 12 months prior to the survey. Statistics on occupational injuries and illnesses are essential for accident prevention as well as a basis for review and identification of priorities for prevention of occupational injuries and illnesses.

**Table 5.12: Incidence of Work - Related Injuries and Illnesses for Persons Aged 15+ by Industry, Sex and Area, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	29.0	23.0	26.0	29.0	23.0	26.0	29.1	23.2	26.7
Mining and quarrying	29.5	48.8	33.2	28.9	49.4	32.8	58.5	32.2	50.5
Manufacturing	37.9	18.3	29.6	38.1	18.5	29.9	35.4	15.4	24.6
Electricity, gas, steam and air conditioning supply	32.2	12.8	30.3	33.6	14.2	31.7	3.2	0.0	2.6
Water supply; sewerage, waste management and remediation activities	41.3	0.9	26.5	42.6	0.0	26.6	22.9	35.4	25.2
Construction	35.4	13.2	34.7	35.4	13.7	34.7	36.6	1.9	35.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	17.2	10.7	13.3	17.6	10.7	13.4	9.3	9.7	9.5
Transportation and storage	32.1	7.1	31.4	32.6	7.6	31.9	19.1	0.0	18.4
Accommodation and food service activities	23.7	12.4	14.4	24.0	12.3	14.3	20.7	15.2	17.0
Information and communication	10.0	5.1	8.9	9.3	5.6	8.5	23.6	0.0	16.4
Financial and insurance activities	5.8	4.0	5.0	5.8	4.1	5.0	5.6	0.0	3.7
Professional, scientific and technical activities	11.1	11.1	11.1	11.4	11.5	11.4	0.0	0.0	0.0
Administrative and support service activities	11.9	8.9	10.7	11.7	8.3	10.4	13.9	15.3	14.5
Public administration and defence; compulsory social security	21.3	3.3	16.7	22.5	1.0	17.4	15.7	10.2	13.9
Education	8.1	4.7	6.5	8.2	4.6	6.6	6.3	5.1	5.6
Human health and social work activities	8.0	15.9	12.4	7.9	16.5	12.8	8.8	3.9	6.3
Arts, entertainment and recreation	21.5	25.1	22.2	22.0	27.1	23.0	13.6	6.9	11.6
Other service activities	18.9	10.8	14.6	18.5	10.9	14.5	24.4	9.8	16.6
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	13.2	8.5	9.3	13.5	8.5	9.4	0.0	5.4	4.6
<b>Total</b>	<b>27.4</b>	<b>19.2</b>	<b>23.4</b>	<b>27.5</b>	<b>19.2</b>	<b>23.5</b>	<b>23.7</b>	<b>15.2</b>	<b>20.2</b>



**Table 5.12** reveals that, incidences of work - related injuries and illnesses for workers in the URT are relatively higher in industries of construction (34.7 percent); mining and quarrying (33.2 percent); transportation and storage (31.4 percent); and electricity, gas, steam and air conditioning supply (30.3 percent). These industries also have higher incidences of work – related injuries and illnesses for both Tanzania Mainland and Zanzibar.

**Table 5.13: Incidence of Work – Related Injuries and Illnesses for Persons Aged 15+ by Occupation, Sex and Area, ILFS 2020/21**

Occupations	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	13.8	2.5	10.6	13.9	2.5	10.7	8.3	0.0	6.2
Professionals	7.6	8	7.8	7.7	8.5	7.9	6.9	3.9	5.6
Technicians and associate professionals	5.9	5.7	5.8	4.8	6.1	5.3	11.4	4.7	7.8
Clerks	11	5.3	8.4	11.5	5.2	8.7	0.8	6.6	3.9
Service workers and shop sales workers	14.2	10.2	11.7	14.3	10.2	11.7	12.4	8.8	10.6
Skilled agricultural and fishery workers	29.4	22.9	26.2	29.4	22.9	26.2	28.1	25.4	27
Craft and related workers	36.5	18.1	30.5	36.5	18.2	30.7	35.9	16.9	27.8
Plant and machine operators and assemblers	29.5	6.1	26.7	29.7	6.1	26.8	20.3	0	20.2
Elementary occupations	23.4	14.7	19.2	23.3	14.6	19	25	16.3	21.7
<b>Total</b>	<b>27.4</b>	<b>19.2</b>	<b>23.4</b>	<b>27.5</b>	<b>19.2</b>	<b>23.5</b>	<b>23.7</b>	<b>15.2</b>	<b>20.2</b>

In terms of occupations, analysis in **Table 5.13** indicates that, the highest work-related injuries and illnesses rates are observed for workers in the occupations of craft and related work (30.5 percent), closely followed by workers in plant and machine operations and assembly; and skilled agricultural and fishery workers with 26.7 percent and 11.7 percent, respectively. With regard to sex comparison, male workers have higher work- related injuries and illnesses rates than females.

## 5.12 HOURS WORKED

Hours of work are an important labour market indicator and it is useful in several applications such as setting of wages and measurement of productivity. Analysis of hours of work in this section involves current hours of work and usual hours of work. Current hours entails hours worked in the reference week prior to the survey; and usual hours are entails hours worked by employed persons during the last twelve months prior to the survey. This section presents mean hours worked by employed persons in various statuses in employment.

**Table 5.14: Mean Current and Usual Hours Worked by Employed Persons Aged 15+ by Status in Employment, Area and Sex, ILFS 2020/21**

Area	Status in Employment	Current hours worked			Usual hours worked		
		Male	Female	Total	Male	Female	Total
URT	Paid employees	59	54	57	65	58	63
	Self-employed in non-agriculture with employees	61	58	60	70	66	69
	Self Employed in non-agriculture without employees	48	41	45	59	49	55
	Unpaid family helpers in non-agriculture	57	43	54	58	48	56
	Unpaid family helpers in agriculture	38	33	35	47	43	44
	Work on own farm in Agriculture	50	40	45	56	46	52
	<b>Total</b>	<b>48</b>	<b>39</b>	<b>44</b>	<b>58</b>	<b>48</b>	<b>53</b>
TZM	Paid employees	59	55	58	65	59	63
	Self-employed in non-agriculture with employees	61	59	60	70	67	69
	Self Employed in non-agriculture without employees	48	41	45	59	50	55
	Unpaid family helpers in non-agriculture	58	46	55	58	52	56
	Unpaid family helpers in agriculture	38	33	35	47	43	44
	Work on own farm in Agriculture	50	40	46	55	47	52
	<b>Total</b>	<b>48</b>	<b>39</b>	<b>44</b>	<b>58</b>	<b>48</b>	<b>53</b>
ZNZ	Paid employees	51	43	49	61	46	57
	Self-employed in non-agriculture with employees	55	46	53	67	52	64
	Self Employed in non-agriculture without employees	47	32	41	57	41	50
	Unpaid family helpers in non-agriculture	49	27	43	60	31	51
	Unpaid family helpers in agriculture	27	27	27	35	32	33
	Work on own farm in Agriculture	46	34	41	61	37	51
	<b>Total</b>	<b>48</b>	<b>34</b>	<b>42</b>	<b>58</b>	<b>41</b>	<b>51</b>

**Table 5.14** indicates that, in terms of current hours of work, the employed persons in the URT spend about 44 hours at work (44 hours for workers in Tanzania Mainland and 42 hours for Zanzibar). It is also indicated that, males work longer hours than females. Self-employed in non-agriculture with employees work the longest hours compared to workers in other statuses of employment. These patterns are also observed for usual hours of work.

### 5.13 EMPLOYMENT IN SECONDARY ACTIVITIES

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

**Table 5.15: Percentage Distribution of Employed Persons Aged 15+ in Secondary Activities by Occupation, Sex and Area, ILFS 2020/21**

Occupations	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	1.3	1.1	1.2	1.3	1.1	1.2	0.4	0.2	0.3
Professionals	0.7	0.2	0.5	0.7	0.2	0.5	1.2	1.5	1.3
Technicians and associate professionals	1.8	0.4	1.2	1.8	0.3	1.2	1.4	1.2	1.4
Clerks	0.3	0.1	0.2	0.3	0.1	0.2	0.5	0.3	0.4
Service workers and shop sales workers	9.2	21.4	14.1	9.3	21.6	14.2	7.9	15.9	10.5
Skilled agricultural and fishery workers	49.5	42.0	46.5	49.7	42.5	46.8	42.4	22.3	35.7
Craft and related workers	12.2	8.5	10.7	12.3	8.0	10.6	11.1	26.1	16.1
Plant and machine operators and assemblers	2.1	0.1	1.3	2.1	0.1	1.3	1.0	0.0	0.7
Elementary occupations	22.9	26.2	24.2	22.5	26.0	23.9	34.1	32.5	33.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Number</b>	<b>3,613,930</b>	<b>2,374,624</b>	<b>5,988,554</b>	<b>3,497,717</b>	<b>2,316,816</b>	<b>5,814,533</b>	<b>116,212</b>	<b>57,809</b>	<b>174,021</b>

**Table 5.15** shows that, majority of employed persons in secondary activities in the URT (46.5 percent) are agricultural and fishery workers, followed by those in elementary occupations with 24.2 percent. This pattern is also indicated for distribution of employment in secondary in Zanzibar, where agricultural and fishery workers also account for the highest proportion employment in secondary activities (35.7 percent) followed by those engaged in elementary occupations with 33.6 percent.

## CHAPTER SIX

### INFORMAL SECTOR

#### 6.0 INTRODUCTION

The informal sector contributes significantly to Tanzania's economy in terms of employment by providing economic opportunities to those displaced from or who cannot be absorbed by the formal sector.

This chapter presents statistics concerning the informal sector; the analysis mainly focuses on demographic and socio-economic characteristics of persons employed in informal sector as their main job. This chapter covers:- definition of informal sector (IS); characteristics of persons employed in IS; reasons for engaging in informal sector activities and accessibility of loans and credit by workers in the IS. Findings in this chapter are important for policy and programme making regarding management of the informal sector.

#### 6.1 DEFINITIONS OF INFORMAL SECTOR

The fifteenth International Conference of Labour Statisticians (15th ICLS) defined the informal sector in terms of characteristics of the production units (enterprises approach) in which the activities take place, rather than in terms of the characteristics of the persons involved or of their jobs (labour approach).

The 15<sup>th</sup> ICLS defined informal sector enterprises by the following criteria: They are private unincorporated enterprises (excluding quasi-corporations), i.e., enterprises owned by individuals or households that are not constituted as separate legal entities independent of the households or household members who own them, and for which no complete set of accounts (including balance sheets of assets and liabilities) are available that would permit a financial separation of the production activities of the enterprise from the other activities of its owner(s); all or at least some of the goods or services produced are meant for sale or barter; they are not registered under specific forms of national legislation; their size in terms of employment is below a certain threshold to be determined according to national circumstances (less than 5 employees for international comparisons – *Delhi Group*) and they are engaged in non-agricultural activities. The definition of informal sector in Tanzania is based to the 15<sup>th</sup> ICLS.

## 6.2 EMPLOYMENT IN INFORMAL SECTOR

The 15th ICLS defined employment in the informal sector as comprising all jobs in informal sector enterprises, or all persons who, during a given reference period, were employed in at least one informal sector enterprise, irrespective of their status in employment.

**Table 6.1: Percentage Distribution of Employed Persons Aged 15+ by Sector, Area and Sex, ILFS 2020/21.**

Area		Formal Sector	Informal Sector	Agriculture Sector	Total	Number
URT	Rural	5.1	19.1	75.8	100.0	17,503,333
	Urban	19.2	52.3	28.5	100.0	4,685,808
	DSM	33.0	62.0	5.0	100.0	1,950,117
	Total	10.1	29.0	60.9	100.0	24,139,258
TZM	Rural	4.8	18.8	76.4	100.0	17,166,471
	Urban	18.0	52.4	29.7	100.0	4,419,548
	DSM	33.0	62.0	5.0	100.0	1,950,117
	Total	9.6	28.7	61.7	100.0	23,536,135
ZNZ	Rural	18.9	33.6	47.5	100.0	336,863
	Urban	39.2	51.9	8.8	100.0	266,260
	DSM	-	-	-	-	-
	Total	27.9	41.7	30.4	100.0	603,123

As shown in **Table 6.1**, informal sector has the second largest share of total employment in the URT with 29.0 percent. The sector accounts for 28.7 percent of total employment in Tanzania Mainland and 41.7 percent of total employment in Zanzibar. Across all areas, findings indicate that, informal sector is more prevalent in urban areas than in rural areas.

## 6.3 INFORMAL SECTOR BY AREA AND SEX, 2014 AND 2021

This section presents trend of informal sector dynamics between two ILFS in 2014 and 2020/21. The informal sector is calculated as a percentage of the total employment, thus giving an estimate of size of the sector in terms of employment.

**Table 6.2: Proportion of Persons Aged 15+ Employed in Informal Sector by Area and Sex, URT 2014 and 2020/21**

2014									
Area	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural	9.8	8.5	9.1	9.5	7.9	8.7	27.6	32.0	29.6
Other Urban	36.2	43.2	39.7	36.3	42.8	39.6	44.1	60.7	50.7
DSM	53.4	72.5	61.5	53.4	72.5	61.5	-	-	-
<b>Total</b>	<b>21.1</b>	<b>22.8</b>	<b>22.0</b>	<b>21.0</b>	<b>22.4</b>	<b>21.7</b>	<b>34.4</b>	<b>41.9</b>	<b>37.7</b>
2020/21									
Rural	20.0	18.2	19.1	19.8	17.8	18.8	28.2	41.0	33.6
Other Urban	47.8	56.9	52.3	47.9	56.8	52.4	46.2	60.1	51.9
DSM	56.5	68.4	62.0	56.5	68.4	62.0	-	-	-
<b>Total</b>	<b>28.3</b>	<b>29.8</b>	<b>29.0</b>	<b>28.1</b>	<b>29.3</b>	<b>28.7</b>	<b>36.2</b>	<b>49.4</b>	<b>41.7</b>

**Table 6.1** shows that, contribution of informal sector to total employment in URT has increased from 22.0 percent in 2014 to 29.0 percent in 2020/21. Employment in the informal sector increased significantly in rural areas (from 9.1 percent to 19.1 percent) and in other urban areas (from 39.7 percent to 52.3 percent) while it remained almost the same in Dar es Salaam (from 61.5 percent to 62.0 percent). For Tanzania Mainland, contribution of informal sector to total employment has increased from 21.7 percent in 2014 to 28.7 percent in 2020/21; and for Zanzibar increased from 37.7 percent to 41.1 percent during the same time.

#### 6.4 EMPLOYMENT IN INFORMAL SECTOR BY AREA AND SEX 2020/21

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

**Table 6.3: Percentage Distribution of Persons 15+ Employed in Informal Sector by Area and Sex, ILFS 2020/21**

Area	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural	51.3	44.2	47.7	51.6	44.1	47.9	43.3	46.8	45.0
Other urban areas	31.9	38.1	35.0	31.0	37.5	34.2	56.7	53.2	55.0
DSM	16.8	17.7	17.3	17.4	18.4	17.9	-	-	-
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

**Table 6.3** shows that, rural areas have the highest proportion of persons employed in the informal sector in the URT (47.7 percent), followed by other urban areas with (35.0 percent). For Zanzibar, a larger proportion of persons in the informal sector are in urban areas with 55.0 percent, compared to rural areas with 45.0 percent.

## 6.5 EMPLOYMENT IN INFORMAL SECTOR BY AGE AND SEX

This section analyses participation in the informal sector by age, which is vital for understanding participation of various age groups in the sector. Such information is useful for formulation of age specific interventions in the management of informal sector.

**Table 6.4: Percentage Distribution of Persons Aged 15+ Employed in Informal Sector by Age Groups and Sex, URT2020/21**

Age Groups	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 24	22.4	23.9	23.1	22.1	23.9	23.0	31.0	24.4	27.8
25 - 35	34.7	31.7	33.2	34.9	31.8	33.4	29.6	28.6	29.1
36 - 64	39.1	40.2	39.7	39.3	40.1	39.7	36.0	43.2	39.6
65+	3.7	4.2	4.0	3.7	4.3	4.0	3.4	3.7	3.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

**Table 6.4** shows that, majority of persons engaged in informal sector are adults aged 36 – 64; accounting for 39.7 percent of total employment, followed by youth aged 25 - 35 with 33.2 percent. The lowest participation in the informal sector is noticed for adults aged 65+ with 4.0 percent. A similar distribution is observed in Tanzania Mainland and Zanzibar.

## 6.6 EMPLOYMENT IN INFORMAL SECTOR BY LEVEL OF EDUCATION

Education has an important bearing on the quality of the workforce in terms of skills and also productivity of work. This section analyses education characteristics of persons engaged in the informal sector in the URT.

**Table 6.5: Percentage Distribution of Persons Aged 15+ Employed in the Informal Sector by Level of Education, Sex and Area, ILFS 2020/21**

Level of Education	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	7.7	12.2	9.9	7.8	12.2	10.0	4.5	12.4	8.4
Primary Education	66.2	64.6	65.4	67.5	66.1	66.8	31.7	24.5	28.1
Secondary Education	23.0	20.2	21.6	21.6	18.8	20.2	59.5	59.3	59.4
Vocational Training	1.4	1.2	1.3	1.4	1.2	1.3	2.1	1.5	1.8
Tertiary non-University	0.7	1.1	0.9	0.7	1.1	0.9	1.2	1.8	1.5
University	1.0	0.7	0.9	1.0	0.7	0.9	1.1	0.6	0.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

**Table 6.5** shows that, majority of persons employed in the informal sector have primary level education accounting for 65.4 percent, followed by those with secondary level education with 21.6 percent. A similar pattern is observed in Tanzania Mainland. For Zanzibar, majority of persons in the informal sector attained secondary education with 59.4 percent of all informal sector employment.

## 6.7 EMPLOYMENT IN INFORMAL SECTOR BY INDUSTRY

This section shows distribution of informal sector activities by industry. The information presented in this section is useful for identifying industries with higher potential for employment and also formulation of industry or sector specific programmes regarding management of informal sector operations.



**Table 6.6: Percentage Distribution of Persons Aged 15+ Employed in Informal Sector by Industry, Sex and Area, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	19.0	15.1	17.1	19.3	15.4	17.4	11.6	7.5	9.6
Mining and quarrying	3.8	1.1	2.5	3.9	1.1	2.5	2.6	0.7	1.7
Manufacturing	12.7	11.7	12.2	12.6	11.1	11.8	16.0	27.5	21.7
Electricity, gas, steam and air conditioning supply	0.2	0.0	0.1	0.1	0.0	0.1	0.2	0.0	0.1
Water supply; sewerage, waste management and remediation activities	0.2	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.1
Construction	14.5	0.4	7.5	14.3	0.4	7.4	19.7	0.3	10.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	23.6	40.8	32.2	23.8	41.4	32.6	17.5	26.4	21.9
Transportation and storage	12.0	0.2	6.2	12.0	0.3	6.1	13.0	0.1	6.6
Accommodation and food service activities	2.3	14.5	8.4	2.3	14.6	8.4	2.7	11.7	7.2
Information and communication	0.5	0.1	0.3	0.5	0.1	0.3	0.4	0.0	0.2
Financial and insurance activities	0.4	0.3	0.3	0.4	0.3	0.3	0.1	0.1	0.1
Real estate activities	0.2	0.1	0.2	0.3	0.1	0.2	0.0	0.0	0.0
Professional, scientific and technical activities	0.3	0.2	0.3	0.3	0.2	0.3	0.2	0.0	0.1
Administrative and support service activities	3.7	3.1	3.4	3.6	2.9	3.3	5.7	8.5	7.1
Education	0.7	0.8	0.7	0.6	0.7	0.7	2.5	2.5	2.5
Human health and social work activities	0.5	0.4	0.5	0.5	0.4	0.5	0.8	0.5	0.7
Arts, entertainment and recreation	0.5	0.2	0.3	0.5	0.1	0.3	0.5	0.4	0.4
Other service activities	3.5	4.9	4.2	3.4	4.7	4.0	5.8	10.3	8.0
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	1.3	6.0	3.6	1.3	6.1	3.7	0.6	3.4	2.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Number	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

**Table 6.6** indicates that, the industry of wholesale and retail trade; repair of motor vehicles and motorcycles is the dominant industry of employment in the informal sector, employing about 32.2 percent of total employment in the sector. The second and third industries with largest contributions to employment in the informal sector are agriculture, forestry and fishing (17.1 percent) and manufacturing with 12.2 percent. More or less the same industries are indicated to have significant contribution of employment in Tanzania Mainland and Zanzibar.

## **6.8 EMPLOYMENT IN INFORMAL SECTOR BY OCCUPATION**

An occupation held by employed persons is a critical indicator of analysis in labour market statistics. Distribution of employment by occupation provides an insight on the type of jobs held by the employed persons, which has strong influence on characteristics such as productivity and income.

**Table 6.7: Percentage Distribution of Persons Aged 15+ Employed in Informal Sector by Occupation, Sex and Area, ILFS 2020/21**

Occupations	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	0.3	0.1	0.2	0.3	0.1	0.2	0.0	0.0	0.0
Professionals	0.3	0.0	0.2	0.3	0.0	0.2	0.6	0.1	0.3
Technicians and associate professionals	0.5	0.3	0.4	0.4	0.2	0.3	4.0	2.6	3.3
Clerks	0.6	0.2	0.4	0.6	0.2	0.4	0.2	0.1	0.1
Service workers and shop sales workers	18.1	40.5	29.3	18.3	40.7	29.5	14.8	33.3	24.0
Skilled agricultural and fishery workers	19.2	15.3	17.2	19.7	15.7	17.7	6.5	3.3	4.9
Craft and related workers	29.8	15.1	22.5	29.7	14.5	22.1	34.5	32.4	33.4
Plant and machine operators and assemblers	7.5	0.6	4.1	7.6	0.6	4.1	4.0	0.0	2.0
Elementary occupations	23.7	27.8	25.8	23.3	27.8	25.5	35.5	28.3	31.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Number	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

With regard to distribution of employment by occupations, *findings in Table 6.7* reveal that, service and shop sales work has the largest proportion of employment in the informal sector with 29.3 percent in the URT, followed by elementary occupations (25.8 percent), and craft and related work (22.5 percent). For Zanzibar, occupations of craft and related work (33.4 percent), and elementary occupations (24.0 percent) have larger proportions of employment than other occupations.

## 6.9 EMPLOYMENT IN INFORMAL SECTOR BY STATUS IN EMPLOYMENT

The information on status in employment provides a basis for describing characteristics of persons employed in informal sector and the corresponding conditions of authority and risk at a job held by an employed person in the informal sector.

**Table 6.8: Percentage Distribution of Persons Aged 15+ Employed in Informal Sector by Status in Employment, Area and Sex, ILFS 2020/21**

Status in Employment	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	30.7	13.3	22.0	30.5	13.5	22.0	33.5	9.7	21.7
Employers	4.4	2.7	3.6	4.2	2.7	3.5	9.2	3.1	6.2
Own account workers	55.8	66.4	61.1	55.9	65.9	60.9	52.8	79.7	66.2
Member of producer cooperative	0.5	0.2	0.3	0.5	0.2	0.3	1.0	0.6	0.8
Contributing family workers	7.3	16.4	11.8	7.4	16.8	12.1	3.0	6.8	4.9
Workers not classified by status (apprentice, intern etc)	1.3	0.9	1.1	1.4	1.0	1.2	0.5	0.0	0.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

**Table 6.8** shows that, majority of persons employed in the informal sector in the URT (61.1 percent) work as own account workers, or employees (22.0 percent). This behavior is observed across all areas, i.e. Tanzania Mainland and Zanzibar.

## 6.10 REASONS FOR ENGAGEMENT IN INFORMAL SECTOR

One of the main questions in understanding the nature of the informal sector is what induces people to work in the sector. An understanding of these causes provides a basis for making decisions on the correct steps to be taken regarding management of the sector.

**Table 6.9: Percentage Distribution of Owners of Informal Sector Activities Aged 15+ by Reasons of Engagement in Informal Sector, Sex and Area ILFS 2020/21**

Reasons	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Can not find other work	31.1	30.6	30.8	30.7	30.2	30.4	41.3	40.5	40.8
Released from other employment or reduction of working time	1.2	0.6	0.9	1.2	0.6	0.9	1.2	0.4	0.7
Retirement from other employment	0.5	0.3	0.4	0.4	0.2	0.3	2.0	0.6	1.2
Family needs additional income	39.7	45.6	42.9	39.6	45.6	42.8	42.9	45.7	44.5
Business or activity provides good income opportunities	28.1	18.9	23.1	28.4	19.0	23.3	19.6	17.8	18.6
Business or activity does not require much capital	27.4	35.0	31.5	27.5	35.2	31.7	23.7	31.2	28.0
Can keep production cost low	1.9	1.8	1.8	1.8	1.7	1.7	4.5	4.0	4.2
Wants to be independent from his or her own master	19.2	16.6	17.7	18.7	16.1	17.3	31.0	28.0	29.3
Can choose his or her own hours and place of work	7.0	6.2	6.6	7.0	6.2	6.6	7.2	5.9	6.5
Can combine business or activities with household or family responsibilities	8.4	15.1	12.0	8.3	15.1	12.0	9.4	16.2	13.2
Bureaucracy in formalizing business or activity	0.4	0.2	0.3	0.4	0.2	0.3	0.4	0.1	0.2
Traditional line of business or activities of respondent or family or tribe	11.1	7.2	8.9	11.1	7.1	8.9	9.3	8.6	8.9
Other	2.2	1.7	1.9	2.2	1.7	2	1.5	0.9	1.1

**Note:** Computation is based on multiple responses by respondents; individual percentages do not necessarily add up to 100 percent.

**Table 6.9** reveals that, the most common reasons for engagement in informal sector activities is the need for additional income reported by 42.9 percent in URT; and inability to find other work (30.8 percent). These were the most cited reasons in both Tanzania Mainland and Zanzibar. In addition, the flexibility of combining business or activities with household or family responsibilities was also an important reason; however this was cited more females than males.

### 6.11 ACCESS TO LOAN FOR INFORMAL SECTOR OWNERS BY SEX

Access to loans and credits has been mentioned in several literatures as one of challenges facing informal sector activities. The ILFS collected information on whether owners of informal sector activities had ever applied or received a loan from any of the lenders during the previous twelve months prior to the survey. This section presents status of access to loans by owners of informal sector activities.

**Table 6.10: Percentage Distribution of Informal Sector Owners Aged 15+ by Status of loan Access, Area and Sex, ILFS 2020/21**

Status of Loan access	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Received	4.6	7.2	6.0	4.8	7.4	6.2	0.7	2.7	1.8
Not Received	95.4	92.8	94.0	95.2	92.6	93.8	99.3	97.3	98.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total (Number)</b>	<b>2,318,269</b>	<b>2,769,381</b>	<b>5,087,650</b>	<b>2,236,515</b>	<b>2,661,213</b>	<b>4,897,728</b>	<b>81,755</b>	<b>108,167</b>	<b>189,922</b>

**Table 6.10** shows a general challenge in accessing loans for owners of informal sector activities. It is indicated that, only 6.0 percent of owners of informal sector activities reported that they had received a loan or credit, with female owners more likely to access loans than males. For Zanzibar, only 1.8 percent of owners of informal sector activities had received a loan.

## CHAPTER SEVEN

### UNEMPLOYMENT

#### 7.0 INTRODUCTION

This chapter presents findings on unemployment situation in Tanzania. Unemployment is an indicator of labour underutilization; it is defined as the percentage of the labor force that is currently unemployed. Unless stated otherwise, analysis of unemployment statistics in this chapter uses the National definition of unemployment. The National definition of unemployment is adapted from the International relaxed definition of unemployment, which is adopted from the 13th International Conference of Labour Statisticians (ICLS) of 1982.

The National definition of unemployment adds to unemployment pool persons with marginal attachment to employment rather than classifying them as employed. The use of National definition ensures robust estimation of unemployment statistics for policy making. However, for the purposes of international comparability the strict<sup>3</sup> definition of unemployment and the relaxed<sup>4</sup> definition of unemployment are also presented in this chapter.

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<sup>3</sup> only those who did not work during the reference week and are actively looking for work and available are classified as unemployed;

<sup>4</sup> those who did not work during the reference week and are available for work are classified as unemployed regardless of whether they sought work or not

**Table 7.1: Number of Unemployed Persons Aged 15+ by Area, Sex and Age Groups, ILFS 2020/21**

Area	Sex	Sex	15 - 24	25 - 35	36 - 64	65+	Total
URT	Rural	Male	308,087	92,842	81,483	9,234	491,646
		Female	377,636	258,777	247,670	14,949	899,032
		Total	685,723	351,618	329,153	24,183	1,390,677
	Other Urban Areas	Male	65,363	31,443	32,327	4,996	134,129
		Female	168,567	174,471	98,949	3,125	445,112
		Total	233,930	205,914	131,276	8,121	579,241
	Dar es Salaam	Male	51,172	45,073	40,002	3,781	140,028
		Female	122,872	146,638	90,747	2,283	362,540
		Total	174,044	191,711	130,749	6,064	502,568
	Total	Male	424,622	169,358	153,812	18,011	765,803
		Female	669,075	579,886	437,366	20,357	1,706,684
		Total	1,093,697	749,244	591,178	38,368	2,472,487
TZM	Rural	Male	299,888	90,621	79,992	9,147	479,648
		Female	359,475	244,033	238,972	14,646	857,126
		Total	659,363	334,653	318,964	23,793	1,336,774
	Urban	Male	51,569	23,177	26,099	4,576	105,420
		Female	143,141	154,850	79,252	2,882	380,126
		Total	194,710	178,027	105,351	7,458	485,546
	Dar es Salaam	Male	51,172	45,073	40,002	3,781	140,028
		Female	122,872	146,638	90,747	2,283	362,540
		Total	174,044	191,711	130,749	6,064	502,568
	Total	Male	402,629	158,871	146,092	17,504	725,096
		Female	625,488	545,521	408,971	19,811	1,599,791
		Total	1,028,117	704,392	555,064	37,315	2,324,888
ZNZ	Rural	Male	8,199	2,221	1,491	87	11,998
		Female	18,161	14,744	8,698	303	41,906
		Total	26,360	16,965	10,189	390	53,904
	Urban	Male	13,794	8,267	6,229	420	28,709
		Female	25,426	19,621	19,697	243	64,986
		Total	39,220	27,887	25,925	663	93,696
	Total	Male	21,993	10,488	7,720	507	40,707
		Female	43,587	34,365	28,395	546	106,892
		Total	65,580	44,852	36,114	1,053	147,599

**Table 7.1** shows that, based on the National definition of unemployment, about 2.47 million persons aged 15+ are unemployed, with 2.32 million in Tanzania Mainland and 0.15 million in Zanzibar. Generally, the number of unemployed females (1.71 million) is greater than that of males (0.77 million). This is observed across all areas and more prominently in other urban areas. Findings also



indicate that, majority of unemployed persons are in rural areas compared to urban areas for Tanzania Mainland, and slightly more in urban areas than in rural areas for Zanzibar. With regard to age, majority of unemployed persons are youth in age groups 15-24 and 25-35.

## 7.1 COMPARISON OF UNEMPLOYMENT BETWEEN 2014 AND 2020/21

This section compares unemployment statistics between 2014 and 2020/21 rounds of ILFS. The comparison is useful for assessing dynamics of unemployment and building a time series of unemployment statistics to enable formulation of appropriate strategies to address labour underutilization.

**Table 7.2: Unemployment Rates of Persons Aged 15+ by Different Definitions of Unemployment and Sex and Area, URT 2014 and 2020/21**

Area	Definitions of Unemployment	Rural		Other urban		DSM		Total	
		2014	2020/21	2014	2020/21	2014	2020/21	2014	2020/21
URT	Strict international definition	0.7	0.7	2.4	3.4	11.4	10.9	2.2	2.1
	Relaxed international definition	2.5	3.5	6.5	10.5	20.2	20.4	5.4	6.4
	<b>National definition</b>	<b>8.5</b>	<b>7.4</b>	<b>10.7</b>	<b>11.0</b>	<b>21.5</b>	<b>20.5</b>	<b>10.5</b>	<b>9.3</b>
TZM	Strict international definition	0.6	0.6	2.2	3.0	11.4	10.9	2.1	2.0
	Relaxed international definition	2.4	3.3	5.7	9.4	20.2	20.4	5.2	6.1
	<b>National definition</b>	<b>8.4</b>	<b>7.2</b>	<b>9.9</b>	<b>9.9</b>	<b>21.5</b>	<b>20.5</b>	<b>10.3</b>	<b>9.0</b>
ZNZ	Strict international definition	1.7	2.9	7.2	10.2			3.9	6.2
	Relaxed international definition	7.5	13.7	23.3	25.9			14.3	19.6
	<b>National definition</b>	<b>10.3</b>	<b>13.8</b>	<b>26.8</b>	<b>26.0</b>			<b>17.4</b>	<b>19.7</b>

**Table 7.2** shows trends of unemployment between 2014 and 2020/21 based on different definitions of unemployment. Basing on the National definition, unemployment rate of the URT has slightly decreased from 10.5 percent in 2014 to 9.3 percent in 2020/21. Unemployment rate of Tanzania Mainland has decreased from 10.3 percent in 2014 to 9.0 percent in 2020/21. However, unemployment in Zanzibar has increased to 19.7 percent in 2020/21 from 17.4 percent in 2014. For the year 2020/21, Dar es Salaam had the highest unemployment rate of 20.5 percent and the rural areas had the lowest unemployment rate with 7.4 percent.

## 7.2 CHARACTERISTICS OF UNEMPLOYED PERSONS

This section presents unemployment situations of different social groups, which is vital for understanding unemployment patterns across such groups and also formulation of group's-specific strategies to address the imbalances.

**Table 7.3: Unemployment Rates of Persons Aged 15+ by Sex and Area, ILFS 2020/21**

Area	Sex	Rural	Other urban areas	DSM	Total
URT	Male	5.2	5.4	11.8	5.8
	Female	9.6	16.0	28.6	12.7
	<b>Total</b>	<b>7.4</b>	<b>11.0</b>	<b>20.5</b>	<b>9.3</b>
TZM	Male	5.2	4.6	11.8	5.7
	Female	9.3	14.6	28.6	12.2
	<b>Total</b>	<b>7.2</b>	<b>9.9</b>	<b>20.5</b>	<b>9.0</b>
ZNZ	Male	5.8	15.6	-	10.4
	Female	22.8	37.0	-	29.7
	<b>Total</b>	<b>13.8</b>	<b>26.0</b>	-	<b>19.7</b>

**Table 7.3** reveals that, unemployment in the URT is higher among females (12.7 percent) than males (5.8 percent). The same is observed across all areas i.e. Tanzania Mainland and Zanzibar. Higher unemployment rate for females is more prominent in urban areas, with some instances females' rate nearly three times that of males, which is the case for Tanzania Mainland. For Zanzibar, females' unemployment rate is about twice that of males.

**Table 7.4: Unemployment Rates of Persons Aged 15+ by Sex, Age Groups and Area, ILFS 2020/21**

Area	Age Groups	Male		Female		Total	
		Number	Unemployment Rates	Number	Unemployment Rates	Number	Unemployment Rates
URT	15 - 24	424,622	11.9	669,075	18.3	1,093,697	15.2
	25 - 35	169,358	4.7	579,886	15.2	749,244	10.1
	<b>15 - 35</b>	593,980	8.3	1,248,961	16.7	1,842,941	12.6
	36 - 64	153,812	2.9	437,366	8.4	591,178	5.6
	65+	18,011	2.4	20,357	2.7	38,368	2.5
	<b>Total</b>	765,803	5.8	1,706,684	12.7	2,472,487	9.3
TZM	15 - 24	424,622	11.9	669,075	18.3	1,093,697	15.2
	25 - 35	169,358	4.7	579,886	15.2	749,244	10.1
	<b>15 - 35</b>	593,980	8.3	1,248,961	16.7	1,842,941	12.6
	36 - 64	153,812	2.9	437,366	8.4	591,178	5.6
	65+	18,011	2.4	20,357	2.7	38,368	2.5
	<b>Total</b>	765,803	5.8	1,706,684	12.7	2,472,487	9.3
ZNZ	15 - 24	21,993	21.2	43,587	47.5	65,580	33.6
	25 - 35	10,488	10.0	34,365	34.3	44,852	21.8
	<b>15 - 35</b>	32,481	15.5	77,952	40.7	110,432	27.6
	36 - 64	7,720	4.7	127,745	18.2	36,114	11.3
	65+	507	2.7	11,312	4.6	1,053	3.4
	<b>Total</b>	40,707	10.4	252,847	29.7	147,599	19.7

**Findings in Table 7.4** indicate that, generally unemployment decreases with age, implying that, it is highest for youth aged 15-24 (15.2 percent) and lowest for persons aged 65+ (2.5 percent). The high unemployment for youth aged 15-24 is observed in both Tanzania Mainland with 15.2 percent and Zanzibar with 33.6 percent.

## 7.4 EDUCATION DIFFERENTIALS IN UNEMPLOYMENT

Development of human capital through education plays a critical role in reducing incidence of unemployment, increasing productivity of labour as well as alleviating poverty. This section examines unemployment rates by level of education.

**Table 7.5: Unemployment Rates of Persons Aged 15+ by Level of Education, Area and Sex, ILFS 2014 and 2020/21**

Area	Level of Education	2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Never attended	7.6	11.0	9.8	4.5	7.1	6.1
	Primary education	7.9	12.3	10.0	5.1	12.5	8.8
	Secondary education	11.0	18.8	14.6	9.5	21.0	15.0
	Vocational training	6.5	10.6	8.0	3.5	10.5	5.9
	Tertiary non-university	5.2	5.6	5.4	9.5	14.1	11.4
	University	5.4	12.3	7.4	8.3	14.1	10.6
	<b>Total</b>	<b>8.2</b>	<b>12.7</b>	<b>10.5</b>	<b>5.8</b>	<b>12.7</b>	<b>9.3</b>
TZM	Never attended	7.7	10.9	9.8	4.5	7.0	6.1
	Primary education	7.9	12.1	10.0	5.0	12.4	8.7
	Secondary education	10.9	17.2	13.8	9.2	19.1	13.9
	Vocational training	6.5	10.2	7.9	3.4	9.8	5.6
	Tertiary non-university	5.1	4.5	4.9	8.9	13.4	10.7
	University	5.4	11.9	7.2	8.3	14.0	10.5
	<b>Total</b>	<b>8.2</b>	<b>12.3</b>	<b>10.3</b>	<b>5.7</b>	<b>12.2</b>	<b>9.0</b>
ZNZ	Never attended	4.6	12.7	9.7	3.1	12.9	9.4
	Primary education	8.0	23.9	15.0	6.9	25.7	14.7
	Secondary education	11.7	34.3	22.3	12.8	37.3	24.5
	Vocational training	6.6	29.4	16.8	11.5	27.9	19.4
	Tertiary non-university	7.2	17.5	13.0	22.3	21.0	21.6
	University	6.4	18.3	10.9	7.8	16.5	11.3
	<b>Total</b>	<b>9.3</b>	<b>25.9</b>	<b>17.4</b>	<b>10.4</b>	<b>29.7</b>	<b>19.7</b>

**Table 7.5 indicates** that, unemployment is highest for persons with secondary school education with 15.0 percent for the whole of URT (13.9 percent Tanzania Mainland and 24.5 for Zanzibar) and lowest for those who never attended school with 6.1 percent. Overall, across all education levels, unemployment rates for females are noticeably higher than those of males, a situation which is observed in both Tanzania Mainland and Zanzibar.

## 7.5 METHODS OF JOB SEARCH AND PREVIOUS WORK EXPERIENCE OF UNEMPLOYED PERSONS

All persons without work during the week prior to the survey but were available for work and were seeking work in the last four weeks prior to the survey were asked to specify the main method of job search they used. The findings are presented in Table 7.6.

**Table 7.6: Percentage Distribution of Unemployed Persons Aged 15+ by Main Methods of Job Search, Area and Sex, ILFS 2020/21**

Main Method of Job Search	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Applied to prospective employers, Checked at farms, factories or work sites	33.6	27.2	29.7	33.9	26.2	29.1	30.2	42.0	36.7
Seeking assistance of friends, relatives and unions	42.7	35.6	38.4	43.0	35.7	38.5	40.4	34.4	37.1
Took action to start business (usual small scale)	11.9	28.3	22.0	11.7	29.1	22.5	15.0	16.0	15.6
Took action to start agriculture activity	7.7	5.3	6.2	8.2	5.6	6.6	2.1	0.5	1.2
Registration at employment agencies	0.4	0.5	0.4	0.4	0.4	0.4	0.4	1.2	0.8
Registering at TaESA	1.3	1.3	1.3	1.2	1.4	1.3	2.7	0.6	1.6
Applied to secretariat of employment	2.3	1.8	2.0	1.7	1.6	1.6	9.1	5.3	7.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>281,534</b>	<b>447,211</b>	<b>728,745</b>	<b>258,198</b>	<b>419,623</b>	<b>677,821</b>	<b>23,337</b>	<b>27,587</b>	<b>50,924</b>

**Results in Table 7.6** reveals that, seeking assistance of friends, relatives or unions is the mostly used method of job search, cited by about 38.4 percent of those who were seeking work. This method is slightly more common among males (42.7 percent) than females (35.6 percent). The second mostly used method of job search is making application to prospective employers, checking at farms, factories or work sites, cited by 29.7 percent of job seekers (33.6 percent for males and 27.2 percent for females). Registration at employment agencies is the least used method cited by only 0.4 percent of job seekers.

**Table 7.7: Percentage Distribution of Unemployed Persons Aged 15+ by Previous Work Experiences, Sex and Area, ILFS 2020/21**

Previous Occupation	URT			TzM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	0.2	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.1
Professionals	0.6	0.2	0.4	0.5	0.2	0.3	1.5	0.4	0.7
Technicians and associate professionals	0.8	0.6	0.6	0.8	0.5	0.6	2.2	1.1	1.4
Clerks	0.5	1.0	0.8	0.5	1.0	0.9	1.0	0.5	0.6
Service workers and shop sales workers	5.5	17.6	13.9	5.1	17.6	13.7	12.2	17.8	16.3
Skilled agricultural and fishery workers	11.6	6.9	8.4	11.8	7.0	8.5	8.0	4.6	5.5
Craft and related workers	6.1	4.3	4.8	5.8	3.9	4.5	13.1	9.0	10.1
Plant and machine operators and assemblers	2.4	0.3	1.0	2.4	0.4	1.0	1.8	0.2	0.6
Elementary occupations	11.5	14.0	13.2	11.0	14.0	13.1	20.2	13.4	15.2
No previous work experience	60.7	55.0	56.8	61.9	55.1	57.2	40.0	53.0	49.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>765,803</b>	<b>1,706,684</b>	<b>2,472,487</b>	<b>725,096</b>	<b>1,599,791</b>	<b>2,324,888</b>	<b>40,707</b>	<b>106,892</b>	<b>147,599</b>

**Table 7.7** shows that, majority of the currently unemployed persons in the URT (56.8 percent) had no previous work experience. This implies that, majority of the unemployed are fresh entrants to the labour market. Previous experiences in occupations such as shop sales and elementary occupations were relatively more common among the unemployed persons, and were cited by about 13.9 percent and 13.2 percent, respectively.

## 7.6 DISCOURAGED JOB SEEKERS

Discouraged job seekers are a part of unemployed persons who are not seeking jobs for a number of reasons such as feeling that they lack proper qualifications; do not know where or how to look for work; or feel that no suitable work is available. This information is useful for a number of policy options to address unemployment.

**Table 7.8: Percentage Distribution of Discouraged Job Seekers Aged 15+ by Age Groups, Sex and Area, ILFS 2020/21**

Area	Age Groups	2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	15 - 24	15.8	33.1	48.9	13.8	31.3	45.2
	25 - 35	4.5	25.5	30.0	9.3	19.4	28.8
	36 - 64	2.7	16.0	18.7	4.6	18.8	23.5
	65+	2.0	0.3	2.4	2.3	0.4	2.6
	<b>Total</b>	<b>25.0</b>	<b>75.0</b>	<b>100</b>	<b>30</b>	<b>70</b>	<b>100</b>
	<b>Number</b>	<b>41,062</b>	<b>123,004</b>	<b>164,066</b>	<b>76,815</b>	<b>178,938</b>	<b>255,753</b>
TZM	15 - 24	15.6	33.3	48.9	12.3	30.6	42.9
	25 - 35	4.4	25.3	29.7	10.3	19.0	29.3
	36 - 64	2.8	16.2	19.0	5.1	19.7	24.8
	65+	2.2	0.2	2.5	2.7	0.3	3.0
	<b>Total</b>	<b>25.0</b>	<b>75.0</b>	<b>100.0</b>	<b>30.3</b>	<b>69.7</b>	<b>100.0</b>
	<b>Number</b>	<b>34,289</b>	<b>102,675</b>	<b>136,964</b>	<b>66,134</b>	<b>151,773</b>	<b>217,907</b>
ZNZ	15 - 24	16.6	32.4	49.0	22.7	35.4	58.1
	25 - 35	4.9	26.4	31.4	3.8	21.7	25.5
	36 - 64	2.3	15.4	17.7	1.7	13.9	15.6
	65+	1.1	0.8	1.9	0	0.8	0.8
	<b>Total</b>	<b>25.0</b>	<b>75.0</b>	<b>100.0</b>	<b>28.2</b>	<b>71.8</b>	<b>100.0</b>
	<b>Number</b>	<b>6,773</b>	<b>20,329</b>	<b>27,102</b>	<b>10,681</b>	<b>27,166</b>	<b>37,847</b>

**Table 7.8** shows that, there are a total of 255,753 discouraged job seekers in the URT. (217,907 persons in Tanzania Mainland and 37,847 persons in Zanzibar). Among such persons, 70.0 percent are females and 30.0 percent are males. With regard to age, more than three quarters of discouraged job seekers (74.0 percent) are youth aged 15- 35. Overall, findings indicate that, proportions of discouraged jobseekers decrease with age.

## CHAPTER EIGHT

### TIME RELATED UNDEREMPLOYMENT

#### 8.0 INTRODUCTION

Underemployment is a measure which looks at how well labour is being used in terms of skills, experience and time. Under the current international standards, measurement of underemployment is restricted to partial lack of work based on hours of work, this is referred to as time-related underemployment.

#### 8.1 UNDEREMPLOYMENT BY AREA, SEX AND AGE

All persons in employment who worked less than 40 hours a week but were available or preferred to work more hours but did not do so due to involuntary reasons such as:- could not find more work; lack of finance or raw materials; breakdown of machinery or electrical fault; off-season or a period of inactivity; industrial disputes or laid-off and other such reasons, were considered to be in time-related underemployment.

**Table 8.1: Number of Time Related Underemployed Persons Aged 15+ by Area and Sex, ILFS 2020/21**

Area		Male	Female	Total
URT	Rural	1,242,886	720,423	1,963,310
	Urban	270,069	283,929	553,999
	DSM	68,369	78,171	146,539
	<b>Total</b>	<b>1,581,324</b>	<b>1,082,523</b>	<b>2,663,847</b>
TZM	Rural	1,218,118	702,660	1,920,778
	Urban	241,276	259,160	500,437
	DSM	68,369	78,171	146,539
	<b>Total</b>	<b>1,527,763</b>	<b>1,039,991</b>	<b>2,567,754</b>
ZNZ	Rural	24,768	17,763	42,532
	Urban	28,793	24,769	53,562
	<b>Total</b>	<b>53,561</b>	<b>42,532</b>	<b>96,094</b>

**Table 8.1** shows that there are about 2.66 million persons who are underemployed in the URT, majority of whom (1.96 million equivalent to 73.5 percent) are in rural areas. This can be attributed to the nature of economic activities in rural areas where the dominant activity is agriculture, which is a typical seasonal activity as it is heavily dependent on rainfall.

Findings also indicate that, there are slightly more underemployed males 1.58 million (59.4 percent) than females who are about 1.08 million (40.6 percent). Zanzibar has about 0.10 million underemployed persons majority of whom 0.05 million (55.7 percent) are in urban areas and there are slightly more underemployed males than females.



**Table 8.2: Number of Time Related Underemployed Persons Aged 15+and Underemployment Rates by Area and Sex, URT 2020/21**

Area	Sex	2014		2020/21		
		Number	Rate	Number	Rate	
URT	Rural	Male	912,636	13.7	1,242,886	13.8
		Female	861,487	13.0	720,423	8.5
		Total	1,774,123	13.4	1,963,310	11.2
	Urban	Male	248,071	9.4	270,069	11.5
		Female	293,293	11.0	283,929	12.2
		Total	541,364	10.2	553,999	11.8
	DSM	Male	55,578	5.0	68,369	6.5
		Female	53,061	6.5	78,171	8.6
		Total	108,639	5.6	146,539	7.5
	Total	Male	1,216,286	11.7	1,581,324	12.7
		Female	1,207,840	11.9	1,082,523	9.2
		Total	2,424,126	11.8	2,663,847	11.0
TZM	Rural	Male	893,535	13.7	1,218,118	13.8
		Female	846,279	13.1	702,660	8.4
		Total	1,739,814	13.4	1,920,778	11.2
	Urban	Male	238,013	9.4	241,276	11.0
		Female	280,712	10.8	259,160	11.6
		Total	518,724	10.1	500,437	11.3
	DSM	Male	55,578	5.0	68,369	6.5
		Female	53,061	6.5	78,171	8.6
		Total	108,639	5.6	146,539	7.5
	Total	Male	1,187,126	11.7	1,527,763	12.7
		Female	1,180,052	11.9	1,039,991	9.1
		Total	2,367,177	11.8	2,567,754	10.9
ZNZ	Rural	Male	19,101	11.3	24,768	12.7
		Female	15,207	10.4	17,763	12.5
		Total	34,309	10.9	42,532	12.6
	Urban	Male	10,059	8.6	28,793	18.5
		Female	12,581	16.4	24,769	22.4
		Total	22,640	11.7	53,562	20.1
	Total	Male	29,160	10.2	53,561	15.3
		Female	27,789	12.5	42,532	16.8
		Total	56,949	11.2	96,094	15.9

**Table 8.2** indicates that, the absolute number of persons in underemployment in the URT has increased from 2.42 million in 2014 to 2.66 million in 2020/21. However, the underemployment rate has declined slightly from 11.8 percent in 2014 to 11.0 percent in 2020/21. This trend is more or less the same for Tanzania Mainland. For Zanzibar the results show that number of underemployed persons increased from 0.06 million in 2014 to 0.10 million in 2020/21 and underemployment rate increased from 11.2 percent in 2014 to 15.9 percent in 2020/21.

**Table 8.3: Time Related Underemployment Rates of Persons Aged 15+ by Age Groups and Sex, ILFS 2020/21**

Area	Age Groups	Male	Female	Total
URT	15 - 24	13.3	8.9	11.1
	25 - 35	13.3	10.3	11.8
	36 - 64	12.4	9.3	10.9
	65+	10.7	5.9	8.3
	<b>Total</b>	<b>12.7</b>	<b>9.2</b>	<b>11.0</b>
TZM	15 - 24	13.1	8.7	10.9
	25 - 35	13.2	10.1	11.7
	36 - 64	12.3	9.1	10.8
	65+	10.6	5.9	8.3
	<b>Total</b>	<b>12.7</b>	<b>9.1</b>	<b>10.9</b>
ZNZ	15 - 24	20.8	22.2	21.3
	25 - 35	14.8	18.2	16.2
	36 - 64	13.2	15.1	14.1
	65+	11.0	5.9	9.0
	<b>Total</b>	<b>15.3</b>	<b>16.8</b>	<b>15.9</b>

*Findings in Table 8.3* show that, the highest underemployment rate (11.8 percent) is observed for persons aged 25-35 with more incidence among males with 13.3 percent compared to females with 10.3 percent. The lowest underemployment is observed for persons aged 65 years or more with 8.3 percent. On the other hand, underemployment in Zanzibar is highest among persons aged 15-24 with 21.3 percent, and gradually decreases with age.

## 8.2 STATUS IN EMPLOYMENT OF UNDEREMPLOYED PERSONS

**Table 8.4: Time Related Underemployment Rates of Persons Aged 15+ by Status in Employment and Sex, ILFS 2020/21**

Status in Employment	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	10.1	8.2	9.5	9.9	8.0	9.3	14.5	13.8	14.2
Employers	8.0	6.8	7.7	7.7	6.7	7.4	11.8	8.6	11.1
Own account workers	14.7	11.8	13.4	14.6	11.6	13.3	16.3	19.1	17.6
Member of producer cooperatives	16.9	24.1	18.6	16.1	22.3	17.5	22.5	33.2	25.7
Contributing family workers	9.6	6.3	7.4	9.5	6.3	7.3	12.0	9.9	10.6
Workers not classified by status	17.9	21.5	19.4	18.0	21.4	19.4	17.5	22.6	19.8
<b>Total</b>	<b>12.7</b>	<b>9.2</b>	<b>11.0</b>	<b>12.7</b>	<b>9.1</b>	<b>10.9</b>	<b>15.3</b>	<b>16.8</b>	<b>15.9</b>

*Table 8.4* shows that underemployment in the URT is more prevalent for workers not classified by status (19.4 percent); these are workers such as apprentices or interns. The second largest

underemployment rate is observed for workers who are members of producer cooperatives with 18.6 percent. Similar trends in underemployment are observed in Tanzania Mainland. For Zanzibar, underemployment is highest among members of producer cooperatives with 25.7 percent, with higher incidence among females (33.2 percent) than males (22.5 percent).

### 8.3 OCCUPATION OF UNDEREMPLOYED PERSONS

**Table 8.5: Time Related Underemployment Rates for Persons Aged 15+ by Occupations and Sex, ILFS 2020/21**

Status in Employment	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	9.9	16.7	11.8	9.8	16.5	11.7	12.9	24.0	15.6
Professionals	1.8	6.2	3.2	1.7	5.1	2.8	2.9	15.1	8.1
Technicians and associate professionals	3.3	9.2	5.8	0.0	3.7	1.5	17.7	23.5	20.8
Clerks	4.6	5.0	4.8	4.8	4.5	4.7	0.2	12.0	6.6
Service workers and shop sales workers	5.0	9.2	7.6	4.8	8.7	7.3	8.7	23.8	16.1
Skilled agricultural and fishery workers	14.8	8.7	11.8	14.8	8.7	11.7	15.8	6.8	12.1
Craft and related workers	12.9	10.1	12.0	12.5	9.3	11.5	21.6	20.8	21.2
Plant and machine operators and assemblers	5.8	4.7	5.6	5.5	4.7	5.4	19.2	0.0	19.1
Elementary occupations	12.6	11.7	12.1	12.4	11.5	12.0	16.0	15.1	15.6
<b>Total</b>	<b>12.7</b>	<b>9.2</b>	<b>11.0</b>	<b>12.7</b>	<b>9.1</b>	<b>10.9</b>	<b>15.3</b>	<b>16.8</b>	<b>15.9</b>

**Table 8.5** reveals that underemployment is relatively higher for workers in elementary occupations (12.1 percent); craft and related workers (12.0 percent); skilled agricultural and fishery workers (11.8 percent) and Legislators, administrators and managers (11.8 percent). More or less the same trends are observed in both Tanzania Mainland and Zanzibar.

## 8.4 SECTOR OF UNDEREMPLOYED PERSONS

**Table 8.6: Time Related Underemployment Rates for Persons Aged 15+ by Sector of Employment and Sex, ILFS 2014 and 2020/21**

Area	Sector	2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Public	2.4	2.4	2.4	2.1	3.0	2.4
	Private	5.8	8.0	6.7	10.4	11.7	11.0
	Agriculture	15.4	13.9	14.6	15.0	8.8	11.9
	Household activities	7.8	8.5	8.2	10.6	8.0	9.2
	<b>Total</b>	<b>11.7</b>	<b>11.9</b>	<b>11.8</b>	<b>12.7</b>	<b>9.2</b>	<b>11.0</b>
TZM	Public	2.2	1.7	2.0	1.8	1.8	1.8
	Private	5.6	7.5	6.4	10.0	11.1	10.4
	Agriculture	15.4	14.1	14.7	15.0	8.8	11.9
	Household activities	7.6	8.4	8.1	10.6	7.9	9.1
	<b>Total</b>	<b>11.7</b>	<b>11.9</b>	<b>11.8</b>	<b>12.7</b>	<b>9.1</b>	<b>10.9</b>
ZNZ	Public	4.9	12.2	7.5	5.1	12.9	8.5
	Private	9.7	18.6	13.5	18.7	23.6	20.7
	Agriculture	12.6	6.1	9.5	13.1	7.1	10.6
	Household activities	22.8	12.6	16.9	14.4	16.0	15.2
	<b>Total</b>	<b>10.2</b>	<b>12.5</b>	<b>11.2</b>	<b>15.3</b>	<b>16.8</b>	<b>15.9</b>

**Table 8.6** shows that underemployment in the URT is lowest for workers in public sector (2.4 percent) and highest for workers in the agriculture sector with 11.9 percent. This is also the pattern for Tanzania Mainland. For Zanzibar, the incidence of underemployment is more pronounced for workers in the private sector (20.7 percent); and household sector (15.2 percent); and lowest for the public sector (8.5 percent). Findings also indicate that, there hasn't been much change on underemployment between 2014 and 2020/21.

## 8.5 HOURS WORKED AND MAIN REASON FOR UNDEREMPLOYMENT

Underemployed persons were asked to state reasons that compelled their partial lack of work, and hours actually worked. This section presents analysis of such reasons and the hours worked.

**Table 8.7: Percentage Distribution of the Time Related Underemployed Persons Aged 15+ by Hours Worked and Sex, ILFS 2020/21**

Hours Worked	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
0	0.9	1.5	1.1	0.7	1.4	1.0	6.7	4.6	5.7
0 - 9	12.3	17.3	14.3	12.3	17.1	14.3	11.1	22.6	16.2
10 - 19	19.4	25.5	21.9	19.3	25.7	21.9	20.8	19.6	20.3
20 - 29	28.1	28.2	28.1	28.2	28.3	28.2	24.4	26.5	25.3
30 - 39	39.3	27.5	34.5	39.4	27.5	34.6	37.1	26.8	32.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total</b>	<b>1,581,324</b>	<b>1,082,523</b>	<b>2,663,847</b>	<b>1,527,763</b>	<b>1,039,991</b>	<b>2,567,754</b>	<b>53,561</b>	<b>42,532</b>	<b>96,094</b>

**Results in Table 8.7** reveals that, cumulatively, about 65.4 percent of the underemployed persons in the URT worked less than 30 hours, with 65.4 percent in Tanzania Mainland and about 67.5 percent in Zanzibar.

**Table 8.8: Percentage Distribution of Time Related Underemployed Persons by Main Reasons for Being Underemployed and Sex, ILFS 2020/21**

Main Reasons	URT			URT			URT		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cannot find more work in a job, agriculture or for a business	55.9	49.3	53.2	56.0	49.2	53.2	52.5	51.3	52.0
No suitable agriculture land or slack period in agriculture	4.2	3.8	4.0	4.2	3.9	4.1	2.9	1.0	2.1
Lack of raw materials equipment and finance	3.1	4.6	3.7	3.1	4.5	3.7	2.6	7.3	4.7
Machinery or electrical breakdown or other technical problems	0.6	0.2	0.5	0.6	0.2	0.5	0.0	0.0	0.0
Off season	25.8	28.8	27.0	25.9	29.0	27.2	23.9	23.0	23.5
Schedule set by employer	3.6	3.0	3.4	3.3	2.5	3.0	13.2	13.8	13.4
Other	6.7	10.3	8.2	6.8	10.6	8.3	3.6	3.6	3.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Number</b>	<b>1,581,324</b>	<b>1,082,523</b>	<b>2,663,847</b>	<b>1,527,763</b>	<b>1,039,991</b>	<b>2,567,754</b>	<b>53,561</b>	<b>42,532</b>	<b>96,094</b>

**Table 8.8** indicates that, the most cited reasons for underemployment were no more work found in a job, agriculture or in a business (53.2 percent); and off- season (27.0 percent). The same reasons were also cited in both Tanzania Mainland and Zanzibar with no noticeable differences between males and females.

## CHAPTER NINE

### YOUTH EMPLOYMENT AND UNEMPLOYMENT

#### 9.0 INTRODUCTION

A youth is defined as a boy or girl in transition from childhood to adulthood. Tanzania like other Southern African Development Community (SADC) countries has her specific definition that is used for domestic programmes and planning, which defines youth as a person of age 15 to 35 years. According to International Labour Organization (ILO) definition, a youth is defined as a person of age 15 to 24 years. This chapter describes characteristics of youth population, covering topics such as youth labour force participation, employment and unemployment and other relevant aspects. Analysis in this chapter mainly uses the national age group for youth i.e. 15-35; however international age group for youth is also indicated to facilitate cross-country comparison.

**Table 9.1: Distribution of Youth Aged 15-35 by Current Economic Activity Status, ILFS 2014 and 2020/21**

Area	Economic Activity Status	2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Employed	78.2	70.1	74.0	75.4	64.9	69.9
	Unemployed	7.8	12.4	10.2	6.8	13.0	10.1
	Inactive	14.1	17.5	15.9	17.8	22.1	20.0
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	<b>Number</b>	<b>7,296,492</b>	<b>7,927,299</b>	<b>15,223,792</b>	<b>8,707,531</b>	<b>9,573,397</b>	<b>18,280,928</b>
TZM	Employed	78.6	70.9	74.6	75.8	65.7	70.5
	Unemployed	7.7	12.0	9.9	6.7	12.6	9.8
	Inactive	13.7	17.2	15.5	17.6	21.7	19.7
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	<b>Number</b>	<b>7,079,578</b>	<b>7,681,984</b>	<b>14,761,562</b>	<b>8,432,772</b>	<b>9,280,059</b>	<b>17,712,831</b>
ZNZ	Employed	64.7	46.2	54.9	64.2	38.8	51.1
	Unemployed	10.9	24.2	18.0	11.8	26.6	19.4
	Inactive	24.4	29.6	27.2	24.0	34.6	29.5
	Total	100.0	100.0	100.0	100.0	100.0	100.0
	<b>Number</b>	<b>216,914</b>	<b>245,316</b>	<b>462,230</b>	<b>274,759</b>	<b>293,338</b>	<b>568,097</b>

**Table 9.1** shows that, the total youth population in the URT stands at 18.28 million of whom 17.12 million are in Tanzania Mainland and 0.57 million are in Zanzibar. Out of the total youth population, about 80.0 percent (equivalent to 14.62 million youth) are economically active, meaning are either employed or available for work; and about 20.0 percent i.e. 3.66 million youth are economically inactive. Youth unemployment has remained at about 10 percent between 2014 and 2020/21.

## 9.1 YOUTH LABOUR FORCE PARTICIPATION

Labour Force Participation Rate (LFPR) for youth measures the proportion of the economically active youth relative to the total youth population. It measures readiness of youth to participate in production of goods and provision of services in the labour market.

**Table 9.2: Labour Force Participation Rates of Youth Aged 15-35 by Age Groups, Area and Sex, ILFS 2020/21**

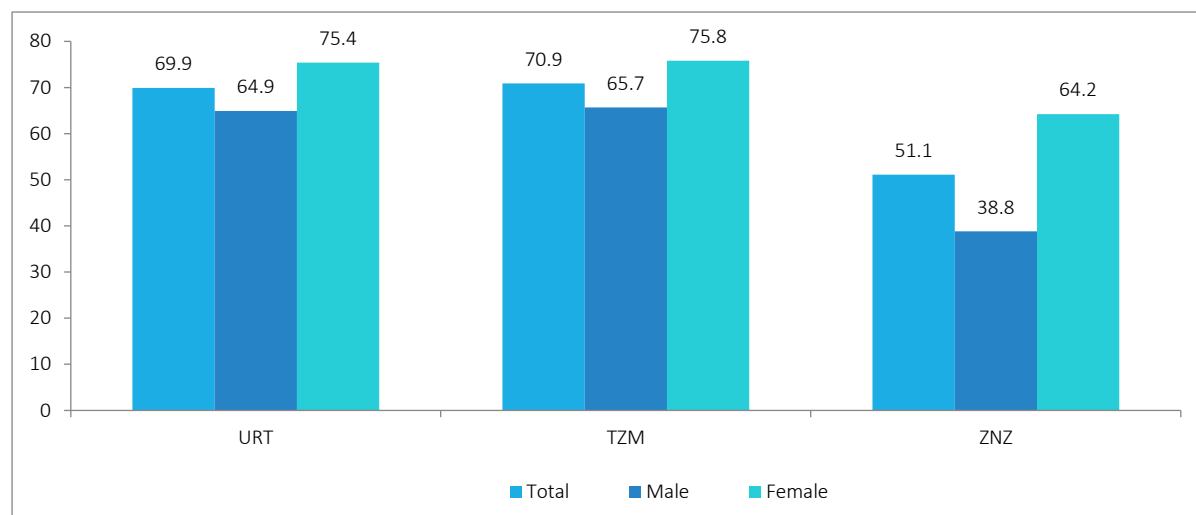
Age Group	Area	URT			TzM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 24	Rural	77.0	72.1	74.5	77.2	72.6	74.9	68.7	51.4	59.9
	Other urban	59.8	59.3	59.5	60	59.8	59.9	57.4	53.7	55.5
	DSM	45.4	60.4	53.9	45.4	60.4	53.9	-	-	-
	<b>Total</b>	<b>71.2</b>	<b>68.2</b>	<b>69.6</b>	<b>71.5</b>	<b>68.7</b>	<b>70.1</b>	<b>63.3</b>	<b>52.5</b>	<b>57.7</b>
25 - 35	Rural	97.4	91.8	94.5	97.5	92.1	94.7	94.7	80.7	87.2
	Other urban	96.6	89.5	92.6	96.7	89.6	92.7	95.0	88.0	91.5
	DSM	94.9	84.5	89.1	94.9	84.5	89.1	-	-	-
	<b>Total</b>	<b>96.9</b>	<b>90.3</b>	<b>93.4</b>	<b>97</b>	<b>90.5</b>	<b>93.6</b>	<b>94.9</b>	<b>84.2</b>	<b>89.4</b>
Total	Rural	85.2	80.4	82.7	85.4	80.8	83.0	78.8	63.5	70.8
	Other urban	76.7	73.3	74.8	77.0	73.7	75.2	73.2	67.3	70.2
	DSM	71.7	73.0	72.4	71.7	73	72.4	-	-	-
	<b>Total</b>	<b>82.2</b>	<b>77.9</b>	<b>80.0</b>	<b>82.4</b>	<b>78.3</b>	<b>80.3</b>	<b>76</b>	<b>65.4</b>	<b>70.5</b>

**Table 9.2** indicates that, the LFPR of youth aged 15-35 is 80.0 percent in URT, with slightly higher rate for males (82.2 percent) than females (77.9 percent). The youth LFPRs in Tanzania Mainland and Zanzibar are 80.3 percent and 70.5 percent, respectively. Generally, the youth LFPRs are higher in rural areas compared to urban areas in Tanzania Mainland but nearly equal between rural and urban areas in Zanzibar.

## 9.2 YOUTH EMPLOYMENT TO POPULATION RATIO

Youth Employment to Population Ratio (EPR) is a percentage of youth population that is employed. The ratio provides indication of the ability of an economy to create jobs

**Figure 9.1: Employment to Population Ratios of Youth Aged 15-35 by Area and Sex, ILFS 2020/21**



**Figure 9.1** indicates that youth employment to population ratio in the URT is 69.9 percent, with 70.5 percent for youth in Tanzania Mainland and 51.1 percent for Zanzibar. On the general note, females have lower EPR compared to males. This is observed in both Tanzania Mainland and Zanzibar.

## 9.3 YOUTH STATUS IN EMPLOYMENT

**Table 9.3 Employed Youth by Status in Employment and Sex, ILFS 2020/21**

Status in Employment	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	21.8	12.0	17.1	21.5	11.8	16.7	35.6	23.3	30.8
Employers	1.7	0.9	1.3	1.6	0.9	1.2	5.5	2.5	4.3
Own account workers	44.7	37.2	41.0	44.6	36.8	40.8	49.3	58.6	52.9
Member of producer cooperative	0.2	0.1	0.1	0.2	0.0	0.1	1.0	0.7	0.9
Contributing family workers	30.6	49.1	39.6	31.3	49.8	40.3	7.9	14.1	10.3
Workers not classified by status	0.9	0.7	0.8	0.9	0.7	0.8	0.7	0.8	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Total Number</b>	<b>6,565,443</b>	<b>6,211,442</b>	<b>12,776,885</b>	<b>6,389,031</b>	<b>6,097,652</b>	<b>12,486,683</b>	<b>176,413</b>	<b>113,790</b>	<b>290,203</b>

**Table 9.3** shows that, majority of youth in employment in the URT are working as either own account workers (41.0 percent) or contributing family workers (39.6 percent) or as paid employees (17.1 percent). This distribution is more or less the same for Tanzania Mainland and Zanzibar.



## 9.4 YOUTH EMPLOYMENT BY INDUSTRY

**Table 9.4: Percentage Distribution of Employed Youth by Industry and Sex, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	61.8	62.9	62.4	62.6	63.7	63.1	33.7	24.2	30.0
Mining and quarrying	1.5	0.2	0.9	1.5	0.2	0.9	1.2	1.0	1.1
Manufacturing	5.7	4.5	5.1	5.6	4.2	4.9	9.5	18.2	12.9
Electricity, gas, steam and air conditioning supply	0.2	0.0	0.1	0.2	0.0	0.1	0.1	0.2	0.1
Water supply; sewage, waste management and remediation activities	0.1	0.1	0.1	0.1	0.1	0.1	0.4	-	0.3
Construction	5.0	0.2	2.7	4.9	0.2	2.6	9.9	0.2	6.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.6	15.7	12.6	9.5	15.7	12.5	13.0	17.2	14.6
Transportation and storage	6.7	0.2	3.6	6.7	0.2	3.5	9.9	0.6	6.3
Accommodation and food service activities	1.0	5.1	3.0	0.9	5.1	3.0	2.8	6.6	4.2
Information and communication	0.4	0.1	0.2	0.4	0.1	0.2	0.6	0.3	0.5
Financial and insurance activities	0.4	0.5	0.4	0.4	0.5	0.4	0.6	0.4	0.5
Professional, scientific and technical activities	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.5	0.4
Administrative and support service activities	2.0	1.6	1.8	1.9	1.5	1.7	5.6	6.5	5.9
Public administration and defence; compulsory social security	0.6	0.2	0.4	0.6	0.2	0.4	3.6	2.4	3.2
Education	1.6	1.7	1.6	1.5	1.6	1.6	2.6	5.5	3.7
Human Health and social work activities	0.4	0.8	0.6	0.4	0.8	0.6	0.8	1.8	1.2
Arts, entertainment and recreation	0.3	0.1	0.2	0.3	0.1	0.2	0.6	0.5	0.6
Other service activities	1.7	2.3	2.0	1.6	2.2	1.9	4.5	8.6	6.1
Activities of households as employers; undifferentiated goods-and services-production activities of households for own use	0.6	3.5	2.0	0.6	3.5	2.0	0.4	5.1	2.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>6,565,443</b>	<b>6,211,442</b>	<b>12,776,885</b>	<b>6,389,031</b>	<b>6,097,652</b>	<b>12,486,683</b>	<b>176,413</b>	<b>113,790</b>	<b>290,203</b>

**Table 9.4** shows that majority of youth in the URT (62.4 percent) are employed in agriculture, forestry and fishing industry. The second and third largest proportions of youth in employment are in wholesale and retail trade; repair of motor vehicles and motorcycles (12.6 percent); and manufacturing (5.1 percent). For Zanzibar, manufacturing is also an important industry for youth employment (12.9 percent) beside Agriculture, forestry and fishing; and Wholesale and retail trade; repair of motor vehicles and motorcycles.

## 9.5 YOUTH EMPLOYMENT BY SECTOR

**Table 9.5: Percentage Distribution of Employed Youth by Sector and Sex, ILFS 2020/21**

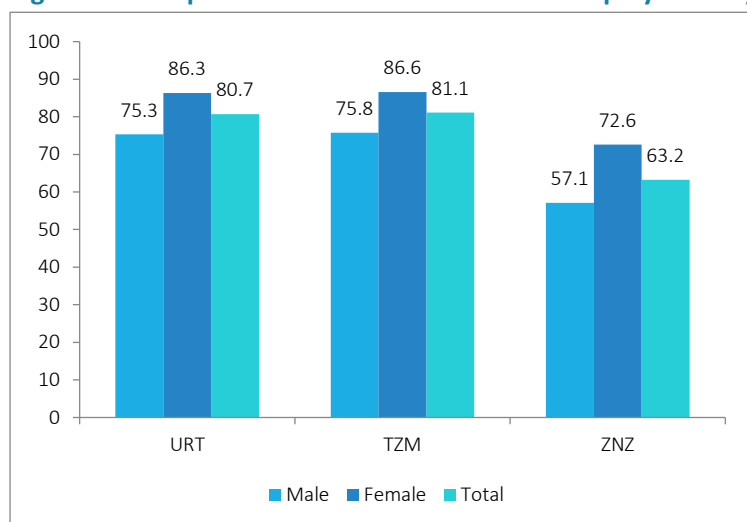
Sector	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Public	2.6	1.9	2.3	2.5	1.8	2.2	6.3	7.8	6.9
Private	30.3	24.1	27.3	29.5	23.5	26.6	59.5	58.4	59.1
Agriculture	53.4	56.4	54.9	54.2	57.1	55.6	26.1	20.7	24.0
Household activities	13.7	17.5	15.5	13.8	17.6	15.7	8.1	13.1	10.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Table 9.5** shows that, in terms of sector of employment, about half of youth in the URT (54.9 percent) are in agriculture sector, and nearly three out of ten (27.3 percent) are in the private sector. For Zanzibar, majority of youth are employed in private sector (59.1 percent) and agriculture sector (24.0 percent).

## 9.6 YOUTH IN VULNERABLE EMPLOYMENT

Youth in vulnerable employment measures the proportion of youth employed under relatively vulnerable circumstances. These include youth employed as own account workers or contributing family workers. Youth employed in such terms are less likely to have formal work arrangements that promote workers' basic rights. The rate of vulnerable employment is the proportion of youth in vulnerable employment relative to total youth in employment.

**Figure 9.2: Proportion of Youth in Vulnerable Employment by Area and Sex, ILFS 2020/21**



**Figure 9.2** shows that, about eight out of ten (80.7 percent) of youth in employment in the URT are in vulnerable employment. Such youth account for about 81.1 percent of employed youth in Tanzania Mainland and 63.2 percent in Zanzibar. Generally, females are more likely to be in vulnerable employment than their male counterparts.

**Table 9.6: Incidence of Vulnerable Employment for Youth by Level of Education and Sex, ILFS 2020/21**

Level of education	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	87.0	95.1	91.7	87.0	95.2	91.7	82.3	91.4	87.9
Primary Education	79.6	89.3	84.3	79.7	89.4	84.4	70.4	79.8	73.4
Secondary Education	68.6	80.6	73.9	69.6	80.8	74.6	54.5	76.8	63.3
Vocational Training	45.3	41.0	43.4	45.7	41.6	43.9	39.3	28.9	35.3
Tertiary non University	38.1	46.9	42.0	38.6	48.1	42.8	25.8	28.9	27.6
University	26.1	37.1	30.8	26.5	38.2	31.6	18.5	10.1	15.2
<b>Total</b>	<b>75.3</b>	<b>86.3</b>	<b>80.7</b>	<b>75.8</b>	<b>86.6</b>	<b>81.1</b>	<b>57.1</b>	<b>72.6</b>	<b>63.2</b>

Generally, *findings in Table 9.6* show that, incidence of vulnerability in employment decreases with increasing levels of education. Youth who never attended school account for the largest incidence of vulnerable employment (91.7 percent) in the URT, and the smallest incidence is observed for youth with university education (30.8 percent) in the URT and 38.2 percent in Tanzania Mainland and 15.2 percent of youth in Zanzibar.

## 9.7 TIME RELATED UNDEREMPLOYMENT FOR YOUTH

Youth underemployment reflects underutilization in productive capacity of employed youth. It entails youth who worked less than normal hours in the preceding week prior to the survey but were available to work more hours if more work could be found.

**Table 9.7: Time-related Underemployment Rates of Youth Aged 15-35 by Area and Sex, ILFS 2020/21**

Area	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural	14.4	8.5	11.6	14.4	8.4	11.5	14.2	17.5	15.5
Other urban	11.9	13.5	12.7	11.2	13.1	12.2	21.8	22.7	22.1
DSM	6.5	9.3	7.9	6.5	9.3	7.9	-	-	-
<b>Total</b>	<b>13.3</b>	<b>9.6</b>	<b>11.5</b>	<b>13.2</b>	<b>9.4</b>	<b>11.3</b>	<b>17.5</b>	<b>19.9</b>	<b>18.5</b>

**Table 9.7** shows that overall youth underemployment rate in the URT is 11.5 percent with highest rate for males (13.3 percent) compared to females (9.6 percent). Underemployment is more prevalent among youth in urban areas than rural areas (12.2 percent vis- a- vis 11.5 percent) in Tanzania Mainland and (22.1 percent vis-a- vis 15.5 percent) in Zanzibar.

## 9.8 YOUTH UNEMPLOYMENT

Unemployment measures the size of unutilized labour supply. It is an indicator of the efficiency and effectiveness of economy to utilize its labour force. This section presents situation of youth unemployment using both national age group for youth (15-35 years) and international age group (15-24).

**Table 9.8: Unemployment Rates of Youth Aged 15-35 by Area and Sex, ILFS 2020/21**

Area	2014								
	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural	7.7	9.0	8.4	7.7	8.7	8.2	8.6	21.5	15.1
Other urban	9.0	17.3	13.5	8.4	15.9	12.4	22.4	50.9	37.2
DSM	16.6	39.4	28.8	16.6	39.4	28.8	-	-	-
<b>Total</b>	<b>9.0</b>	<b>15.0</b>	<b>12.1</b>	<b>8.9</b>	<b>14.5</b>	<b>11.7</b>	<b>14.4</b>	<b>34.4</b>	<b>24.6</b>
2020/21									
Rural	7.7	12.5	10.1	7.6	12.1	9.8	9.5	34.6	21.2
Other urban	7.3	21.7	15.1	6.1	20.0	13.7	22.2	46.6	34.2
DSM	15.8	34.1	26.1	15.8	34.1	26.1	-	-	-
<b>Total</b>	<b>8.3</b>	<b>16.7</b>	<b>12.6</b>	<b>8.1</b>	<b>16.1</b>	<b>12.2</b>	<b>15.5</b>	<b>40.7</b>	<b>27.6</b>

**Table 9.8** shows that unemployment rate of youth aged 15-35 in the URT stands at 12.6 percent, with 12.2 percent for youth in Tanzania Mainland and 27.6 in Zanzibar. It is generally indicated that, incidence of unemployment is more pronounced among female youth (16.7 percent) than male youth (8.3 percent) and slightly higher in urban areas than rural areas. In both cases female youth unemployment is nearly twice that of males, with much disparity indicated for youth in Zanzibar where about four out of ten (40.7 percent) of female youth are unemployed.

## 9.9 YOUTH UNEMPLOYMENT BY LEVEL OF EDUCATION

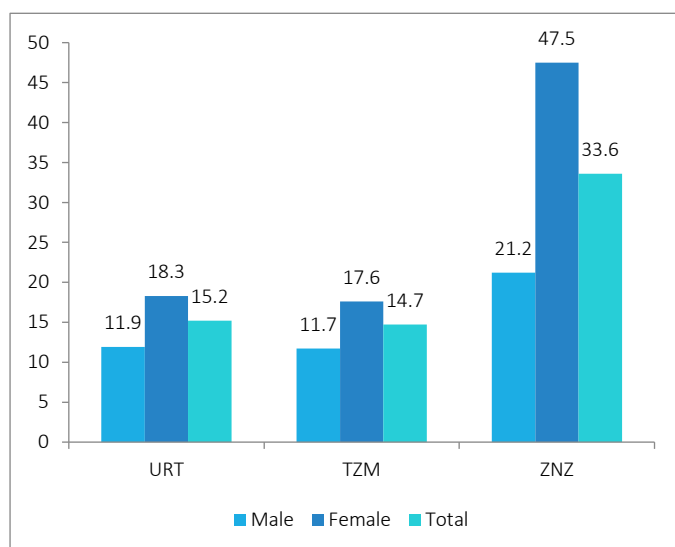
Analysis of unemployed youth by level of education aims at showing how employable youths are, given their education. It also helps skills providers to review their curricula and allocate more efforts and resources for labour - market demand driven skills.

**Table 9.9: Unemployment Rate for Youth Aged 15-35 by Level of Education and Sex, ILFS 2020/21**

Area	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	8.4	11.6	10.3	8.4	11.6	10.2	10.5	19.3	16.1
Primary Education	7.2	15.8	11.6	7.2	15.7	11.5	11.0	35.9	20.8
Secondary Education	9.8	21.4	15.4	9.3	19.5	14.2	16.4	44.4	30.3
Vocational Training	11.9	23.0	17.2	11.6	22.0	16.5	17.2	40.4	27.9
Tertiary non University	11.7	18.3	14.7	10.3	17.0	13.4	36.6	33.5	34.9
University	14.1	20.5	17.0	14.0	19.9	16.6	17.5	31.0	23.5
<b>Total</b>	<b>8.3</b>	<b>16.7</b>	<b>12.6</b>	<b>8.1</b>	<b>16.1</b>	<b>12.2</b>	<b>15.5</b>	<b>40.7</b>	<b>27.6</b>

**Table 9.9** shows that, youth unemployment rates are relatively higher for youth in upper levels of education than in lower levels, being led by Vocational training (17.2 percent) followed by University level with 17.0 percent. This pattern is observed in both Tanzanian Mainland and Zanzibar.

**Figure 9.3: Unemployment Rates of Youth Aged 15-24 Years by Area and Sex, ILFS 2020/21**



**Figure 9.3** shows that unemployment rate of youth aged 15-24 in the URT is 15.2 percent with higher unemployment for female youth (18.3 percent) than for male youth (11.9 percent). It is also indicated that, for Zanzibar, unemployment rate for youth aged 15-24 years stands at 33.6 percent (male youth 21.2 percent, female youth 47.5 percent).

## 9.10 LONG-TERM YOUTH UNEMPLOYMENT

Long-term unemployment measures the incidence of long-term joblessness of a period of six months or more. It is expressed as a ratio of persons in long term unemployment among those who are unemployed.

**Table 9.10: Incidence of Long-term Unemployment of Youth Aged 15-35 by Area and Sex, ILFS 2014 and 2020/21**

Area	2014								
	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural	16.2	26.0	21.4	15.3	23.4	19.5	47.5	67.0	61.5
Other urban	42.4	55.7	51.5	39.9	52.4	48.5	63.2	80.0	75.2
DSM	63.0	67.7	66.4	63.0	67.7	66.4	-	-	-
<b>Total</b>	<b>32.3</b>	<b>48.8</b>	<b>42.7</b>	<b>31.2</b>	<b>47.1</b>	<b>41.2</b>	<b>57.8</b>	<b>75.4</b>	<b>70.4</b>
2020/21									
Rural	13.3	19.1	16.9	12.4	17.4	15.5	45.3	50.4	49.2
Other urban	41.5	47.9	46.5	36.8	45.3	43.6	57.2	65.1	62.5
DSM	53.0	58.1	56.8	53.0	58.1	56.8	-	-	-
<b>Total</b>	<b>24.3</b>	<b>35.4</b>	<b>31.9</b>	<b>22.6</b>	<b>33.9</b>	<b>30.2</b>	<b>53.4</b>	<b>58.9</b>	<b>57.3</b>

**Table 9.10** indicates that, about 31.9 percent of unemployed youth in the URT have been in long-term unemployment (30.2 percent Tanzania Mainland vis -a -vis 57.3 percent, Zanzibar). In general, female youth have a higher incidence of long-term unemployment than male youth across all areas. Analysis by areas reveals that, the largest incidence of long-term unemployment (56.8 percent) is observed for youth in Dar es Salaam and the smallest incidence is observed for youth in rural areas (16.9 percent). It is also observed that, incidence of long term unemployment has declined in 2020/21 compared to 2014.

## 9.11 YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING (NEET)

Youth who are Not in Employment and not in Education or Training (NEET) are at risk of becoming economically and socially excluded. The NEET is an indicator used for measurement of proportion of such youth in the labour market.

**Table 9.11: Incidence of Youth Aged 15-35 Not in Employment and Not in Education or Training (NEET) by Area and Sex, ILFS 2020/21**

Area	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural	10.2	19.4	14.9	10.2	19	14.6	13	39.1	26.5
Other Urban	10.1	27.6	19.9	9.3	26.6	19	20.3	41.7	31.3
Dar es Salaam	17.8	38.8	29.5	17.8	38.8	29.5	-	-	-
<b>Total</b>	<b>10.9</b>	<b>23.5</b>	<b>17.5</b>	<b>10.8</b>	<b>22.9</b>	<b>17.1</b>	<b>17.1</b>	<b>40.4</b>	<b>28.8</b>

**Table 9.11** shows that about 17.5 percent of the total youth population in the URT is Not in Employment and Not in Education or Training (NEET). The proportion of such youth is largest in Dar es Salaam (29.5 percent) and smallest in rural areas (14.9 percent) and proportion of female youth (23.5 percent) is more than twice that of male youth (10.9 percent). The results also show that, for Zanzibar about 28.8 percent of youth are NEET with larger proportion for female youth (40.4 percent) than for male youth (17.1 percent).

## 9.12 DISCOURAGED YOUTH JOB SEEKERS

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

**Table 9.12: Incidence of Discouraged Youth Job Seekers Aged 15-35 by Area and Sex, ILFS 2020/21**

Area	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural	8.3	8.2	8.2	7.5	7.0	7.2	39.7	28.7	31.4
Other Urban	15.3	14.3	14.5	12	12.4	12.3	26.7	27	26.9
Dar es Salaam	19.2	15.4	16.4	19.2	15.4	16.4	-	-	-
<b>Total</b>	<b>11.2</b>	<b>11.4</b>	<b>11.4</b>	<b>10.1</b>	<b>10.3</b>	<b>10.3</b>	<b>30.9</b>	<b>27.7</b>	<b>28.6</b>

**Table 9.12** indicates that about 11.4 percent of unemployed youth in the URT are discouraged in their pursuit for jobs. Generally, discouragement rates are higher in urban areas than in rural areas. Furthermore, incidence of discouragement for Zanzibar youth is 28.6 percent with slightly higher proportion for male youth (30.9 percent) than females (27.7 percent).

## CHAPTER TEN

### INCOME FROM EMPLOYMENT

#### 10.0 INTRODUCTION

Income from employment can be broadly defined as the compensation in cash or in-kind earned by employed persons as a result of their involvement in either wage employment; self-employment jobs or in agricultural activities over a certain reference period. This chapter presents statistics on distribution of incomes earned by persons in various type of employments.

#### 10.1 MEAN AND MEDIAN INCOMES

Mean and median statistics are used in measuring and analyzing distribution of income among different categories of employed persons. Analysis of income distribution using mean statistic tends to be influenced by extreme values (outliers), to avoid this tendency both mean and median statistics are used for analysis of income in this chapter.

**Table 10.1: Mean and Median Monthly Incomes (TZS) of Persons Aged 15+ by Types of Employment, Sex and Area, ILFS 2020/21**

Area	Type of Employment	Male		Female		Total	
		Mean	Median	Mean	Median	Mean	Median
URT	Paid Employees	396,885	300,000	378,469	280,000	390,992	300,000
	Self Employed	420,288	169,500	233,918	120,000	327,057	150,000
	Agriculture	195,617	100,000	124,479	64,000	169,377	83,500
	<b>Total</b>	<b>463,460</b>	<b>250,000</b>	<b>318,691</b>	<b>176,000</b>	<b>410,147</b>	<b>230,000</b>
TZM	Paid Employees	397,008	300,000	379,728	273,230	391,471	300,000
	Self Employed	417,676	168,000	237,823	120,000	327,623	150,000
	Agriculture	195,396	100,000	125,000	64,000	169,375	82,500
	<b>Total</b>	<b>463,156</b>	<b>245,500</b>	<b>322,516</b>	<b>179,170</b>	<b>411,354</b>	<b>230,000</b>
ZNZ	Paid Employees	393,893	300,000	346,436	317,000	379,197	300,000
	Self Employed	483,831	246,000	134,410	74,000	312,953	145,000
	Agriculture	205,213	130,000	97,939	67,000	169,472	104,000
	<b>Total</b>	<b>475,207</b>	<b>340,000</b>	<b>169,181</b>	<b>135,000</b>	<b>363,298</b>	<b>240,000</b>

**Table 10.1** shows that, the overall mean monthly income for employed persons in the URT is TZS 410,147 (TZS 411,354 for Tanzania Mainland, and TZS 363,298 for Zanzibar ). Generally, it is indicated that, males have higher mean monthly incomes compared to females across all types of employment.



**Table 10.2: Mean Monthly Incomes (TZS) of Persons Aged 15+ by Types of Employment, Area, Age Groups and Sex, ILFS 2020/21**

Area	Age groups	Income from paid employment			Income from self-employment		
		Male	Female	Total	Male	Female	Total
URT	15 - 24	281,046	284,261	282,244	285,626	201,024	242,144
	25 - 35	397,643	396,545	397,310	505,965	241,998	373,451
	36 - 64	459,797	444,518	455,247	412,232	234,776	322,900
	65 +	431,452	259,338	363,256	277,370	277,840	277,559
	<b>Total</b>	<b>396,885</b>	<b>378,469</b>	<b>390,992</b>	<b>420,288</b>	<b>233,918</b>	<b>327,057</b>
TZM	15 - 24	284,525	287,641	285,697	287,040	206,713	245,641
	25 - 35	398,612	398,787	398,665	509,146	245,230	376,446
	36 - 64	457,731	445,430	454,094	403,660	238,292	320,392
	65 +	425,214	258,774	358,756	275,531	285,180	279,395
	<b>Total</b>	<b>397,008</b>	<b>379,728</b>	<b>391,471</b>	<b>417,676</b>	<b>237,823</b>	<b>327,623</b>
ZNZ	15 - 24	196,991	154,642	185,333	261,151	91,142	178,194
	25 - 35	372,387	333,795	361,225	417,295	142,742	285,895
	36 - 64	505,981	428,078	479,310	624,297	146,623	385,363
	65 +	673,887	303,746	582,412	323,645	117,502	234,000
	<b>Total</b>	<b>393,893</b>	<b>346,436</b>	<b>379,197</b>	<b>483,831</b>	<b>134,410</b>	<b>312,953</b>

**Table 10.2** indicates that income for paid employment increases with person's age. On the other hand, self-employed persons aged 25-35 and 36-64 have larger monthly incomes compared to other age groups. Generally, female's monthly incomes are lower compared to males. This behavior is observed in both Tanzania Mainland and Zanzibar.

**Table 10.3: Mean Monthly Incomes (TZS) of Persons Aged 15+ by Types of Employment, Area, Level of Education and Sex, ILFS 2020/21**

Area	Level of Education	Income from paid employment			Income from self-employment			Income from agriculture		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
URT	Never attended	326,608	272,287	300,740	305,651	203,998	240,842	194,119	111,829	152,221
	Primary	287,826	278,764	285,187	312,425	215,682	264,377	193,119	123,428	168,817
	Secondary	387,082	341,746	373,104	716,394	251,535	502,435	180,217	141,505	169,679
	Vocational training	593,633	577,621	587,499	376,564	299,475	345,812	172,336	106,357	152,898
	Tertiary non university	691,060	648,532	676,678	822,289	558,708	679,226	210,497	156,812	200,565
	University	1,264,399	1,107,939	1,208,709	877,581	692,606	809,856	572,046	502,299	550,877
	<b>Total</b>	<b>396,885</b>	<b>378,469</b>	<b>390,992</b>	<b>420,288</b>	<b>233,918</b>	<b>327,057</b>	<b>195,617</b>	<b>124,479</b>	<b>169,377</b>
TZM	Never attended	327,147	273,435	301,487	305,719	208,710	244,210	194,453	112,339	152,741
	Primary	287,787	279,869	285,475	311,501	217,028	264,490	192,794	123,652	168,635
	Secondary	395,225	348,376	380,556	734,950	265,632	520,391	177,971	145,185	169,012
	Vocational training	593,420	590,842.415	592,447	373,535	304,357	345,934	170,922	106,556	151,495
	Tertiary non university	695,555	680,532.906	690,725	847,987	579,608	701,766	212,438	157,287	202,148
	University	1,296,457	1,150,877	1,245,245	889,203	706,167	821,036	587,697	508,901	563,360
	<b>Total</b>	<b>397,008</b>	<b>379,728</b>	<b>391,471</b>	<b>417,676</b>	<b>237,823</b>	<b>327,623</b>	<b>195,396</b>	<b>125,000</b>	<b>169,375</b>
ZNZ	Never attended	285,480	107,030	227,268	303,179	95,145	151,231	180,706	94,662	133,203
	Primary	290,624	166,593	262,494	362,376	123,567	257,553	218,880	100,175	184,453
	Secondary	317,189	269,612	304,606	558,567	144,414	357,604	203,877	100,210	176,832
	Vocational training	598,169	394,716	499,890	436,200	202,720	343,404	210,331	11,490	205,611
	Tertiary non university	597,282	401,992	487,517	416,246	175,065	293,852	139,327	128,419	137,980
	University	857,421	672,275	782,547	664,066	177,539	555,555	189,074	62,458	171,222
	<b>Total</b>	<b>393,893</b>	<b>346,436</b>	<b>379,197</b>	<b>483,831</b>	<b>134,410</b>	<b>312,953</b>	<b>205,213</b>	<b>97,939</b>	<b>169,472</b>

**Results in Table 10.3** indicate that, income from all types of employment increase with level of education. This is more observable for persons in paid employment and self-employment and less so for persons engaged in agriculture activities. However, persons with university level education had the highest income across all types of employment in URT with TZS 1,208,709 from paid employment; TZS 809,856 from self employment and TZS 550,877 from agriculture.

## 10.2 INCOME FROM PAID EMPLOYMENT

Persons in paid employment are those paid in cash or in-kind in their employment regardless of terms of engagement into employment, i.e. permanent basis, casual or temporal arrangements. This section analyses income distribution for paid employees by various demographic and employment characteristics.

**Table 10.4: Percentage Distribution of Persons Aged 15+ in Paid Employment by Monthly Income Groups (TZS), Sex and Area, ILFS 2020/21**

Income Groups (TZS)	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 65,001	3.6	3.5	3.5	3.6	3.2	3.5	3.7	10.2	5.7
65,001 - 150,000	24.5	29.7	26.2	24.7	30.1	26.5	19.7	17.6	19.1
150,001 - 300,000	24.4	21.5	23.5	24.4	21.6	23.5	26.2	18.1	23.7
300,001 - 500,000	24.4	20.7	23.2	24.3	20.1	23.0	26.6	35.3	29.3
500,001 - 900,000	16.7	18.5	17.3	16.7	18.6	17.3	15.9	16.1	16.0
900,001 - 1,200,000	3.1	3.5	3.2	3.1	3.6	3.2	3.6	1.0	2.8
1,200,001 - 1,500,000	1.3	1.2	1.3	1.3	1.3	1.3	2.0	1.0	1.7
1,500,001 and above	1.9	1.4	1.8	1.9	1.4	1.8	2.2	0.7	1.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	3,066,281	1,443,493	4,509,774	2,951,640	1,391,631	4,343,271	114,641	51,862	166,503

**Results in Table 10.4** indicates that, cumulatively, about three quarters (76.4 percent) of persons in paid employment in the URT (76.5 percent in Tanzania Mainland and 77.8 percent in Zanzibar) earn monthly income of TZS 500,000 or less. Moreover, less than two percent of those in paid employment across all areas i.e. Tanzania Mainland and Zanzibar earn monthly incomes above TZS 1,500,000.

**Table 10.5: Mean Monthly Incomes (TZS) of Persons Aged 15+ in Paid Employment by Occupation, Area and Sex, ILFS 2020/21**

Occupation	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	961,655	1,096,754	1,001,624	947,951	1,075,477	985,844	1,259,487	1,634,431	1,359,460
Professionals	1,289,183	1,241,122	1,273,304	1,314,824	1,318,083	1,315,865	926,220	627,652	790,491
Technicians and associate professionals	806,161	684,372	752,203	852,563	796,632	829,836	531,724	371,441	436,805
Clerks	658,128	480,803	575,350	664,083	488,861	583,334	555,629	384,664	461,216
Service workers and shop sales workers	391,571	322,372	354,593	389,075	325,844	354,490	417,925	237,032	356,158
Skilled agricultural and fishery workers	284,021	265,487	278,530	284,259	265,570	278,704	247,038	214,802	243,918
Craft and related workers	348,142	431,263	364,313	352,039	434,736	368,385	247,901	243,607	247,450
Plant and machine operators and assemblers	397,346	441,151	403,386	399,491	441,151	405,343	298,903	-	298,903
Elementary occupations	321,585	268,845	305,407	324,189	270,600	307,457	274,522	207,459	261,776
<b>Total</b>	<b>396,885</b>	<b>378,469</b>	<b>390,992</b>	<b>397,008</b>	<b>379,728</b>	<b>391,471</b>	<b>393,893</b>	<b>346,436</b>	<b>379,197</b>

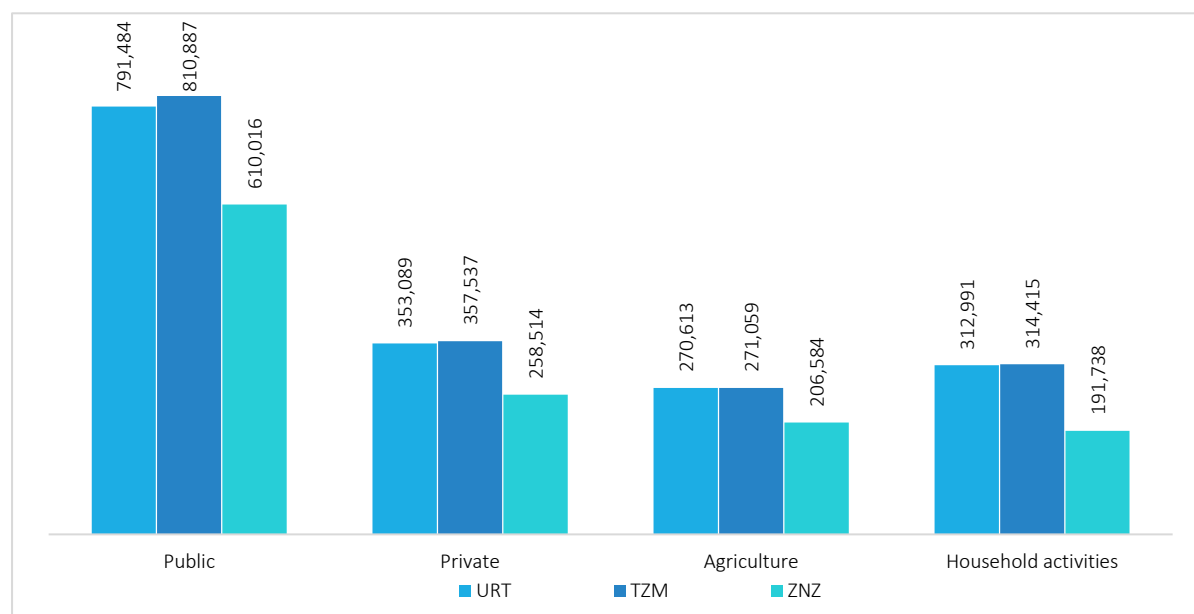
**Table 10.5** reveals that, workers in professional occupations have the largest monthly incomes (TZS 1,273,304) followed by those working as legislators, administrators and managers (TZS 1,001,624). Almost the same trend is observed for Tanzania Mainland. However, for Zanzibar, the largest monthly incomes are in occupations of legislators, administrators and managers (TZS 1,359,460) followed by professional occupations (TZS 790,491). The smallest monthly incomes are observed for agricultural and fishery workers with TZS 243,918.

**Table 10.6: Mean Monthly Incomes (TZS) of Persons Aged 15+ in Paid Employment by Industry, Sex and Area, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	279,694	255,352	272,450	279,969	255,802	272,737	257,860	153,834	244,271
Mining and quarrying	388,051	287,896	380,717	387,325	306,357	381,935	467,204	131,391	306,502
Manufacturing	345,975	270,853	325,349	349,390	272,042	327,755	246,670	125,585	236,423
Electricity, gas, steam and air conditioning supply	715,741	905,408	739,461	725,899	969,125	754,829	554,321	397,197	521,016
Water supply; sewage, waste management and remediation activities	561,060	633,866	586,059	562,906	638,892	589,814	538,903	482,702	528,814
Construction	322,411	393,200	326,075	327,540	398,826	331,270	214,890	236,064	215,733
Wholesale and retail trade; repair of motor vehicles and motorcycles	360,418	273,711	330,149	367,738	277,073	335,640	225,688	167,867	211,655
Transportation and storage	358,640	401,467	360,151	360,124	386,798	361,041	325,837	598,527	340,911
Accommodation and food service activities	323,798	281,032	294,661	318,434	281,337	292,453	370,619	265,376	340,718
Information and communication	669,401	658,829	666,687	689,457	675,433	685,932	333,763	474,948	381,279
Financial and insurance activities	1,162,705	953,212	1,069,809	1,177,822	967,448	1,083,598	845,987	462,318	719,312
Real estate activities	512,266	138,963	373,297	512,266	138,963	373,297	-	-	-
Professional, scientific and technical activities	972,930	685,504	891,330	974,632	693,259	897,242	901,885	574,694	729,883
Administrative and support service activities	419,774	299,139	380,995	420,024	301,623	382,241	415,641	264,618	361,559
Public administration and defence; compulsory social security	700,035	811,458	728,413	700,628	878,121	743,347	697,350	600,549	667,132
Education	780,398	683,219	736,224	789,120	719,100	758,244	595,607	346,184	435,934
Human Health and social work activities	871,468	636,352	736,159	886,985	643,750	746,349	632,616	497,533	561,119
Arts, entertainment and recreation	346,992	577,052	390,070	356,509	601,415	401,476	239,783	365,806	268,279
Other service activities	339,360	332,571	336,739	341,759	331,518	337,761	297,193	360,317	316,088
Activities of households as employers; undifferentiated goods-and services-production activities of households for own use	263,673	307,841	301,586	264,179	314,059	306,981	247,792	126,353	142,536
Activities of extraterritorial organizations and bodies.	470,000	2,000,000	1,501,338	470,000	2,000,000	1,501,338	-	-	-
<b>Total</b>	<b>396,885</b>	<b>378,469</b>	<b>390,992</b>	<b>397,008</b>	<b>379,728</b>	<b>391,471</b>	<b>393,893</b>	<b>346,436</b>	<b>379,197</b>

**Table 10.6** indicates that, the largest monthly incomes in paid employment in the URT are observed for workers in the industry of activities of extraterritorial organizations and bodies (TZS 1,501,338), followed by those in the industry of financial and insurance activities (TZS 1,069,809). For Zanzibar, the largest monthly incomes are in the industry of professional, scientific and technical activities (TZS 729,883); and the industry of Financial and insurance activities (TZS 719,312).

**Figure 10.1: Mean Monthly Incomes (TZS) of Persons Aged 15+ in Paid Employment by Sector, ILFS 2020/21**



With regard to sector of employment **Figure 10.1** reveals that, the largest mean monthly incomes for persons in paid employment in the URT are observed for workers in the public sector and the lowest are for those in agriculture sector. This is indicated for both Tanzania Mainland and Zanzibar.

### 10.3 LOW PAY RATE FOR PAID EMPLOYEES

The low Pay Rate (LPR) measures the proportion of paid employees whose monthly incomes are less than two-thirds of the national median monthly income. It measures the incidence of low wages. The low wages can have adverse effects on employees' productivity. This section presents incidence of low pay among paid employees.

**Table 10.7: Incidence of Low Pay for Persons Aged 15+ in Paid Employment by Area and Sex, ILFS 2014 and 2020/21**

Area		2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Rural	40.7	39.3	40.3	40.0	47.5	42.1
	Urban	27.2	50.9	36.2	30.8	38.7	33.6
	DSM	14.1	32.2	20.6	19.9	26.8	22.5
	<b>Total</b>	<b>27.3</b>	<b>42.9</b>	<b>32.6</b>	<b>33.9</b>	<b>40.0</b>	<b>35.8</b>
TZM	Rural	41.9	39.4	41.3	40.1	47.8	42.3
	Urban	27.6	51.8	36.8	30.6	39.0	33.6
	DSM	14.1	32.2	20.6	19.9	26.8	22.5
	<b>Total</b>	<b>27.6</b>	<b>43.2</b>	<b>32.9</b>	<b>33.9</b>	<b>40.2</b>	<b>35.9</b>
ZNZ	Rural	23.6	37.9	27.2	34.4	34.4	34.4
	Urban	22.1	35.5	26.4	33.1	35.6	34.0
	<b>Total</b>	<b>22.7</b>	<b>36.2</b>	<b>26.7</b>	<b>33.6</b>	<b>35.3</b>	<b>34.1</b>

**Table 10.7** indicates that, the incidence of low pay among paid employees in the URT is 35.8 percent, (35.9 percent in Tanzania Mainland and 34.1 percent in Zanzibar). Sex-wise, there are proportionately more females in low pay (40.0 percent) than males (33.9 percent). Greater incidence of low pay among females is observed in all areas of Tanzania Mainland and Zanzibar.

#### 10.4 INCOME FROM SELF-EMPLOYMENT ACTIVITIES

This section presents analysis of distribution of income for persons in self-employment, mainly by occupations and industry of employment.

**Table 10.8: Percentage Distribution of Self-Employed Persons Aged 15+ by Monthly Income and Sex, ILFS 2020/21**

Income Groups	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 65,001	3.6	3.5	3.5	3.6	3.2	3.5	3.7	10.2	5.7
65,001 - 150,000	24.5	29.7	26.2	24.7	30.1	26.5	19.7	17.6	19.1
150,001 - 300,000	24.4	21.5	23.5	24.4	21.6	23.5	26.2	18.1	23.7
300,001 - 500,000	24.4	20.7	23.2	24.3	20.1	23.0	26.6	35.3	29.3
500,001 - 900,000	16.7	18.5	17.3	16.7	18.6	17.3	15.9	16.1	16.0
900,001 - 1,200,000	3.1	3.5	3.2	3.1	3.6	3.2	3.6	1.0	2.8
1,200,001 - 1,500,000	1.3	1.2	1.3	1.3	1.3	1.3	2.0	1.0	1.7
1,500,001 and above	1.9	1.4	1.8	1.9	1.4	1.8	2.2	0.7	1.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

**Results in Table 10.8** indicates that, majority of persons in self-employment in the URT, (76.4 percent) have monthly average earnings of less than TZS 500,000. In addition, only 6.3 percent of self-employed persons earn monthly incomes above TZS 900,000. This pattern is more or less similar for both Tanzania Mainland and Zanzibar.

**Table 10.9: Mean Monthly Incomes (TZS) of Persons Aged 15+ in Self-Employment by Industry, Sex and Area, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	220,965	176,003	201,006	220,493	177,504	201,441	254,372	88,225	172,908
Mining and quarrying	345,816	125,629	295,198	347,699	127,374	297,199	269,147	64,354	216,627
Manufacturing	871,912	171,624	526,712	909,292	178,605	555,233	294,378	102,534	180,276
Electricity, gas, steam and air conditioning supply	1,409,113	168,000	1,369,991	1,457,209	168,000	1,414,958	236,870	-	236,870
Water supply; sewage, waste management and remediation activities	1,046,995	475,979	885,978	1,060,094	475,979	892,889	429,600	-	429,600
Construction	381,290	226,710	379,831	356,273	222,460	355,077	743,300	259,550	735,262
Wholesale and retail trade; repair of motor vehicles and motorcycles	487,443	270,999	355,771	486,416	273,529	356,301	515,499	166,628	337,534
Transportation and storage	315,144	856,012	327,135	313,292	896,173	326,053	360,371	117,405	353,359
Accommodation and food service activities	414,056	251,099	270,429	407,805	255,689	273,280	508,510	123,239	198,072
Information and communication	64,129	1,100,555	354,821	263,750	1,164,151	360,414	269,594	320,000	275,821
Financial and insurance activities	1,116,785	471,576	774,053	,115,846	475,256	776,170	,300,000	59,279	477,556
Real estate activities	238,886	177,258	221,475	238,886	177,258	221,475	-	-	-
Professional, scientific and technical activities	578,989	268,205	461,867	572,336	268,205	455,636	804,333	-	804,333
Administrative and support service activities	457,128	246,924	359,033	452,507	262,893	364,671	492,278	138,398	318,387
Public administration and defence; compulsory social security	665,207	122,303	496,320	743,271	90,000	548,165	418,880	203,793	344,129
Education	374,045	294,278	333,514	399,825	310,723	354,397	152,134	142,678	147,475
Human Health and social work activities	566,636	453,179	514,717	550,350	458,027	507,614	813,272	341,976	642,366
Arts, entertainment and recreation	378,128	391,873	381,425	361,520	295,451	346,583	891,965	1,227,764	1,063,364
Other service activities	327,033	189,011	246,297	254,337	195,253	219,954	1,063,519	133,524	493,118
Activities of households as employers; undifferentiated goods-and services-production activities of households for own use	172,701	124,552	137,789	178,542	129,174	142,893	43,771	48,696	47,600
<b>Total</b>	<b>420,288</b>	<b>233,918</b>	<b>327,057</b>	<b>417,676</b>	<b>237,823</b>	<b>327,623</b>	<b>483,831</b>	<b>134,410</b>	<b>312,953</b>



**Results in Table 10.9** indicates that the largest average monthly incomes for persons in self-employment in the URT are observed for those working in the industry of electricity, gas, steam and air conditioning supply (TZS 1,369,991), followed by workers in the industry of water supply; sewage, waste management and remediation activities (TZS 885,978 ). Furthermore, the lowest average monthly incomes are observed for those working in the industry of activities of households as employers; undifferentiated goods and services production activities of households for own use (TZS 137,789). Similar pattern is observed in Tanzania Mainland. For Zanzibar, persons working in the industry of arts, entertainment and recreation have the highest monthly income (TZS 1,063,364) followed by professional, scientific and technical activities with TZS 804,333.

## 10.5 INCOME OF PERSONS EMPLOYED IN AGRICULTURE

Income from agricultural activities is an important source of income for livelihood, especially when a significant proportion of the population is employed in agriculture. This section presents distribution of income for persons working in agricultural activities.

**Table 10.10: Mean Monthly Incomes (TZS) of Persons Aged 15+ Employed in Agriculture by Area and Sex, ILFS 2014 and 2020/21**

Area		2014			2020/21		
		Male	Female	Total	Male	Female	Total
URT	Rural	138,349	88,486	123,280	182,470	116,796	158,704
	Urban	211,495	96,944	165,062	275,965	163,690	229,178
	DSM	248,655	293,021	266,551	522,265	252,361	410,337
	<b>Total</b>	<b>152,058</b>	<b>93,368</b>	<b>133,066</b>	<b>195,617</b>	<b>124,479</b>	<b>169,377</b>
TZM	Rural	136,679	87,844	121,919	181,909	117,222	158,480
	Urban	211,576	96,685	164,776	278,801	164,428	230,640
	DSM	248,655	293,021	266,551	522,265	252,361	410,337
	<b>Total</b>	<b>150,748</b>	<b>92,882</b>	<b>131,992</b>	<b>195,396</b>	<b>125,000</b>	<b>169,375</b>
ZNZ	Rural	242,311	129,052	208,412	207,938	96,163	169,120
	Urban	205,549	146,669	193,261	190,461	113,712	171,672
	<b>Total</b>	<b>236,733</b>	<b>130,804</b>	<b>206,340</b>	<b>205,213</b>	<b>97,939</b>	<b>169,472</b>

**Table 10.10** reveals that, average monthly incomes for persons engaged in agricultural activities in the URT are TZS 169,377 (TZS 169,375 Tanzania Mainland and TZS 169,375 for Zanzibar). With regard to area of residence, such incomes are higher in Dar es Salaam TZS 410,337 and lowest in rural areas TZS 158,704. There is no much difference in agriculture income between urban and rural areas of Zanzibar. Sex -wise, males have higher mean monthly incomes than females.

## CHAPTER ELEVEN

### USUALLY ECONOMICALLY ACTIVE AND INACTIVE POPULATIONS

#### 11.0 INTRODUCTION

The purpose of measuring usual economic activities is to examine the underlying patterns of economic activities in the labour market on a longer reference period such as a year and across all seasons. This chapter presents analysis on the usual economically active and inactive populations with regard to various demographic and labour market attributes.

**Table 11.1: Percentage Distribution of Working Age Population by Usual Economic Activity Status, Sex and Area, ILFS 2020/21**

Area		Usual Economic Activity Status				Number
		Employed	Unemployed	Inactive	Total	
URT	Rural	67.3	12.7	20.0	100.0	22,243,349
	Other Urban	56.2	19.1	24.7	100.0	6,578,506
	DSM	55.5	18.8	25.7	100.0	3,209,437
	Total	63.9	14.6	21.5	100.0	32,031,293
TZM	Rural	67.8	12.4	19.8	100.0	21,739,885
	Other Urban	57.4	18.2	24.4	100.0	6,098,572
	DSM	55.5	18.8	25.7	100.0	3,209,437
	Total	64.5	14.2	21.3	100.0	31,047,894
ZNZ	Rural	48.9	22.8	28.3	100.0	503,464
	Other Urban	40.9	31.1	28.0	100.0	479,934
	Total	45.0	26.9	28.1	100.0	983,398

**Table 11.1** shows that about six out of ten persons in the working age (63.9 percent) are usually employed, while 14.6 percent and 21.5 percent are usually unemployed; or economically inactive, respectively. These proportions are more or less the same for Tanzania Mainland. For Zanzibar, about 45.0 percent of the working age population is usually employed, while 26.9 percent and 28.1 percent are usually unemployed; or economically inactive, respectively.

#### 11.1 PROFILE OF THE USUALLY ECONOMICALLY ACTIVE POPULATION

This section presents findings on the usually economically active population by characteristics such as age, sex and area. The usually economically active population is the proportion of the working age population that engaged in the labour market, directly by being employed in production of goods and services or by seeking employment for a reference period of twelve months prior to the survey.

**Table 11.2: Percentage Distribution of Usually Economically Active Population Aged 15+ by Area, Age Group and Sex, URT 2020/21**

Area	Age groups	Male	Female	Total
URT	15-35	53.5	55.3	54.4
	36-64	40.8	39.5	40.2
	65+	5.7	5.2	5.4
	Total	100.0	100.0	100.0
	Number	12,466,651	12,669,957	25,136,608
TZM	15-35	53.5	55.4	54.5
	36-64	40.8	39.4	40.1
	65+	5.7	5.2	5.5
	Total	100.0	100.0	100.0
	Number	12,092,649	12,337,185	24,429,834
ZNZ	15-35	52.6	52.6	52.6
	36-64	42.2	43.9	43.0
	65+	5.2	3.5	4.4
	Total	100.0	100.0	100.0
	Number	374,002	332,773	706,775

Results in **Table 11.2** show that, majority of the usually economically active persons (54.4 percent) are youth aged 15-35. This pattern is observed in both Tanzania Mainland and Zanzibar. It is also indicated that, there are no much difference in proportions of males and females among the usually economically active persons across all age groups.

**Table 11.3: Percentage Distribution of Usually Economically Active Population Aged 15+ by Area and Sex, ILFS 2020/21**

Area		Male	Female	Total
URT	Rural	71.4	70.2	70.8
	Other Urban	19.2	20.3	19.7
	DSM	9.4	9.5	9.5
	Total	100	100	100
	Total	12,466,651	12,669,957	25,136,608
TZM	Rural	72	70.7	71.4
	Other Urban	18.3	19.5	18.9
	DSM	9.7	9.8	9.8
	Total	100	100	100
	Total	12,092,649	12,337,185	24,429,834
ZNZ	Rural	51.4	50.7	51.1
	Other Urban	48.6	49.3	48.9
	Total	100	100	100
	Total	374,002	332,773	706,775

**Table 11.3** shows that distribution of usually economically active population follows that of the general population, with higher proportions in rural areas (70.8 percent) and less in urban areas. For Zanzibar, there are nearly equal proportions of the usually economically active populations between rural and urban areas with 51.1 percent and 48.9 percent respectively.

## 11.2 USUAL EMPLOYMENT TO POPULATION RATIO

Usual Employment to Population ratio (EPR) is a proportion of the usually employed persons to the working aged population. The high EPR is an indication of efficient utilization of the labour supply. This section analyses the usual EPR.

**Table 11.4: Usual Employment to Population Ratio for Persons Aged 15+ by Area , Age Group and Sex, ILFS 2020/21**

Area	Age Groups	Male	Female	Total
URT	15-35	63.6	55.4	59.3
	36-64	79.0	72.1	75.5
	65+	53.0	38.2	44.6
	Total	68.4	59.7	63.9
TZM	15-35	64.2	56.4	60.1
	36-64	79.2	72.8	75.9
	65+	53.1	38.4	44.8
	Total	68.8	60.5	64.5
ZNZ	15-35	45.1	24.6	34.5
	36-64	74.6	52.6	63.2
	65+	47.4	27.1	37.2
	Total	55.8	34.8	45.0

**Table 11.4** shows that the overall usual Employment to Population Ratio (EPR) in the URT is 63.9 percent. The usual EPR is higher among males (68.4 percent) compared to females (59.7 percent). With regard to age groups, the usual EPR is highest for persons aged 36-64 years with 75.5 percent and lowest for those aged 65+ (44.6 percent). For Tanzania Mainland the usual EPR stands at 64.5 percent, and for Zanzibar it is 45.0 percent.

### 11.3 USUAL EMPLOYMENT BY OCCUPATION AND INDUSTRY

This section presents analysis of usual occupations and industries of employment in the URT. These are occupations and industries that the employed persons had engaged in for a period of twelve months (one year) prior to the survey.

**Table 11.5: Percentage Distribution of Usually Employed Persons Aged 15+ by Occupation, Sex and Area, ILFS 2020/21**

Occupations	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	0.6	0.2	0.4	0.6	0.2	0.4	1.2	0.6	1.0
Professionals	2.0	1.3	1.7	1.9	1.2	1.6	3.9	5.0	4.3
Technicians and associate professionals	1.9	1.4	1.6	1.8	1.2	1.5	4.6	8.3	6.1
Clerks	0.7	0.6	0.7	0.7	0.6	0.6	1.5	2.5	1.9
Service workers and shop sales workers	8.4	14.5	11.4	8.1	14.4	11.2	19.5	24.2	21.4
Skilled agricultural and fishery workers	61.1	64.9	63.0	62.0	65.7	63.8	25.1	20.8	23.4
Craft and related workers	8.5	4.1	6.4	8.4	4.0	6.2	13.7	13.9	13.8
Plant and machine operators and assemblers	3.9	0.3	2.2	3.9	0.3	2.2	2.7	0.1	1.7
Elementary occupations	12.9	12.5	12.7	12.5	12.3	12.4	27.7	24.6	26.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	10,434,489	9,961,544	20,396,033	10,169,818	9,785,332	19,955,150	264,671	176,212	440,883

**Table 11.5** shows that, more than six in ten (63.0 percent) of usually employed persons in the URT and 63.8 percent in Tanzania Mainland are skilled agricultural and fishery workers. Other occupations with relatively higher proportions of the usually employed persons in URT and Tanzania Mainland are elementary occupations (12.7 percent for URT and 12.3 percent for Tanzania Mainland); and service and shop sales workers with (11.4 percent for URT and 11.2 percent for Tanzania Mainland). For Zanzibar, significantly higher proportions of the usually employed persons in are in elementary occupations (26.4 percent), skilled agricultural and fishery occupations (23.4 percent) and service and shop sales occupations (21.4 percent).

**Table 11.6: Percentage Distribution of Usually Employed Persons Aged 15+ by Industry, Sex and Area, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	66.3	69.7	68.0	67.0	70.4	68.7	37.5	31.5	35.1
Mining and quarrying	1.2	0.3	0.8	1.2	0.3	0.8	0.8	0.7	0.8
Manufacturing	4.8	3.5	4.2	4.8	3.4	4.1	7.7	10.2	8.7
Electricity, gas, steam and air conditioning supply	0.2	0.0	0.1	0.2	0.0	0.1	0.4	0.3	0.4
Water supply; sewage, waste management and remediation activities	0.2	0.1	0.1	0.2	0.1	0.1	0.5	0.1	0.4
Construction	3.4	0.1	1.8	3.4	0.1	1.8	5.6	0.3	3.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	8.2	12.4	10.3	8.1	12.3	10.2	13.7	16.4	14.8
Transportation and storage	5.9	0.2	3.1	5.8	0.1	3.0	7.9	0.6	5.0
Accommodation and food service activities	1.2	5.1	3.1	1.1	5.1	3.1	2.4	8.2	4.7
Information and communication	0.3	0.1	0.2	0.3	0.1	0.2	0.5	0.4	0.4
Financial and insurance activities	0.4	0.3	0.4	0.4	0.3	0.4	0.5	0.5	0.5
Real estate activities	0.1	0.0	0.1	0.1	0.0	0.1	-	0.1	0.0
Professional, scientific and technical activities	0.5	0.2	0.3	0.5	0.2	0.3	0.5	0.4	0.4
Administrative and support service activities	2.1	1.3	1.7	2.0	1.2	1.6	6.1	7.1	6.5
Public administration and defence; compulsory social security	1.0	0.3	0.7	0.8	0.3	0.6	6.1	3.5	5.1
Education	1.8	1.7	1.8	1.7	1.6	1.7	4.2	9.5	6.3
Human Health and social work activities	0.5	0.8	0.7	0.5	0.8	0.7	1.4	2.2	1.7
Arts, entertainment and recreation	0.2	0.0	0.1	0.2	0.0	0.1	0.4	0.2	0.3
Other service activities	1.2	1.5	1.3	1.2	1.4	1.3	3.3	5.9	4.4
Activities of households as employers; undifferentiated goods-and services-production activities of households for own use	0.4	2.2	1.3	0.4	2.2	1.3	0.4	2.0	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	10,434,489	9,961,544	20,396,033	10,169,818	9,785,332	19,955,150	264,671	176,212	440,883

**Table 11.6** shows that, agriculture, forestry and fishing industry accounts for the largest proportion of usually employed persons with 68.0 percent for URT; 68.7 percent for Tanzania Mainland and 35.1 percent for Zanzibar. The second largest proportion of the usually employed persons is in wholesale and retail trade; repair of motor vehicles and motorcycles with 10.3 percent for URT; 10.2 percent for Tanzania Mainland and 14.8 percent for Zanzibar.

#### 11.4 PROFILE OF USUALLY UNEMPLOYED POPULATION

Usual unemployment refers to unemployment of duration of six months or more. It is defined as a proportion of usually economically active persons who are unemployed. This section discusses usual unemployment in relation to area, age, sex and other relevant characteristics.

**Table 11.7: Usual Unemployment Rates for Persons Aged 15+ by Area and Sex, ILFS 2020/21**

Area		Male	Female	Total
URT	Rural	14.7	17.0	15.8
	Other Urban	20.2	30.2	25.4
	DSM	18.4	32.0	25.3
	<b>Total</b>	<b>16.1</b>	<b>21.1</b>	<b>18.6</b>
TZM	Rural	14.5	16.5	15.5
	Other Urban	18.9	28.7	24.0
	DSM	18.4	32.0	25.3
	<b>Total</b>	<b>15.7</b>	<b>20.4</b>	<b>18.1</b>
ZNZ	Rural	22.7	42.2	31.8
	Other Urban	35.6	51.6	43.2
	<b>Total</b>	<b>29.0</b>	<b>46.8</b>	<b>37.4</b>

**Table 11.7** shows that, usual unemployment rate for URT stands at 18.6 percent with 18.1 percent for Tanzania Mainland and 37.4 percent for Zanzibar. Generally, usual unemployment rates for females are higher than that of males. This situation is indicated in both Tanzania Mainland and Zanzibar. With regard to areas of residence, usual unemployment rates are higher in urban areas compared to rural areas.

**Table 11.8: Usual Unemployment Rates for Persons Aged 15+ by Age Group and Sex, ILFS 2020/21**

Area	Age groups	Male	Female	Total
URT	15 - 24	19.5	25.7	22.7
	25 - 35	14.5	23.0	18.8
	36 - 64	14.7	17.0	15.9
	65+	18.1	18.1	18.1
	<b>Total</b>	<b>16.1</b>	<b>21.1</b>	<b>18.6</b>
TZM	15 - 24	18.7	24.6	21.8
	25 - 35	14.1	22.3	18.3
	36 - 64	14.6	16.5	15.5
	65+	18.0	18.0	18.0
	<b>Total</b>	<b>15.7</b>	<b>20.4</b>	<b>18.1</b>
ZNZ	15 - 24	46.8	67.2	56.3
	25 - 35	27.9	51.4	39.1
	36 - 64	19.8	34.3	26.7
	65+	23.3	25.8	24.2
	<b>Total</b>	<b>29.0</b>	<b>46.8</b>	<b>37.4</b>

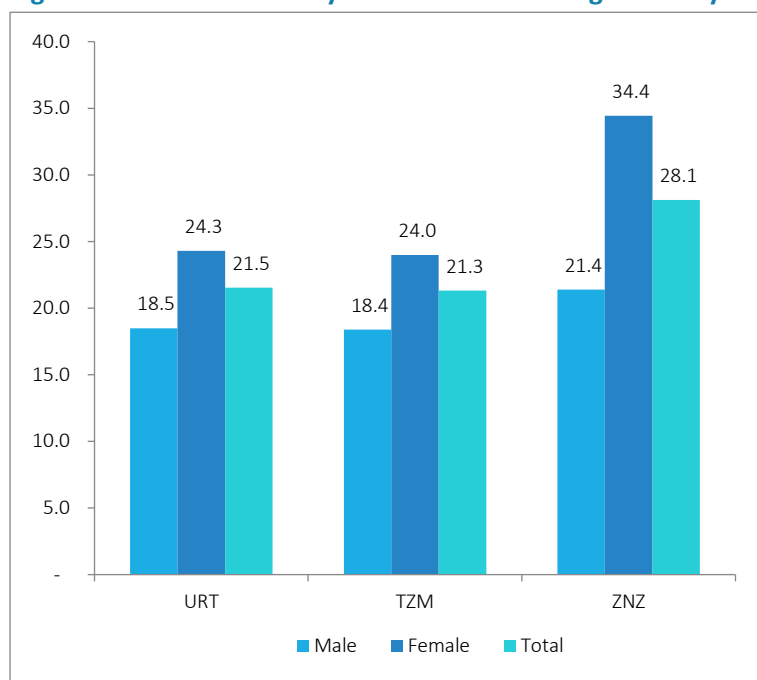
*Findings in Table 11.8* indicates that incidence of usual unemployment is highest for persons in age group 15-24 in all areas, URT (22.7 percent); Tanzania Mainland(21.8 percent) and Zanzibar (56.3 percent). Moreover, the lowest proportion of usual unemployment is realized among persons aged between 36-64 years, standing at 15.9 percent for the whole of URT, and (15.5 percent) for Tanzania Mainland and, and persons aged 65+ in Zanzibar with 24.2 percent.

### 11.5 PROFILE OF USUALLY INACTIVE POPULATION

The usually economically inactive population comprise of persons who did not perform any economic activities for six months or more in last twelve months prior to the survey and were not available for work in that duration of time. Such persons include all who were full time students, housewives, retired, ill or disabled, and those who were not available for work for other reasons such as too old to work, taking care of those who need assistance etc. Usual inactivity rate measures the proportion of the usually inactive population in relation to the working age population.



**Figure 11.1 Usual Inactivity Rates for Persons Aged 15+ by Area and Sex, ILFS 2020/21**



**Figure 11.1** reveals that, about 21.5 percent of persons in the working age in the URT are usually economically inactive. Such persons constitute about 21.3 percent in Tanzania Mainland and 28.1 in Zanzibar. It is also indicated that across all areas, females' usual inactivity rates are higher compared to males. This can be attributed to more engagement of females in non-economic activities such as households keeping.

**Table 11.9: Usual Inactivity Rates for Persons Aged 15+ by Age Groups and Sex, URT 2020/21**

Area	Age Groups	Male	Female	Total
URT	15 - 24	35.7	36.9	36.3
	25 - 35	7.0	13.9	10.7
	36 - 64	7.3	13.1	10.3
	65+	35.3	53.4	45.5
	<b>Total</b>	<b>18.5</b>	<b>24.3</b>	<b>21.5</b>
TZM	15 - 24	35.4	36.4	35.9
	25 - 35	6.9	13.7	10.5
	36 - 64	7.3	12.8	10.1
	65+	35.2	53.2	45.4
	<b>Total</b>	<b>18.4</b>	<b>24</b>	<b>21.3</b>
ZNZ	15 - 24	42.5	53.2	48.0
	25 - 35	7.6	21.4	14.8
	36 - 64	7	20	13.7
	65+	38.2	63.5	50.9
	<b>Total</b>	<b>21.4</b>	<b>34.4</b>	<b>28.1</b>

**Table 11.9** indicates that, inactivity rates are higher for persons aged 15-24 (36.3 percent) and 65+ (45.5 percent). These results are more or less the same for Tanzania Mainland. For Zanzibar, nearly half of persons aged 15-24 and 65+ are inactive. The high inactivity rates for persons aged 15-24 in all areas is due to attendance in education or training institutions.

## 11.6 REASONS FOR INACTIVITY

**Table 11.10: Percentage Distribution of Usually Inactive Persons Aged 15+ by Reasons and Sex, ILFS 2020/21**

Reasons	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Attending School	54.3	34.1	42.4	54.2	34.0	42.3	55.5	36.3	43.3
Engaged in Household Duties	7.3	19.2	14.3	7.3	19.1	14.2	8.5	23.8	18.1
Too Old	7.8	13.9	11.4	8.0	14.2	11.6	4.1	7.4	6.2
Too young	0.6	0.2	0.3	0.6	0.1	0.3	0.3	0.6	0.5
Sick	11.5	14.8	13.4	11.5	14.7	13.4	12.0	15.4	14.1
Disabled	2.3	1.5	1.8	2.3	1.5	1.8	0.4	0.4	0.4
Do not want to work/resting/income recipient	10.8	8.7	9.6	10.6	8.5	9.4	16.2	13.6	14.6
Other	5.4	7.6	6.7	5.5	7.8	6.9	3.0	2.5	2.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	2,827,194	4,067,490	6,894,684	2,725,398	3,892,663	6,618,061	101,797	174,827	276,623

**Table 11.10** shows that, the most cited reasons by persons who are usually economically inactive were school attendance (42.4 percent); engagement in household duties (14.3 percent) and illness (13.4 percent). Sex wise, there are proportionately more females (19.2 percent) who cited engaged in household duties as a reason for inactivity than males (7.3 percent). The same patterns are observed in both Tanzania Mainland and Zanzibar.

## CHAPTER TWELVE

### CHILD WORK AND LABOUR

#### 12.0 INTRODUCTION

The United Republic of Tanzania has joined hand in the global fight against child labour by ratifying a number of international conventions to eliminate child labour. This presents the need for reliable and up-to-date information on children engagement in economic and non-economic activities to determine the factors behind child labour, the socio-economic patterns and its consequences. Understanding of these factors is important for generating public awareness and specifically in design of local interventions to combat and eliminate child labour.

This chapter discusses activities of children aged 5-17 years with regard to child work and child labour. Child work is when the child's engagement in work is beneficial to a child's development as well as to welfare of the child's family. However, it is child labour when the extent of child's engagement in these undertakings is detrimental to child's development, especially when it endangers the child's health and well-being.

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 to have a holistic approach of children engagement in economic and non-economic activities.

#### 12.1 POPULATION PROFILE OF CHILDREN AGED 5 - 17 YEARS

This section presents demographic characteristics of children aged 5-17 with respect to area of residence and sex. These characteristics are important in understanding the structure of children's population and set the ground for other relevant analyses.

**Table 12.1: Number of Children Aged 5-17 by Sex, Age Groups and Area, ILFS 2020/21**

Area		Sex	5 - 11	12 - 14	15 - 17	Total
URT	Rural	Male	4,616,905	1,738,293	1,454,652	7,809,850
		Female	4,387,811	1,683,753	1,269,315	7,340,879
		Total	9,004,716	3,422,046	2,723,967	15,150,729
	Urban	Male	974,560	393,991	346,827	1,715,378
		Female	997,798	394,861	412,277	1,804,935
		Total	1,972,358	788,852	759,103	3,520,313
	DSM	Male	467,076	146,075	118,717	731,868
		Female	459,957	146,687	130,122	736,766
		Total	927,033	292,762	248,838	1,468,633
	Total	Male	6,058,541	2,278,359	1,920,195	10,257,095
		Female	5,845,566	2,225,300	1,811,714	9,882,579
		Total	11,904,107	4,503,660	3,731,909	20,139,675
TZM	Rural	Male	4,520,055	1,703,009	1,426,641	7,649,705
		Female	4,286,524	1,647,540	1,237,175	7,171,239
		Total	8,806,579	3,350,549	2,663,815	14,820,943
	Urban	Male	905,206	367,214	321,133	1,593,553
		Female	927,382	365,256	385,881	1,678,519
		Total	1,832,587	732,471	707,014	3,272,072
	DSM	Male	467,076	146,075	118,717	731,868
		Female	459,957	146,687	130,122	736,766
		Total	927,033	292,762	248,838	1,468,633
	Total	Male	5,892,336	2,216,299	1,866,490	9,975,125
		Female	5,673,863	2,159,483	1,753,177	9,586,523
		Total	11,566,199	4,375,782	3,619,668	19,561,649
ZNZ	Rural	Male	96,851	35,284	28,011	160,145
		Female	101,287	36,213	32,141	169,640
		Total	198,137	71,496	60,152	329,786
	Urban	Male	69,354	26,777	25,693	121,825
		Female	70,416	29,604	26,396	126,416
		Total	139,770	56,381	52,089	248,241
	Total	Male	166,205	62,061	53,705	281,970
		Female	171,703	65,817	58,536	296,056
		Total	337,908	127,878	112,241	578,026

**Table 12.1** indicates that the total children population in the URT is 20.11 million, which is equivalent to 34.5 percent of the entire population of the URT (58.39 million). There are slightly more boys in the total children population (10.26 million) compared to girls (9.88 million). This pattern is highly influenced by the corresponding boys - girls distribution of Tanzania Mainland. A contrasting pattern is observed for boys-girls population distribution in Zanzibar, where the number

of boys (0.28 million) is slightly lower than that of girls (0.30 million), constituting a total children population of 0.58 million.

Age-wise, over half of all children are aged 5 - 11 and just over 15 percent are elder children aged 15 - 17. With regard to area of residence, findings indicate that, nearly three in four children reside in rural areas for both URT and Tanzania Mainland, and nearly six in ten for Zanzibar.

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## **12.2 ECONOMIC ACTIVITY STATUS OF CHILDREN AGED 5-17 YEARS**

This section presents economic activity status of children aged 5-17 with regard to employment, unemployment and economic inactivity. For the purpose of identifying unemployed children, the international relaxed definition of unemployment is used.

**Table 12.2: Percentage Distribution of Children Aged 5-17 by Age Groups, Sex, Area and Economic Activity Status, ILFS 2020/21**

Area	Economic activity status	5 - 9			10 - 14			15 - 17			Total		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
URT	Employed	16.4	12.8	14.6	37.0	33.9	35.5	51.3	43.8	47.6	27.5	23.2	25.4
	Unemployed	0.2	0.2	0.2	0.6	1.0	0.8	2.2	4.3	3.2	0.6	1.1	0.9
	Inactive	83.4	87.0	85.2	62.4	65.2	63.8	46.6	51.9	49.1	71.9	75.7	73.7
	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
	Number	6,058,541	5,845,566	11,904,107	2,278,359	2,225,300	4,503,660	1,920,195	1,811,714	3,731,909	10,257,095	9,882,579	20,139,675
TZM	Employed	16.8	13.1	15.0	37.6	34.7	36.2	52.0	44.7	48.5	28.0	23.8	25.9
	Unemployed	0.2	0.2	0.2	0.6	1.0	0.8	2.0	4.3	3.1	0.6	1.1	0.9
	Inactive	83.0	86.7	84.8	61.8	64.3	63.1	46.0	51.0	48.4	71.4	75.1	73.2
	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
	Number	5,892,336	5,673,863	11,566,199	2,216,299	2,159,483	4,375,782	1,866,490	1,753,177	3,619,668	9,975,125	9,586,523	19,561,649
ZNZ	Employed	2.6	1.5	2.0	15.4	6.9	11.1	26.5	17.2	21.6	10.0	5.8	7.8
	Unemployed	0.2	0.2	0.2	0.5	1.1	0.8	6.9	6.2	6.5	1.6	1.6	1.6
	Inactive	97.2	98.4	97.8	84.1	91.9	88.1	66.6	76.6	71.8	88.5	92.6	90.6
	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
	Number	166,205	171,703	337,908	62,061	65,817	127,878	53,705	58,536	112,241	281,970	296,056	578,026

**Results in Table 12.2** indicate that about a quarter (24.3 percent) of children in the URT is in employment whereas boys are a slightly dominant group (27.5 percent) than girls (23.2 percent). In addition, about 0.9 percent of children indicated availability to take up a job if such opportunity presented itself. Findings further reveal that, there are proportionately more children in employment or available for employment i.e., economically active children in Tanzania Mainland (26.8 percent) compared to Zanzibar (9.4 percent), a situation which indicates more likelihood of child labour in Tanzania Mainland than in Zanzibar.

With regard to children age, economic inactivity rates decline sharply as children get older ranging from 85.2 percent for children aged 5-11 to 49.1 percent for those aged 15-17. This situation is observed in both Tanzania Mainland and Zanzibar, which implies that there are more older children aged 15-17 in employment or available for employment than younger children.

**Table 12.3: Percentage Distribution of Children Aged 5-17 by Sex, Area and Economic Activity Status, ILFS 2020/21**

Area		Economic Activity Status	Male	Female	Total
URT	Rural	Employed	32.8	26.9	29.9
		Unemployed	0.6	1.0	0.8
		Economically Inactive	66.7	72.1	69.3
		Total	100.0	100.0	100.0
	Urban	Employed	13.9	14.9	14.4
		Unemployed	0.8	1.3	1.1
		Economically Inactive	85.2	83.8	84.5
		Total	100.0	100.0	100.0
	DSM	Employed	3.4	6.6	5.0
		Unemployed	0.8	1.9	1.4
		Economically Inactive	95.8	91.4	93.6
		Total	100.0	100.0	100.0
TZM	Rural	Employed	33.1	27.4	30.4
		Unemployed	0.6	1.0	0.8
		economically Inactive	66.3	71.6	68.9
		Total	100.0	100.0	100.0
	Urban	Employed	14.6	15.7	15.2
		Unemployed	0.8	1.3	1.0
		Economically Inactive	84.6	83.0	83.8
		Total	100.0	100.0	100.0
	DSM	Employed	3.4	6.6	5.0
		Unemployed	0.8	1.9	1.4
		Economically Inactive	95.8	91.4	93.6
		Total	100.0	100.0	100.0
ZNZ	Rural	Employed	14.1	7.5	10.7
		Unemployed	1.2	1.5	1.4
		Economically Inactive	84.7	91.0	87.9
		Total	100.0	100.0	100.0
	Urban	Employed	4.6	3.5	4.0
		Unemployed	2.1	1.6	1.8
		Economically Inactive	93.4	94.9	94.2
		Total	100.0	100.0	100.0

**Table 12.3** indicates that, majority of children who are likely to engage in economic activities, either by being employed or available for employment are in rural areas estimated at 30.7 percent for URT and 31.2 percent for Tanzania Mainland and 12.1 percent for Zanzibar. Conversely, majority of economically inactive children i.e., those not available for employment are in urban areas with the largest proportion in Zanzibar urban areas (94.2 percent) and Dar es salaam with ( 93.6 percent).



### 12.3 CHILDREN IN HOUSEKEEPING ACTIVITIES

In addition to asking children about economic activity status, the ILFS also enquired about children's engagement in housekeeping activities. This was intended to capture the extent of children's engagement in domestic activities in their homes, which is vital for complementing child labour measurement by including children's engagement in non-economic activities in their homes.

**Table 12.4: Percentage Distribution of Children Aged 5–17 Engaged in Housekeeping Activities by Age Groups, Area and Sex, ILFS 2020/21**

Area		Sex	5-11	12-14	15 - 17	Total	
URT	Rural	Male	36.5	38.0	38.5	37.3	
		Female	37.2	37.9	34.4	36.8	
		Total	73.7	75.9	72.9	74.1	
	Urban	Male	8.8	8.7	9.3	8.9	
		Female	9.3	8.9	11.2	9.6	
		Total	18.1	17.6	20.5	18.5	
	DSM	Male	4.1	3.2	3.2	3.7	
		Female	4.1	3.2	3.5	3.8	
		Total	8.2	6.5	6.7	7.5	
	Total	Male	49.4	49.9	50.9	49.8	
		Female	50.6	50.1	49.1	50.2	
		Total	100.0	100.0	100.0	100.0	
Number			<b>9,485,320</b>	<b>4,356,743</b>	<b>3,601,748</b>	<b>17,443,811</b>	
TZM	Rural	Male	36.7	38.3	38.9	37.5	
		Female	37.3	38.1	34.5	36.9	
		Total	74.0	76.5	73.4	74.5	
	Urban	Male	8.5	8.4	8.9	8.6	
		Female	9.0	8.5	10.9	9.3	
		Total	17.6	16.9	19.8	17.9	
	DSM	Male	4.2	3.3	3.2	3.8	
		Female	4.2	3.3	3.6	3.9	
		Total	8.4	6.6	6.9	7.7	
	Total	Male	49.5	50.0	51.0	49.9	
		Female	50.5	50.0	49.0	50.1	
		Total	100.0	100.0	100.0	100.0	
Number			<b>9,252,374</b>	<b>4,238,566</b>	<b>3,497,896</b>	<b>16,988,836</b>	
ZNZ	Rural	Male	28.9	27.3	25.8	27.8	
		Female	33.2	29.8	30.1	31.6	
		Total	62.1	57.1	56.0	59.4	
	Urban	Male	18.0	19.5	21.1	19.1	
		Female	19.9	23.3	22.9	21.5	
		Total	37.9	42.9	44.0	40.6	
	Total	Male	47.0	46.8	47.0	46.9	
		Female	53.0	53.2	53.0	53.1	
		Total	100.0	100.0	100.0	100.0	
	Number			<b>232,946</b>	<b>118,177</b>	<b>103,853</b>	<b>454,975</b>

**Table 12.4** indicates that, about 17.44 million children in the URT are engaged in household chores, of whom 16.99 million are in Tanzania Mainland and 0.45 million are in Zanzibar. Findings further indicate that there is no much difference of engagement in housekeeping chores between boys and girls in Mainland Tanzania. However, girls have slightly higher likelihood to perform households' chores in Zanzibar than their boys' counterparts (53.1 percent for girls and 46.9 percent for boys).

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#### 12.4 CHILDREN ENGAGED IN ECONOMIC ACTIVITIES

Information on the characteristics of working children is important to help in designing interventions to address work-related conditions of the working children also combatting child labour. This chapter presents findings on characteristics of the working children in terms of sector and status in employment, occupation and industry and other work-related characteristics.

**Table 12.5: Percentage Distribution of Children Aged 5-17 Engaged in Economic Activities by Sector of Employment, Area and Sex, ILFS 2020/21**

Area		Sex	Private	Agriculture	Household activities	Total	Number
URT	Rural	Male	4.3	81.0	14.6	100.0	2,558,448
		Female	4.6	78.9	16.5	100.0	1,976,798
		Total	4.4	80.1	15.5	100.0	4,535,246
	Urban	Male	14.6	57.9	27.5	100.0	238,990
		Female	15.8	45.2	39.1	100.0	268,479
		Total	15.2	51.1	33.6	100.0	507,469
	DSM	Male	49.7	9.0	41.3	100.0	24,702
		Female	39.2	8.3	52.6	100.0	48,944
		Total	42.7	8.5	48.8	100.0	73,646
	Total	Male	5.6	78.4	16.0	100.0	2,822,140
		Female	6.6	73.4	19.9	100.0	2,294,220
		Total	6.1	76.2	17.7	100.0	5,116,360
TZM	Rural	Male	4.1	81.2	14.7	100.0	2,535,848
		Female	4.4	79.1	16.5	100.0	1,964,096
		Total	4.3	80.3	15.5	100.0	4,499,944
	Urban	Male	13.4	58.9	27.7	100.0	233,431
		Female	15.3	45.9	38.8	100.0	264,075
		Total	14.4	52.0	33.6	100.0	497,507
	DSM	Male	49.7	9.0	41.3	100.0	24,702
		Female	39.2	8.3	52.6	100.0	48,944
		Total	42.7	8.5	48.8	100.0	73,646
	Total	Male	5.3	78.7	16.0	100.0	2,793,981
		Female	6.4	73.7	19.9	100.0	2,277,115
		Total	5.8	76.5	17.7	100.0	5,071,097
ZNZ	Rural	Male	28.1	59.2	12.6	100.0	22,600
		Female	33.0	51.2	15.8	100.0	12,701
		Total	29.9	56.3	13.8	100.0	35,301
	Urban	Male	67.1	15.3	17.6	100.0	5,559
		Female	45.7	2.8	51.5	100.0	4,404
		Total	57.7	9.7	32.6	100.0	9,962
	Total	Male	35.8	50.6	13.6	100.0	28,159
		Female	36.3	38.7	25.0	100.0	17,105
		Total	36.0	46.1	17.9	100.0	45,264

**Results in Table 12.5** indicate that, majority of children engaged in economic activities (76.2 percent) in the URT which is also the case for Tanzania Mainland (76.5 percent) and Zanzibar (46.1 percent) are working in the agriculture sector. Other sectors which engage considerable proportions of

working children are household economic activities and the private sector, especially for Zanzibar accounting for 36.0 percent of working children.

**Table 12.6: Percentage Distribution of Children Aged 5-17 Engaged in Economic Activities by Status in Employment, Area and Sex, ILFS 2020/21**

Area	Sex		Employees	Own account workers	Member of producer cooperative	Contributing family workers	Workers not classified by status	Total	Number
URT	Rural	Male	3.7	5.3	0.1	89.0	1.8	100.0	2,558,448
		Female	2.3	4.3	0.0	91.7	1.7	100.0	1,976,798
		Total	3.1	4.9	0.0	90.2	1.8	100.0	4,535,246
	Urban	Male	8.9	4.4	0.0	85.1	1.6	100.0	238,990
		Female	12.0	5.2	0.0	79.3	3.5	100.0	268,479
		Total	10.5	4.8	0.0	82.0	2.6	100.0	507,469
	DSM	Male	20.2	8.2	0.0	71.6	0.0	100.0	24,702
		Female	41.0	4.9	0.0	52.7	1.4	100.0	48,944
		Total	34.0	6.0	0.0	59.1	0.9	100.0	73,646
	Total	Male	4.3	5.3	0.1	88.6	1.8	100.0	2,822,140
		Female	4.3	4.4	0.0	89.4	1.9	100.0	2,294,220
		Total	4.3	4.9	0.0	88.9	1.8	100.0	5,116,360
TZM	Rural	Male	3.7	4.9	0.1	89.5	1.8	100.0	2,535,848
		Female	2.3	4.1	0.0	91.9	1.7	100.0	1,964,096
		Total	3.1	4.5	0.0	90.6	1.8	100.0	4,499,944
	Urban	Male	8.3	3.7	0.0	86.4	1.6	100.0	233,431
		Female	11.7	5.0	0.0	79.8	3.5	100.0	264,075
		Total	10.1	4.4	0.0	82.9	2.6	100.0	497,507
	DSM	Male	20.2	8.2	0.0	71.6	0.0	100.0	24,702
		Female	41.0	4.9	0.0	52.7	1.4	100.0	48,944
		Total	34.0	6.0	0.0	59.1	0.9	100.0	73,646
	Total	Male	4.3	4.8	0.1	89.1	1.8	100.0	2,793,981
		Female	4.2	4.2	0.0	89.7	1.9	100.0	2,277,115
		Total	4.2	4.5	0.0	89.4	1.9	100.0	5,071,097
ZNZ	Rural	Male	3.8	58.2	0.2	37.7	0.0	100.0	22,600
		Female	4.2	42.0	0.0	53.8	0.0	100.0	12,701
		Total	4.0	52.4	0.2	43.5	0.0	100.0	35,301
	Urban	Male	33.2	33.9	0.0	32.1	0.8	100.0	5,559
		Female	32.1	20.5	3.0	44.3	0.0	100.0	4,404
		Total	32.7	28.0	1.3	37.5	0.4	100.0	9,962
	Total	Male	9.6	53.4	0.2	36.6	0.1	100.0	28,159
		Female	11.4	36.5	0.8	51.4	0.0	100.0	17,105
		Total	10.3	47.0	0.4	42.2	0.1	100.0	45,264

**Table 12.6** reveals that, with regard to status in employment, the largest proportion of children engaged in economic activities in the URT (88.9 percent) are working as contributing family workers with no noticeable difference in proportions for boys and girls. This is observed in both Tanzania Mainland (89.4 percent) and Zanzibar (42.2 percent). It is also indicated that, children in urban areas are more likely to engage in paid employment compared to children residing in rural areas. This is indicated as the highest proportion of children in paid employment is in Dar es Salaam (34.0 percent) for Mainland Tanzania, and urban areas of Zanzibar (32.7 percent). In both cases, there are larger proportions of girls in paid employment than boys.

**Table 12.7: Percentage Distribution of Children Aged 5-17 Engaged in Economic Activities by Level of Education, Area and Sex, ILFS 2020/21**

Area	Sex	Never Attended	Primary Education	Secondary Education	Vocational Training	Total	Number	
URT	Rural	Male	21.0	71.9	6.2	0.8	100.0	2,558,448
		Female	15.6	75.6	8.6	0.0	100.0	1,976,798
		Total	18.7	73.5	7.3	0.5	100.0	4,535,246
	Urban	Male	4.9	66.7	27.8	0.0	100.0	238,990
		Female	4.8	66.9	27.4	0.0	100.0	268,479
		Total	4.8	66.8	27.6	0.0	100.0	507,469
	DSM	Male	4.9	73.2	21.9	0.0	100.0	24,702
		Female	8.9	68.0	22.5	0.6	100.0	48,944
		Total	7.6	69.7	22.3	0.4	100.0	73,646
	Total	Male	19.5	71.5	8.2	0.8	100.0	2,822,140
		Female	14.2	74.4	11.1	0.2	100.0	2,294,220
		Total	17.1	72.8	9.5	0.5	100.0	5,116,360
TZM	Rural	Male	21.2	72.0	6.0	0.0	100.0	2,535,848
		Female	15.7	75.8	8.4	0.0	100.0	1,964,096
		Total	18.8	73.7	7.0	0.0	100.0	4,499,944
	Urban	Male	5.0	67.2	27.2	0.0	100.0	233,431
		Female	4.9	67.3	26.9	0.0	100.0	264,075
		Total	4.9	67.2	27.0	0.0	100.0	497,507
	DSM	Male	4.9	73.2	21.9	0.0	100.0	24,702
		Female	8.9	68.0	22.5	0.6	100.0	48,944
		Total	7.6	69.7	22.3	0.4	100.0	73,646
	Total	Male	19.7	71.6	7.9	0.0	100.0	2,793,981
		Female	14.3	74.7	10.8	0.2	100.0	2,277,115
		Total	17.3	73.0	9.2	0.6	100.0	5,071,097
ZNZ	Rural	Male	7.9	60.8	31.0	0.3	100.0	22,600
		Female	6.4	44.0	49.7	0.0	100.0	12,701
		Total	7.3	54.8	37.7	0.2	100.0	35,301
	Urban	Male	0.7	45.8	53.5	0.0	100.0	5,559
		Female	-	39.4	60.6	0.0	100.0	4,404
		Total	0.4	43.0	56.6	0.0	100.0	9,962
	Total	Male	6.5	57.9	35.4	0.3	100.0	28,159
		Female	4.7	42.8	52.5	0.0	100.0	17,105
		Total	5.8	52.2	41.9	0.2	100.0	45,264

**Table 12.7** reveals that, the largest proportion of children engaged in economic activities (72.8 percent) have attained primary education with slightly more girls (74.4 percent) than boys (71.5 percent). This is followed by those who never attended school (17.1 percent). Boys constitute a larger proportion (19.5 percent) among the children who never attended schools compared to girls (14.2 percent). It is also revealed that one in ten (10.0 percent) of children engaged in economic activities have secondary education. More or less same distribution is observed in Tanzania Mainland and in Zanzibar.

**Table 12.8: Percentage Distribution of Children Aged 5-17 Engaged in Economic Activities by Occupation and Sex, ILFS 2020/21**

Occupation	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professionals	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Technicians and associate professionals	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.2
Clerks	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Service workers and shop sales workers	2.9	7.4	4.9	2.8	7.4	4.9	8.0	15.5	10.8
Skilled agricultural and fishery workers	77.4	72.7	75.3	78.0	73.1	75.8	24.4	14.2	20.5
Craft and related workers	3.0	2.7	2.8	2.9	2.6	2.8	7.0	11.5	8.7
Plant and machine operators and assemblers	0.2	0.0	0.1	0.2	0.0	0.1	0.3	0.0	0.2
Elementary occupations	16.5	17.2	16.8	16.1	16.9	16.5	60.2	58.4	59.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Number</b>	<b>2,822,140</b>	<b>2,294,220</b>	<b>5,116,360</b>	<b>2,793,981</b>	<b>2,277,115</b>	<b>5,071,097</b>	<b>28,159</b>	<b>17,105</b>	<b>45,264</b>

**Table 12.8** shows that, about three quarters of children working in economic activities in the URT (75.3 percent) are working in agriculture and fishery occupations. This is also observed for Tanzania Mainland. However, for Zanzibar, results indicate that, majority of working children (59.5 percent) are employed in elementary occupations. Generally, there are no noticeable difference in proportions of boys and girls across occupations.

**Table 12.9: Percentage Distribution of Children Aged 5-17 Engaged in Economic Activities by Industry of Employment, Area and Sex, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	86.8	79.8	83.7	87.1	80.1	83.9	62.8	46.2	56.5
Mining and quarrying	0.4	0.1	0.3	0.4	0.1	0.3	1.7	3.9	2.5
Manufacturing	0.6	0.9	0.8	0.6	0.9	0.7	4.3	7.7	5.6
Water supply; sewage, waste management and remediation activities	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.1	0.0
Construction	0.3	0.1	0.2	0.2	0.1	0.2	3.7	0.0	2.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	4.8	7.0	5.8	4.7	6.9	5.7	16.7	22.3	18.8
Transportation and storage	0.3	0.0	0.2	0.3	0.0	0.2	3.5	0.0	2.2
Accommodation and food service activities	0.7	2.7	1.6	0.7	2.7	1.6	1.9	6.5	3.7
Information and communication	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1
Administrative and support service activities	0.6	0.9	0.7	0.6	0.9	0.7	0.2	0.0	0.2
Public administration and defence; compulsory social security	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Education	1.4	1.5	1.4	1.4	1.5	1.5	0.0	0.5	0.2
Human Health and social work activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Arts, entertainment and recreation	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.1
Other service activities	0.6	0.8	0.7	0.6	0.8	0.7	3.0	2.8	2.9
Activities of households as employers; undifferentiated goods- and services-production activities of households for own use	3.4	6.0	4.6	3.4	6.0	4.6	1.8	10.0	4.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Number</b>	<b>2,822,140</b>	<b>2,294,220</b>	<b>5,116,360</b>	<b>2,793,981</b>	<b>2,277,115</b>	<b>5,071,097</b>	<b>28,159</b>	<b>17,105</b>	<b>45,264</b>

**Findings in Table 12.9** reveals that, the largest proportion of children engaged in economic activities in the URT (83.7 percent) are in agriculture, forestry and fishing industry, with higher proportion for boys (86.8 percent) compared to girls (79.8 percent). Another relatively significant proportion of the working children (5.8 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 children employed in households' activities with proportion of girls (6.0 percent) being significantly higher than that of boys (3.4 percent). Generally, the same pattern is observed in both Tanzania Mainland and Zanzibar.

**Table 12.10: Percentage Distribution of Children Aged 5-17 Engaged in Economic Activities by Reasons for Working, Area and Sex, ILFS 2020/21**

Reasons	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
To supplement household income where child live	14.9	11.9	13.5	14.8	11.8	13.5	20.0	16.1	18.5
To supplement household income away from where child live	1.8	2.9	2.3	1.8	2.9	2.3	1.7	6.5	3.5
To pay outstanding debt under contractual arrangement	0.3	0.0	0.2	0.3	0.0	0.2	0.5	0.0	0.3
To assist or help in household enterprise	38.1	38.6	38.3	38.3	38.8	38.5	19.0	19.3	19.1
Education or training programme is not suitable	0.6	0.4	0.5	0.6	0.4	0.5	0.0	0.4	0.1
Education or training institutions are too far	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Good upbringing or imparting of skills	38.5	41.0	39.6	38.5	41.0	39.6	40.7	41.1	40.9
Cannot afford education or training expenses	0.9	1.1	1.0	0.9	1.1	1.0	0.5	3.5	1.7
Peer pressure	3.8	3.2	3.5	3.7	3.1	3.4	14.8	11.3	13.5
Others	1.1	0.9	1.0	1.1	0.9	1.0	2.9	1.9	2.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>2,600,527</b>	<b>2,137,015</b>	<b>4,737,542</b>	<b>2,572,368</b>	<b>2,119,910</b>	<b>4,692,278</b>	<b>28,159</b>	<b>17,105</b>	<b>45,264</b>

**Table 12.10** shows that, the two most important reasons cited by the working children were good upbringing or imparting of skills; and assisting household enterprises with 39.6 percent and 38.3 percent respectively. Results shows that slightly more girls (41.0 percent) than boys (38.5 percent) stated good upbringing or imparting of skills as a reason for working. On the other hand, higher proportion of boys (14.9 percent) than girls (11.9 percent) cited supplementing household income where they lived as the main reason for working. More or less same pattern is observed in Tanzania Mainland and Zanzibar. In addition, a substantial proportion of the working children in Zanzibar cited peer pressure as an important reason to engage in economic activities (13.5 percent).



## 12.5 SAFETY AND HOURS OF WORK

Introducing children to the world of work is beneficial to their development as it enables them prepare for employment or choose future careers. However, children are more vulnerable to injuries and health concerns if work environment is unsafe. Therefore, safety of work environment is a critically important aspect of analysis for children engaged in economic activities. This section presents findings on children's injuries or illnesses resulting from work environment, and hours worked by the working children.

**Table 12.11: Percentage Distribution of Children Aged 5-17 Engaged in Economic Activities by Frequency of Injuries, Sex and Area, ILFS 2020/21**

Frequency of injuries	URT			TZM			ZNZ		
	Male	female	total	Male	female	total	Male	female	total
Frequently	7.7	12.3	9.4	7.7	12.4	9.4	7.5	4.6	6.8
Sometimes	60.6	63.9	61.9	61.0	64.3	62.2	44.6	33.6	41.9
Rarely	31.6	23.8	28.7	31.3	23.4	28.3	47.9	61.9	51.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	196,492	115,807	312,299	192,394	114,489	306,883	4,097	1,318	5,416

**Table 12.11** shows that overall, about 0.31 million children in the URT had experienced frequent illnesses or injuries as a result of work, and about 9.4 percent of such children experienced frequent injuries. Children who experienced frequent injuries accounted for about 9.4 percent in Tanzania Mainland and 6.8 for Zanzibar. Girls are more vulnerable to suffered from frequent injuries (12.3 percent) is compared to boys (7.7 percent) in URT. Moreover, the findings reveal that about six in ten (61.9 percent) of working children had experienced occasional illness or injuries resulting from work.

**Table 12.12: Mean Current <sup>5</sup>and Usual <sup>6</sup>Hours Worked per Week by Children Aged 5-17 Engaged in Economic Activities by Age Groups and Sex, and Area, ILFS 2020/21**

Area	Age groups	Male		Female		Total	
		Current Hours of Work	Usual Hours of Work	Current Hours of Work	Usual Hours of Work	Current Hours of Work	Usual Hours of Work
URT	5 - 11	20	23	15	19	18	21
	12 - 14	20	25	18	23	19	24
	15 - 17	33	40	28	36	31	38
	Total	25	30	21	26	23	28
TzM	5 - 11	20	23	15	19	18	21
	12 - 14	20	25	18	23	19	24
	15 - 17	33	40	28	36	31	38
	Total	25	30	21	26	23	28
ZNZ	5 - 11	20	22	13	17	17	20
	12 - 14	17	23	16	22	17	23
	15 - 17	30	37	23	30	27	34
	Total	24	30	19	26	22	28

**Findings in Table 12.12** reveal that, on the basis of current hours of work, working children spend an average of 23 hours per week working. Children in lower age groups, i.e. those aged 5-11 and 12-14 tend to spend less time working than children in upper age group of 15-17. Boys slightly work more hours (25 hours) than girls (21 hours). On the basis of usual working hours, working children spend an average of 28 hours per week, with boys working slightly more hours than girls, (30 hours for boys vis- a- vis 26 for girls).

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<sup>5</sup> Refers to hours worked during the last week preceding the survey

<sup>6</sup> Refers to the hours usually worked on the longer time span

**Table 12.13: Percentage Distribution Children Aged 5-17 by Child Work Status, Area and Sex, ILFS 2020/21**

Area	Sex	Children Work Status				Number	
		Child Labour	Not Child Labour	Children not in economic activity	Total		
URT	Rural	Male	32.2	0.6	67.2	100.0	7,809,850
		Female	26.7	0.3	73.1	100.0	7,340,879
		Total	29.5	0.4	70.1	100.0	15,150,729
	Urban	Male	13.2	0.7	86.1	100.0	1,715,378
		Female	14.1	0.8	85.1	100.0	1,804,935
		Total	13.6	0.8	85.6	100.0	3,520,313
	DSM	Male	3.2	0.1	96.6	100.0	731,868
		Female	6.2	0.4	93.4	100.0	736,766
		Total	4.7	0.3	95.0	100.0	1,468,633
	Total	Male	26.9	0.6	72.5	100.0	10,257,095
		Female	22.8	0.4	76.8	100.0	9,882,579
		Total	24.9	0.5	74.6	100.0	20,139,675
TZM	Rural	Male	32.6	0.6	66.9	100.0	7,649,705
		Female	27.1	0.3	72.6	100.0	7,171,239
		Total	29.9	0.4	69.6	100.0	14,820,943
	Urban	Male	13.9	0.8	85.4	100.0	1,593,553
		Female	14.9	0.9	84.3	100.0	1,678,519
		Total	14.4	0.8	84.8	100.0	3,272,072
	DSM	Male	3.2	0.1	96.6	100.0	731,868
		Female	6.2	0.4	93.4	100.0	736,766
		Total	4.7	0.3	95.0	100.0	1,468,633
	Total	Male	27.4	0.6	72.0	100.0	9,975,125
		Female	23.4	0.4	76.2	100.0	9,586,523
		Total	25.4	0.5	74.1	100.0	19,561,649
ZNZ	Rural	Male	13.3	0.8	85.9	100.0	160,145
		Female	7.3	0.2	92.5	100.0	169,640
		Total	10.2	0.5	89.3	100.0	329,786
	Urban	Male	4.3	0.2	95.4	100.0	121,825
		Female	3.2	0.3	96.5	100.0	126,416
		Total	3.8	0.3	96.0	100.0	248,241
	Total	Male	9.4	0.6	90.0	100.0	281,970
		Female	5.5	0.2	94.2	100.0	296,056
		Total	7.4	0.4	92.2	100.0	578,026

**Table 12.13** indicates that 24.9 percent equivalent to 5.02 million children aged 5-17 in the URT are engaged in child labour, with 25.4 percent in Tanzania Mainland and 7.4 percent in Zanzibar. Generally, the findings indicate that, there are proportionately more boy-child laborers than girls, and child labour is more prevalent in rural areas (29.5 percent) than in urban areas (13.6 percent in urban areas and 4.7 percent in Dar es Salaam). This is observed in all areas under consideration.

**Table 12.14: Percentage Distribution of Children Aged 5-17 by Child Labour Status, Area and Sex, ILFS 2020/21**

Area	Sex	Child labour status					Number	
		Hazardous child labour	Non-Hazardous child labour	Not Child labour	Children not in economic activities	Total		
URT	Rural	Male	30.6	1.5	0.6	67.2	100.0	7,809,850
		Female	26.3	0.4	0.3	73.1	100.0	7,340,879
		Total	28.5	1.0	0.4	70.1	100.0	15,150,729
	Urban	Male	12.8	0.4	0.7	86.1	100.0	1,715,378
		Female	13.7	0.4	0.8	85.1	100.0	1,804,935
		Total	13.2	0.4	0.8	85.6	100.0	3,520,313
	DSM	Male	2.8	0.5	0.1	96.6	100.0	731,868
		Female	5.9	0.4	0.4	93.4	100.0	736,766
		Total	4.3	0.4	0.3	95.0	100.0	1,468,633
	Total	Male	25.7	1.3	0.6	72.5	100.0	10,257,095
		Female	22.4	0.4	0.4	76.8	100.0	9,882,579
		Total	24.1	0.8	0.5	74.6	100.0	20,139,675
TZM	Rural	Male	31.0	1.5	0.6	66.9	100.0	7,649,705
		Female	26.7	0.4	0.3	72.6	100.0	7,171,239
		Total	28.9	1.0	0.4	69.6	100.0	14,820,943
	Urban	Male	13.5	0.4	0.8	85.4	100.0	1,593,553
		Female	14.5	0.4	0.9	84.3	100.0	1,678,519
		Total	14.0	0.4	0.8	84.8	100.0	3,272,072
	DSM	Male	2.8	0.5	0.1	96.6	100.0	731,868
		Female	5.9	0.4	0.4	93.4	100.0	736,766
		Total	4.3	0.4	0.3	95.0	100.0	1,468,633
	Total	Male	26.1	1.3	0.6	72.0	100.0	9,975,125
		Female	23.0	0.4	0.4	76.2	100.0	9,586,523
		Total	24.6	0.9	0.5	74.1	100.0	19,561,649
ZNZ	Rural	Male	12.8	0.5	0.8	85.9	100.0	160,145
		Female	7.2	0.1	0.2	92.5	100.0	169,640
		Total	9.9	0.3	0.5	89.3	100.0	329,786
	Urban	Male	4.2	0.1	0.2	95.4	100.0	121,825
		Female	3.2	-	0.3	96.5	100.0	126,416
		Total	3.7	0.1	0.3	96.0	100.0	248,241
	Total	Male	9.1	0.3	0.6	90.0	100.0	281,970
		Female	5.5	-	0.2	94.2	100.0	296,056
		Total	7.3	0.2	0.4	92.2	100.0	578,026

**Table 12.14** indicates that, out of all children in child labour, 24.1 percent equivalent to about 4.85 million children in economic activities are in hazardous child labour. Such children constitute about 24.6 percent of children in Tanzania Mainland and 7.3 percent in Zanzibar. Moreover, boys are more likely to engage in hazardous child labour than girls, this is observed across all areas.

## CHAPTER THIRTEEN

### TIME USE

#### 13.0 INTRODUCTION

Time Use Survey (TUS) provides a framework for measuring time dispositions by the population on different activities. It is an important source of information about the activities that are performed by the population and the time duration for which such activities are performed. This survey came about as a result of increasing demand to understand how people spend their time on economic and non-economic activities including engagement in some activities considered as non-work, yet very important in social development and not given the desired economic reward. This chapter discusses the distribution of average time spent on all activities in 24 hours.

#### 13.1 CATEGORIZATION OF ACTIVITIES

For accounting and valuation purposes, human activities are categorized 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) activities which are recognized 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 categorized 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 pertaining to learning, socializing, games, sports, mass media use and personal care and maintenance such as eating, bathing or sleeping.

Time use module uses 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 13.1).

**Table 13.1: Activity Classification System for Time Use Statistics**

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 in Minutes Spent per Day per Person Aged 5+ by SNA Activity Categories, Sex and Age Groups, ILFS 2020/21**

Age Groups	Activity	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
5 - 9	SNA Production Activities	29	24	27	29	25	27	15	6	10
	Extended SNA	69	90	79	70	91	80	25	32	29
	Non-productive activities	1343	1326	1335	1341	1324	1333	1400	1402	1401
	<b>Total</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>
10 - 14	SNA Production Activities	74	51	62	76	52	63	18	19	19
	Extended SNA	94	158	127	95	159	129	31	93	65
	Non-productive activities	1272	1231	1251	1269	1229	1248	1391	1327	1357
	<b>Total</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>
15 - 24	SNA Production Activities	236	159	193	238	162	195	182	50	109
	Extended SNA	100	301	213	102	302	215	36	257	159
	Non-productive activities	1104	980	1034	1100	976	1030	1222	1133	1172
	<b>Total</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>
25 - 35	SNA Production Activities	412	218	319	412	221	321	378	98	229
	Extended SNA	73	330	196	74	330	196	46	327	196
	Non-productive activities	955	892	925	954	889	923	1016	1014	1015
	<b>Total</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>
36 - 64	SNA Production Activities	382	240	309	383	242	311	359	154	260
	Extended SNA	67	259	166	68	260	167	42	226	131
	Non-productive activities	991	941	965	989	938	963	1039	1061	1050
	<b>Total</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>
65 +	SNA Production Activities	179	101	134	178	101	134	215	64	133
	Extended SNA	73	173	131	74	175	132	31	108	73
	Non-productive activities	1187	1166	1175	1187	1164	1174	1194	1268	1234
	<b>Total</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>
<b>Total</b>	SNA Production Activities	259	155	205	259	157	206	228	76	149
	Extended SNA	78	240	162	79	241	163	37	204	124
	Non-productive activities	1103	1045	1073	1101	1042	1070	1175	1160	1167
	<b>Total</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>	<b>1440</b>

**Table 13.2** shows that persons spend an average 205 minutes per day for SNA production activities, 162 minutes per day for extended SNA activities and 1073 minutes per day for non-productive activities. Males spend more time in SNA production activities (259 minutes per day) than females (155 minutes per day). On the other hand, females spend more time in extended SNA (240 minutes per day) than males (78 minutes per day).

Across age groups, time spent on SNA production activities peaks at age group 25-35 years with 319 minutes per day. Persons aged 5-9 and 65 years or above spend less time on SNA production activities with 27 and 134 minutes respectively. On the other hand, persons aged 15-24 years spend most time (213 minutes per day) on extended SNA activities compared to all other age groups.

**Table 13.3: Mean Time in Minutes Spent per Day per Person Aged 5+ by Activity Group (ICATUS) and Sex, ILFS 2020/21**

SNA Groups	URT						TZM						ZNZ					
	Male	%	Female	%	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%	Total	%
Employment and related activities	221.9	15.4	115.1	8.0	166.6	11.6	222.4	15.4	116.7	8.1	167.7	15.4	198.9	13.8	54.5	3.8	123.4	8.6
Production of goods for own final use	36.7	2.6	39.9	2.8	38.4	2.7	36.9	2.6	40.4	2.8	38.7	2.6	29.4	2.0	21.5	1.5	25.2	1.8
Unpaid domestic services for household and family members	66.2	4.6	195.9	13.6	133.4	9.3	67.3	4.7	196.9	13.7	134.4	4.6	20.9	1.4	158.1	11.0	92.6	6.4
Unpaid caregiving services for household and family members	9.2	0.6	42.6	3.0	26.5	1.8	9.1	0.6	42.6	3.0	26.5	0.6	11.1	0.8	41.7	2.9	27.1	1.9
Unpaid volunteer, trainee and other unpaid work	3.0	0.2	1.8	0.1	2.4	0.2	3.0	0.2	1.8	0.1	2.4	0.2	5.2	0.4	4.1	0.3	4.6	0.3
Learning	88.0	6.1	79.0	5.5	83.3	5.8	87.8	6.1	78.4	5.4	82.9	6.1	94.5	6.6	100.0	6.9	97.4	6.8
Socializing and communication community participation	89.8	6.2	71.2	4.9	80.2	5.6	85.0	5.9	67.1	4.7	75.8	6.2	276.7	19.2	227.9	15.8	251.2	17.4
Culture leisure mass-media and sports practices	137.7	9.6	108.2	7.5	122.4	8.5	136.8	9.5	106.6	7.4	121.1	9.6	173.5	12.1	169.9	11.8	171.6	11.9
Self-care and maintenance	787.7	54.7	786.2	54.6	786.9	54.6	791.7	55.0	789.5	54.8	790.5	54.7	629.9	43.7	662.4	46.0	646.9	44.9
<b>Total</b>	<b>1440</b>	<b>100</b>	<b>1440</b>	<b>100</b>	<b>1440</b>	<b>100</b>	<b>1440</b>	<b>100</b>	<b>1440</b>	<b>100</b>	<b>1440</b>	<b>100</b>	<b>1440</b>	<b>100</b>	<b>1440</b>	<b>100</b>	<b>1440</b>	<b>100</b>

**Table 13.3** shows that people spend the largest proportion of their daily time on self-care and maintenance (54.6 percent), and least time on activities of unpaid volunteer, trainee and other unpaid work (0.2 percent). The results further reveals that about 11.6 percent of daily time is spent on employment and other related activities with slightly gender difference, where males spend more time (15.4 percent) than female (8.0 percent). In addition, the findings indicate that persons spend 9.3 percent of total daily time on unpaid domestic services for household and family members. However, females spend more of their time (13.6 percent) in such services compared to males (4.6 percent).



**Table 13.4: Mean Time in Minutes Spent per Day per Person Aged 5+ by Age Groups, SNA Activity Categories and Area, ILFS 2020/21**

Area		SNA Group/Age Groups	5 - 9	10 - 14	15 - 24	25 - 35	36 - 64	65+	Total
URT	Rural	SNA Production Activities	32	73	200	303	292	131	194
		Extended SNA	89	133	219	198	173	131	165
		Non-productive activities	1320	1234	1022	939	975	1178	1081
		Total	1440	1440	1440	1440	1440	1440	1440
	Urban	SNA Production Activities	13	36	170	323	327	144	212
		Extended SNA	54	119	208	211	155	143	163
		Non-productive activities	1373	1285	1063	906	958	1153	1065
		Total	1440	1440	1440	1440	1440	1440	1440
	Dar es Salaam	SNA Production Activities	8	14	323	375	389	150	266
		Extended SNA	38	80	211	167	140	102	142
		Non-productive activities	1395	1346	906	898	911	1188	1032
		Total	1440	1440	1440	1440	1440	1440	1440
TZM	Rural	SNA Production Activities	32	74	201	304	292	130	195
		Extended SNA	90	135	220	198	174	132	166
		Non-productive activities	1318	1231	1019	938	975	1178	1080
		Total	1440	1440	1440	1440	1440	1440	1440
	Urban	SNA Production Activities	13	38	175	328	334	147	216
		Extended SNA	56	122	211	212	156	148	165
		Non-productive activities	1372	1280	1054	900	950	1145	1058
		Total	1440	1440	1440	1440	1440	1440	1440
	Dar es Salaam	SNA Production Activities	8	14	198	375	389	150	266
		Extended SNA	38	80	189	167	140	102	142
		Non-productive activities	1395	1346	1054	898	911	1188	1032
		Total	1440	1440	1440	1440	1440	1440	1440
ZNZ	Rural	SNA Production Activities	12	26	135	241	294	166	162
		Extended SNA	25	71	168	198	128	77	123
		Non-productive activities	1403	1343	1138	1001	1018	1197	1155
		Total	1440	1440	1440	1440	1440	1440	1440
	Urban	SNA Production Activities	8	6	82	216	224	85	133
		Extended SNA	33	53	150	195	134	67	126
		Non-productive activities	1399	1381	1208	1030	1083	1288	1182
		Total	1440	1440	1440	1440	1440	1440	1440

**Table 13.4** shows that rural residents spend slightly more time on non-productive activities (1,081 minutes) compared to Other Urban areas (1,065 minutes) and Dar es Salaam (1,032 minutes). Conversely, Dar es Salaam residents spend more time (266 minutes) on SNA production activities compared to Other Urban (212 minutes) and rural areas (194 minutes). Generally, children under 15 years in rural areas spend more time on SNA production activities than their counterpart's children in Other urban areas and Dar es Salaam. This trend may likely impact their school performance.

**Table 13.5: Mean Time in Minutes Spent per Day per Person Aged 5+ by Marital Status, Activity Category and Sex, ILFS 2020/21**

Marital Status	Activity	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Single	SNA Production Activities	146	88	119	147	90	120	104	35	71
	Extended SNA	88	163	123	89	164	124	32	110	69
	Non-productive activities	1206	1189	1198	1203	1186	1195	1304	1295	1300
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Married	SNA Production Activities	382	199	290	383	202	292	364	102	228
	Extended SNA	62	331	198	62	332	198	44	308	181
	Non-productive activities	996	910	953	995	906	950	1032	1030	1031
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Cohabit	SNA Production Activities	417	248	326	417	249	326	649	77	277
	Extended SNA	61	301	191	61	300	191	2	498	325
	Non-productive activities	961	891	923	962	891	923	789	866	839
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Widowed	SNA Production Activities	204	156	163	204	157	164	220	97	115
	Extended SNA	108	192	179	109	193	180	26	125	111
	Non-productive activities	1128	1092	1097	1127	1090	1096	1195	1218	1214
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Divorced	SNA Production Activities	340	235	272	341	238	275	288	128	180
	Extended SNA	99	246	194	101	248	196	35	186	137
	Non-productive activities	1001	959	974	998	954	970	1117	1127	1124
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Separated	SNA Production Activities	274	274	274	274	274	274	323	265	292
	Extended SNA	137	267	205	138	268	206	42	147	98
	Non-productive activities	1029	899	961	1029	898	961	1075	1028	1050
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Total	SNA Production Activities	259	155	205	259	157	206	228	76	149
	Extended SNA	78	240	162	79	241	163	37	204	124
	Non-productive activities	1103	1045	1073	1101	1042	1070	1175	1160	1167
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440

**Table 13.5** indicates that males who are married or cohabiting spend more time per day on SNA production activities (382 and 417 minutes respectively) compared to those in other marital statuses. On the other hand, all females spend more time per day on extended SNA activities compared to their corresponding males in all marital statuses. 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, males who are single or widowed spend more time per day on non-productive activities (1,206 and 1,128 minutes respectively) compared to those in other marital statuses.

**Table 13.6: Mean Time in Minutes Spent per Day per Person Aged 5+ by Level of Education, SNA Activity Categories and Sex, ILFS 2020/21**

Education	Activity	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	SNA Production Activities	167	151	157	167	152	158	145	85	108
	Extended SNA	90	202	158	91	203	160	26	143	98
	Non-productive activities	1183	1087	1124	1182	1085	1122	1269	1212	1234
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Primary Education	SNA Production Activities	262	154	208	263	156	209	181	60	123
	Extended SNA	77	245	161	77	246	162	34	149	90
	Non-productive activities	1101	1041	1071	1099	1038	1069	1225	1231	1228
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Secondary Education	SNA Production Activities	306	150	227	307	156	231	287	76	175
	Extended SNA	78	279	180	81	280	181	43	267	161
	Non-productive activities	1056	1011	1033	1053	1004	1028	1110	1098	1103
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Vocational Training	SNA Production Activities	347	216	294	350	224	299	265	75	171
	Extended SNA	56	243	132	57	243	131	43	243	142
	Non-productive activities	1037	981	1014	1033	974	1009	1132	1122	1127
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
Tertiary non University	SNA Production Activities	336	243	299	338	250	304	291	155	207
	Extended SNA	72	244	140	73	244	139	41	249	169
	Non-productive activities	1032	953	1001	1030	947	998	1108	1036	1064
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
University	SNA Production Activities	305	214	276	305	218	277	310	159	245
	Extended SNA	74	214	119	75	212	119	34	239	123
	Non-productive activities	1061	1012	1045	1060	1010	1044	1096	1042	1072
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440
<b>Total</b>	SNA Production Activities	259	155	205	259	157	206	228	76	149
	Extended SNA	78	240	162	79	241	163	37	204	124
	Non-productive activities	1103	1045	1073	1101	1042	1070	1175	1160	1167
	Total	1440	1440	1440	1440	1440	1440	1440	1440	1440

**Table 13.6** shows that persons with Tertiary non University spend more time per day on SNA production activities (299 minutes) followed by those with vocational training (294 minutes). The lowest average minutes per day on SNA production activities are spent by persons who never attended school (157 minutes).

**Table 13.7: Participation Rates by SNA Activity Categories, Age Groups and Sex, ILFS 2020/21**

		URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
5 - 9	SNA Production Activities	18.1	18.1	18.1	18.3	18.4	18.3	9.7	6.0	7.8
	Extended SNA	48.5	62.2	55.1	49.0	62.7	55.6	29.1	44.0	36.6
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
10 - 14	SNA Production Activities	38.7	37.0	37.8	39.2	37.4	38.3	18.1	21.2	19.8
	Extended SNA	64.9	86.2	76.0	65.6	86.3	76.4	38.2	84.9	63.4
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15 - 24	SNA Production Activities	61.6	52.6	56.5	62.0	53.3	57.0	47.8	27.1	36.3
	Extended SNA	53.6	92.6	75.6	54.0	92.6	75.7	41.9	92.1	69.8
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
25 - 35	SNA Production Activities	82.0	62.7	72.7	82.1	63.3	73.1	77.9	39.7	57.4
	Extended SNA	44.9	95.5	69.1	45.0	95.5	69.1	39.6	95.7	69.6
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
36 - 64	SNA Production Activities	77.4	67.4	72.3	77.3	67.9	72.4	80.7	50.5	66.1
	Extended SNA	40.2	91.3	66.5	40.3	91.3	66.5	39.5	90.8	64.3
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
65 +	SNA Production Activities	46.9	35.8	40.5	46.6	36.0	40.5	60.0	27.1	42.1
	Extended SNA	41.2	74.6	60.4	41.5	74.8	60.7	30.7	63.3	48.4
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

**Table 13.7** indicates all persons regardless of sex or age perform nonproductive activities with a participation rate of 100 percent. In the URT, persons aged 25 – 35 and 36 - 64 have higher participation in SNA Production Activities (72.7 percent and 72.3 percent respectively) compared to other age groups. Results also show that, across all age groups, females participation rates in extended SNA activities are more than that of males. This trend is observed in both Tanzania Mainland and Zanzibar.

**Table 13.8: Participation rates of Persons Aged 5+ by Activity Groups (ICATUS) and sex, ILFS 2020/21**

ICATUS Groups	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employment and related activities	11.8	8	9.9	11.9	8.1	10	9.4	4	6.6
Production of goods for own final use	4.9	6.9	5.9	4.9	7	6	3.4	3.7	3.5
Unpaid domestic services for household and family members	10.3	21.2	15.9	10.4	21.3	16	5.7	17.2	11.6
Unpaid caregiving services for household and family members	2.3	8.2	5.3	2.3	8.2	5.3	2.9	7.8	5.4
Unpaid volunteer, trainee and other unpaid work	0.4	0.4	0.4	0.4	0.4	0.4	0.8	1	0.9
Learning	5.1	4.7	4.9	5.1	4.6	4.9	5.5	5.5	5.5
Socializing and communication community participation	11.4	10.5	10.9	11.2	10.2	10.7	18.6	19.1	18.8
Culture, leisure, mass-media and sports practices	17.4	15.6	16.5	17.4	15.5	16.4	17.9	17.7	17.8
Self-care and maintenance	100	100	100	100	100	100	100	100	100
Number	23,630,746	24,808,313	48,439,059	22,926,682	24,063,194	46,989,875	704,064	745,119	1,449,184

**Table 13.8** reveals that in the URT, higher participation rates are observed in activities related to culture, leisure, mass-media and sports practices (16.5 percent); and activities of unpaid domestic services for household and family members (15.9 percent). Activities related to employment and related activities are third on the list with participation rate of 9.9 percent. Results further indicate that, the lowest participation rates of 0.4 percent is observed in activities of unpaid volunteer, trainees and other unpaid work. Similar results are also indicated in Tanzania Mainland and Zanzibar.

**Table 13.9: Participation Rates of Persons Aged 5+ in SNA Activity Categories by Marital Status and Sex, ILFS 2020/21**

Marital Status	Activity	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Single	SNA Production Activities	43.4	36.2	40.1	43.8	36.6	40.4	30.4	20.4	25.6
	Extended SNA	55.7	78.8	66.5	56.1	79.0	66.8	37.4	73.0	54.4
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Married	SNA Production Activities	78.0	60.5	69.2	77.9	61.2	69.5	80.9	39.6	59.4
	Extended SNA	36.6	94.6	65.8	36.5	94.6	65.7	38.5	95.7	68.3
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Cohabit	SNA Production Activities	80.2	73.2	76.4	80.1	73.3	76.4	100.0	60.5	74.3
	Extended SNA	35.7	96.0	68.4	35.7	96.0	68.4	11.5	100.0	69.1
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Widowed	SNA Production Activities	48.9	49.3	49.2	48.8	49.5	49.4	56.2	38.1	40.6
	Extended SNA	60.6	80.6	77.5	61.1	80.9	77.8	30.4	67.0	61.9
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Divorced	SNA Production Activities	79.0	63.6	69.1	79.3	64.3	69.6	67.1	41.5	49.8
	Extended SNA	65.3	90.8	81.7	66.0	91.0	82.1	36.8	84.1	68.8
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Separated	SNA Production Activities	59.9	72.5	66.5	59.7	72.5	66.4	92.2	75.1	83.1
	Extended SNA	60.4	94.3	78.0	60.2	94.4	78.0	80.7	85.4	83.2
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Marital status is an important element which influences participation of individuals in different activities. Results in **Table 13.9** reveals that in the URT, persons with marital status of cohabiting have the highest participation rates in SNA production activities (76.4 percent) compared to persons in other statuses. The lowest participation in SNA production activities is observed for those who are singles (40.1 percent). Moreover, a noticeable male-female difference on participation in SNA production activities is observed for those in marriage with 17.5 percentage points difference.

**Table 14.0: Participation Rates of Persons Aged 5+ in SNA Activity Categories by Education and Sex, ILFS 2020/21**

Level of Education	Activity	URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	SNA Production Activities	45.4	49.7	48.0	45.6	50.0	48.3	38.3	33.5	35.4
	Extended SNA	45.2	78.5	65.7	45.6	78.8	66.0	29.0	67.4	52.5
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Primary Education	SNA Production Activities	61.3	52.1	56.7	61.6	52.4	57.0	46.5	29.0	38.0
	Extended SNA	48.1	87.9	68.1	48.3	88.0	68.3	36.3	77.8	56.3
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Secondary Education	SNA Production Activities	65.1	44.3	54.6	65.1	45.3	55.1	64.7	31.8	47.3
	Extended SNA	50.1	92.5	71.6	50.8	92.5	71.9	40.3	93.5	68.4
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Vocational Training	SNA Production Activities	72.1	55.8	65.4	72.6	56.8	66.3	56.2	35.2	45.9
	Extended SNA	44.6	93.1	64.3	44.7	93.3	64.3	43.0	90.2	66.2
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tertiary non University	SNA Production Activities	68.8	51.8	62.1	68.5	52.4	62.3	78.4	45.3	58.0
	Extended SNA	51.8	87.8	66.1	51.7	88.0	65.7	55.3	85.5	73.9
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
University	SNA Production Activities	61.3	49.4	57.5	61.0	49.9	57.4	71.5	41.1	58.3
	Extended SNA	46.1	77.1	56.1	46.1	76.2	55.6	45.8	93.3	66.4
	Non-productive activities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

**Table 14.0** shows that the highest participation rate in SNA production activities is observed among persons with vocational training (65.4 percent) followed by persons with tertiary non University (62.1 percent) and persons with University education (57.5 percent). For Zanzibar the results show that the highest participation rate in SNA production activities is observed among persons with university training (58.3 percent).

- i. The Labor Force has increased from 22.32 million people in 2014 to 25.86 million people in 2020/21. Employment has also increased from 20.03 million people to 23.53 million people over the same time period, equivalent to an increase of 17.5 percent. There are 12.06 million men (51.2 percent) and 11.47 million women (48.8 percent) among the total number of employed persons;
- ii. Number of persons directly engaged in agricultural occupation (farmers) which involves crops cultivation, livestock keeping and fishing has slightly declined to 60.8 percent in 2020/21 from 66.3 percent in 2014. Despite the decline, agriculture continues to be the main employer for the largest proportion of the work force;
- iii. Informal sector has continued to be an important sector of employment. Proportion of total employment in the informal sector has increased to 29.1 percent in 2020/21 from 21.7 percent in 2014. The growth is a result of continued efforts by the government to build enabling environment, especially for self-employment. Some of such efforts include:-issuance of small business operators' IDs; waiving off taxes and levies; and improving microfinance operations;
- iv. Employment to Population Ratio (EPR) has decreased from 77.8 percent in 2014 to 75.8 percent in 2020/21. On the other hand the Labor Force Participation Rate (LFPR) has also decreased from 86.7 percent in 2014 to 83.3 percent in 2020/21. The decrease of EPR and LFPR is partly attributed to increased enrollment and attendance in schools after the Government's endeavor to provide free education;
- v. Unemployment has decreased from 10.3 percent in 2014 to 9.0 percent in 2020/21. However, incidence of unemployment is more pronounced for females (12.2 percent) than males (5.7 percent). Unemployment is also more prevalent for persons in Dar es Salaam (20.5 percent) compared to those in other urban areas (9.9 percent) and rural areas (7.2 percent);
- vi. Unemployment for youth aged 15-35 has increased slightly from 11.7 percent in 2014 to 12.2 percent in 2020/21. Moreover it is larger for female youth (16.1 percent) than their males' counterpart (8.1 percent);
- vii. The number of persons out of the labour force (economically inactive persons) i.e. those who are not available for employment due to various reasons including attendance in school or training; illness; disability; old age; engagement in household chores such as caring for children, cooking, cleaning, etc. and a few people who do not want to work, has increased from 3.42 million people in 2014 to 5.19 million equivalent to 51.8 percent;
- viii. Monthly wages for paid employees have increased from an average of TZS. 308,585 per month in 2014 to TZS. 390,992 in 2020/21;



Due to these results, the following policy options are recommended to further enhance employment:-

- i. Preparing a national strategy to enhance employment and ensure its effective implementation by all stakeholders;
- ii. Reviewing the minimum wage structure enhance workers' income to keep pace with economic growth;
- iii. Continuing with efforts to improve business environment in order to attract more investments, especially in activities which use local labor and raw materials to stimulate economic growth and increase employment opportunities;
- iv. Aligning education and training curricula with requirements of the labour market to ensure the workforce is equipped with relevant and practical skills needed in the labor market. The issues of relevant technical and soft skills are paramount to reduce unemployment;

- v. Proportion of women in senior and middle management position has increased from 23.3 percent to 28.0 percent, thus, reducing the gender gap in decision making roles at work places. Despite this substantial progress, there is still a need for further effort to achieve gender equality;
- vi. Financial institutions to provide more affordable loans to encourage borrowing for business and investment;
- vii. Continue to ensuring councils allocate and efficiently provide loans with concessional terms to youth, women and people with disabilities in order to stimulate engagement in productive activities and employment; and
- viii. Relevant authorities to demarcate and allocate premises for conducting businesses with relevant infrastructure developed.

## APPENDIX 1: ILFS 2020/21 TECHNICAL COMMITTEE TEAM

S/N	NAME	INSTITUTION	POSITION
1.	Ruth Minja	NBS	Acting Director for Population Census and Social Statistics
2.	James Mbongo	NBS	Acting Manager, Labour and Price Department
3.	Ahmed Makbel	Retired Officer	Retired Assistant Director for Labour Market Information
4.	Ephraim Kwesigabo	Retired Officer	Retired Director for Population Census and Social Statistics
5.	Amos Nyandwi	PMO-LYED	Acting Assistant Director for Labour Market Information
6.	Edwin Mpelumbe	PMO- LYED	Principal Statistician
7.	Mary Awinia	PMO- LYED	Principal Statistician
8.	Seif Kuchengo	NBS	Principal Statistician
9.	Paskas Sawaki	NBS	Principal Statistician
10.	Hashim Njowe	NBS	Senior Statistician
11.	Opiyo Mamu	NBS	Senior Statistician
12.	Mdoka Omary	NBS	Senior Statistician
13.	Saruni Njipay	NBS	Senior Statistician
14.	David Mwaipopo	NBS	Senior Statistician
15.	Bakar Omar	OCGS	Senior Statistician and Computer Programmer
16.	Dr. Hilda Mwakatumbula	REPOA	Researcher
17.	Robert Katembwa	NBS	Statistician
18.	Philbert Mrema	NBS	Statistician
19.	Ndimbwelu Mwakibinga	NBS	Statistician
20.	Ritha Maxwell	NBS	Statistician

## APPENDIX FOR CHAPTER FOUR

**Table 4.1: Labour Force for Persons Aged 15 Years or Above by Level of Education and Sex, Tanzania , ILFS 2020/21**

	Male	Female	Total
Never Attended	1,748,749	3,270,462	5,019,211
Primary Education	9,169,978	9,470,489	18,640,468
Secondary Education	3,056,755	2,897,795	5,954,550
Vocational Training	242,765	193,242	436,007
Tertiary non University	250,165	174,672	424,838
University	349,634	223,187	572,820
<b>Total</b>	<b>14,818,047</b>	<b>16,229,848</b>	<b>31,047,894</b>

**Table 4.2: Total Population by Level of Education and Sex, Tanzania , ILFS 2020/21**

	Male	Female	Total
Never Attended	3,740,349	4,949,280	8,689,628
Primary Education	15,122,182	15,388,330	30,510,512
Secondary Education	3,216,502	3,135,473	6,351,974
Vocational Training	246,970	193,242	440,212
Tertiary non University	250,165	174,672	424,838
University	349,634	223,187	572,820
<b>Total</b>	<b>22,925,802</b>	<b>24,064,183</b>	<b>46,989,985</b>

**Table 4.3: Distribution of Working Age Population (15+ years), Tanzania, ILFS 2020/21**

Distribution of Working Age Population		Male	Female	Total
URT	Working Population	15,293,846	16,737,447	32,031,293
	Active population	13,174,861	13,436,884	26,611,745
	Inactive population	2,118,985	3,300,563	5,419,547
	Employed	12,409,057	11,730,201	24,139,258
	Unemployed	765,803	1,706,684	2,472,487
TZM	Working Population	14,818,047	16,229,848	31,047,894
	Active population	12,783,878	13,077,145	25,861,023
	Inactive population	2,034,169	3,152,703	5,186,871
	Employed	12,058,782	11,477,354	23,536,135
	Unemployed	725,096	1,599,791	2,324,888
ZNZ	Working Population	475,799	507,599	983,398
	Active population	390,983	359,740	750,722
	Inactive population	84,816	147,860	232,676
	Employed	350,276	252,847	603,123
	Unemployed	40,707	106,892	147,599

**Table 4.4 Working Age Population 15+ years by Age Group and Sex, Tanzania, ILFS 2020/21**

Age Group		Male	Female	Total
URT	15 - 24	4,990,471	5,355,802	10,346,273
	25 - 35	3,717,060	4,217,596	7,934,655
	36 - 64	5,491,547	5,756,644	11,248,191
	65+	1,094,768	1,407,406	2,502,173
	Total	15,293,846	16,737,447	32,031,293
TZM	15 - 24	4,826,639	5,181,315	10,007,955
	25 - 35	3,606,133	4,098,744	7,704,876
	36 - 64	5,321,704	5,573,903	10,895,607
	65+	1,063,570	1,375,886	2,439,456
	Total	14,818,047	16,229,848	31,047,894
ZNZ	15 - 24	163,832	174,486	338,318
	25 - 35	110,927	118,852	229,779
	36 - 64	169,843	182,741	352,584
	65+	31,197	31,520	62,717
	Total	475,799	507,599	983,398

**Table 4.5: Currently Economically Active Population 15+ years (%) by Area and Sex, Tanzania Mainland, ILFS 2020/21**

Area(Region)		Male	Female	Total
URT	Rural	9,505,913	9,388,098	18,894,011
	Urban	2,484,515	2,780,534	5,265,049
	DSM	1,184,433	1,268,253	2,452,685
	Total	13,174,861	13,436,884	26,611,745
TZM	Rural	9,299,246	9,203,998	18,503,244
	Urban	2,300,199	2,604,894	4,905,094
	DSM	1,184,433	1,268,253	2,452,685
	Total	12,783,878	13,077,145	25,861,023
ZNZ	Rural	206,667	184,100	390,766
	Urban	184,316	175,640	359,956
	DSM	-	-	-
	Total	390,983	359,740	750,722

**Table 4.6 Labour Force for Persons Aged 15 Years or Above by Level of Education and Sex, Tanzania, ILFS 2020/21**

Level of Education		Male	Female	Total
URT	Never Attended	1,557,347	2,596,441	4,153,788
	Primary Education	8,531,945	8,348,694	16,880,639
	Secondary Educatoin	2,379,750	2,001,214	4,380,964
	Vocational Training	201,666	157,572	359,238
	Tertiary non University	216,863	150,232	367,095
	University	287,291	182,730	470,022
	Total	13,174,861	13,436,884	26,611,745
TZM	Never Attended	1,529,598	2,545,554	4,075,152
	Primary Education	8,417,404	8,267,042	16,684,447
	Secondary Educatoin	2,168,802	1,807,188	3,975,990
	Vocational Training	192,389	148,956	341,345
	Tertiary non University	205,957	137,331	343,288
	University	269,728	171,075	440,802
	Total	12,783,878	13,077,145	25,861,023
ZNZ	Never Attended	27,749	50,888	78,636
	Primary Education	114,540	81,652	196,193
	Secondary Educatoin	210,948	194,026	404,974
	Vocational Training	9,277	8,616	17,893
	Tertiary non University	10,906	12,901	23,807
	University	17,563	11,656	29,219
	Total	390,983	359,740	750,722

**Table 4.7: Labour Force for Persons Aged 15+ Years by Literacy and Sex, Tanzania Mainland, ILFS 2020/21**

Literacy		Male	Female	Total
URT	Kiswahili Only	8,507,314	8,410,482	16,917,796
	English only	36,477	33,905	70,382
	English and Kiswahili	2,781,507	2,131,897	4,913,403
	Other language	14,122	22,096	36,218
	Illiterate	1,835,442	2,838,505	4,673,947
	Total	13,174,861	13,436,884	26,611,745
TZM	Kiswahili Only	8,400,968	8,319,471	16,720,439
	English only	36,477	33,905	70,382
	English and Kiswahili	2,523,883	1,910,835	4,434,719
	Other language	14,122	22,096	36,218
	Illiterate	1,808,429	2,790,837	4,599,266
	Total	12,783,878	13,077,145	25,861,023
ZNZ	Kiswahili Only	106,347	91,011	197,357
	English only	-	-	-
	English and Kiswahili	257,623	221,061	478,685
	Other language	-	-	-
	Illiterate	27,013	47,668	74,680
	Total	390,983	359,740	750,722

**Table 4.8: Number of Inactive Persons Aged 15+ Years by Area and Sex, Tanzania Mainland, ILFS 2020/21**

Area		Male	Female	Total
URT	Rural	1,288,083	2,061,255	3,349,338
	Urban	512,300	801,157	1,313,457
	DSM	318,601	438,151	756,752
	Total	2,118,985	3,300,563	5,419,547
TZM	Rural	1,249,828	1,986,812	3,236,640
	Urban	465,739	727,740	1,193,479
	DSM	318,601	438,151	756,752
	Total	2,034,169	3,152,703	5,186,871
ZNZ	Rural	38,255	74,442	112,698
	Urban	46,561	73,417	119,978
	DSM	-	-	-
	Total	84,816	147,860	232,676

**Table 4.9: Inactive Population Aged 15+ years by Reasons and Sex, Tanzania, ILFS 2020/21**

Reasons	Male	Female	Total
Thought no work available	730	2,094	2,824
Awaiting reply for earlier enquires	-	-	-
No jobs matching my skills	614	1,035	1,649
Considered too young/old by employers	9,733	25,008	34,740
Waiting to start an arranged job,business or agriculture	995	4,927	5,922
I am retired	55,400	32,060	87,460
I do not want to work	35,182	70,989	106,171
Full time student	1,262,756	1,180,461	2,443,217
Too young/Too old	191,903	496,653	688,555
Disabled/All time sick	288,686	440,825	729,511
Family does not approve it	20,667	70,704	91,371
My spouse would'nt allow that	2,494	114,851	117,345
Off season in agriculture	11,179	20,902	32,081
Occupied with home duties	62,764	309,959	372,723
Temporary illness	104,208	303,600	407,808
Other (Specify)	36,991	172,735	209,727
Total	2,084,302	3,246,803	5,331,105

APPENDIX FOR CHAPTER SIX

**Table 6.1: Number of Persons Aged 15+ Employed in Informal Sector by Area and Sex, URT 2014 and 2020/21**

2014									
Area	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural	662,712	562,128	1,224,840	614,722	513,637	1,128,359	47,990	48,491	96,481
Other Urban	973,839	1,161,570	2,135,407	919,093	1,111,995	2,031,087	54,746	49,575	104,320
DSM	592,535	592,599	1,185,134	592,535	592,599	1,185,134	NA	NA	NA
<b>Total</b>	<b>2,229,085</b>	<b>2,316,296</b>	<b>4,545,382</b>	<b>2,126,349</b>	<b>2,218,230</b>	<b>4,344,580</b>	<b>102,736</b>	<b>98,066</b>	<b>200,802</b>
2021/21									
Rural	1,804,114	1,542,025	3,346,139	1,749,276	1,483,676	3,232,952	54,838	58,349	113,187
Other Urban	1,122,772	1,329,450	2,452,221	1,050,950	1,263,000	2,313,950	71,822	66,450	138,272
DSM	590,323	619,100	1,209,423	590,323	619,100	1,209,423	NA	NA	NA
<b>Total</b>	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

**Appendix 6.2: Number of Persons Aged 15+ Employed in the Informal Sector by Level of Education, Sex and Area, ILFS 2020/21**

Level of Education	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	270,871	426,126	696,997	265,200	410,622	675,822	5,671	15,504	21,175
Primary Education	2,327,855	2,253,636	4,581,491	2,287,699	2,223,114	4,510,813	40,156	30,522	70,678
Secondary Education	808,890	706,464	1,515,354	733,587	632,482	1,366,069	75,303	73,982	149,285
Vocational Training	49,237	41,154	90,391	46,628	39,308	85,936	2,609	1,845	4,455
Tertiary non-University	24,468	39,197	63,664	22,966	36,958	59,924	1,502	2,239	3,741
University	35,888	23,999	59,887	34,470	23,292	57,762	1,418	707	2,125
<b>Total</b>	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>



**Appendix 6.3: Number of Persons Aged 15+ Employed in Informal Sector by Industry, Sex and Area, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	669,799	526,620	1,196,419	655,166	517,211	1,172,377	14,632	9,410	24,042
Mining and quarrying	135,207	39,031	174,239	131,961	38,101	170,063	3,246	930	4,176
Manufacturing	447,535	407,650	855,185	427,239	373,288	800,527	20,297	34,362	54,658
Electricity, gas, steam and air conditioning supply	5,334	297	5,630	5,079	297	5,376	255	0	255
Water supply; sewerage, waste management and remediation activities	5,420	2,732	8,152	5,245	2,629	7,874	175	103	278
Construction	510,012	14,874	524,886	485,023	14,462	499,485	24,989	412	25,401
Wholesale and retail trade; repair of motor vehicles and motorcycles	829,523	1,425,357	2,254,880	807,386	1,392,362	2,199,749	22,137	32,995	55,131
Transportation and storage	423,176	8,655	431,831	406,735	8,522	415,257	16,441	133	16,574
Accommodation and food service activities	81,459	506,900	588,358	78,005	492,335	570,339	3,454	14,565	18,019
Information and communication	18,298	2,472	20,770	17,841	2,472	20,313	457	0	457
Financial and insurance activities	13,587	10,055	23,643	13,449	9,953	23,401	138	103	241
Real estate activities	8,715	3,403	12,118	8,715	3,403	12,118	0	0	0
Professional, scientific and technical activities	10,920	8,275	19,195	10,652	8,275	18,927	268	0	268
Administrative and support service activities	130,145	109,246	239,391	122,952	98,651	221,603	7,192	10,595	17,788
Education	23,123	27,100	50,223	19,996	23,975	43,971	3,127	3,125	6,252
Human health and social work activities	17,933	14,210	32,142	16,861	13,645	30,506	1,072	564	1,636
Arts, entertainment and recreation	18,833	5,397	24,231	18,176	4,941	23,117	657	456	1,113
Other service activities	122,453	169,620	292,074	115,124	156,757	271,882	7,329	12,863	20,192
Activities of households as employers;	45,737	208,680	254,417	44,942	204,498	249,440	794	4,182	4,977
<b>Total</b>	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

**Appendix 6.4: Number of Persons 15+ Employed in Informal Sector by Occupation, Sex and Area, ILFS 2020/21**

Occupations	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators, administrators and managers	9,072	4,754	13,826	9,072	4,754	13,826	0	0	0
Professionals	11,807	1,457	13,265	11,097	1,337	12,434	711	120	831
Technicians and associate professionals	18,584	10,740	29,325	13,522	7,525	21,046	5,063	3,216	8,279
Clerks	19,399	6,939	26,337	19,147	6,836	25,983	252	103	355
Service workers and shop sales workers	638,283	1,412,821	2,051,104	619,513	1,371,228	1,990,741	18,770	41,593	60,363
Skilled agricultural and fishery workers	674,529	533,787	1,208,316	666,337	529,691	1,196,028	8,191	4,096	12,288
Craft and related workers	1,049,406	527,002	1,576,408	1,005,766	486,620	1,492,386	43,640	40,382	84,022
Plant and machine operators and	262,465	21,503	283,968	257,387	21,488	278,875	5,078	15	5,093

assemblers									
Elementary occupations	833,663	971,570	1,805,234	788,708	936,297	1,725,005	44,955	35,273	80,229
<b>Total</b>	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

**Appendix 6.5: Number of Persons Aged 15+ Employed in Informal Sector by Status in Employment, Area and Sex, ILFS 2020/21**

Status in Employment	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	1,078,205	465,612	1,543,817	1,035,732	453,559	1,489,291	42,474	12,053	54,526
Employers	155,426	95,522	250,948	143,827	91,594	235,421	11,599	3,928	15,527
Own account workers	1,963,369	2,318,189	4,281,558	1,896,431	2,218,704	4,115,135	66,938	99,484	166,423
Member of producer cooperative	17,478	6,078	23,556	16,259	5,306	21,565	1,219	772	1,991
Contributing family workers	255,366	572,681	828,047	251,555	564,173	815,728	3,811	8,508	12,319
Workers not classified by status (apprentice, intern etc)	47,363	32,494	79,857	46,745	32,440	79,185	618	54	672
<b>Total</b>	<b>3,517,209</b>	<b>3,490,575</b>	<b>7,007,783</b>	<b>3,390,549</b>	<b>3,365,776</b>	<b>6,756,325</b>	<b>126,660</b>	<b>124,799</b>	<b>251,458</b>

**Appendix 6.6: Number of Informal Sector Owners Aged 15+ by Status of loan Access, Area and Sex, ILFS 2020/21**

Status of Loan access	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Received	107,538	199,144	306,682	106,954	196,267	303,221	584	2,877	3,461
Not Received	2,210,731	2,570,237	4,780,968	2,129,560	2,464,947	4,594,507	81,171	105,290	186,461
<b>Total</b>	<b>2,318,269</b>	<b>2,769,381</b>	<b>5,087,650</b>	<b>2,236,515</b>	<b>2,661,213</b>	<b>4,897,728</b>	<b>81,755</b>	<b>108,167</b>	<b>189,922</b>

APPENDIX FOR CHAPTER SEVEN

**Table 7.1: Number of Unemployed Persons Aged 15+ Years by Area, Sex and Age Group, ILFS 2020/21**

Area/Sex		15 - 24	25 - 35	36 - 64	65+	Total	
URT	Rural	Male	308,087	92,842	81,483	9,234	491,646
		Female	377,636	258,777	247,670	14,949	899,032
		<b>Total</b>	<b>685,723</b>	<b>351,618</b>	<b>329,153</b>	<b>24,183</b>	<b>1,390,677</b>
	Urban	Male	65,363	31,443	32,327	4,996	134,129
		Female	168,567	174,471	98,949	3,125	445,112
		<b>Total</b>	<b>233,930</b>	<b>205,914</b>	<b>131,276</b>	<b>8,121</b>	<b>579,241</b>
	DSM	Male	51,172	45,073	40,002	3,781	140,028
		Female	122,872	146,638	90,747	2,283	362,540
		<b>Total</b>	<b>174,044</b>	<b>191,711</b>	<b>130,749</b>	<b>6,064</b>	<b>502,568</b>
	Total	Male	424,622	169,358	153,812	18,011	765,803
		Female	669,075	579,886	437,366	20,357	1,706,684
		<b>Total</b>	<b>1,093,697</b>	<b>749,244</b>	<b>591,178</b>	<b>38,368</b>	<b>2,472,487</b>
TZM	Rural	Male	299,888	90,621	79,992	9,147	479,648
		Female	359,475	244,033	238,972	14,646	857,126
		<b>Total</b>	<b>659,363</b>	<b>334,653</b>	<b>318,964</b>	<b>23,793</b>	<b>1,336,774</b>
	Urban	Male	51,569	23,177	26,099	4,576	105,420
		Female	143,141	154,850	79,252	2,882	380,126
		<b>Total</b>	<b>194,710</b>	<b>178,027</b>	<b>105,351</b>	<b>7,458</b>	<b>485,546</b>
	DSM	Male	51,172	45,073	40,002	3,781	140,028
		Female	122,872	146,638	90,747	2,283	362,540
		<b>Total</b>	<b>174,044</b>	<b>191,711</b>	<b>130,749</b>	<b>6,064</b>	<b>502,568</b>
	Total	Male	402,629	158,871	146,092	17,504	725,096
		Female	625,488	545,521	408,971	19,811	1,599,791
		<b>Total</b>	<b>1,028,117</b>	<b>704,392</b>	<b>555,064</b>	<b>37,315</b>	<b>2,324,888</b>
ZNZ	Rural	Male	8,199	2,221	1,491	87	11,998
		Female	18,161	14,744	8,698	303	41,906
		<b>Total</b>	<b>26,360</b>	<b>16,965</b>	<b>10,189</b>	<b>390</b>	<b>53,904</b>
	Urban	Male	13,794	8,267	6,229	420	28,709
		Female	25,426	19,621	19,697	243	64,986
		<b>Total</b>	<b>39,220</b>	<b>27,887</b>	<b>25,925</b>	<b>663</b>	<b>93,696</b>
	Total	Male	21,993	10,488	7,720	507	40,707
		Female	43,587	34,365	28,395	546	106,892
		<b>Total</b>	<b>65,580</b>	<b>44,852</b>	<b>36,114</b>	<b>1,053</b>	<b>147,599</b>

**Table 7.2: Unemployment for Persons Aged 15+ Years by Sex and Area, ILFS 2020/21**

Area/Sex			Dar es Salaam	Other Urban	Urban Total	Rural	Total
URT	Male	Employed	1,044,404	2,350,386	3,394,790	9,014,267	12,409,057
		Unemployed	140,028	134,129	274,158	491,646	765,803
		Total	1,184,433	2,484,515	3,668,948	9,505,913	13,174,861
	Female	Employed	905,713	2,335,422	3,241,135	8,489,066	11,730,201
		Unemployed	362,540	445,112	807,652	899,032	1,706,684
		Total	1,268,253	2,780,534	4,048,787	9,388,098	13,436,884
	Total	Employed	1,950,117	4,685,808	6,635,925	17,503,333	24,139,258
		Unemployed	502,568	579,241	1,081,810	1,390,677	2,472,487
		Total	2,452,685	5,265,049	7,717,735	18,894,011	26,611,745
TZM	Male	Employed	1,044,404	2,194,780	3,239,184	8,819,598	12,058,782
		Unemployed	140,028	105,420	245,448	479,648	725,096
		Total	1,184,433	2,300,199	3,484,632	9,299,246	12,783,878
	Female	Employed	905,713	2,224,768	3,130,481	8,346,872	11,477,354
		Unemployed	362,540	380,126	742,666	857,126	1,599,791
		Total	1,268,253	2,604,894	3,873,147	9,203,998	13,077,145
	Total	Employed	1,950,117	4,419,548	6,369,665	17,166,471	23,536,135
		Unemployed	502,568	485,546	988,114	1,336,774	2,324,888
		Total	2,452,685	4,905,094	7,357,779	18,503,244	25,861,023
ZNZ	Male	Employed	0	155,607	155,607	194,669	350,276
		Unemployed	0	28,709	28,709	11,998	40,707
		Total	0	184,316	184,316	206,667	390,983
	Female	Employed	0	110,654	110,654	142,194	252,847
		Unemployed	0	64,986	64,986	41,906	106,892
		Total	0	175,640	175,640	184,100	359,740
	Total	Employed	0	266,260	266,260	336,863	603,123
		Unemployed	0	93,696	93,696	53,904	147,599
		Total	0	359,956	359,956	390,766	750,722

**Table 7.3: Unemployment for Person 15+ Years by Age Group and Sex, ILFS 2020/21**

Age Group		Male			Female			Total		
		Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
URT	15 - 24	3,130,446	424,622	3,555,068	2,982,261	669,075	3,651,336	6,112,707	1,093,697	7,206,404
	25 - 35	3,434,997	169,358	3,604,356	3,229,181	579,886	3,809,067	6,664,179	749,244	7,413,423
	15 - 35	6,565,443	593,980	7,159,424	6,211,442	1,248,961	7,460,403	12,776,885	1,842,941	14,619,826
	36 - 64	5,108,319	153,812	5,262,131	4,787,341	437,366	5,224,707	9,895,661	591,178	10,486,838
	65+	735,295	18,011	753,306	731,417	20,357	751,774	1,466,712	38,368	1,505,081
	<b>Total</b>	<b>12,409,057</b>	<b>765,803</b>	<b>13,174,861</b>	<b>11,730,201</b>	<b>1,706,684</b>	<b>13,436,884</b>	<b>24,139,258</b>	<b>2,472,487</b>	<b>26,611,745</b>
TzM	15 - 24	3,048,805	402,629	3,451,434	2,934,164	625,488	3,559,652	5,982,969	1,028,117	7,011,086
	25 - 35	3,340,226	158,871	3,499,096	3,163,488	545,521	3,709,009	6,503,714	704,392	7,208,105
	15 - 35	6,389,031	561,500	6,950,530	6,097,652	1,171,009	7,268,661	12,486,683	1,732,509	14,219,191
	36 - 64	4,952,675	146,092	5,098,768	4,659,596	408,971	5,068,567	9,612,271	555,064	10,167,335
	65+	717,076	17,504	734,580	720,106	19,811	739,917	1,437,182	37,315	1,474,497
	<b>Total</b>	<b>12,058,782</b>	<b>725,096</b>	<b>12,783,878</b>	<b>11,477,354</b>	<b>1,599,791</b>	<b>13,077,145</b>	<b>23,536,135</b>	<b>2,324,888</b>	<b>25,861,023</b>
Znz	15 - 24	81,641	21,993	103,634	48,097	43,587	91,684	129,738	65,580	195,318
	25 - 35	94,772	10,488	105,259	65,694	34,365	100,058	160,465	44,852	205,318
	15 - 35	176,413	32,481	208,893	113,790	77,952	191,742	290,203	110,432	400,635
	36 - 64	155,644	7,720	163,364	127,745	28,395	156,140	283,389	36,114	319,504
	65+	18,219	507	18,726	11,312	546	11,858	29,531	1,053	30,583
	<b>Total</b>	<b>350,276</b>	<b>40,707</b>	<b>390,983</b>	<b>252,847</b>	<b>106,892</b>	<b>359,740</b>	<b>603,123</b>	<b>147,599</b>	<b>750,722</b>

**Table 7.4: Unemployment for Persons Aged 15+ Years by Level of Education and Sex, ILFS 2020/21**

Level of Education		Unemployed	Total	Unemployed	Total	Unemployed	Total
URT	Never Attended	70,236	1,557,347	185,175	2,596,441	255,411	4,153,788
	Primary Education	432,966	8,531,945	1,047,553	8,348,694	1,480,519	16,880,639
	Secondary Education	201,790	2,379,750	401,256	2,001,214	603,046	4,380,964
	Vocational Training	16,314	201,666	25,772	157,572	42,087	359,238
	Tertiary non-University	20,697	216,863	21,118	150,232	41,815	367,095
	University	23,799	287,291	25,809	182,730	49,608	470,022
	<b>Total</b>	<b>765,803</b>	<b>13,174,861</b>	<b>1,706,684</b>	<b>13,436,884</b>	<b>2,472,487</b>	<b>26,611,745</b>
TZM	Never Attended	69,388	1,529,598	178,623	2,545,554	248,011	4,075,152
	Primary Education	425,048	8,417,404	1,026,574	8,267,042	1,451,622	16,684,447
	Secondary Education	174,724	2,168,802	328,935	1,807,188	503,659	3,975,990
	Vocational Training	15,249	192,389	23,365	148,956	38,614	341,345
	Tertiary non-University	18,267	205,957	18,408	137,331	36,675	343,288
	University	22,421	269,728	23,887	171,075	46,308	440,802
	<b>Total</b>	<b>725,096</b>	<b>12,783,878</b>	<b>1,599,791</b>	<b>13,077,145</b>	<b>2,324,888</b>	<b>25,861,023</b>
ZNZ	Never Attended	848	27,749	6,553	50,888	7,401	78,636
	Primary Education	7,918	114,540	20,978	81,652	28,897	196,193
	Secondary Education	27,066	210,948	72,321	194,026	99,388	404,974
	Vocational Training	1,065	9,277	2,408	8,616	3,473	17,893
	Tertiary non-University	2,430	10,906	2,710	12,901	5,141	23,807
	University	1,378	17,563	1,922	11,656	3,300	29,219
	<b>Total</b>	<b>40,707</b>	<b>390,983</b>	<b>106,892</b>	<b>359,740</b>	<b>147,599</b>	<b>750,722</b>

**Table 7.5: Distribution of Unemployed Persons Aged 15+ by Main Methods of Job Search, Area and Sex, ILFS 2020/21**

Area/Main Method of Job Search		Male	Female	Both Sexes
URT	Applied to prospective employers, Checked at farms, factories or work sites	94,662	121,519	216,215
	Seeking assistance of friends, relatives and unions	120,345	159,349	279,732
	Took action to start business (usual small scale)	33,616	126,687	160,215
	Took action to start agriculture	21,714	23,569	45,296
	Registration at employment agencies	1,117	2,019	3,136
	Registering at TaESA	3,676	5,925	9,601
	Applied to secretariat of employment	6,405	8,142	14,550
	<b>Total</b>	<b>281,534</b>	<b>447,211</b>	<b>728,745</b>
TZM	Applied to prospective employers, Checked at farms, factories or work sites	87,602	109,879	197,538
	Seeking assistance of friends, relatives and unions	110,913	149,876	260,842
	Took action to start business (usual small scale)	30,118	122,313	152,303
	Took action to start agriculture	21,206	23,448	44,674
	Registration at employment agencies	1,021	1,688	2,709
	Registering at TaESA	3,044	5,757	8,799
	Applied to secretariat of employment	4,294	6,663	10,957
	<b>Total</b>	<b>258,198</b>	<b>419,623</b>	<b>677,821</b>
ZNZ	Applied to prospective employers, Checked at farms, factories or work sites	7,053	11,593	18,669
	Seeking assistance of friends, relatives and unions	9,426	9,477	18,892
	Took action to start business (usual small scale)	3,505	4,413	7,920
	Took action to start agriculture	495	136	628
	Registration at employment agencies	97	329	427
	Registering at TaESA	635	171	801
	Applied to secretariat of employment	2,126	1,468	3,586
	<b>Total</b>	<b>23,337</b>	<b>27,587</b>	<b>50,924</b>

**Table 7.6: Unemployed Persons Aged 15+ Years by Marital Status and Sex, ILFS 2020/21**

Area/Marital Status		Male	Female	Both Sexes
URT	Single	500,517	460,138	960,655
	Married	198,302	965,959	1,164,261
	Cohabit	31,853	127,512	159,365
	Widowed	5,282	57,077	62,359
	Divorced	22,643	78,649	101,292
	Seperated	7,206	17,348	24,554
	<b>Total</b>	<b>765,803</b>	<b>1,706,684</b>	<b>2,472,487</b>
TZM	Single	470,486	425,716	896,202
	Married	188,633	905,531	1,094,164
	Cohabit	31,853	127,314	159,167
	Widowed	5,224	54,162	59,386
	Divorced	21,695	70,205	91,900
	Seperated	7,206	16,863	24,068
	<b>Total</b>	<b>725,096</b>	<b>1,599,791</b>	<b>2,324,888</b>
ZNZ	Single	30,032	34,422	64,453
	Married	9,669	60,428	70,097
	Cohabit	0	198	198
	Widowed	59	2,914	2,973
	Divorced	948	8,444	9,392
	Seperated	0	486	486
	<b>Total</b>	<b>40,707</b>	<b>106,892</b>	<b>147,599</b>

**Table 7.7: Discouraged Job Seekers Aged 15+ Years by Age Group and Sex, ILFS 2020/21**

Area/Age Group		Male	Female	Total
URT	15 - 24	35,319	80,154	115,473
	25 - 35	23,874	49,697	73,572
	36 - 64	11,825	48,161	59,986
	65+	5,797	926	6,722
	<b>Total</b>	<b>76,815</b>	<b>178,938</b>	<b>255,753</b>
TZM	15 - 24	26,740	66,761	93,500
	25 - 35	22,427	41,486	63,913
	36 - 64	11,171	42,893	54,064
	65+	5,797	632	6,429
	<b>Total</b>	<b>66,134</b>	<b>151,773</b>	<b>217,907</b>
ZNZ	15 - 24	8,579	13,394	21,973
	25 - 35	1,448	8,211	9,658
	36 - 64	654	5,267	5,922
	65+	0	294	294
	<b>Total</b>	<b>10,681</b>	<b>27,166</b>	<b>37,847</b>



APPENDIX FOR CHAPTER EIGHT

**Table 8.1: Number of Underemployed Persons Aged 15+ Years by Area and Sex, ILFS 2020/21**

Area		Male	Female	Total
URT	Rural	1,242,886	720,423	1,963,310
	Urban	270,069	283,929	553,999
	DSM	68,369	78,171	146,539
	Total	1,581,324	1,082,523	2,663,847
TZM	Rural	1,218,118	702,660	1,920,778
	Urban	241,276	259,160	500,437
	DSM	68,369	78,171	146,539
	Total	1,527,763	1,039,991	2,567,754
ZNZ	Rural	24,768	17,763	42,532
	Urban	28,793	24,769	53,562
	Total	53,561	42,532	96,094

**Table 8.2: Underemployed Persons Aged 15+ Years by Status in Employment and Sex, ILFS 2020/21**

Status in Employment		Male	Female	Total
URT	Employees	238,544	90,547	329,091
	Employers	23,364	9,201	32,565
	Own account workers	1,086,293	670,348	1,756,641
	Member of producer cooperative	4,488	2,000	6,487
	Contributing family workers	215,367	299,029	514,396
	Workers not classified by status (apprentice, intern etc)	13,268	11,399	24,667
	Total	1,581,324	1,082,523	2,663,847
TZM	Employees	222,093	83,189	305,283
	Employers	20,712	8,684	29,396
	Own account workers	1,054,679	639,122	1,693,801
	Member of producer cooperative	3,735	1,531	5,266
	Contributing family workers	213,574	296,373	509,947
	Workers not classified by status (apprentice, intern etc)	12,969	11,092	24,061
	Total	1,527,763	1,039,991	2,567,754
ZNZ	Employees	16,451	7,358	23,809
	Employers	2,652	517	3,169
	Own account workers	31,614	31,226	62,840
	Member of producer cooperative	753	469	1,222
	Contributing family workers	1,794	2,656	4,449
	Workers not classified by status (apprentice, intern etc)	298	307	605
	Total	53,561	42,532	96,094

**Table 8.3: Underemployed Persons Aged 15+ Years by Occupation and Sex, ILFS 2020/21**

Occupation		Male	Female	Total
URT	Legislators, administrators and managers	6,304	4,117	10,421
	Professionals	3,080	3,936	7,016
	Technicians and associate professionals	2,990	6,332	9,322
	Clerks	3,499	3,140	6,639
	Service workers and shop sales workers	51,939	164,513	216,452
	Skilled agricultural and fishery workers	1,095,774	643,382	1,739,156
	Craft and related workers	170,104	64,574	234,677
	Plant and machine operators and assemblers	32,025	3,517	35,542
	Elementary occupations	215,610	189,012	404,622
	<b>Total</b>	<b>1,581,324</b>	<b>1,082,523</b>	<b>2,663,847</b>
TZM	Legislators, administrators and managers	6,070	3,976	10,046
	Professionals	2,824	2,924	5,748
	Technicians and associate professionals	0	1,865	1,865
	Clerks	3,489	2,608	6,098
	Service workers and shop sales workers	46,673	150,587	197,260
	Skilled agricultural and fishery workers	1,082,988	639,644	1,722,633
	Craft and related workers	157,598	55,755	213,353
	Plant and machine operators and assemblers	29,783	3,517	33,300
	Elementary occupations	198,336	179,115	377,451
	<b>Total</b>	<b>1,527,763</b>	<b>1,039,991</b>	<b>2,567,754</b>
ZNZ	Legislators, administrators and managers	234	141	375
	Professionals	256	1,012	1,268
	Technicians and associate professionals	2,990	4,467	7,457
	Clerks	9	532	541
	Service workers and shop sales workers	5,266	13,926	19,192
	Skilled agricultural and fishery workers	12,786	3,738	16,524
	Craft and related workers	12,506	8,819	21,325
	Plant and machine operators and assemblers	2,241	0	2,241
	Elementary occupations	17,274	9,897	27,171
	<b>Total</b>	<b>53,561</b>	<b>42,532</b>	<b>96,094</b>

**Table 8.4: Underemployed Persons Aged 15+ Years by Main Sector of Employment and Sex, ILFS 2020/21**

Main Sector of Employment		Male	Female	Total
URT	Public	8,599	7,492	16,091
	Private	368,816	314,504	683,319
	Agriculture	1,051,985	623,293	1,675,278
	Household activities	151,925	137,234	289,159
	Total	1,581,324	1,082,523	2,663,847
TZM	Public	6,693	3,897	10,590
	Private	334,324	284,761	619,085
	Agriculture	1,038,079	618,021	1,656,099
	Household activities	148,667	133,312	281,979
	Total	1,527,763	1,039,991	2,567,754
ZNZ	Public	1,906	3,596	5,502
	Private	34,491	29,743	64,234
	Agriculture	13,907	5,272	19,179
	Household activities	3,257	3,922	7,179
	Total	53,561	42,532	96,094

**Table 8.5: Underemployed Persons (%) Aged 15+ Years by Hours Worked in Previous Week and Sex, ILFS 2020/21**

Hours Worked		Male	Female	Total
URT	0	14,365	16,181	30,546
	01-09	194,156	187,657	381,813
	10-19	306,284	276,021	582,304
	20 - 29	444,439	305,134	749,573
	30 - 39	622,080	297,531	919,611
	Total	1,581,324	1,082,523	2,663,847
TZM	0	10,793	14,243	25,036
	01-09	188,216	178,061	366,278
	10-19	295,142	267,693	562,834
	20 - 29	431,379	293,843	725,222
	30 - 39	602,232	286,151	888,383
	Total	1,527,763	1,039,991	2,567,754
ZNZ	0	3,572	1,937	5,509
	01-09	5,940	9,595	15,535
	10-19	11,142	8,328	19,470
	20 - 29	13,060	11,292	24,351
	30 - 39	19,848	11,380	31,228
	Total	53,561	42,532	96,094

**Table 8.6: Percentage Distribution of Underemployed Persons by Main Reasons for Being Underemployed and Sex, ILFS 2020/21**

Main Reasons		Male	Female	Total
URT	Cannot find more work in a job, agriculture or for a business	883,565	533,263	1,416,828
	No suitable agriculture land or slack period in agriculture	66,003	41,339	107,342
	Lack of raw materials equipment and finance	49,159	50,221	99,380
	Machinery/electrical breakdown/ other technical problems	10,076	2,569	12,645
	Stood down by employer	808	0	808
	Off season	408,166	311,640	719,806
	Schedule set by employer	57,488	32,185	89,673
	Other (Specify)	106,059	111,306	217,365
	<b>Total</b>	<b>1,581,324</b>	<b>1,082,523</b>	<b>2,663,847</b>
TZM	Cannot find more work in a job, agriculture or for a business	855,432	511,424	1,366,856
	No suitable agriculture land or slack period in agriculture	64,450	40,909	105,360
	Lack of raw materials equipment and finance	47,749	47,125	94,874
	Machinery/electrical breakdown/ other technical problems	9,556	2,569	12,125
	Stood down by employer	648	0	648
	Off season	395,339	301,855	697,195
	Schedule set by employer	50,437	26,320	76,758
	Other (Specify)	104,150	109,789	213,939
	<b>Total</b>	<b>1,527,763</b>	<b>1,039,991</b>	<b>2,567,754</b>
ZNZ	Cannot find more work in a job, agriculture or for a business	28,133	21,840	49,972
	No suitable agriculture land or slack period in agriculture	1,552	430	1,982
	Lack of raw materials equipment and finance	1,410	3,097	4,507
	Machinery/electrical breakdown/ other technical problems	520	0	520
	Stood down by employer	160	0	160
	Off season	12,827	9,784	22,611
	Schedule set by employer	7,051	5,865	12,916
	Other (Specify)	1,909	1,517	3,426
	<b>Total</b>	<b>53,561</b>	<b>42,532</b>	<b>96,094</b>

APPENDIX FOR CHAPTER ELEVEN

**Table 11.1: Working Age Population (15+ years) by Usual Economic Activity Status and Area, ILFS 2020/21**

Area		Usual Economic Activity Status			
		Employed	Unemployed	Inactive	Total
URT	Rural	14,976,280	2,819,490	4,447,579	22,243,349
	Urban	3,698,596	1,257,271	1,622,640	6,578,506
	DSM	1,781,406	603,566	824,465	3,209,437
	Total	20,456,282	4,680,326	6,894,684	32,031,293
TZM	Rural	14,730,192	2,704,571	4,305,122	21,739,885
	Urban	3,502,269	1,107,829	1,488,474	6,098,572
	DSM	1,781,406	603,566	824,465	3,209,437
	Total	20,013,867	4,415,966	6,618,061	31,047,894
ZNZ	Rural	246,088	114,919	142,457	503,464
	Urban	196,326	149,442	134,166	479,934
	Total	442,415	264,360	276,623	983,398

**Table 11.2: Usually Economically Active Population Aged 15+ Years by Area, Age Group and Sex, ILFS 2020/21**

Area		Male	Female	Total
URT	15 - 24	3,210,863	3,379,202	6,590,065
	25 - 35	3,458,568	3,629,599	7,088,167
	36 - 64	5,089,219	5,005,215	10,094,434
	65+	708,001	655,941	1,363,942
	Total	12,466,651	12,669,957	25,136,608
TZM	15 - 24	3,116,584	3,297,512	6,414,097
	25 - 35	3,356,125	3,536,213	6,892,338
	36 - 64	4,931,222	4,859,037	9,790,258
	65+	688,718	644,422	1,333,140
	Total	12,092,649	12,337,185	24,429,834
ZNZ	15 - 24	94,279	81,690	175,969
	25 - 35	102,443	93,385	195,828
	36 - 64	157,997	146,179	304,176
	65+	19,283	11,519	30,802
	Total	374,002	332,773	706,775

**Table 11.3: Usually Economically Active Population Aged 15+ Years by Area and Sex, ILFS 2020/21**

Area		Male	Female	Total
URT	Rural	8,902,254	8,893,516	17,795,770
	Urban	2,389,046	2,566,821	4,955,867
	DSM	1,175,352	1,209,620	2,384,972
	Total	12,466,651	12,669,957	25,136,608
TZM	Rural	8,709,943	8,724,820	17,434,763
	Urban	2,207,354	2,402,744	4,610,099
	DSM	1,175,352	1,209,620	2,384,972
	Total	12,092,649	12,337,185	24,429,834
ZNZ	Rural	192,311	168,696	361,007
	Urban	181,691	164,077	345,768
	Total	374,002	332,773	706,775

**Table 11.4: Distribution of Usual Unemployed Population for Persons Aged 15+ Years by Area, Age Group and Sex, ILFS 2020/21**

Area		Male	Female	Total
URT	15 - 24	627,718	867,318	1,495,035
	25 - 35	500,303	835,097	1,335,400
	36 - 64	750,273	852,664	1,602,937
	65+	128,128	118,827	246,955
	<b>Total</b>	<b>2,006,422</b>	<b>2,673,905</b>	<b>4,680,326</b>
TZM	15 - 24	583,610	812,441	1,396,051
	25 - 35	471,720	787,123	1,258,843
	36 - 64	718,997	802,585	1,521,582
	65+	123,632	115,858	239,490
	<b>Total</b>	<b>1,897,960</b>	<b>2,518,007</b>	<b>4,415,966</b>
ZNZ	15 - 24	44,108	54,877	98,984
	25 - 35	28,583	47,974	76,557
	36 - 64	31,276	50,079	81,355
	65+	4,496	2,969	7,465
	<b>Total</b>	<b>108,462</b>	<b>155,898</b>	<b>264,360</b>

**Table 11.5: Distribution of Usual Inactive Population for Persons Aged 15+ Years by Age Group and Sex, ILFS 2020/21**

Area		Male	Female	Total
URT	Rural	1,891,743	2,555,836	4,447,579
	Urban	607,769	1,014,870	1,622,640
	DSM	327,682	496,783	824,465
	<b>Total</b>	<b>2,827,194</b>	<b>4,067,490</b>	<b>6,894,684</b>
TZM	Rural	1,839,131	2,465,990	4,305,122
	Urban	558,584	929,890	1,488,474
	DSM	327,682	496,783	824,465
	<b>Total</b>	<b>2,725,398</b>	<b>3,892,663</b>	<b>6,618,061</b>
ZNZ	Rural	52,611	89,846	142,457
	Urban	49,185	84,981	134,166
	<b>Total</b>	<b>101,797</b>	<b>174,827</b>	<b>276,623</b>

**Table 11.6: Distribution of Usual Inactive Population for Persons Aged 15+ Years by Age Group and Sex, ILFS 2020/21**

Area	Age-Group	Male	Female	Total
URT	15 - 24	1,779,608	1,976,600	3,756,208
	25 - 35	258,492	587,997	846,489
	36 - 64	402,328	751,429	1,153,757
	65+	386,767	751,464	1,138,231
	<b>Total</b>	<b>2,827,194</b>	<b>4,067,490</b>	<b>6,894,684</b>
TZM	15 - 24	1,710,055	1,883,803	3,593,858
	25 - 35	250,008	562,530	812,538
	36 - 64	390,483	714,866	1,105,349
	65+	374,853	731,463	1,106,316
	<b>Total</b>	<b>2,725,398</b>	<b>3,892,663</b>	<b>6,618,061</b>
ZNZ	15 - 24	69,553	92,796	162,349
	25 - 35	8,484	25,466	33,951
	36 - 64	11,845	36,563	48,408
	65+	11,914	20,001	31,915
	<b>Total</b>	<b>101,797</b>	<b>174,827</b>	<b>276,623</b>

**Table 11.7: Distribution of Usually Inactive Persons Aged 15+ by Reasons and Sex, ILFS 2020/21**

Reasons for Inactive	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Attending School	1,534,137	1,387,675	2,921,811	1,477,686	1,324,240	2,801,926	56,450	63,435	119,885
Engaged Household Duties: Lack of capital	71,055	184,719	255,774	67,453	166,921	234,374	3,601	17,799	21,400
Engaged Household Duties: Unable to hire paid helper	17,027	146,862	163,889	16,741	141,792	158,533	286	5,070	5,356
Engaged Household Duties: To take care of those who need assistance/Household chores including fetching water and firewo	73,966	404,736	478,702	72,603	387,801	460,403	1,363	16,935	18,299
Engaged Household Duties: Retired	45,201	46,744	91,945	41,768	44,949	86,717	3,433	1,795	5,228
Unable to work: Too Old	220,914	566,457	787,370	216,725	553,587	770,311	4,189	12,870	17,059
Unable to work: Too young	17,405	6,720	24,125	17,110	5,625	22,735	296	1,095	1,390
Unable to work: Sick	325,383	600,599	925,982	313,205	573,726	886,931	12,178	26,872	39,051
Unable to work: Disabled	64,007	59,058	123,064	63,564	58,290	121,854	443	768	1,211
Unable to work: Do not want to work/resting/income recipient	306,206	354,895	661,101	289,714	331,041	620,755	16,492	23,854	40,346
Other (Specify)	151,894	309,026	460,921	148,829	304,692	453,522	3,065	4,334	7,399
Total	2,827,194	4,067,490	6,894,684	2,725,398	3,892,663	6,618,061	101,797	174,827	276,623



APPENDIX FOR CHAPTER TWELVE

**Table 12.1: Number of Children Aged 5-17 Years by Sex, Age Group and Area, ILFS 2020/21**

Area		Area	5 - 11	12 - 14	15 - 17	Total
URT	Rural	Male	4,616,905	1,738,293	1,454,652	7,809,850
		Female	4,387,811	1,683,753	1,269,315	7,340,879
		Total	9,004,716	3,422,046	2,723,967	15,150,729
	Urban	Male	974,560	393,991	346,827	1,715,378
		Female	997,798	394,861	412,277	1,804,935
		Total	1,972,358	788,852	759,103	3,520,313
	DSM	Male	467,076	146,075	118,717	731,868
		Female	459,957	146,687	130,122	736,766
		Total	927,033	292,762	248,838	1,468,633
	Total	Male	6,058,541	2,278,359	1,920,195	10,257,095
		Female	5,845,566	2,225,300	1,811,714	9,882,579
		Total	11,904,107	4,503,660	3,731,909	20,139,675
TZM	Rural	Male	4,520,055	1,703,009	1,426,641	7,649,705
		Female	4,286,524	1,647,540	1,237,175	7,171,239
		Total	8,806,579	3,350,549	2,663,815	14,820,943
	Urban	Male	905,206	367,214	321,133	1,593,553
		Female	927,382	365,256	385,881	1,678,519
		Total	1,832,587	732,471	707,014	3,272,072
	DSM	Male	467,076	146,075	118,717	731,868
		Female	459,957	146,687	130,122	736,766
		Total	927,033	292,762	248,838	1,468,633
	Total	Male	5,892,336	2,216,299	1,866,490	9,975,125
		Female	5,673,863	2,159,483	1,753,177	9,586,523
		Total	11,566,199	4,375,782	3,619,668	19,561,649
ZNZ	Rural	Male	96,851	35,284	28,011	160,145
		Female	101,287	36,213	32,141	169,640
		Total	198,137	71,496	60,152	329,786
	Urban	Male	69,354	26,777	25,693	121,825
		Female	70,416	29,604	26,396	126,416
		Total	139,770	56,381	52,089	248,241
	Total	Male	166,205	62,061	53,705	281,970
		Female	171,703	65,817	58,536	296,056
		Total	337,908	127,878	112,241	578,026

**Table 12.2: Number of Children (5 – 17 years) by Area, Sector and Sex, ILFS 2020/21**

Area/Sex		Private	Agriculture	Household activities	Total	Total	
URT	Rural	Male	111,150	2,072,648	374,650	2,558,448	2,558,448
		Female	90,665	1,559,607	326,525	1,976,798	1,976,798
		Total	201,815	3,632,256	701,175	4,535,246	4,535,246
	Urban	Male	34,968	138,303	65,720	238,990	238,990
		Female	42,365	121,253	104,860	268,479	268,479
		Total	77,333	259,556	170,580	507,469	507,469
	DSM	Male	12,269	2,232	10,200	24,702	24,702
		Female	19,168	4,049	25,727	48,944	48,944
		Total	31,437	6,281	35,927	73,646	73,646
	Total	Male	158,387	2,213,183	450,570	2,822,140	2,822,140
		Female	152,198	1,684,909	457,113	2,294,220	2,294,220
		Total	310,586	3,898,093	907,682	5,116,360	5,116,360
TzM	Rural	Male	104,795	2,059,258	371,795	2,535,848	2,535,848
		Female	86,473	1,553,110	324,514	1,964,096	1,964,096
		Total	191,268	3,612,367	696,309	4,499,944	4,499,944
	Urban	Male	31,237	137,454	64,741	233,431	233,431
		Female	40,352	121,131	102,592	264,075	264,075
		Total	71,588	258,585	167,333	497,507	497,507
	DSM	Male	12,269	2,232	10,200	24,702	24,702
		Female	19,168	4,049	25,727	48,944	48,944
		Total	31,437	6,281	35,927	73,646	73,646
	Total	Male	148,301	2,198,944	446,736	2,793,981	2,793,981
		Female	145,993	1,678,290	452,833	2,277,115	2,277,115
		Total	294,294	3,877,233	899,569	5,071,097	5,071,097
ZNZ	Rural	Male	6,355	13,390	2,854	22,600	22,600
		Female	4,192	6,498	2,011	12,701	12,701
		Total	10,547	19,888	4,866	35,301	35,301
	Urban	Male	3,731	849	979	5,559	5,559
		Female	2,014	122	2,268	4,404	4,404
		Total	5,744	971	3,247	9,962	9,962
	Total	Male	10,086	14,239	3,833	28,159	28,159
		Female	6,206	6,620	4,279	17,105	17,105
		Total	16,292	20,859	8,113	45,264	45,264

**Table 12.3: Children Aged (5-17 years) by Area, Sex and Status in Main Employment , ILFS 2020/21**

Area	Sex	Employees	Own account workers	Member of producer cooperative	Contributing family workers	Workers not classified by status	Total	
URT	Rural	Male	95,746	136,642	1,782	2,278,040	46,239	2,558,448
		Female	45,409	85,026	0	1,812,482	33,880	1,976,798
		Total	141,155	221,668	1,782	4,090,523	80,119	4,535,246
	Urban	Male	21,287	10,461	0	203,364	3,878	238,990
		Female	32,227	14,062	134	212,771	9,285	268,479
		Total	53,514	24,523	134	416,134	13,163	507,469
	DSM	Male	4,978	2,031	0	17,692	0	24,702
		Female	20,077	2,376	0	25,813	678	48,944
		Total	25,055	4,407	0	43,505	678	73,646
	Total	Male	122,011	149,133	1,782	2,499,096	50,117	2,822,140
		Female	97,713	101,464	134	2,051,066	43,843	2,294,220
		Total	219,724	250,598	1,916	4,550,162	93,960	5,116,360
TZM	Rural	Male	94,878	123,486	1,728	2,269,518	46,239	2,535,848
		Female	44,870	79,695	0	1,805,652	33,880	1,964,096
		Total	139,748	203,181	1,728	4,075,170	80,119	4,499,944
	Urban	Male	19,439	8,576	0	201,579	3,836	233,431
		Female	30,814	13,158	0	210,818	9,285	264,075
		Total	50,253	21,735	0	412,397	13,122	497,507
	DSM	Male	4,978	2,031	0	17,692	0	24,702
		Female	20,077	2,376	0	25,813	678	48,944
		Total	25,055	4,407	0	43,505	678	73,646
	Total	Male	119,296	134,093	1,728	2,488,790	50,075	2,793,981
		Female	95,761	95,230	0	2,042,282	43,843	2,277,115
		Total	215,056	229,323	1,728	4,531,072	93,918	5,071,097
ZNZ	Rural	Male	868	13,156	54	8,522	0	22,600
		Female	539	5,331	0	6,831	0	12,701
		Total	1,407	18,487	54	15,353	0	35,301
	Urban	Male	1,848	1,884	0	1,784	42	5,559
		Female	1,413	904	134	1,953	0	4,404
		Total	3,261	2,788	134	3,737	42	9,962
	Total	Male	2,716	15,040	54	10,307	42	28,159
		Female	1,952	6,235	134	8,784	0	17,105
		Total	4,668	21,275	188	19,091	42	45,264

**Table 12.4: Working Children Aged (5-17 years) by Area, Sex and Level of Education, ILFS 2020/21**

Area/Sex			Education Level				
			Never Attended	Primary Education	Secondary Educatoin	Vocational Training	Total
URT	Rural	Male	538,415	1,839,880	159,044	21,109	2,558,448
		Female	308,827	1,494,473	170,761	2,736	1,976,798
		Total	847,242	3,334,353	329,806	23,845	4,535,246
	Urban	Male	11,769	159,338	66,525	1,358	238,990
		Female	12,838	179,488	73,599	2,554	268,479
		Total	24,607	338,826	140,124	3,912	507,469
	DSM	Male	1,202	18,084	5,417	0	24,702
		Female	4,370	33,265	11,017	292	48,944
		Total	5,572	51,348	16,434	292	73,646
	Total	Male	551,385	2,017,302	230,986	22,467	2,822,140
		Female	326,036	1,707,226	255,378	5,582	2,294,220
		Total	877,421	3,724,527	486,364	28,049	5,116,360
TZM	Rural	Male	536,635	1,826,130	152,045	21,038	2,535,848
		Female	308,017	1,488,890	164,453	2,736	1,964,096
		Total	844,652	3,315,021	316,498	23,774	4,499,944
	Urban	Male	11,730	156,794	63,549	1,358	233,431
		Female	12,838	177,751	70,932	2,554	264,075
		Total	24,568	334,546	134,481	3,912	497,507
	DSM	Male	1,202	18,084	5,417	0	24,702
		Female	4,370	33,265	11,017	292	48,944
		Total	5,572	51,348	16,434	292	73,646
	Total	Male	549,566	2,001,008	221,011	22,396	2,793,981
		Female	325,225	1,699,906	246,402	5,582	2,277,115
		Total	874,792	3,700,915	467,413	27,977	5,071,097
ZNZ	Rural	Male	1,780	13,750	6,999	71	22,600
		Female	810	5,582	6,308	0	12,701
		Total	2,590	19,332	13,308	71	35,301
	Urban	Male	39	2,544	2,976	0	5,559
		Female	0	1,737	2,667	0	4,404
		Total	39	4,280	5,644	0	9,962
	Total	Male	1,819	16,293	9,976	71	28,159
		Female	810	7,319	8,976	0	17,105
		Total	2,629	23,612	18,951	71	45,264

**Table 12.5: Working Children Aged 5-17 Years by Occupation, Age Groups and Sex , ILFS 2020/21**

Occupation	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Technicians and associate professionals	-	88	88	-	-	-	-	88	88
Clerks	442	-	442	442	-	442	-	-	-
Service workers and shop sales workers	81,320	170,571	251,891	79,057	167,926	246,984	2,263	2,645	4,907
Skilled agricultural and fishery workers	2,184,935	1,667,800	3,852,735	2,178,063	1,665,379	3,843,441	6,872	2,421	9,293
Craft and related workers	84,256	60,872	145,128	82,272	58,912	141,185	1,983	1,960	3,943
Plant and machine operators and assemblers	4,921	-	4,921	4,823	-	4,823	98	-	98
Elementary occupations	466,266	394,889	861,155	449,324	384,898	834,222	16,942	9,991	26,933
<b>Total</b>	<b>2,822,140</b>	<b>2,294,220</b>	<b>5,116,360</b>	<b>2,793,981</b>	<b>2,277,115</b>	<b>5,071,097</b>	<b>28,159</b>	<b>17,105</b>	<b>45,264</b>
<b>Number</b>	<b>2,822,140</b>	<b>2,294,220</b>	<b>5,116,360</b>	<b>2,793,981</b>	<b>2,277,115</b>	<b>5,071,097</b>	<b>28,159</b>	<b>17,105</b>	<b>45,264</b>

**Table 12.6: Working Children Aged 5-17 Years by Industry, Age Groups and Sex, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	2,449,953	1,830,937	4,280,890	2,432,261	1,823,037	4,255,298	17,692	7,900	25,592
Mining and quarrying	11,628	2,774	14,402	11,153	2,113	13,265	476	662	1,137
Manufacturing	16,744	21,708	38,452	15,533	20,385	35,918	1,211	1,323	2,534
Electricity, gas, steam and air conditioning supply	0	0	0	0	0	0	0	0	0
Water supply; sewage,waste management and remediation ativities	2,635	15	2,650	2,635	0	2,635	0	15	15
Construction	7,867	1,347	9,214	6,812	1,347	8,159	1,055	0	1,055
Wholesale and retail trade; repair of motor vehicles and motorcycles	135,511	161,562	297,074	130,810	157,752	288,562	4,701	3,811	8,512
Transportation and storage	8,844	173	9,017	7,852	173	8,025	992	0	992
Accommodation and food service activities	18,921	62,420	81,341	18,379	61,309	79,687	543	1,111	1,654
Information and communication	26	0	26	0	0	0	26	0	26
Financial and insurance activities	0	0	0	0	0	0	0	0	0
Real estate activities	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	0	0	0	0	0	0	0	0	0
Administrative and support service activities	16,639	20,330	36,968	16,569	20,330	36,898	70	0	70
Public administration and defence; compulsory social security	0	0	0	0	0	0	0	0	0
Education	38,868	35,225	74,094	38,868	35,137	74,005	0	88	88
Human Health and social work activities	877	0	877	877	0	877	0	0	0
Arts, entertainment and recreation	497	386	883	442	386	828	55	0	55
Other service activities	18,238	18,881	37,119	17,401	18,401	35,802	837	480	1,317
Activities of households as employers;	94,890	138,461	233,352	94,389	136,746	231,135	501	1,715	2,216
<b>Total</b>	<b>2,822,140</b>	<b>2,294,220</b>	<b>5,116,360</b>	<b>2,793,981</b>	<b>2,277,115</b>	<b>5,071,097</b>	<b>28,159</b>	<b>17,105</b>	<b>45,264</b>

**12.7: Number of Children Aged 5-17 Years by Reason for Working and Sex, ILFS 2020/21**

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
To supplement household income where you are living	387219	253801	641020	381588	251053	632641	5631	2748	8379
To supplement household income away from where you are living	47505	62911	110415	47026	61799	108825	478	1112	1590
To pay outstanding debt under contractual arrangement	8434	0	8434	8305	0	8305	130	0	130
To assist/help in household enterprise	990183	824980	1815163	984842	821686	1806528	5340	3294	8635
Education/training programme is not suitable	15197	7805	23001	15197	7741	22937	0	64	64
Education/training institutions are too far	1500	0	1500	1500	0	1500	0	0	0
Good upbringing and imparting of skills	1000607	876089	1876696	989151	869052	1858202	11456	7037	18494
Cannot afford education/training expenses	23219	24350	47569	23068	23746	46814	151	604	755
Peer pressure	98255	68513	166768	94090	66584	160674	4165	1929	6094
Other, Specify	28409	18567	46976	27601	18250	45852	808	317	1124
<b>Total</b>	<b>2,600,527</b>	<b>2,137,015</b>	<b>4,737,542</b>	<b>2,572,368</b>	<b>2,119,910</b>	<b>4,692,278</b>	<b>28,159</b>	<b>17,105</b>	<b>45,264</b>

**12.8 Working Children Aged 5-17 Years by Injury Frequency, Sex and Age Group, ILFS 2020/21**

Injury Frequency		Male				Female				Total			
		05-09	10-14	15 - 17	Total	05-09	10-14	15 - 17	Total	05-09	10-14	15 - 17	Total
URT	Always/ Often	1,039	7,399	6,718	15,155	0	60	14,140	14,200	1,039	7,459	20,858	29,356
	Sometimes	11,907	59,666	47,578	119,151	6,076	36,865	31,084	74,025	17,983	96,531	78,662	193,176
	Seldom / Rarely	14,568	24,286	23,331	62,185	2,336	11,917	13,329	27,582	16,904	36,203	36,660	89,767
	Total	27,513	91,352	77,627	196,492	8,412	48,842	58,553	115,807	35,925	140,194	136,180	312,299
TzM	Always/ Often	1,039	7,319	6,490	14,847	0	0	14,140	14,140	1,039	7,319	20,630	28,987
	Sometimes	11,829	58,931	46,565	117,325	6,034	36,590	30,959	73,583	17,863	95,521	77,524	190,908
	Seldom / Rarely	14,372	23,048	22,802	60,222	2,243	11,616	12,907	26,766	16,615	34,664	35,709	86,988
	Total	27,239	89,298	75,857	192,394	8,277	48,206	58,006	114,489	35,517	137,503	133,863	306,883
ZnZ	Always/ Often	0	80	228	308	0	60	0	60	0	141	228	368
	Sometimes	78	735	1,013	1,826	42	275	125	442	120	1,011	1,138	2,269
	Seldom / Rarely	196	1,238	529	1,963	93	301	422	815	288	1,539	951	2,779
	Total	274	2,054	1,770	4,097	135	636	547	1,318	409	2,690	2,317	5,416



**12.9: Children Aged 5-17 by Child Work Status, Area and Sex, ILFS 2020/21**

Area and Sex			Child Labour	Not Child Labour	Children not in economic activity	Total
URT	Rural	Male	2,512,614	45,834	5,251,402	7,809,850
		Female	1,956,992	19,806	5,364,081	7,340,879
		Total	4,469,606	65,640	10,615,483	15,150,729
	Urban	Male	226,565	12,425	1,476,388	1,715,378
		Female	253,614	14,865	1,536,456	1,804,935
		Total	480,179	27,290	3,012,844	3,520,313
	DSM	Male	23,631	1,071	707,166	731,868
		Female	45,969	2,974	687,822	736,766
		Total	69,600	4,046	1,394,988	1,468,633
	Total	Male	2,762,810	59,330	7,434,955	10,257,095
		Female	2,256,575	37,645	7,588,359	9,882,579
		Total	5,019,385	96,975	15,023,315	20,139,675
TzM	Rural	Male	2,491,304	44,544	5,113,857	7,649,705
		Female	1,944,638	19,458	5,207,142	7,171,239
		Total	4,435,942	64,002	10,320,999	14,820,943
	Urban	Male	221,277	12,154	1,360,122	1,593,553
		Female	249,587	14,488	1,414,444	1,678,519
		Total	470,864	26,643	2,774,566	3,272,072
	DSM	Male	23,631	1,071	707,166	731,868
		Female	45,969	2,974	687,822	736,766
		Total	69,600	4,046	1,394,988	1,468,633
	Total	Male	2,736,212	57,769	7,181,144	9,975,125
		Female	2,240,194	36,921	7,309,408	9,586,523
		Total	4,976,406	94,690	14,490,552	19,561,649
ZNZ	Rural	Male	21,310	1,290	137,545	160,145
		Female	12,353	348	156,939	169,640
		Total	33,664	1,638	294,484	329,786
	Urban	Male	5,288	270	116,266	121,825
		Female	4,027	376	122,012	126,416
		Total	9,316	647	238,278	248,241
	Total	Male	26,598	1,560	253,811	281,970
		Female	16,381	724	278,951	296,056
		Total	42,979	2,285	532,763	578,026

**Table 12.10: Children Aged 5-17 by Child Labour Status, Area and Sex, ILFS 2020/21**

Area and Sex			Child labour status				
			Hazardous child labour	Non-Hazardous child labour	Not Child labour	No work or Idle	Total
URT	Rural	Male	2,393,442	119,172	45,834	5,251,402	7,809,850
		Female	1,927,798	29,193	19,806	5,364,081	7,340,879
		Total	4,321,241	148,365	65,640	10,615,483	15,150,729
	Urban	Male	219,633	6,932	12,425	1,476,388	1,715,378
		Female	246,647	6,967	14,865	1,536,456	1,804,935
		Total	466,280	13,899	27,290	3,012,844	3,520,313
	DSM	Male	20,148	3,482	1,071	707,166	731,868
		Female	43,195	2,775	2,974	687,822	736,766
		Total	63,343	6,257	4,046	1,394,988	1,468,633
	Total	Male	2,633,224	129,586	59,330	7,434,955	10,257,095
		Female	2,217,640	38,935	37,645	7,588,359	9,882,579
		Total	4,850,864	168,521	96,975	15,023,315	20,139,675
TZM	Rural	Male	2,372,875	118,430	44,544	5,113,857	7,649,705
		Female	1,915,578	29,061	19,458	5,207,142	7,171,239
		Total	4,288,452	147,490	64,002	10,320,999	14,820,943
	Urban	Male	214,476	6,801	12,154	1,360,122	1,593,553
		Female	242,620	6,967	14,488	1,414,444	1,678,519
		Total	457,095	13,768	26,643	2,774,566	3,272,072
	DSM	Male	20,148	3,482	1,071	707,166	731,868
		Female	43,195	2,775	2,974	687,822	736,766
		Total	63,343	6,257	4,046	1,394,988	1,468,633
	Total	Male	2,607,499	128,713	57,769	7,181,144	9,975,125
		Female	2,201,392	38,802	36,921	7,309,408	9,586,523
		Total	4,808,891	167,515	94,690	14,490,552	19,561,649
ZNZ	Rural	Male	20,568	742	1,290	137,545	160,145
		Female	12,221	132	348	156,939	169,640
		Total	32,789	875	1,638	294,484	329,786
	Urban	Male	5,158	131	270	116,266	121,825
		Female	4,027	-	376	122,012	126,416
		Total	9,185	131	647	238,278	248,241
	Total	Male	25,726	873	1,560	253,811	281,970
		Female	16,248	132	724	278,951	296,056
		Total	41,974	1,005	2,285	532,763	578,026

APPENDIX FOR CHAPTER THIRTEEN

**Table 13.1: Persons Aged 5+ by Activity Groups (ICATUS) and sex, ILFS 2020/21**

	URT			TzM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employment and related activities	2,786,743	1,990,187	4,776,930	2,720,853	1,960,394	4,681,247	65,890	29,793	95,682
Production of goods for own final use	1,146,349	1,711,459	2,857,808	1,122,462	1,684,120	2,806,583	23,887	27,338	51,226
Unpaid domestic services for household and family members	2,434,259	5,264,102	7,698,361	2,394,251	5,136,079	7,530,330	40,008	128,023	168,031
Unpaid caregiving services for household and family members	544,546	2,038,492	2,583,038	524,009	1,980,126	2,504,135	20,537	58,366	78,903
Unpaid volunteer, trainee and other unpaid work	88,631	92,713	181,344	82,669	85,317	167,985	5,962	7,396	13,359
Learning	1,210,412	1,156,815	2,367,227	1,171,791	1,115,486	2,287,277	38,621	41,329	79,950
Socializing and communication community participation and re	2,693,781	2,594,232	5,288,013	2,562,740	2,452,236	5,014,977	131,041	141,996	273,036
Culture leisure mass-media and sports practices	4,117,921	3,858,874	7,976,794	3,992,168	3,727,079	7,719,247	125,753	131,795	257,548
Self-care and maintenance	5,878,168	6,319,486	12,197,654	5,731,142	6,158,755	11,889,897	147,026	160,732	307,758

**Table 13.2: Participation of Persons Aged 5+ in SNA Activity Categories by Marital Status and Sex, ILFS 2020/21**

		URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Single	SNA Production Activities	1,277,349	930,163	2,207,512	1,254,620	916,312	2,170,933	22,729	13,851	36,580
	Extended SNA	1,636,809	2,025,441	3,662,250	1,608,883	1,975,753	3,584,636	27,926	49,688	77,614
	Non-productive activities	2,940,666	2,569,808	5,510,474	2,865,910	2,501,763	5,367,673	74,756	68,045	142,801
Married	SNA Production Activities	1,752,175	1,378,653	3,130,828	1,700,160	1,350,989	3,051,149	52,015	27,664	79,679
	Extended SNA	821,479	2,156,495	2,977,975	796,751	2,089,660	2,886,411	24,728	66,836	91,564
	Non-productive activities	2,245,511	2,278,738	4,524,248	2,181,221	2,208,931	4,390,152	64,290	69,807	134,096
Cohabit	SNA Production Activities	210,896	227,950	438,846	210,548	227,558	438,106	348	392	740
	Extended SNA	93,971	298,868	392,839	93,931	298,220	392,151	40	648	688
	Non-productive activities	263,110	311,261	574,370	262,762	310,613	573,374	348	648	996
Widowed	SNA Production Activities	60,942	335,373	396,315	59,967	331,357	391,324	975	4,016	4,991
	Extended SNA	75,504	548,596	624,100	74,977	541,522	616,499	527	7,074	7,601
	Non-productive activities	124,535	680,293	804,828	122,801	669,739	792,541	1,734	10,554	12,288
Divorced	SNA Production Activities	160,816	235,221	396,038	157,245	230,629	387,874	3,571	4,593	8,164
	Extended SNA	132,961	335,636	468,597	131,003	326,331	457,334	1,958	9,305	11,263
	Non-productive activities	203,665	369,831	573,496	198,346	358,772	557,118	5,319	11,059	16,378
Seperated	SNA Production Activities	60,318	79,473	139,790	59,783	78,976	138,760	534	496	1,031
	Extended SNA	60,772	103,349	164,121	60,305	102,785	163,089	467	564	1,032
	Non-productive activities	100,681	109,598	210,279	100,102	108,937	209,039	579	661	1,240

**Table 13.3: Participation of Persons Aged 5+ in SNA Activity Categories by Education and Sex, ILFS 2020/21**

		URT			TZM			ZNZ		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Never Attended	SNA Production Activities	381,141	662,065	1,043,206	374,529	652,893	1,027,422	6,613	9,172	15,784
	Extended SNA	379,732	1,047,217	1,426,949	374,720	1,028,773	1,403,493	5,012	18,445	23,457
	Non-productive activities	839,209	1,333,325	2,172,535	821,944	1,305,952	2,127,896	17,266	27,373	44,639
Primary Education	SNA Production Activities	2,334,778	2,009,538	4,344,316	2,307,299	1,993,599	4,300,898	27,479	15,939	43,418
	Extended SNA	1,832,532	3,388,414	5,220,946	1,811,062	3,345,582	5,156,644	21,470	42,832	64,302
	Non-productive activities	3,805,888	3,856,845	7,662,733	3,746,731	3,801,808	7,548,539	59,157	55,037	114,194
Secondary Education	SNA Production Activities	601,014	420,548	1,021,562	562,075	399,072	961,147	38,939	21,476	60,415
	Extended SNA	463,222	877,423	1,340,644	438,980	814,215	1,253,195	24,241	63,208	87,449
	Non-productive activities	923,675	948,276	1,871,951	863,469	880,682	1,744,151	60,206	67,594	127,800
Vocational Training	SNA Production Activities	64,420	34,107	98,527	62,700	33,062	95,762	1,720	1,045	2,765
	Extended SNA	39,892	56,964	96,856	38,573	54,290	92,863	1,318	2,674	3,992
	Non-productive activities	89,387	61,170	150,557	86,324	58,205	144,529	3,063	2,965	6,028
Tertiary non University	SNA Production Activities	57,372	28,482	85,854	55,358	26,607	81,965	2,014	1,875	3,889
	Extended SNA	43,174	48,251	91,424	41,752	44,711	86,463	1,421	3,540	4,961
	Non-productive activities	83,401	54,945	138,346	80,831	50,805	131,637	2,569	4,140	6,710
University	SNA Production Activities	83,770	32,094	115,864	80,362	30,587	110,949	3,408	1,507	4,915
	Extended SNA	62,946	50,117	113,063	60,763	46,700	107,463	2,183	3,417	5,600
	Non-productive activities	136,608	64,967	201,575	131,844	61,302	193,146	4,764	3,664	8,428

