



The United Republic of Tanzania

**FORMAL SECTOR EMPLOYMENT  
AND EARNINGS SURVEY, 2017  
TANZANIA MAINLAND**

---







**The United Republic of Tanzania**

**FORMAL SECTOR EMPLOYMENT AND  
EARNINGS SURVEY, 2017  
TANZANIA MAINLAND**



National Bureau of Statistics  
Ministry of Finance and Planning

**November, 2019**



---

## FOREWORD

This report presents result of the 2017 Employment and Earnings Survey (EES) conducted by the National Bureau of Statistics (NBS) on behalf of the Government of the United Republic of Tanzania. The survey was undertaken between July and December 2017 and enquired about the status of employment and earnings with reference to 30<sup>th</sup> June 2017. The history of the Employment and Earnings Surveys (EES) in Tanzania goes back to 1963 when the first post-independence survey was launched and this survey is the twelfth after the 2001 EES.

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

This report is the only source of information showing the distribution of income and number of employees; newly recruited workers and job vacancies in the formal sector of employment at regional level. The need for this report arises from the appreciation of information gap that persisted on employment and earnings in regional estimates. It is expected that it will provide new insights for planners, policy makers, researchers and other users dealing with employment and related issues in the country.

The success of this survey depended on cooperation and contribution of several groups of stakeholders and individuals during various stages of implementation. NBS would like to recognize the efforts of the Department of Field Operations, particularly the Business register (BR) unit and the Regional Statistical Offices (RSO). In addition, NBS would like to extend gratitude to respondents, particularly employers who supplied the requested information. NBS looks forward to their continuing cooperation and support in future surveys.

NBS would also like to express its sincere appreciation to all persons who participated in this exercise, particularly Ms. Ruth Minja, Acting Director for Social Statistics and Population Census and Mr. Gregory Millinga, Acting Manager for Labour and Price Statistics for managing properly this survey with joint technical support from Mr. James Mbongo, Principal Statistician; Mr. Paskas Sawaki,

---

Senior Statistician; Mr. Opiyo Mamu, Senior Statistician; Mr. Hashim Njowe, Senior Statistician; Mr. Saruni Njipay, Statistician; Mr. Philbert Mrema, Statistician and Mr. David Mwaipopo, Statistician for their dedication and commitment which led to successful completion of the survey and came up with this informative report.

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



Dr. Albina Chuwa

Statistician General

National Bureau of Statistics (NBS)

---

## Table of Contents

Foreword .....	i
List of Tables.....	vi
Executive Summary .....	ix
Key Findings .....	xii
List of Abbreviations.....	xv
<b>CHAPTER ONE.....</b>	<b>1</b>
<b>Concepts, Definitions and Survey Methodology.....</b>	<b>1</b>
1.1 Introduction .....	1
1.2 Background .....	1
1.3 Objectives of the Survey .....	1
1.4 Scope .....	2
1.5 Concepts and Definitions .....	2
1.5.1 Employee.....	2
1.5.2 Regular Employee .....	2
1.5.3 Casual Workers .....	2
1.5.4 Youth Persons .....	2
1.5.5 Wage Rate .....	2
1.5.6 Cash Earnings.....	2
1.5.7 Annual Wage-Bill .....	3
1.5.8 Free Housing .....	3
1.5.9 Paid Leave .....	3
1.5.10 Maternity Leave .....	3
1.5.11 Free Ration .....	3
1.5.12 Social Security Fund .....	3
1.5.13 Public Sector .....	4
1.5.14 Private Sector .....	4
1.5.15 Industrial Classification.....	4
1.6 Survey Methodology and Estimation Procedure.....	8
1.6.1 The Sample Design .....	8
1.6.2 Data Collection.....	9
1.6.3 The Response Status.....	9

---

<b>CHAPTER TWO</b> .....	11
<b>Employment Profile</b> .....	11
2.1 Introduction .....	11
2.2 Employment by Sector, Category of Employment, Age Group and Sex .....	11
2.3 Employment and Disability.....	14
2.4 Employment by Sub- Sector, Age Group and Sex .....	15
2.5 Regular Employment by Citizenship and Sector .....	18
2.6 Employment by Industry and Category of Employment .....	19
2.7 Employment by Industry, Category of Employment and Sex .....	20
2.8 Employment by Industry and Sector .....	22
2.9 Employment by Industry, Age Group and Sex .....	24
2.10 Regular Employment by Citizenship and Industry .....	25
2.11 Employment by Region and Sector.....	26
2.12 Employment by Region, Category of Employment and Sex .....	28
2.13 Adult and Youth Employment in Private and Public Sectors by Region and Age Group.....	29
<b>CHAPTER THREE</b> .....	31
<b>Monthly Wage Rate Profile</b> .....	31
3.1 Introduction .....	31
3.2 Total Citizen Employees by Sector and Monthly Wage Rate.....	31
3.3 Total Citizen Employees by Monthly Wage Rate Groups and Sex .....	32
3.4 Citizen Employees by Monthly Wage Rates and Industry .....	33
3.5 Citizen Employees by Monthly Wage Rate, Age Group and Sex .....	34
3.6 Adult and Youth Citizen Employees by Sector and Monthly Wage Rate .....	35
<b>CHAPTER FOUR</b> .....	36
<b>Cash Earnings Profile</b> .....	36
4.1 Introduction .....	36
4.2 Monthly Average Cash Earnings by Major Sector and Sex.....	36
4.3 Monthly Average Cash Earnings by Sub Sectors of Employment and Sex.....	37
4.4 Monthly Average Cash Earnings by Sub- Sector and Category of Employment .....	37
4.5 Monthly Average Cash Earnings of Employees by Industry and Sex .....	38
4.6 Annual Cash Earnings of Employees by Sector.....	40
4.7 Annual Cash Earnings of Employees by Industry .....	41
4.8 Annual Cash Earnings of Employees by Industry and Category of Employment .....	41



---

<b>CHAPTER FIVE</b> .....	43
<b>Annual Wage Bill Profile</b> .....	43
5.0 Introduction .....	43
5.1 Annual Wage Bill by Sector.....	43
5.2 Annual Wage Bill by Sector.....	44
5.3 Annual Wage Bill by Industry .....	44
<b>CHAPTER SIX</b> .....	47
<b>Recruitment of New Workers</b> .....	47
6.0 Introduction .....	47
6.1 Recruited Employees by Nature of Position, Sex and Sector .....	47
6.2 Number of Newly Recruited Employees by Occupation and Sex, 2016/17 .....	48
6.3 Number of Newly Recruited Employees by Occupation and Level of Education.....	48
6.4 Newly Recruited Employees by Level of Education and Sex.....	50
6.5 Newly Recruited Employees by Sector and Employment Status.....	50
6.6 Newly Recruited Employees by Occupation and Citizenship .....	51
6.7 Newly Recruited Employees by Region and Sex.....	52
6.8 Newly Recruited Employees by Occupation and Starting Salary.....	53
6.9 Newly Recruited Employees by Level of Education and Monthly Starting Salary .....	55
<b>CHAPTER SEVEN</b> .....	56
<b>Job Vacancies</b> .....	56
7.0 Introduction .....	56
7.1 Job Vacancies by Occupation and Working Experience .....	56
7.2 Job Vacancies by Occupation and Sex Preference.....	57
7.3 Job Vacancies by Industry and Reason for Vacancies .....	58
7.4 Job Vacancies by Industry and Required Level of Education.....	59
7.5 Job Vacancies by Qualification or Skills Required and Sex Preference.....	61
<b>ANNEXES</b> .....	63

---

## LIST OF TABLES

---

Table 1. 1: Number of Establishments and Response Rates by Employment Size and Sector, Tanzania Mainland, 2017.....	10
Table 2. 1: Distribution of Total Employees by Category of Employment and Sector, Tanzania Mainland, 2016 and 2017 .....	12
Table 2. 2A: Percentage Distribution of Total Regular Employees by Age Group, Sector and Sex Tanzania Mainland, 2017 .....	13
Table 2.2B: Percentage Distribution of Total Casual Employees by Age Group, Sector and Sex, Tanzania Mainland, 2017.....	13
Table 2. 3: Distribution of Regular Employees with Disability by Sector and Sex, Tanzania Mainland, 2017.....	14
Table 2. 4A: Percentage Distribution of Total Employees by Sub- Sector and Sex, Tanzania Mainland, 2016 and 2017 .....	16
Table 2.4B: Percentage Distribution of Total Adult (36+ years) Employees by Sub-Sector and Sex, Tanzania Mainland, 2017 .....	17
Table 2.4C: Percentage Distribution of Total Youth (15 - 35 years) Employees by Sub - Sector and Sex, Tanzania Mainland, 2017.....	17
Table 2. 5: Percentage Distribution of Regular Employees by Citizenship and Sub-Sector Tanzania Mainland, 2016 and 2017 .....	18
Table 2. 6A: Percentage Distribution of Total Employees by Industry and Category of Employment, Tanzania Mainland, 2016 and 2017 .....	19
Table 2. 7: Percentage Distribution of Total Employees by Industry and Sector, Tanzania Mainland, 2016 and 2017.....	23
Table 2. 8: Percentage Distribution of Total Employees by Industry, Age Group and Sex, Tanzania Mainland, 2017.....	24
Table 2. 9: Percentage Distributions of Regular Employees by Citizenship and Industry, Tanzania Mainland, 2017.....	26
Table 2. 10: Percentage Distribution of Total Employees by Region and Sector, Tanzania Mainland, 2016 and 2017.....	27
Table 2. 11: Percentage Distribution of Total Employees by Region, Category of Employment and Sex, Tanzania Mainland, 2017 .....	28
Table 2. 12: Percentage Distribution of Total Employees by Major Sectors, Region and Age Group, Tanzania Mainland, 2017 .....	30
Table 3.1: Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sector, Tanzania Mainland, 2017 .....	31

---

Table 3. 2:	Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sex, Tanzania Mainland, 2017 .....	32
Table 3.3:	Percentage Distribution of Citizen Employees by Industry and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2017 .....	33
Table 3. 4:	Percentage Distribution of Regular Citizen Employees by Monthly Wage Rate, Age Group and Sex, Tanzania Mainland, 2017 .....	34
Table 3.5:	Percentage Distribution of Regular Citizen Employees by Sector and Monthly Wage Rate Group, Tanzania Mainland, 2017 .....	35
Table 4.1:	Monthly Average Cash Earnings (TZS) by Sector and Sex, Tanzania Mainland, 2016and 2017.....	36
Table 4.2:	Monthly Average Cash Earnings (TZS) by Sub- Sector and Sex, Tanzania Mainland, 2016and 2017.....	37
Table 4.3:	Monthly Average Cash Earnings (TZS) by Sub -Sector and Category of Employment, Tanzania Mainland, 2016and 2017 .....	38
Table 4.4:	Monthly Average Cash Earnings (TZS) of Employees by Industry and Sex, Tanzania Mainland, 2016and 2017 .....	39
Table 4.5:	Annual Cash Earnings of Employees by Industry (TZS Million), Tanzania Mainland, 2016 and 2017.....	41
Table 5. 1:	Percentage Distribution of Annual Wage Bill by Industry and Sector, 2017 .....	45
Table 5. 2:	Distribution of Annual Wage Bill (TZS billion) by Regions, 2017.....	46
Table 6. 1:	Number of Newly Recruited Employees by Nature of Position, Sex and Sector, Tanzania Mainland, 2016/17 .....	47
Table 6. 2:	Number of Newly Recruited Employees by Occupation and Sex, Tanzania Mainland, 2016/17 .....	48
Table 6. 3:	Number of Newly Recruited Employees by Occupation and Level of Education, Tanzania Mainland, 2016/17 .....	49
Table 6. 4:	Distribution of Number of Newly Recruited Employees by Sex and Level of Education, Tanzania Mainland, 2016/17 .....	50
Table 6. 5:	Number of Newly Recruited Employees by Sector, Sub Sector and Status of Employment, Tanzania Mainland, 2016/17 .....	51
Table 6. 6:	Number of Newly Recruited Employees by Occupation and Citizenship, Tanzania Mainland, 2016/17.....	52
Table 6. 7:	Number of Newly Recruited Employees by Region and Sex, Tanzania Mainland, 2016/17 .....	53

---

---

Table 6. 8:	Number of Newly Recruited Employees by Occupation and Starting Monthly Salary (TZS), Tanzania Mainland, 2016/17.....	54
Table 6. 9:	Number of Newly Recruited Employees by Level of Education and Starting Monthly Salary, Tanzania Mainland, 2016/17.....	55
Table 7. 2:	Number of Job Vacancies by Occupation and Sex Preference, Tanzania Mainland, 2016/17 .....	58
Table 7. 3:	Number of Job Vacancies by Industry and Reasons, Tanzania Mainland, 2016/17.....	58
Table 7. 4:	Number of Job Vacancies by Industry and Required Level of Education, Tanzania Mainland, 2016/17.....	60

---

### LIST OF FIGURES

---

Figure 2. 1:	Distribution of Regular Employees with Disability by Sector, Tanzania Mainland, 2016 and 2017 .....	15
Figure 4.1:	Percentage Distribution of Total Annual Cash Earnings by Sector, Tanzania Mainland, 2016and 2017.....	40
Figure 5. 1:	Distribution of Annual Wage Bill (TZS billion) by Major Sector, 2017 .....	43
Figure 5. 2:	Distribution of Annual Wage Bill (TZS billion) by Sector, 2017.....	44
Figure 7. 1:	Percentage Distribution of Job Vacancies by Occupation, 2016/17 .....	56

---

## EXECUTIVE SUMMARY

---

### **Introduction**

This executive summary presents in a nutshell the findings of the 2017 Employment and Earnings Survey (EES) on the state of employment in the formal sector in Tanzania Mainland. The EESs are conducted by the National Bureau of Statistics (NBS), as mandated by Statistics Act 2015 and its 2018 and 2019 Amendments, which empowers NBS to collect, compile and disseminate official statistics in the country. The summary is presented for the six main topical areas namely: - Employment Profile; Wage Rates Profile; Cash Earnings Profile; Annual Wage Bill Profile; Newly Recruited Workers; and Job Vacancies.

### **Employment Profile**

The findings on employment profile reveal an increase in total employment in the formal sector from 2,599,311 employees in 2016 to 3,014,106 employees in 2017; which is an increase of 414,795 employees, equivalent to 16.0 percent. Private sector is the major employers with 2,142,180 employees compared to public sector with 871,926 employees. The number of regular employees has increased from 2,416,032 employees in 2016 to 2,644,147 in 2017. Manufacturing industry has the largest share of total employment with 17.9 percent in 2017 followed by education with 15.6 percent and public administration and defence; compulsory social security with 13.7 percent.

It is also indicated that adult regular employees have the highest share of regular employees (55.2 percent) compared to youth with 44.8 percent. With regard to disability status, the results indicate that, there are 5,552 employees (0.2 percent of total employment in the formal sector) with various types of disabilities. The results also show that, Dar es Salaam region has the largest proportion of employment, with 28.6 percent of all employees in Tanzania Mainland, followed by Morogoro region (10.0 percent) and Arusha region (6.3 percent).

### **Wage Rates Profile**

Regarding wage rates of employees in the formal sector, findings show that, 21.3 percent of citizen employees earned monthly wages between TZS 500,001 and 900,000. Results also show that, the largest proportion of citizen employees in private sector (27.6 percent) earned monthly wage rate between TZS 150,001 and 300,000 followed by those earning between TZS 100,001 and 150,000 (19.9 percent). On the other hand, the largest citizen employees in public sector (39.5 percent)

---

proportion of earn between TZS 500,001 and 900,000 followed by those earning between TZS 300,001 and 500,000 at 22.4 percent. The findings also reveal that, small proportion of citizen employees (5.1 percent) earned TZS 1,500,000 and above with a slightly larger proportion in a public sector (8.3 percent) than private sector (3.6 percent).

Financial and insurance activities account for highest proportion of employees earning higher wages above TZS 1,500,000 (24.8 percent) followed by information and communication (14.6 percent) and professional, scientific and technical activities with 13.1 percent.

### **Cash Earnings Profile**

The findings indicate that, monthly average cash earnings for employees in formal sector slightly increase from TZS 448,462 in 2016 to TZS 471,024 in 2017. The results further show that, monthly average cash earnings for employees in the public sector also increased slightly from TZS 1,243,945 in 2016 to TZS 1,260,021 in 2017. Furthermore, monthly average cash earnings in private sector have slightly increased from TZS 362,400 recorded in 2016 to TZS 390,346 in 2017. The results boldly reveal that, on average, cash earnings for employees in the public sector were three times as much as that of the private sector.

In addition, analysis of monthly cash earnings by sector shows that in 2017, employees in parastatal organizations had the highest monthly average cash earnings of TZS 1,364,104 compared to other sectors. Conversely, employees in profit making institutions had the lowest monthly average cash earnings of TZS 338,537 in 2017 which slightly decreased from TZS 339,229 in 2016.

### **Annual Wage Bill Profile**

Analysis on annual wage bill indicates that, annual wage bill for employers in public and private sectors had increased from TZS 23,637 billion in 2016 to 29,532 billion in 2017. Furthermore, employers in private sector had higher annual wage bill which increased from TZS 12,983 billion in 2016 to TZS 17,121 billion in 2017. Results also indicate that, employers in private profit-making institutions incur the largest wage bill (TZS 11,724 billion) followed by employers in local government – district (TZS 5,606 billion) and private non- profit making institution (TZS 5,245 billion). Overall, employers in Cooperatives, incur the lowest wage bill (TZS 152 billion) followed by parastatal profit making institutions (TZS 1,016 billion). The lowest annual wage bill in the parastatal institutions and cooperatives is mainly attributed to smaller levels of employment compared

---

to other sectors. Results on annual wage bill by industry indicate that, the largest share of annual wage bill is in education industry with 25.3 percent.

### **Newly Recruited Workers**

The findings on newly recruited workers reveal that the total number of newly recruited workers in 2016/17 is 127,131 of which 80,901 employees (63.6 percent) was due to existing vacant positions and 46,230 employees (36.4 percent) filled newly created posts. Among the total newly recruited employees, there were more male employees (80,801) than female (46,330 employees). In addition, private sector has the highest number of newly recruited employees with 113,517 as compared to public sector with only 13,614 employees. It is further indicated that, service workers and shop sales workers occupations had the highest number of newly recruited employees (33,777 employees) followed by technicians and associate professionals (24,561 employees) and professionals with 22,365 employees. It is further observed that, the largest male-female gap for newly recruited workers are in plant and machine operators and assemblers (11,377 male and 2,333 female) followed by Professional workers (14,971 male and 7,393 female). On the other hand, female-male gap is only observed in clerical work (4,256 female and 3,152 male).

Moreover, out of the total number of newly recruited workers, the majority of workers were recruited on permanent and contractual basis with 62,516 employees (49.2 percent) and 55,306 employees (43.5 percent) respectively.

### **Job Vacancies**

Analysis for job openings in the formal sector show that most of the job vacancies in 2016/17 are for technicians and associate professionals (63.1 percent) followed by professionals (18.8 percent) and service workers and shop sales workers with 5.7 percent. The remaining occupations each had less than 5.0 percent of the total job vacancies. In addition, majority of job vacancies in 2016/17 (243,199 vacancies, 83.4 percent) did not require any working experience with the larger number (167,117) being in technicians and associate professionals. Vacancies that required previous work experiences of 1-2 and 3-4 years are 37,280 (12.8 percent) and 7,924 vacancies (2.7 percent) respectively.

The findings also reveal that, the largest proportion of the reported job vacancies (262,670 or 90.1 percent) in 2016/17 did not indicate requirement of sex preference. However, 17,292 vacancies (5.9 percent) preferred male employees compared to 11,567 vacancies (4.0 percent) which preferred female employees.

## KEY FINDINGS

	<b>Indicators</b>	<b>2016</b>	<b>2017</b>
<b>1.</b>	<b>Employment Profile</b>		
	<i>Total employment</i>	<b>2,599,311</b>	<b>3,014,106</b>
	Adult Male	1,058,775	1,065,298
	Adult Female	599,271	574,552
	Youth Male	558,045	840,890
	Youth Female	383,220	533,365
<b>2.</b>	<b>Employment by Sector</b>		
	<i>Private Sector</i>	<b>1,748,695</b>	<b>2,142,180</b>
	Profit Making Institutions	1,388,715	1,705,916
	Non-profit Making Institutions	324,707	405,745
	Cooperatives	35,273	30,520
	<i>Public Sector</i>	<b>850,616</b>	<b>871,926</b>
	Central and Local Government	773,066	707,712
	Parastatal Organizations	77,550	164,214
<b>3.</b>	<b>Total Employment by Category of Employment</b>		
	Regular Employees	2,416,032	2,644,147
	Casual Employees	183,279	369,959
<b>4.</b>	<b>Regular Employment by Citizenship</b>		
	Citizen	2,390,529	2,613,916
	Non-citizen	25,504	30,231
<b>5.</b>	<b>Employment for Selected Industries</b>		
	Agriculture, forestry and fishing	153,904	270,671
	Mining and quarrying	35,900	46,226
	Manufacturing	471,624	540,740
	Construction	76,306	91,822
	Transportation and storage	75,533	75,611
	Education	480,925	469,661
<b>6.</b>	<b>Employment for Selected Regions</b>		
	Dar es Salaam	811,547	860,898
	Morogoro	283,061	302,081
	Arusha	175,576	191,116
	Kilimanjaro	135,188	137,347
	Mbeya	128,169	145,585
	Lindi	32,699	48,320
	Tanga	120,562	148,914
<b>7.</b>	<b>Distribution of Citizen Employees by Sector and Wage Rates</b>		
	<b>Private</b>		
	Up to TZS 500,000	1,185,871	1,341,263
	TZS 500,001 – 1,500,000	293,735	351,975
	Above TZS 1,500,000	64,457	62,747
	<b>Public</b>		
	Up to TZS 500,000	227,368	227,960
	TZS 500,001 – 1,500,000	574,462	558,527
	Above TZS 1,500,000	42,999	71,444
<b>8.</b>	<b>Annual Cash Earnings (TZS Million) by Sector</b>	<b>23,610,426</b>	<b>29,532,032</b>



	Private	12,956,373	17,120,817
	Public	10,654,053	12,411,214
<b>9.</b>	<b><i>Monthly Average Cash Earnings (TZS) by Sector and Sex</i></b>		
	Private (Both Sexes)	362,400	371,488
	Male	391,886	400,203
	Female	368,090	389,906
	Public (Both Sexes)	1,243,945	1,244,707
	Male	1,279,127	1,309,681
	Female	1,083,130	1,107,856
<b>10.</b>	<b><i>Monthly Average Cash Earnings per Employee (TZS) for Selected Industries</i></b>		
	Public administration and defence; compulsory social security	1,292,652	1,135,834
	Education	679,201	918,891
	Human health and social work activities	523,236	598,769
	Professional, scientific and technical activities	987,634	839,567
<b>11.</b>	<b>Total Annual Wage Bill (TZS. Millions)</b>	<b>23,637,000</b>	<b>29,532,034</b>
	<b><i>Total Annual Wage Bill by sector</i></b>		
	Private	10,654,000	17,120,820
	Public	12,983,000	12,411,214
<b>12.</b>	<b>Total Newly Recruited Workers</b>	<b>69,639</b>	<b>127,131</b>
	<b><i>Newly Recruited Workers by Occupation</i></b>		
	Legislators, administrators and managers	2,837	4,866
	Professionals	10,997	22,365
	Technicians and Associate professionals	14,876	24,561
	Plant and machine operators and assemblers	3,879	13,710
	Clerks	4,938	7,408
	<b><i>Newly Recruited Workers by Level of Education</i></b>		
	Tertiary University	12,838	23,899
	Tertiary Non –University	6,425	10,241
	Teacher Education / college	10,885	16,691
	Vocational Education	12,505	18,815
	Secondary Education	9,936	26,058
	Primary Education	17,050	31,426
	<b><i>Newly Recruited Workers for Selected Regions</i></b>		
	Dar es Salaam	22,307	56,445
	Morogoro	5,093	9,731
	Arusha	1,801	2,616
	Kilimanjaro	3,752	6,592
	Mbeya	3,228	10,579
	Mtwara	279	1,130
<b>13.</b>	<b>Total Number of Vacancies</b>	<b>200,845</b>	<b>291,529</b>
	<b><i>Job Vacancies by Occupation</i></b>		
	Legislators, administrators and managers	4,583	5,805
	Professionals	43,409	54,731
	Technicians and associate professionals	127,765	184,042
	Service workers and shop sales workers	9,304	16,686
	Clerks	6,329	9,459
	<b><i>Number of Job Vacancies by Qualification/Skill Required</i></b>		
	Education training	95,133	127,198
	Agriculture, forestry & fishery programs	13,778	27,154
	Medicine and health related programs	44,644	49,223
	Commercial, clerical, business and public administration	15,604	16,403
	<b><i>Number of Job Vacancies by Work Experience</i></b>		

---

	No Work Experience Required	171,336	243,199
	1-2 years	21,362	37,280
	3-4 years	5,659	7,924
	5 or more years	2,488	3,126
	<b><i>Number of Job Vacancies by Reasons</i></b>		
	Fell vacant/Replacement	44,079	101,548
	Unfilled Post	0	0
	New Position	156,765	189,981

---

## LIST OF ABBREVIATIONS

---

CRE	-	Central Register of Establishments
EAC	-	East African Community
EES	-	Employment and Earnings Survey
NBS	-	National Bureau of Statistics
NSSF	-	National Social Security Fund
PPF	-	Parastatal Pension Fund
PPS	-	Probability Proportion to Size
SDGs	-	Sustainable Development Goals
TZS.	-	Tanzanian Shillings
ISIC	-	International Standard Industrial Classification of all Economic Activities
SG	-	Statistician General
TASCO	-	Tanzania Standard Classification of Occupation

---

# CHAPTER ONE

## Concepts, Definitions and Survey Methodology

---

### 1.1 Introduction

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

### 1.2 Background

The 2017 Employment and Earnings Survey report (EES) is the annual publication of Employment and Earnings situation in Tanzania Mainland. The first post-independence EES was conducted in 1963, followed by a series of surveys from 1964 up to 1984. The survey was then conducted periodically in 2001, 2005 to 2007. Since 2010, EES have been conducted consecutively up to 2017.

### 1.3 Objectives of the Survey

The main objective of the 2017 Employment and Earnings Survey was to obtain comprehensive data on annual status of employment and earnings as well as data on the socio-economic characteristics of the labour market.

---

## **1.4 Scope**

The term *scope* as used in the Employment and Earnings Survey, refers to the type of economic activity, institutional sectors and geographical areas of the surveyed establishments. The EES scope is delimited to formal establishments dealing with any of the economic activities with exception of activities of households as employers and activities of extraterritorial organizations. The survey covers establishments in 26 regions of Tanzania Mainland.

## **1.5 Concepts and Definitions**

### **1.5.1 Employee**

An *employee* is any person who is hired to work or perform a job for a business, firm etc. in return for payment under a contract of service with an employer. The contract can be implied, oral or written for wage earners and salaried employees whether engaged full-time, part-time or casually.

### **1.5.2 Regular Employee**

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

### **1.5.3 Casual Workers**

The term *casual worker* refers to all persons receiving daily wages and their contracts are not expected to continue for more than one month.

### **1.5.4 Youth Persons**

The term *youth persons*, for the purpose of this survey, refer to all persons of age 15 to 35 years. This is in conformity with the national definition of youth as stipulated in the Labour and Employment Relations Act of 2004 and the Tanzania Youth Policy.

### **1.5.5 Wage Rate**

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

### **1.5.6 Cash Earnings**

The term *cash earnings* refer to the remuneration in cash paid to employees, for the time worked or work done before any deductions are made, such as employers' contribution to social security

---

or pension fund. They include payment for time not worked such as annual vacation and other paid leave, other guaranteed and regular paid allowances, payment for overtime work and house-rent paid directly by the employer.

### **1.5.7 Annual Wage-Bill**

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

### **1.5.8 Free Housing**

The term *free housing* refers to the employer's own housing facilities or rented, given to employees free of charge or the amount of cash the employer pays to employees as housing allowances.

### **1.5.9 Paid Leave**

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

### **1.5.10 Maternity Leave**

*Maternity leave* refers to the total number of person-days and their total value in cash granted to female employees. An employee may commence maternity leave at any time from four weeks before the expected date of confinement; or on an earlier date if a medical practitioner certifies that it is necessary for the employee's health or that of her unborn child.

### **1.5.11 Free Ration**

The term *free ration* refers to the employer's meals facilities supplied to employees free of charge or the amount of cash the employer paid to employees as meals allowances.

### **1.5.12 Social Security Fund**

The term *social security fund* refers to the contributions by both employer and employee to the social security scheme such as National Social Security Fund (NSSF), Public Service Social Security Fund (PSSSF) and other schemes of fund of this nature organized by the establishment for the benefit of employees.

---

### **1.5.13 Public Sector**

Public Sector includes the Central Government, Local Government and Parastatal Organization Institutions.

### **1.5.14 Private Sector**

Private Sector includes Profit making Private Establishments, Non-Profit making Private Establishments and Co-operative Establishments.

### **1.5.15 Industrial Classification**

Industrial Classification is based on the International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4. Establishments engaged in several activities were classified under the industrial activity in which the majority of workers were employed. The Government technical services were allocated according to the industry of the employing department. The major industrial divisions are 21 according to the ISIC Revision 4 as follows:-

#### **1.5.15.1 Agriculture, Forestry and Fishing**

This industry includes the exploitation of vegetable and animal natural resources, comprising the activities of growing of crops, raising and breeding of animals, harvesting of timber and other plants, animals or animal products from a farm or their natural habitats.

#### **1.5.15.2 Mining and Quarrying**

*Mining and quarrying industry* includes the extraction of minerals occurring naturally as solids (coal and ores), liquids (petroleum) or gases (natural gas). This also includes supplementary activities aimed at preparing crude materials for marketing; for example, crushing and grinding, cleaning, drying, sorting, concentrating ores, liquefaction of natural gas and agglomeration of solid fuels.

---

### **1.5.15.3 Manufacturing**

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

### **1.5.15.4 Electricity, Gas, Steam and Air Conditioning Supply**

This industry includes the activity of providing electric power, natural gas, steam, hot water and the like through a permanent infrastructure (network) of lines, mains and pipes. The dimension of the network is not decisive; also included are the distribution of electricity, gas, steam, hot water and the like in industrial parks or residential buildings. It also includes provision of steam and air conditioning supply.

### **1.5.15.5 Water Supply; Sewerage, Waste Management and Remediation Activities**

This industry includes activities related to the management (including collection, treatment and disposal) of various forms of waste, such as solid or non-solid industrial or household waste, as well as contaminated sites. The output of the waste or sewage treatment process can either be disposed of or become an input into other production processes.

### **1.5.15.6 Construction**

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

### **1.5.15.7 Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles**

This industry includes wholesale and retail sale (i.e. sale without transformation) of any type of goods and the rendering of services incidental to the sale of these goods. It also includes repair of motor vehicles and motorcycles.



---

#### **1.5.15.8 Transportation and Storage**

This industry includes the provision of passenger or freight transport, whether scheduled or not, by rail, pipeline, road, water or air and associated activities such as terminal and parking facilities, cargo handling, storage etc. It also includes renting of transport equipment with driver or operator and postal and courier activities.

#### **1.5.15.9 Accommodation, Food and Beverage Service Activities**

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

#### **1.5.15.10 Information and Communication**

This industry includes production and distribution of information and cultural products, provision of means to transmit or distribute these products, as well as data or communications, information technology activities and the processing of data and other information service activities.

#### **1.5.15.11 Financial and Insurance Activities**

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

#### **1.5.15.12 Real Estate Activities**

This industry includes acting as lessors, agents and/or brokers in one or more of the following: selling or buying real estate, renting real estate, providing other real estate services such as appraising real estate or acting as real estate escrow agents. Activities in this industry may be carried out on own or leased property and may be done on a fee or contract basis. Also included is the building of structures, combined with maintaining ownership or leasing of such structures.

---

#### **1.5.15.13 Professional, Scientific and Technical Activities**

This industry includes specialized professional, scientific and technical activities. These activities require high degree training, and make specialized knowledge and skills available to users.

#### **1.5.15.14 Administrative and Support Service Activities**

This industry includes a variety of activities that support general business operations. These activities differ from those in professional, scientific and technical activities, since their primary purpose is not the transfer of specialized knowledge.

#### **1.5.15.15 Public Administration and Defence; Compulsory Social Security**

This industry includes activities of a governmental nature, normally carried out by the public administration. It includes the enactment and judicial interpretation of laws and their pursuant regulation, as well as the administration of programmes based on them, legislative activities, taxation, national defence, public order and safety, immigration services, foreign affairs and the administration of government programmes. This industry also includes compulsory social security activities.

#### **1.5.15.16 Education**

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

#### **1.5.15.17 Human Health and Social Work Activities**

This industry includes the provision of health and social work activities. Activities include a wide range of activities, starting from health care provided by trained medical professionals in hospitals and other facilities, over residential care activities that still involve a degree of health care activities to social work activities without any involvement of health care professionals.

---

### **1.5.15.18 Arts, Entertainment and Recreation**

This industry includes a wide range of activities to meet varied cultural, entertainment and recreational interests of the general public, including live performances, operation of museum sites, gambling, sports and recreation activities.

### **1.5.15.19 Other Service Activities**

This industry (as a residual category) includes the activities of membership organizations, the repair of computers, personal and household goods; and a variety of personal service activities not covered elsewhere in the classification.

### **1.5.15.20 Activities of Households as Employers; Undifferentiated Goods and Services-Producing Activities of Households for Own Use**

This industry includes: activities of households as employers of domestic personnel such as maids, cooks, waiters, valets, butlers, laundresses, gardeners, gatekeepers, stable-lads, chauffeurs, caretakers, babysitters, tutors, secretaries etc. It allows the domestic personnel employed to state the activity of their employer in censuses or studies, even though the employer is an individual. The product produced by this activity is consumed by the employing household.

### **1.5.15.21 Activities of Extraterritorial Organizations and Bodies**

This class includes: activities of international organizations such as the United Nations and the specialized agencies of the United Nations system, regional bodies etc., such as, the International Monetary Fund, the World Bank, the World Customs Organization, the Organization for Economic Co-operation and Development, the Organization of Petroleum Exporting Countries, the East African Community and Southern Africa Development Community .

## **1.6 Survey Methodology and Estimation Procedure**

### **1.6.1 The Sample Design**

The 2017 Employment and Earnings Survey is an establishment- based survey which covered a total of 10,896 establishments from a frame of 52,429 establishments. The frame consisted of all public establishments and formal private establishments employing 5 persons or above.

As in previous surveys, the sampling unit of this survey is an establishment which is defined as a legal economic entity engaging itself in one main kind of economic activity at a fixed location.

---

The 2017EES covered formal establishments in both private and public sectors in Tanzania Mainland in such a way that they formed a representative sample, reflecting the level and magnitude of the economic activities within their respective industrial groups. The 2017EES sample was based on a sampling frame obtained from the Business Register (BR) developed and maintained by NBS. The existing sampling frame was developed on the basis of International Standard Industrial Classification Revision 4 (ISIC Rev.4).

The survey covered all public -sector establishments and private sector establishments with at least 50 employees. Furthermore, the survey covered a sample of private establishments employing 5 to 49 persons. The sampling for this group involved stratifying establishments into those with 5 to 9 employees and those with 10 to 49 employees. Establishments in these strata were further stratified on the basis of their economic activities and ultimately a single stage sampling technique was used to derive representative establishments from each activity using the probability proportion to size (PPS).

### **1.6.2 Data Collection**

Data were collected using questionnaires delivered to the selected establishments through regional statistical offices in Tanzania Mainland. The data collected include; basic information of the establishments, characteristics of regular and casual employees, number of newly recruited workers and job vacancies. The survey did not cover; activities of households as employers, members of the foreign diplomatic missions, corporation and international aid organizations stationed in Tanzania and members of armed forces.

### **1.6.3 The Response Status**

Response rates for 2017 EES were computed based on the number of selected establishments and the number of establishments that actually responded to the survey. Out of 10,896 selected establishments, 8,872 establishments responded to the survey, giving a response rate of 81.4 per cent. The summary of response rates for both public and private sector is given in the Table 1.1.

**Table 1. 1: Number of Establishments and Response Rates by Employment Size and Sector, Tanzania Mainland, 2017**

Sector	Employment Size	Number of Establishments		Response Rate
		Selected	Responded	
Private	5 - 9	3,275	3,275	100.0
	10 - 49	3,068	1,900	61.9
	50 +	1,728	872	50.5
	<b>Sub Total</b>	<b>8,071</b>	<b>6,047</b>	<b>74.9</b>
Public	5 - 9	685	685	100.0
	10 - 49	1,059	1,059	100.0
	50 +	1,081	1,081	100.0
	<b>Sub Total</b>	<b>2,825</b>	<b>2,825</b>	<b>100.0</b>
<b>Grand-Total</b>		<b>10,896</b>	<b>8,872</b>	<b>81.4</b>

### Weight

The weights for the strata were calculated by using the simple expression denoted as:-

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

Where: **N** = Total number of establishments in the sampling frame

**n** = Total number of establishments that responded

---

# CHAPTER TWO

## Employment Profile

---

### 2.1 Introduction

The Government of Tanzania and other development partners are embarking on creation of employment to keep pace with among others the growing work force of the country, thus, employment is one of the prioritized socio-economic and political agenda in the country. Tanzania like other countries is facing a number of challenges regarding employment and therefore, a need for data to monitor and evaluate employment situation in the country which has become more important now than ever.

This chapter analyses the performance of employment in the formal sector in Tanzania Mainland in terms of sector, employment category, disability, age group, citizenship, industry and region. This information provides a platform for evaluation and implementation of various national, regional and global level programs aimed at boosting employment and poverty reduction. These include the National Five -Year Development Plan II (2016/17 - 2020/21), Tanzania Vision 2025, Sustainable Development Goals 2030 particularly goal number 8, the East African Community (EAC) Vision 2050 and the African Development Agenda 2063.

### 2.2 Employment by Sector, Category of Employment, Age Group and Sex

This section presents the characteristics of employed persons in the formal sector in terms of sector, category of employment, age group, disability and sex. Category of employment comprises of regular and casual employment while age group consists of adults (36 years or above) and youth (aged 15 - 35years). This information plays an important role in evaluation, formulation and implementation of employment policy for betterment of the country's manpower utilization.

**Table 2. 1: Distribution of Total Employees by Category of Employment and Sector, Tanzania Mainland, 2016 and 2017**

Category of Employment	2016			2017		
	Private	Public	Total	Private	Public	Total
Regular	1,568,022	848,010	2,416,032	1,783,604	860,543	2,644,147
Casual	180,673	2,605	183,279	358,576	11,383	369,959
<b>Total</b>	<b>1,748,695</b>	<b>850,616</b>	<b>2,599,311</b>	<b>2,142,180</b>	<b>871,926</b>	<b>3,014,106</b>

*Note: Figures may not necessarily add up to totals due to rounding.*

Table 2.1 shows that, the total number of employees in the formal sector in Tanzania Mainland has increased from 2,599,311 in 2016 to 3,014,106 in 2017. This is equivalent to an increase of employment by 16.0 percent compared to an increase of 11.3 percent between 2015 and 2016. The results also show that private sector is still a dominant employer with 2,142,180 employees in 2017 which is more than twice as much compared to public sector with 871,926 employees.

Furthermore, the results reveal that the total number of regular employees increased to 2,644,147 in 2017 from 2,416,032 in 2016. However, the rate of increase in employment in 2017 is low (9.4 percent) compared to 17.3 percent recorded in 2016.

### **Key Message**

*Employment in the formal sector in Tanzania Mainland has increased to 3,014,106 in 2017 from 2,599,311 in 2016. More employees (2,142,180) are observed in private sector compared to (871,926) in public sector.*

**Table 2. 2A: Percentage Distribution of Total Regular Employees by Age Group, Sector and Sex Tanzania Mainland, 2017**

Age Group	Sex	Sector		
		Private	Public	Total
Adult (36+ Years)	Male	25.3	10.7	36.0
	Female	11.1	8.0	19.1
	<b>Sub Total</b>	<b>36.4</b>	<b>18.7</b>	<b>55.2</b>
Youth (15 -35 Years)	Male	19.1	7.9	26.9
	Female	11.9	6.0	17.9
	<b>Sub Total</b>	<b>31.0</b>	<b>13.8</b>	<b>44.8</b>
<b>Total Percent</b>		<b>67.5</b>	<b>32.5</b>	<b>100</b>
<b>Total Employees</b>		<b>1,783,604</b>	<b>860,543</b>	<b>2,644,147</b>

Table 2.2A shows that, proportionately, there are more adult employees (55.2 percent) compared to youth (44.8 percent) in regular employment. Results also show that, the profile of regular employment in the formal sector is mainly dominated by adults employees in the private sector accounts (36.4 percent) followed by Youth employees in private sector (31.0 percent). However, youth in public sector accounted for the least share of regular employment with 13.8 percent.

**Table 2.2B: Percentage Distribution of Total Casual Employees by Age Group, Sector and Sex, Tanzania Mainland, 2017**

Age Group	Sex	Sector		
		Private	Public	Total
Adult (36+ Years)	Male	29.0	1.3	30.4
	Female	18.1	0.3	18.5
	<b>Sub Total</b>	<b>47.1</b>	<b>1.7</b>	<b>48.8</b>
Youth (15 -35 Years)	Male	33.8	1.1	34.8
	Female	16.0	0.4	16.4
	<b>Sub Total</b>	<b>49.8</b>	<b>1.4</b>	<b>51.2</b>
<b>Total Percent</b>		<b>96.9</b>	<b>3.1</b>	<b>100.0</b>
<b>Total Employees</b>		<b>358,576</b>	<b>11,383</b>	<b>369,959</b>

Table 2.2B shows that, there are more youth employees in casual employment (51.2 percent) compared with adult employees (48.8 percent). Majority of casual employees are in private sector with 96.9 percent compared to 3.1 percent in the public sector. Moreover, it is revealed that there are nearly twice as much male employees in casual employment compared to females in both private and public sectors.



### 2.3 Employment and Disability

The Disabled Persons Employment Act No. 2 of 1982 enforces inclusion of persons with disability into economic production through employment. It has set provision for employing at least two percent of persons with disability for every 50 employees in an establishment. This section presents the analysis of employment of disabled persons in the formal sector in Tanzania Mainland. The results can be used to assess the compliance with the disabled person’s employment Act.

**Table 2. 3: Distribution of Regular Employees with Disability by Sector and Sex, Tanzania Mainland, 2017**

Sector	Employees with Disability (number)			Percent of Employees with Disability			Total Regular Employees	Employees with Disability to Total Regular Employees (%)
	Male	Female	Total	Male	Female	Total		
Private	2,382	1,261	3,643	42.9	22.7	65.6	1,783,604	0.2
Public	1,188	721	1,909	21.4	13.0	34.4	860,543	0.2
<b>Total</b>	<b>3,570</b>	<b>1,982</b>	<b>5,552</b>	<b>64.3</b>	<b>35.7</b>	<b>100.0</b>	<b>2,644,147</b>	<b>0.2</b>

Table 2.3 indicates that out of 2,644,147 regular employees in the formal sector in 2017, there are 5,552 employed persons with disability (3,570 males and 1,982 females). Among the employed disabled persons, private sector has employed a larger proportion of persons with disability (65.6 percent) compared to public sector with 34.4 percent. Furthermore, the results indicate that among the total disabled employees, there are more males (64.3 percent) than females (35.7 percent). The sex difference is much lower in the public sector (21.4 percent for males and 13.0 percent for females) compared to private sector (42.9 percent for males and 22.7 percent for females).

**Figure 2. 1: Distribution of Regular Employees with Disability by Sector, Tanzania Mainland, 2016 and 2017**

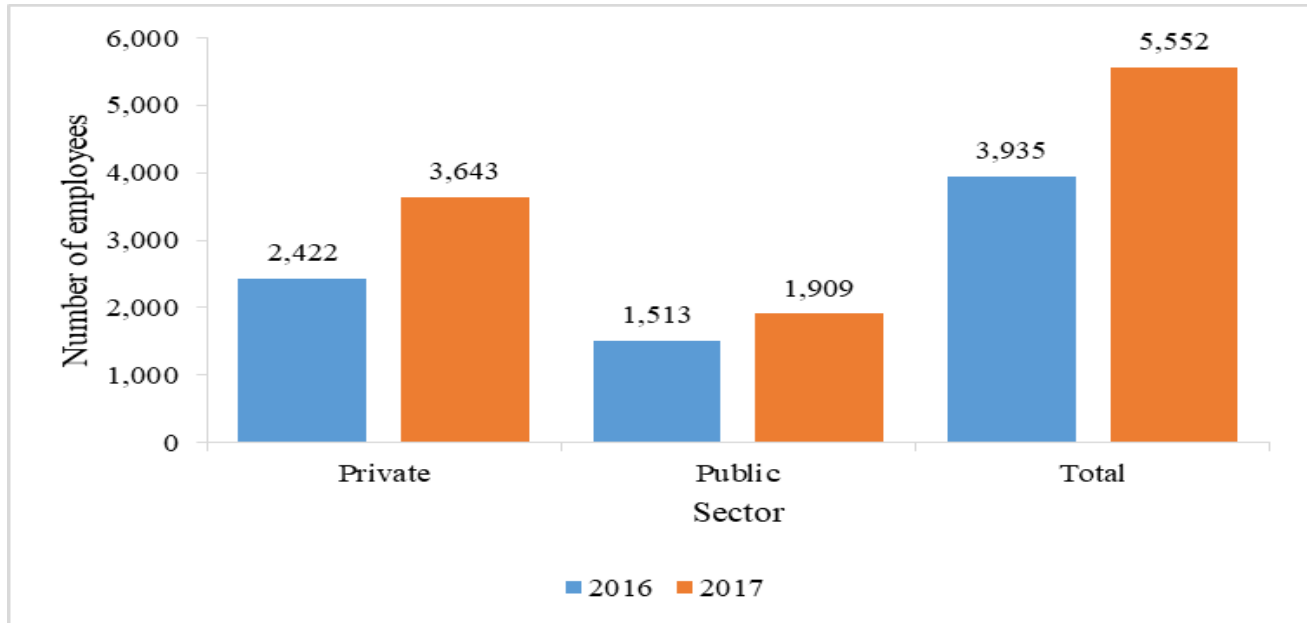


Figure 2.1 indicates that, number of employed persons with disability increased from 3,935 persons in 2016 to 5,552 persons in 2017. This is an increase of 41.1 percent of employed persons with disability over the period.



**Key Message**

*It is revealed that in 2017, out of 2,644,147 regular employees in the formal sector, there are 5,552 employed persons with disability of whom 3,570 are males and 1,982 females.*

**2.4 Employment by Sub- Sector, Age Group and Sex**

Variations across sub-sectors are important for designing sector specific programs for employment promotion. On the other hand, employment by sex and age provides important insight on distribution of employment opportunities among males and females. Youth employment has been a major policy concern, therefore disaggregating employment by age group will provide useful information for policy formulation to promote youth employment.

**Table 2. 4A: Percentage Distribution of Total Employees by Sub- Sector and Sex, Tanzania Mainland, 2016 and 2017**

Sector	2016						2017					
	Male	(%)	Female	(%)	Total	(%)	Male	(%)	Female	(%)	Total	(%)
<b>A: Private</b>												
Private Profit-Making Institutions	933,082	35.9	455,634	17.5	1,388,715	53.4	1,156,530	38.4	549,386	18.2	1,705,916	56.6
Private Non-Profit Making Institutions	175,033	6.7	149,674	5.8	324,707	12.5	231,293	7.7	174,452	5.8	405,745	13.5
Cooperatives	24,721	1.0	10,552	0.4	35,273	1.4	18,702	0.6	11,818	0.4	30,520	1.0
<b>Total</b>	<b>1,132,835</b>	<b>43.6</b>	<b>615,860</b>	<b>23.7</b>	<b>1,748,695</b>	<b>67.3</b>	<b>1,406,524</b>	<b>46.7</b>	<b>735,656</b>	<b>24.4</b>	<b>2,142,180</b>	<b>71.1</b>
<b>Percent A:</b>												
<b>B: Public</b>												
Central and Local Governments	437,485	16.8	335,582	12.9	773,066	29.7	399,571	13.3	308,141	10.2	707,712	23.5
Parastatal Organizations	46,501	1.8	31,049	1.2	77,550	3.0	100,093	3.3	64,121	2.1	164,214	5.4
<b>Total</b>	<b>483,985</b>	<b>18.6</b>	<b>366,630</b>	<b>14.1</b>	<b>850,616</b>	<b>32.7</b>	<b>499,664</b>	<b>16.6</b>	<b>372,262</b>	<b>12.4</b>	<b>871,926</b>	<b>28.9</b>
<b>Percent B:</b>												
<b>Total Percent (A+B)</b>	<b>1,616,820</b>	<b>62.2</b>	<b>982,491</b>	<b>37.8</b>	<b>2,599,311</b>	<b>100.0</b>	<b>1,906,188</b>	<b>63.2</b>	<b>1,107,918</b>	<b>36.8</b>	<b>3,014,106</b>	<b>100.0</b>

Table 2.4A reveals that the private profit -making institutions is a major employer in the formal sector with 56.6 percent of all employees in 2017, which slightly increased from 53.4 percent in 2016. Central and local government ranked second with 23.5 percent of the employees in 2017 which has decreased from 29.7 percent in 2016. Cooperatives remained the least employer with 1.0 percent of total employees in 2017.

Results also indicate that proportion of employed females (36.8 percent of total employees) is nearly a half the proportion of males (63.2 percent) in 2017. It is also observed that, the proportion of male employees in the private profit -making institutions is larger (38.4 percent) than that of females (18.2 percent). A similar pattern is observed in central and local governments, where 13.3 percent of employees are male and 10.2 percent are female.

**Table 2.4B: Percentage Distribution of Total Adult (36+ years) Employees by Sub-Sector and Sex, Tanzania Mainland, 2017**

Sector	Male	Female	Total
<b>A: Private</b>			
Private Profit -Making Institutions	37.9	15.5	53.3
Private Non-Profit Making Institutions	8.9	6.1	15.0
Cooperatives	0.6	0.4	1.1
<b>A:Total Percent</b>	<b>47.4</b>	<b>22.0</b>	<b>69.4</b>
<b>B: Public</b>			
Central and Local Governments	13.2	10.4	23.6
Parastatal Organizations	4.4	2.6	7.0
<b>B:Total Percent</b>	<b>17.6</b>	<b>13.0</b>	<b>30.6</b>
<b>Total Percent (A+B)</b>	<b>65.0</b>	<b>35.0</b>	<b>100.0</b>
<b>Total Number of Employees</b>	<b>1,065,298</b>	<b>574,552</b>	<b>1,639,851</b>

Table 2.4B shows that private profit- making institutions had the largest proportion of total adult employees in the formal sector with 53.3 percent followed by central and local governments (23.6 percent). The results also reveal that, the proportion of adult males is almost twice as much compared to that of adult female employees with 65.0 percent and 35.0 percent respectively.

On the other hand, out of the total employment, 37.9 percent of adult male employees are in private profit -making institutions compared to adult female employees with 15.5 percent. In addition, more adult male employees (13.2 percent) are in central and local governments compared to adult females with 10.4 percent.

**Table 2.4C: Percentage Distribution of Total Youth (15 - 35 years) Employees by Sub -Sector and Sex, Tanzania Mainland, 2017**

Sector	Male	Female	Total
<b>A: Private</b>			
Private Profit -Making Institutions	39.0	21.5	60.5
Private Non-Profit -Making Institutions	6.2	5.4	11.6
Cooperatives	0.6	0.3	0.9
<b>A Total Percentage</b>	<b>45.8</b>	<b>27.3</b>	<b>73.1</b>
<b>B: Public</b>			
Central and Local Governments	13.3	10.0	23.3
Parastatal Organizations	2.1	1.5	3.6
<b>B: Total Percent</b>	<b>15.4</b>	<b>11.5</b>	<b>26.9</b>
<b>Total Percent (A+B)</b>	<b>61.2</b>	<b>38.8</b>	<b>100.0</b>
<b>Total Number of Employees</b>	<b>840,890</b>	<b>533,365</b>	<b>1,374,255</b>

Table 2.4C indicate that private sector is an important employer for youth, employing about three quarter (73.1 percent) of the total youths aged 15 to 35 years compared to public sector with only 26.9 percent. On the other hand, lower proportion of female employees (38.8 percent) is observed among youth employees compared to males with 61.2 percent.

Youth male employees accounted for the larger share of employment in the private profit- making institutions (39.0 percent) compared to females (21.5 percent). Relatively, a larger proportion of youth male employees is also observed in central and local governments with 13.3 percent of total youth employees compared to 10.0 percent of youth female employees.

## 2.5 Regular Employment by Citizenship and Sector

Information on citizenship of employees has become an important issue following regional integrations such as East African Community (EAC) that allows free movement of labour within member states. In assessing the performance of employment in Tanzania, information on citizenship helps to inform policy formulation on areas of intervention.

**Table 2. 5: Percentage Distribution of Regular Employees by Citizenship and Sub-Sector Tanzania Mainland, 2016 and 2017**

Sector	Citizen		Non-Citizen		Total	
	2016	2017	2016	2017	2016	2017
<b>A: Private</b>						
Profit -Making Institutions.	49.7	51.6	0.8	0.9	50.5	52.5
Non Profit -Making Institutions.	12.9	14.2	0.1	0.2	13.1	14.3
Cooperatives	1.3	0.7	0.0	0.0	1.4	0.7
<b>A: Total Percent</b>	<b>64.0</b>	<b>66.4</b>	<b>0.9</b>	<b>1.0</b>	<b>64.9</b>	<b>67.5</b>
<b>B: Public</b>						
Central and Local Governments	31.8	26.4	0.1	0.1	31.9	26.5
Parastatal Organizations	3.2	6.1	0.0	0.0	3.2	6.1
<b>B: Total Percent</b>	<b>35.0</b>	<b>32.4</b>	<b>0.1</b>	<b>0.1</b>	<b>35.1</b>	<b>32.5</b>
<b>Total Percent: (A+B)</b>	<b>98.9</b>	<b>98.9</b>	<b>1.1</b>	<b>1.1</b>	<b>100</b>	<b>100.0</b>
<b>Total Employees</b>	<b>2,390,529</b>	<b>2,613,916</b>	<b>25,504</b>	<b>30,231</b>	<b>2,416,032</b>	<b>2,644,147</b>

Table 2.5 shows that Tanzanian citizens accounted for 98.9 percent of persons in regular employment in 2017. The same pattern was recorded in 2016. Results also indicate that, there are more non-citizen regular employees in private sector (1.0 percent) compared to public sector (0.1 percent), with most of them employed in profit making institutions (0.9 percent).



### Key Message

*The result indicates that non-citizen employees account for 1.1 percent of total regular employees (2,644,147).*

## 2.6 Employment by Industry and Category of Employment

This section highlights distribution of employees in different economic activities. The assessment of employment in these activities is important for understanding the structure of the work force, performance of implemented policies in the formal sector and identification of areas which require special attention.

**Table 2. 6A: Percentage Distribution of Total Employees by Industry and Category of Employment, Tanzania Mainland, 2016 and 2017**

Industry	Regular Employees		Casual Employees		Total Employees	
	2016	2017	2016	2017	2016	2017
Agriculture, forestry and fishing	4.4	5.3	25.4	35.0	5.9	9.0
Mining and quarrying	1.4	1.4	0.7	2.7	1.4	1.5
Manufacturing	16.8	17.1	35.9	24.0	18.1	17.9
Electricity, gas, steam and air conditioning supply	1.3	1.4	0.3	0.1	1.2	1.2
Water supply; sewage, waste management and remediation activities	0.4	0.4	1.5	1.0	0.4	0.5
Construction	2.3	2.4	11	7.9	2.9	3.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.3	7.5	11.2	6.3	7.6	7.3
Transportation and storage	3	2.6	1.7	2.0	2.9	2.5
Accommodation and food service activities	7.2	7.3	3.3	4.1	6.9	6.9
Information and communication	2.6	2.3	0.6	1.4	2.4	2.2
Financial and insurance activities	2.2	2.1	0.2	0.4	2.1	1.9
Real estate activities	0.2	0.2	0.1	0.0	0.2	0.2
Professional, scientific and technical activities	1.2	1.2	0.4	1.3	1.1	1.3
Administrative and support service activities	3.2	4.4	0.7	0.7	3.0	3.9
Public administration and defence; compulsory social security	14.6	15.5	0.3	1.2	13.6	13.7
Education	19.7	17.3	2.4	3.1	18.5	15.6
Human health and social work activities	7.2	6.8	1	3.1	6.7	6.3
Arts, entertainment and recreation	0.3	0.4	0	0.1	0.3	0.3
Other service activities	4.7	4.5	3.2	5.7	4.6	4.7
<b>Total Percent</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 Employees</b>	<b>2,416,032</b>	<b>2,644,147</b>	<b>183,279</b>	<b>369,959</b>	<b>2,599,311</b>	<b>3,014,106</b>

Table 2.6 indicates that manufacturing industry has the largest share of total employment with 17.9 percent in 2017. This is followed by education with 15.6 percent and public administration and defence; compulsory social security with 13.7 percent. On the other hand, the industries with the lowest shares of total employment are real estate and arts, entertainment and recreation with 0.2 percent and 0.3 percent respectively.

---

In comparison with 2016 the same three industries dominated where education had the largest share with 18.5 percent followed by manufacturing with 18.1 percent and public administration and defence; compulsory social security with 13.6 percent. Furthermore, the result shows that largest increase in employment was in Agriculture, forestry and fishing had the significant with 3.1 percentage point difference between 2016 and 2017.

The results also show that, the distribution of total regular employees in 2017 is similar to that of total employment (regular and casual) thus; education industry led by employing 17.3 percent of regular employees, followed by manufacturing industry with 17.1 percent and public administration and defence; compulsory social security with 15.5 percent of regular employees. Real estate industry had the smallest share of regular employees in 2017 (0.2 percent).

Moreover, agriculture, forestry and fishing industry was found to be the dominant industry for casual employment, with an increasing share of total casual employees from 25.4 percent in 2016 to 35.0 percent in 2017. Manufacturing ranked second important industry for casual employment, employing 24.0 percent of casual employees in 2017.

### ***Key Message***

*The largest proportion of total employment by industry in 2017 are in manufacturing (17.9%) and Education with 15.6%.*

## **2.7 Employment by Industry, Category of Employment and Sex**



This section discusses employment by industry in terms of regular and casual employment and sex. The information obtained is important for policy makers to address employment gender gap in various industries.

**Table 2.6B: Percentage Distribution of Total Employees by Industry, Category of Employment and Sex, Tanzania Mainland, 2017**

Industry	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	6.2	3.9	5.3	31.7	41.1	35.0	9.0
Mining and quarrying	1.9	0.5	1.4	3.7	0.7	2.7	1.5
Manufacturing	18.4	14.9	17.1	23.5	24.9	24.0	17.9
Electricity, gas, steam and air conditioning supply	1.4	1.4	1.4	0.2	0.0	0.1	1.2
Water supply; sewage, waste management and remediation activities	0.5	0.3	0.4	1.3	0.3	1.0	0.5
Construction	3.2	1.0	2.4	10.1	3.7	7.9	3.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	8.6	5.5	7.5	7.8	3.5	6.3	7.3
Transportation and storage	3.3	1.4	2.6	2.9	0.4	2.0	2.5
Accommodation and food service activities	5.1	11.1	7.3	2.8	6.6	4.1	6.9
Information and communication	2.4	2.0	2.3	1.5	1.1	1.4	2.2
Financial and insurance activities	1.8	2.6	2.1	0.2	0.7	0.4	1.9
Real estate activities	0.2	0.1	0.2	0.0	0.0	0.0	0.2
Professional, scientific and technical activities	1.3	1.2	1.2	1.5	1.1	1.3	1.3
Administrative and support service activities	5.8	2.0	4.4	0.9	0.3	0.7	3.9
Public administration and defence; compulsory social security	14.7	16.7	15.5	1.3	1.1	1.2	13.7
Education	15.9	19.8	17.3	3.2	2.9	3.1	15.6
Human health and social work activities	4.4	10.8	6.8	2.0	5.1	3.1	6.3
Arts, entertainment and recreation	0.3	0.5	0.4	0.1	0.1	0.1	0.3
Other service activities	4.7	4.3	4.5	5.3	6.6	5.7	4.7
<b>Total Percent</b>	<b>63.0</b>	<b>37.0</b>	<b>100.0</b>	<b>65.2</b>	<b>34.8</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>1,665,096</b>	<b>979,051</b>	<b>2,644,147</b>	<b>241,093</b>	<b>128,866</b>	<b>369,959</b>	<b>3,014,106</b>

Table 2.6B reveals that, most of regular male employees are in manufacturing industry with 18.4 percent followed by education (15.9 percent) and public administration and defence; compulsory social security (14.7 percent). Comparatively, larger proportion of regular female employees are in



---

education industry with 19.8 percent followed by public administration and defense; compulsory social security (16.7 percent) and manufacturing (14.9 percent).

Moreover, the largest gender gap where female dominate for regular employees is observed in human health and social work activities industry whereas female had a higher proportion (10.8 percent) compared to male (4.4 percent) followed by accommodation and food service activities (11.0 percent for female and 5.1 percent for male). On the other hand, the largest gender gap where male dominate are in administrative and support service activities (5.8 percent for males and 2.0 percent for females) followed by manufacturing industry with 18.4 percent for male and 14.9 percent for female.

Considering casual employment, the results indicate that females had the highest proportional of employees in agriculture, forest and fishing industry with 41.1 percent compared to males (31.7 percent). On the other hand, males had the highest proportion of casual employees in construction industry with 10.1 percent compared to females (3.7 percent).

## **2.8 Employment by Industry and Sector**

The information on industry and sector of employment is of vital importance as it indicates changes of employment levels over time for the economic activities across the sectors. This is important in assessing implementation of employment policies and programs.

**Table 2. 7: Percentage Distribution of Total Employees by Industry and Sector, Tanzania Mainland, 2016 and 2017**

Industry	Private		Public		Total	
	2016	2017	2016	2017	2016	2017
Agriculture, forestry and fishing	8.3	12.3	1	0.9	5.9	9.0
Mining and quarrying	2.1	2.2	0	0.0	1.4	1.5
Manufacturing	26.8	25.0	0.3	0.5	18.1	17.9
Electricity, gas, steam and air conditioning supply	0.5	0.3	2.7	3.4	1.2	1.2
Water supply; sewage, waste management and remediation activities	0.2	0.2	0.9	1.1	0.4	0.5
Construction	4.3	4.2	0.2	0.3	2.9	3.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.2	10.3	0	0.1	7.6	7.3
Transportation and storage	3.3	2.7	2.1	1.9	2.9	2.5
Accommodation and food service activities	10.2	9.6	0.2	0.2	6.9	6.9
Information and communication	3.4	2.8	0.6	0.7	2.4	2.2
Financial and insurance activities	2.5	2.1	1.3	1.3	2.1	1.9
Real estate activities	0.2	0.2	0.2	0.1	0.2	0.2
Professional, scientific and technical activities	0.9	1.1	1.6	1.8	1.1	1.3
Administrative and support service activities	4.5	5.5	0	0.1	3	3.9
Public administration and defence; compulsory social security	0.7	0.6	40.2	45.8	13.6	13.7
Education	8.9	8.7	38.3	32.5	18.5	15.6
Human health and social work activities	5.2	5.4	10	8.6	6.7	6.3
Arts, entertainment and recreation	0.4	0.4	0.2	0.3	0.3	0.3
Other service activities	6.6	6.4	0.3	0.4	4.6	4.7
<b>Total Percent</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 Employees</b>	<b>1,748,695</b>	<b>2,142,180</b>	<b>850,616</b>	<b>871,926</b>	<b>2,599,311</b>	<b>3,014,106</b>

Table 2.7 show that the largest proportion of employees in private sector are in manufacturing industry with a slight decrease to 25.0 percent in 2017 from 26.8 percent in 2016. This is followed by agriculture, forestry and fishing with 12.3 percent in 2017 which increased from 8.3 percent in 2016 and wholesale and retail trade; repair of motor vehicles and motorcycles (10.3 percent) in 2017 which slightly decrease from 11.2 percent recorded in 2016.

Public administration and defense; compulsory social security activities had the largest proportion of employment in public sector with 45.8 percent in 2017 that increased from 40.2 percent in 2016.

Education industry ranked second with 32.5 percent in 2017 followed by human health and social work activities with 8.6 percent.

## 2.9 Employment by Industry, Age Group and Sex

This section analyses employment by industry, age group (adult and youth) and sex. The outcome shows gender gaps between adult and youth employees in specific economic activities. Therefore, the provided information is useful for creating programs to address gender gap in employment.

**Table 2. 8: Percentage Distribution of Total Employees by Industry, Age Group and Sex, Tanzania Mainland, 2017**

Industry	Adults (36+ Years)			Youth (15 - 35 Years)			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	10.7	10.1	10.5	7.8	6.1	7.1	9.0
Mining and quarrying	2.3	0.6	1.7	1.9	0.4	1.4	1.5
Manufacturing	18.6	16.4	17.8	19.6	15.7	18.1	17.9
Electricity, gas, steam and air conditioning supply	1.7	1.9	1.8	0.6	0.5	0.6	1.2
Water supply; sewage, waste management and remediation activities	0.6	0.3	0.5	0.6	0.3	0.5	0.5
Construction	3.9	1.1	2.9	4.3	1.5	3.2	3.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.3	4.4	6.3	10.1	6.3	8.6	7.3
Transportation and storage	3.2	1.1	2.4	3.3	1.4	2.6	2.5
Accommodation and food service activities	3.6	5.3	4.2	6.3	16.2	10.1	6.9
Information and communication	2.2	2.0	2.2	2.4	1.9	2.2	2.2
Financial and insurance activities	1.5	1.8	1.6	1.8	2.9	2.2	1.9
Real estate activities	0.1	0.1	0.1	0.3	0.2	0.2	0.2
Professional, scientific and technical activities	1.4	1.2	1.4	1.2	1.1	1.1	1.3
Administrative and support service activities	5.1	1.7	3.9	5.2	2.0	3.9	3.9
Public administration and defence; compulsory social security	12.6	15.5	13.6	13.5	14.3	13.8	13.7
Education	14.5	18.7	16.0	14.1	16.8	15.1	15.6
Human health and social work activities	4.7	12.0	7.2	3.4	8.1	5.2	6.3
Arts, entertainment and recreation	0.3	0.4	0.3	0.2	0.5	0.3	0.3
Other service activities	5.6	5.3	5.5	3.6	3.8	3.7	4.7
<b>Total Percent</b>	<b>65.0</b>	<b>35.0</b>	<b>100.0</b>	<b>61.2</b>	<b>38.8</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>1,065,298</b>	<b>574,552</b>	<b>1,639,851</b>	<b>840,890</b>	<b>533,365</b>	<b>1,374,255</b>	<b>3,014,106</b>

---

Table 2.8 indicates that, in 2017 the highest proportion of adult employees are in manufacturing industry with 17.8 percent followed by education (16.0 percent) and public administration and defence; compulsory social security (13.6 percent). Similar pattern is observed among youth employees with 18.1 percent for manufacturing industry, 15.1 percent for education and 13.8 percent for public administration and defence; compulsory social security activities.

Moreover, there are more adult males employees in administrative and support service activities with 5.1 percent compared to 1.7 percent for females. This is followed by wholesale and retail trade; repair of motor vehicles and motorcycles industry (7.3 percent for males and 4.4 percent for females).

In addition, the highest proportion of adult female employees is observed in human health and social work activities industry with 12.0 percent compared to males with 4.7 percent. Education ranked the second with 18.7 percent of females employees compared to 14.5 percent for males.

Furthermore, there are higher proportions of youth female employees in accommodation and food service activities and human health and social work activities with 16.2 percent and 8.1 percent compared to youth male with 6.3 percent and 3.4 percent respectively.

## **2.10 Regular Employment by Citizenship and Industry**

This section provides information on the distribution of citizen and non-citizen regular employees in relation to industries. The results will help policy makers to plan on how to enhance citizen capacity to compete in the national labour market to fill skill gaps in occupation that would normally engage non-citizen employees.

**Table 2. 9: Percentage Distributions of Regular Employees by Citizenship and Industry, Tanzania Mainland, 2017**

<b>Industry</b>	<b>Citizen</b>	<b>Non - Citizen</b>	<b>Total</b>
Agriculture, forestry and fishing	5.4	1.8	5.3
Mining and quarrying	1.4	1.9	1.4
Manufacturing	16.8	41.8	17.1
Electricity, gas, steam and air conditioning supply	1.4	0.3	1.4
Water supply; sewage, waste management and remediation activities	0.4	0.4	0.4
Construction	2.3	8.3	2.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.5	9.3	7.5
Transportation and storage	2.6	3.2	2.6
Accommodation and food service activities	7.3	4.1	7.3
Information and communication	2.3	3.0	2.3
Financial and insurance activities	2.1	1.2	2.1
Real estate activities	0.2	0.0	0.2
Professional, scientific and technical activities	1.3	0.9	1.2
Administrative and support service activities	4.4	1.4	4.4
Public administration and defence; compulsory social security	15.6	0.1	15.5
Education	17.3	19.1	17.3
Human Health and social work activities	6.8	1.7	6.8
Arts, entertainment and recreation	0.4	0.3	0.4
Other service activities	4.6	1.2	4.5
<b>Total Percent</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>2,613,916</b>	<b>30,231</b>	<b>2,644,147</b>

Table 2.9 show that education industry has the highest proportion of total citizen regular employees with 17.3 percent followed manufacturing industry (16.8 percent) and public administration and defense; compulsory social security (15.6 percent). The findings further reveal that the majority of non-citizen regular employees are in manufacturing industry (41.8 percent) followed by education industry (19.1 percent) and wholesale and retail trade; repair of motor vehicles and motorcycles with 9.3 percent.

### **2.11 Employment by Region and Sector**

This section presents information on the distribution of employees by region and sector. The results are useful in evaluating regional contribution to total employment and also helpful in planning and implementation of programs to enhance regional employment in various economic activities.

**Table 2. 10: Percentage Distribution of Total Employees by Region and Sector, Tanzania Mainland, 2016 and 2017**

Region	Private		Public		Total	
	2016	2017	2016	2017	2016	2017
Dodoma	1.4	1.5	5.1	5.9	2.6	2.8
Arusha	8.4	7.6	3.3	3.3	6.8	6.3
Kilimanjaro	5.2	5.3	5.3	2.7	5.2	4.6
Tanga	4.6	4.6	4.7	5.7	4.6	4.9
Morogoro	11.9	10.0	8.9	10.1	10.9	10.0
Pwani	1.4	1.4	3.4	3.1	2.0	1.9
Dar es Salaam	40.4	36.3	12.4	9.5	31.2	28.6
Lindi	0.4	0.6	3.0	4.1	1.3	1.6
Mtwara	0.9	1.0	2.3	2.4	1.3	1.4
Ruvuma	1.9	2.1	2.8	3.3	2.2	2.5
Iringa	2.2	2.9	3.7	2.5	2.7	2.8
Mbeya	4.0	4.8	6.9	5.0	4.9	4.8
Singida	1.1	1.5	3.0	3.7	1.7	2.1
Tabora	0.8	1.0	3.5	3.1	1.7	1.6
Rukwa	0.5	1.1	2.3	2.4	1.1	1.5
Kigoma	1.0	1.3	3.3	3.2	1.8	1.9
Shinyanga	1.5	2.2	4.0	4.2	2.3	2.8
Kagera	1.3	2.3	3.6	3.5	2.1	2.6
Mwanza	6.0	6.3	5.6	5.3	5.9	6.0
Mara	1.1	1.5	4.0	5.2	2.0	2.5
Manyara	1.4	1.6	2.4	2.9	1.8	2.0
Njombe	0.6	0.8	1.8	2.4	1.0	1.3
Katavi	0.1	0.2	1.1	0.9	0.4	0.4
Simiyu	0.3	0.6	2.6	2.7	1.1	1.2
Geita	1.5	1.1	1.4	2.1	1.5	1.4
Songwe	n.a.	0.6	n.a.	0.8	n.a.	0.7
<b>Total Percent</b>	<b>67.3</b>	<b>71.1</b>	<b>32.7</b>	<b>28.9</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>1,748,695</b>	<b>2,142,180</b>	<b>850,616</b>	<b>871,926</b>	<b>2,599,311</b>	<b>3,014,106</b>

*n.a. Denotes not available (Songwe was part of Mbeya region)*

Table 2.10 show that in 2017, Dar es Salaam region had the largest proportion of the total employees (28.6 percent) followed by Morogoro (10.0 percent), Arusha (6.3 percent) and Mwanza with 6.0 percent. However, Katavi region had the smallest share of total employment with 0.4 percent. The largest share of employment in private sector is observed in Dar es Salaam region (36.3 percent) followed by Morogoro (10.0 percent) and Arusha (7.6 percent). In addition, for the public sector, Morogoro region has the highest proportion of employees (10.1 percent) followed by Dar es Salaam (9.5 percent) and Dodoma (5.9 percent).

## 2.12 Employment by Region, Category of Employment and Sex

This section analyses the share of the total number of employees by region, category of employment and sex. It focuses on gender patterns in employment across different regions for supporting development of regional specific gender policies.

**Table 2. 11: Percentage Distribution of Total Employees by Region, Category of Employment and Sex, Tanzania Mainland, 2017**

Region	Regular			Casual			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	2.8	3.6	3.1	0.5	0.4	0.5	2.8
Arusha	6.0	7.4	6.5	3.0	9.4	5.2	6.3
Kilimanjaro	3.5	3.9	3.7	12.7	7.7	11.0	4.6
Tanga	4.4	4.7	4.5	6.7	10.0	7.8	4.9
Morogoro	10.3	11.4	10.7	4.7	6.3	5.2	10.0
Pwani	2.2	1.8	2.0	0.7	1.6	1.0	1.9
Dar es Salaam	31.4	26.8	29.7	23.6	14.7	20.5	28.6
Lindi	1.8	1.9	1.8	0.1	0.0	0.1	1.6
Mtwara	1.7	1.3	1.5	0.4	0.3	0.4	1.4
Ruvuma	2.2	2.7	2.4	0.9	6.8	2.9	2.5
Iringa	2.1	2.2	2.1	5.7	10.2	7.3	2.8
Mbeya	4.6	4.4	4.5	5.9	9.0	7.0	4.8
Singida	2.0	2.2	2.1	2.6	2.0	2.4	2.1
Tabora	1.7	1.6	1.7	1.4	0.6	1.1	1.6
Rukwa	1.6	1.4	1.5	1.3	0.4	1.0	1.5
Kigoma	2.2	1.7	2.0	0.7	0.5	0.6	1.9
Shinyanga	3.0	2.4	2.8	3.3	1.7	2.7	2.8
Kagera	2.3	2.6	2.4	3.8	5.1	4.2	2.6
Mwanza	5.1	6.1	5.5	12.5	5.9	10.2	6.0
Mara	2.5	3.1	2.7	1.3	1.1	1.3	2.5
Manyara	1.8	1.8	1.8	4.4	2.4	3.7	2.0
Njombe	1.3	1.5	1.4	0.4	0.5	0.5	1.3
Katavi	0.4	0.4	0.4	0.3	0.1	0.3	0.4
Simiyu	1.2	1.2	1.2	1.2	0.7	1.0	1.2
Geita	1.6	1.3	1.5	0.7	0.8	0.7	1.4
Songwe	0.5	0.7	0.6	1.2	1.6	1.3	0.7
<b>Total Percent</b>	<b>63.0</b>	<b>37.0</b>	<b>100.0</b>	<b>65.2</b>	<b>34.8</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>1,665,096</b>	<b>979,051</b>	<b>2,644,147</b>	<b>241,093</b>	<b>128,866</b>	<b>369,959</b>	<b>3,014,106</b>

---

Table 2.11 indicates that the largest share of total regular employees is in Dar es Salaam region with 29.7 percent followed by Morogoro with 10.7 percent and Arusha (6.5 percent). In addition, most of casual workers are found in Dar es Salaam region with 20.5 percent followed by Kilimanjaro (11.0 percent) and Mwanza (10.2 percent).

Furthermore, results reveal that the highest male – female gap in regular employment is observed in Dar es Salaam region with 4.6 percentage points followed by Shinyanga with 0.6 percentage points. The highest female-male gap in regular employment is in Arusha region with 1.4 percentage points followed by Morogoro (1.1 percentage points) and Mwanza (1.0 percentage points).

However, male-female gap on casual employees is observed in Dar es Salaam region with 8.9 percentage point followed by Mwanza (6.6 percentage point) and Kilimanjaro (5.0 percentage point). The highest female-male gap are in Arusha region with 6.4 percentage points followed by Ruvuma with 5.9 percentage points.

### **2.13 Adult and Youth Employment in Private and Public Sectors by Region and Age Group**

This section shows the distribution of total employees in private and public sector by region and age group. The assessment reveals the performance and contribution of private and public sectors in relation to adult and youth employees. It also emphasizes the role of private sector which is considered to be the engine of the economy in employment creation.



**Table 2. 12: Percentage Distribution of Total Employees by Major Sectors, Region and Age Group, Tanzania Mainland, 2017**

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 - 35 Years)
Dodoma	1.5	1.5	5.4	6.7
Arusha	9.0	6.0	4.1	2.1
Kilimanjaro	6.9	3.5	2.8	2.6
Tanga	5.3	3.8	5.6	5.8
Morogoro	13.1	6.4	11.6	8.1
Pwani	1.5	1.4	2.9	3.3
Dar es Salaam	32.2	41.0	11.7	6.5
Lindi	0.7	0.5	3.9	4.4
Mtwara	1.0	0.9	2.0	3.0
Ruvuma	2.2	2.1	3.4	3.1
Iringa	2.1	3.8	2.6	2.3
Mbeya	4.5	5.0	5.3	4.6
Singida	1.3	1.6	4.1	3.2
Tabora	0.9	1.0	2.4	4.1
Rukwa	0.9	1.3	1.9	3.2
Kigoma	1.3	1.4	3.4	2.9
Shinyanga	1.9	2.6	3.5	5.1
Kagera	2.3	2.3	3.1	4.0
Mwanza	5.5	7.3	5.0	5.7
Mara	1.3	1.6	5.0	5.4
Manyara	1.5	1.8	3.1	2.7
Njombe	0.8	0.8	2.1	2.8
Katavi	0.2	0.2	0.7	1.2
Simiyu	0.7	0.4	2.2	3.2
Geita	0.8	1.3	1.8	2.6
Songwe	0.6	0.6	0.6	1.1
<b>Total Percent</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Employees</b>	<b>1,138,219</b>	<b>1,003,961</b>	<b>501,632</b>	<b>370,294</b>

Table 2.12 indicates that Dar es Salaam region had the highest share of adult employees in private sector with 32.2 percent followed by Morogoro (13.1 percent) and Arusha (9.0 percent). It is also revealed that Dar es Salaam had the highest share of youth employees in private sector with 41.0 percent followed by Mwanza with 7.3 percent and Morogoro (6.4 percent).

Moreover, the findings reveal that Dar es Salaam had the highest share of adult employees in the public sector with 11.7 percent followed by Morogoro (11.6 percent) and Tanga (5.6 percent). In addition, Morogoro is observed to have the highest share of youth employees with 8.1 percent followed by Dodoma with 6.7 percent and Dar es Salaam (6.5 percent).

---

## CHAPTER THREE

### Monthly Wage Rate Profile

---

#### 3.1 Introduction

**Wage rate** is defined as the rate of compensation for a worker, personnel expenses and labour paid by an employer to an employee in exchange for work done. It indicates the basis of making payment to the workers, which may relate to output basis or time basis such as an hour, a day, week or month before any deductions are made.

Information on wage rate profile helps to determine the cost of production, workers' earnings and their living standards. It also affects the interest, attitude and satisfaction of workers which helps to increase the productivity and goodwill of the organization.

#### 3.2 Total Citizen Employees by Sector and Monthly Wage Rate

This section presents distribution of citizen employees by wage rates. The information is important in designing wage and remuneration policies in the country. Wage rates by major sectors of the economy are important to the government and other users to understand wage differentials between public and private sectors.

**Table 3.1: Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sector, Tanzania Mainland, 2017**

Monthly Wage Rate (TZS) Group	Private	Public	Total
Up to 100,000	10.7	0.2	7.3
100,001 - 150,000	19.9	0.4	13.5
150,001 - 300,000	27.6	3.6	19.8
300,001 - 500,000	18.1	22.4	19.5
500,001 - 900,000	12.4	39.5	21.3
900,001 - 1,200,000	4.9	16.9	8.8
1,200,001 - 1,500,000	2.7	8.8	4.7
Above 1,500,000	3.6	8.3	5.1
<b>Total Percent</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Citizen Employees</b>	<b>1,755,985</b>	<b>857,931</b>	<b>2,613,916</b>

Table 3.1 shows that, large proportion of citizen employees earned monthly wages between TZS500,001 and 900,000 (21.3 percent), with relatively larger share in public sector (39.5 percent) compared to private sector (12.4 percent). This is followed closely by those who earn monthly wages

between TZS 150,001 and 300,000 (19.8 percent) and those earning between TZS 300,001 and 500,000 at 19.5 percent.

Furthermore, the largest proportion of citizen employees in private sector earned monthly wage rate between TZS 150,001 and 300,000(27.6 percent) followed by those earning between TZS 100,001 and 150,000 (19.9 percent). On the other hand, the largest proportion of citizen employees in public sector earn between TZS500,001 and900,000(39.5 percent) followed by those earning between TZS 300,001 and 500,000 at 22.4 percent.

However, small proportion of citizen employees earned TZS 1,500,000 or above (5.1 percent) with larger proportion in public sector (8.3 percent) than private sector (3.6 percent). Generally, these results suggest presence of under payment in the private sector where majority of employees earned monthly wages below TZS 300,000 compared to public sector.



### Key Message

*The results reveal that majority of regular citizen employees (21.3%) earn monthly wages between TZS 500,001 - 900,000.*

### 3.3 Total Citizen Employees by Monthly Wage Rate Groups and Sex

Disaggregation of wage rates by sex is important for assessing gender pay gaps in the country. The analysis of wage rate in this section will help in policy formulation and action to minimize gender pay gap among employees with similar attributes and qualifications.

**Table 3. 2: Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sex, Tanzania Mainland, 2017**

Monthly Wage Rate	Male	Female	Total
Up to 100,000	6.5	8.6	7.3
100,001 -150,000	13.8	13.1	13.5
150,001 - 300,000	20.8	18.1	19.8
300,001 - 500,000	19.6	19.3	19.5
500,001 - 900,000	20.8	22.1	21.3
900,001 - 1,200,000	8.5	9.4	8.8
1,200,001 - 1,500,000	4.5	5.0	4.7
Above 1,500,000	5.6	4.4	5.1
<b>Total Percent</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Citizen Employees</b>	<b>1,640,752</b>	<b>973,164</b>	<b>2,613,916</b>

Table 3.2 shows that, the largest proportion of male employees earn monthly wages between TZS 500,001 and 900,000; and TZS 150,001 and 300,000 with 20.8 percent each. The least proportion of

male employees earns monthly wages between TZS 1,200,001 and 1,500,000 (4.5 percent). On the other hand, more female employees earns monthly wages between TZS 500,001 and 900,000 (22.1 percent) followed by those earned between TZS 300,001 and 500,000 (19.3 percent)

The result further reveals that, proportionately there were more female employees earning less than TZS 100,000 (8.6 percent) compared to males with 6.5 percent. However; more males earned monthly wages above TZS 1,500,000 (5.6 percent) compared to females (4.4 percent). Generally, females are more likely than males to engage in low paying jobs. This may be attributed to low education qualifications of females compared to males.

### 3.4 Citizen Employees by Monthly Wage Rates and Industry

Wage rates by industry provide useful information for understanding wage differences across industries of the economy. This information is crucial for investment planning decisions, vocational career guidance and other policy actions. It can also be used for minimum wage fixing, collective bargaining and for assessment of the standards of living of employees across industries.

**Table 3.3: Percentage Distribution of Citizen Employees by Industry and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2017**

Industry	Monthly Wage Rate (TZS) Group								Total Percent
	Up to 100,000	100,001 - 150,000	150,001 - 300,000	300,001 - 500,000	500,001 - 900,000	900,001 - 1,200,000	1,200,001 - 1,500,000	Above 1,500,000	
Agriculture, forestry and fishing	7.6	25.5	38.6	14.5	8.6	2.7	1.3	1.3	100.0
Mining and quarrying	9.8	8.7	18.3	10.3	14.4	18.2	8.6	11.6	100.0
Manufacturing	6.8	27.6	35.2	15.6	7.6	3.1	1.4	2.7	100.0
Electricity, gas, steam and air conditioning supply	0.0	0.3	3.9	1.1	41.9	33.2	14.2	5.2	100.0
Water supply; sewage, waste management and remediation activities	3.4	5.2	11.9	25.4	23.1	10.8	8.4	11.7	100.0
Construction	2.9	5.7	25.9	37.8	15.8	5.6	3.3	3.1	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	13.5	19.0	30.5	18.9	10.6	3.1	2.2	2.3	100.0
Transportation and storage	2.6	4.9	24.6	25.6	21.6	12.1	4.4	4.1	100.0
Accommodation and food service activities	31.4	27.5	27.1	9.2	3.4	0.9	0.2	0.3	100.0
Information and communication	2.1	1.6	17.7	26.8	18.0	12.6	6.6	14.6	100.0
Financial and insurance activities	6.9	1.9	7.4	18.7	21.6	8.0	10.7	24.8	100.0
Real estate activities	0.0	13.3	36.5	17.6	7.7	7.7	7.5	9.6	100.0
Professional, scientific and technical activities	1.6	1.3	15.6	26.0	23.7	11.4	7.3	13.1	100.0
Administrative and support service activities	7.8	45.8	30.0	8.1	4.8	2.0	0.8	0.9	100.0
Public administration and defence; compulsory social security	0.6	0.4	2.5	23.8	44.1	17.0	7.3	4.3	100.0
Education	0.7	1.9	8.2	23.6	34.5	14.4	7.4	9.3	100.0
Human Health and social work activities	1.8	4.7	14.1	25.9	26.7	9.8	9.4	7.7	100.0
Arts, entertainment and recreation	0.9	14.9	25.6	18.8	26.0	4.5	3.8	5.4	100.0
Other service activities	26.9	16.7	19.6	18.6	11.3	3.2	2.1	1.7	100.0
<b>Total Percent</b>	<b>7.3</b>	<b>13.5</b>	<b>19.8</b>	<b>19.5</b>	<b>21.3</b>	<b>8.8</b>	<b>4.7</b>	<b>5.1</b>	<b>100.0</b>

Table 3.3 indicates that, financial and insurance activities had the highest proportion of employees earning higher wages above TZS 1,500,000 (24.8 percent) followed by information and communication industry (14.6 percent) and professional, scientific and technical activities industry with 13.1 percent. In addition, accommodation and food service activities and other service activities had the highest proportion of employees earning wages below TZS 100,001 with 31.4 percent and 26.9 percent respectively.

Furthermore, the results show that the highest proportion of employees in education industry which is dominant in employment for regular citizen employees earned between TZS 300,001 to 900,000 accounting for 58.1 percent. Employees in manufacturing industry which ranked second in terms of employment for regular citizen employees earned between TZS 100,001 to 300,000 accounting for 62.8 percent.



### Key Message

*Financial and Insurance activities industry have the highest proportion of employees earning wages above TZS 1,500,000 (24.8%).*

### 3.5 Citizen Employees by Monthly Wage Rate, Age Group and Sex

This section presents findings on the distribution of regular citizen employees by wage rate, age group and sex. This information gives an insight into current pay status and thus helpful in formulation and monitoring of policies that address the gender pay gap.

**Table 3. 4: Percentage Distribution of Regular Citizen Employees by Monthly Wage Rate, Age Group and Sex, Tanzania Mainland, 2017**

Monthly Wage Rate (TZS) Group	Adult (36+ years)			Youth (15-35 years)		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Up to 100,000	5.6	5.6	5.6	7.6	11.9	9.3
100,001 - 150,000	13.2	11.8	12.7	14.6	14.4	14.5
150,001 - 300,000	19.4	16.4	18.4	22.5	19.8	21.4
300,001 - 500,000	18.0	16.7	17.5	21.7	22.0	21.8
500,001 - 900,000	20.1	23.0	21.1	21.6	21.2	21.4
900,001 - 1,200,000	10.5	12.9	11.3	5.9	5.7	5.8
1,200,001 - 1,500,000	6.2	7.4	6.6	2.4	2.5	2.4
Above 1,500,000	7.0	6.0	6.7	3.7	2.6	3.3
<b>Total Percent</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 Employees</b>	<b>933,430</b>	<b>501,543</b>	<b>1,434,973</b>	<b>707,322</b>	<b>471,621</b>	<b>1,178,943</b>

Table 3.4 indicates that majority of adult citizen employees (21.1 percent) earned monthly wage rate between TZS 500,001 to TZS 900,000 followed by those earning monthly wages between TZS 150,001 and 300,000 with 18.4 percent. In addition, majority of youth citizen employees earned monthly wage rate between TZS 300,001 - 500,000 (21.8 percent) followed by those who earn between TZS 500,001 - 900,000 and between TZS 150,001 - 300,000 both with 21.4 percent each.

Furthermore, majority of youth employees (9.3 percent) earned less than TZS 100,001 compared to adult employees (5.6 percent). On the other hand, large proportion of adult regular employees earned monthly wage rate above TZS 1,500,000 (6.7 percent) compare to youth (3.3 percent).

### 3.6 Adult and Youth Citizen Employees by Sector and Monthly Wage Rate

This section discusses distribution of adult and youth employment by sector and wage rates. Youth are regarded as an important resource for manpower in the production of goods and services. Information on the distribution of employed youth by wage rates is useful for designing policies to promote youth employment.

**Table 3.5: Percentage Distribution of Regular Citizen Employees by Sector and Monthly Wage Rate Group, Tanzania Mainland, 2017**

Monthly Wage Rate (TZS) Group	Adult (36+ years)			Youth (15-35 years)		
	Private	Public	Both Sectors	Private	Public	Both Sectors
Up to 100,000	7.9	0.2	5.6	9.7	0.1	5.6
100,001 - 150,000	18.6	0.6	13.2	20.2	0.4	11.8
150,001 - 300,000	26.6	2.9	19.4	25.5	3.9	16.4
300,001 - 500,000	18.7	16.3	18.0	17.6	15.6	16.7
500,001 - 900,000	14.1	34.1	20.1	13.5	36.1	23.0
900,001 - 1,200,000	6.0	21.1	10.5	5.7	22.8	12.9
1,200,001 - 1,500,000	3.6	12.1	6.2	3.5	12.8	7.4
Above 1,500,000	4.5	12.8	7.0	4.3	8.4	6.0
<b>Total Percent</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 Employees</b>	<b>652,019</b>	<b>281,411</b>	<b>933,430</b>	<b>289,965</b>	<b>211,577</b>	<b>501,543</b>

Table 3.5 show that, the largest proportion of adult regular citizen employees in public sector earned monthly wages between TZS 500,001 and 900,000 (34.1 percent) followed by those earning monthly wages between TZS 900,001 and 1,200,000 (21.1 percent). Additionally, the largest share of regular employees in private sector earned monthly wages between TZS 150,001 and 300,000 (26.6 percent) followed by those earning between TZS 300,001 and 500,000 (18.7 percent) and those earning between TZS 100,001 and 150,000 ranked third with 18.6 percent.

Moreover, it is indicated that, the highest proportion of youth employees in public sector earned monthly wages between TZS 500,001 and 900,000 (36.1 percent) followed by those earning between TZS 900,001 and 1,200,000 (22.8 percent). Furthermore, higher proportion of youth employees in private sector earned monthly wages between TZS 150,001 and 300,000 (25.5 percent) followed by those earning between TZS 100,001 and 150,000 (20.2 percent). Results also reveal that, youth employees in the private sector had higher share of those earning less than TZS 100,000 (9.7 percent) compared to adult employees with 7.9 percent.

---

## CHAPTER FOUR

### Cash Earnings Profile

---

#### 4.1 Introduction

Cash earnings are defined as remuneration in cash paid to employees and are a major part of their total earnings at work. Generally, cash earnings include payments for time not worked, such as annual vacation and other payments of accumulated leave. It also includes other guaranteed and regular paid allowances, payments for overtime work and house-rent paid directly to employees. Cash earnings are important from the workers' perspective in measuring the level and standard of living of the employees. This chapter presents cash earnings profile of employees in the formal sector by characteristics such as sex, industry and sector of employment.

#### 4.2 Monthly Average Cash Earnings by Major Sector and Sex

This section highlights findings on differentials in distribution of cash earnings between public and private sectors in the country. The information derived from this section can be used by the policy makers and relevant authorities in periodical reviews of wage structures in the private and public sectors in order to improve distribution of the economic benefits in the economy.

**Table 4.1: Monthly Average Cash Earnings (TZS) by Sector and Sex, Tanzania Mainland, 2016 and 2017**

Sector	2016			2017		
	Male	Female	Overall Average	Male	Female	Overall Average
Private	391,886	368,090	362,400	421,215	404,295	390,346
Public	1,279,127	1,083,130	1,243,945	1,326,693	1,117,270	1,260,021
<b>Overall Average</b>	<b>482,032</b>	<b>447,674</b>	<b>448,462</b>	<b>508,436</b>	<b>479,876</b>	<b>471,024</b>

Table 4.1 indicates that monthly average cash earnings for employees in formal sector slightly increased from TZS 448,462 in 2016 to TZS 471,024 in 2017. Overall the results indicate that monthly average cash earnings for employees in the public sector were about three times as much as that of the private sector for both 2016 and 2017. Thus, there is a need to enhance competitiveness and productivity in the private sector to facilitate better payment to employees.

Furthermore, the results show that, the monthly average cash earning of male employees (TZS 508,436) were slightly higher than those of females (TZS 479,876) in the year 2017. However, there was more noticeable pay gap of TZS about 209,423 between males (TZS 1,326,693) and females (TZS

1,117,270) in the public sector in comparison with the private sector with male-female pay gap of about TZS 16,920.



**Key Message**

*The findings indicate that monthly average cash earnings for employees in the public sector were about three times as much as that of the private sector for both 2016 and 2017.*

**4.3 Monthly Average Cash Earnings by Sub Sectors of Employment and Sex**

This section examines distribution of monthly cash earnings by broader sectors of employment in the country. The information provided is important for formulating policies to special groups and determining levels of payments in different economic sectors. The information can also be used as a basis for setting of minimum wages.

**Table 4.2: Monthly Average Cash Earnings (TZS) by Sub- Sector and Sex, Tanzania Mainland, 2016 and 2017**

	Male	Female	Both Sexes	Male	Female	Both Sexes
<b>PRIVATE</b>						
Profit Making Institutions	365,468	343,262	339,229	361,108	360,186	338,537
Non - Profit Making Institutions	504,488	452,939	460,717	629,902	541,450	575,235
Cooperatives	411,436	438,309	404,266	801,388	651,064	734,372
<b>Overall Average</b>	<b>391,886</b>	<b>368,090</b>	<b>362,400</b>	<b>421,215</b>	<b>404,295</b>	<b>390,346</b>
<b>PUBLIC</b>						
Central and Local Governments	1,237,465	1,019,967	1,198,740	1,302,137	1,074,257	1,230,236
Parastatal Organizations	1,472,138	1,387,237	1,452,326	1,411,905	1,261,872	1,364,104
<b>Overall Average</b>	<b>1,279,127</b>	<b>1,083,130</b>	<b>1,243,945</b>	<b>1,326,693</b>	<b>1,117,270</b>	<b>1,260,021</b>

Table 4.2 reveals that, employees in parastatal organizations had the highest monthly average cash earnings of TZS 1,364,104 compared to other sectors. On the other hand, employees in profit making institutions had the lowest monthly average cash earnings of TZS 338,537 in 2017 which slightly decreased from TZS 339,229 in 2016. In addition to low monthly average cash earnings in private sector, results also indicate that, males earned more than females in all sector.

**4.4 Monthly Average Cash Earnings by Sub- Sector and Category of Employment**

The information in this section provides insights on monthly average cash earnings differentials by categories of employment, namely: - regular and casual employment. This analysis can provide the basis for policy formulation to enhance working conditions of employees.



**Table 4.3: Monthly Average Cash Earnings (TZS) by Sub -Sector and Category of Employment, Tanzania Mainland, 2016 and 2017**

Sub-Sector	2016		2017	
	Regular Employees	Casual Employees	Regular Employees	Casual Employees
Private Profit-Making Institutions	349,923	115,004	338,559	148,331
Private Non-Profit Making Institutions	471,415	130,946	592,515	144,746
Cooperatives	415,696	106,611	778,018	91,661
Central and Local Governments	1,208,114	207,737	1,246,963	218,242
Parastatal Organizations	1,454,587	126,171	1,392,115	186,354
<b>Overall Average</b>	<b>458,924</b>	<b>121,466</b>	<b>476,437</b>	<b>149,781</b>

Table 4.3 indicates that overall monthly average cash earnings for regular employees increased from TZS 458,924 in 2016 to TZS 476,437 in 2017. The increment was also noted for monthly average cash earnings of casual employees from TZS 121,466 in 2016 to TZS 149,781 in 2017.

The results also show that parastatal organizations had the highest monthly average cash earnings for regular employees (TZS1,392,115) in 2017 followed by central and local governments with TZS 1,246,963. In the same period, regular employees in the private profit -making institutions had the lowest monthly average cash earnings (TZS 338,559). The same trend is observed in 2016.

The results further reveal that casual employees in central and local governments had the highest monthly average cash earnings (TZS 218,242) in 2017, followed by parastatal organizations with TZS 186,354. Casual employees in Cooperatives had the lowest monthly average cash earnings (TZS 91,661).

#### **4.5 Monthly Average Cash Earnings of Employees by Industry and Sex**

The analysis of cash earnings by industry and sex provides useful information for determining income variations among different industrial groups and gender pay gap. The information obtained in this section is important in formulation and implementation of labour and employment related policies.

**Table 4.4: Monthly Average Cash Earnings (TZS) of Employees by Industry and Sex, Tanzania Mainland, 2016 and 2017**

Industry	2016			2017		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	316,853	271,224	307,430	331,979	384,868	321,972
Mining and quarrying	834,781	721,933	814,529	771,673	955,867	724,309
Manufacturing	288,130	274,990	271,976	293,589	313,561	286,037
Electricity, gas, steam and air conditioning supply	1,020,286	924,062	933,227	974,928	987,476	967,720
Water supply; sewerage, waste management and remediation activities	732,685	636,245	705,942	717,529	733,768	706,172
Construction	486,537	392,148	457,030	452,632	487,639	452,931
Wholesale and retail trade; repair of motor vehicles and motorcycles	383,349	405,160	357,106	364,295	446,405	355,256
Transportation and storage	581,988	539,120	556,056	764,604	727,594	723,638
Accommodation and food service activities	226,762	188,366	200,881	163,351	154,499	155,166
Information and communication	679,742	636,335	638,838	767,607	659,073	718,431
Financial and insurance activities	1,461,766	1,302,270	1,388,070	1,424,313	1,224,205	1,287,705
Real estate activities	709,639	690,441	670,310	640,654	614,315	638,894
Professional, scientific and technical activities	922,938	1,075,003	987,634	1,032,718	912,938	989,198
Administrative and support service activities	313,374	354,819	305,480	459,110	497,273	417,182
Public administration and defence; compulsory social security	1,352,788	1,060,653	1,292,652	1,197,448	1,018,202	1,135,834
Education	735,167	620,585	679,201	998,996	768,145	918,891
Human health and social work activities	580,385	501,155	523,236	674,923	580,260	598,769
Arts, entertainment and recreation	710,249	582,574	623,050	986,784	598,988	662,937
Other service activities	387,800	380,250	369,635	404,632	339,976	372,836
<b>Overall Average</b>	<b>482,032</b>	<b>447,674</b>	<b>448,462</b>	<b>508,436</b>	<b>479,876</b>	<b>471,024</b>

Table 4.4 reveal that in 2017 financial and insurance activities had the highest monthly average cash earnings (TZS 1,287,705) followed by public administration and defence; compulsory social security activities with TZS 1,135,834. On the other hand, accommodation and food service activities had the lowest monthly average cash earnings (TZS 155,166).

The results further show that in 2017, the wider male-female cash earning gap is in arts, entertainment and recreation industry where males earned TZS 986,784 and females earn 598,988. This is followed by Education industry in which males earned TZS 998,996 compared to females with TZS 768,145. On the other hand, females earn higher (TZS 955,867) in mining and quarrying industry compared to males that earned TZS 771,673.



### Key Message

Employees in the financial and insurance activities had the highest monthly average cash earnings of TZS 1,287,705, whereas accommodation and food service activities had the lowest monthly average cash earnings of TZS 155,166.

## 4.6 Annual Cash Earnings of Employees by Sector

Annual cash earnings of employees by sector are used to measure total labour cost burden incurred by employers and income variations in different sectors of the economy. Generally, the labour cost burden is influenced by the total number of employees in the sector with respect to their monthly cash earnings.

**Figure 4.1: Percentage Distribution of Total Annual Cash Earnings by Sector, Tanzania Mainland, 2016 and 2017**

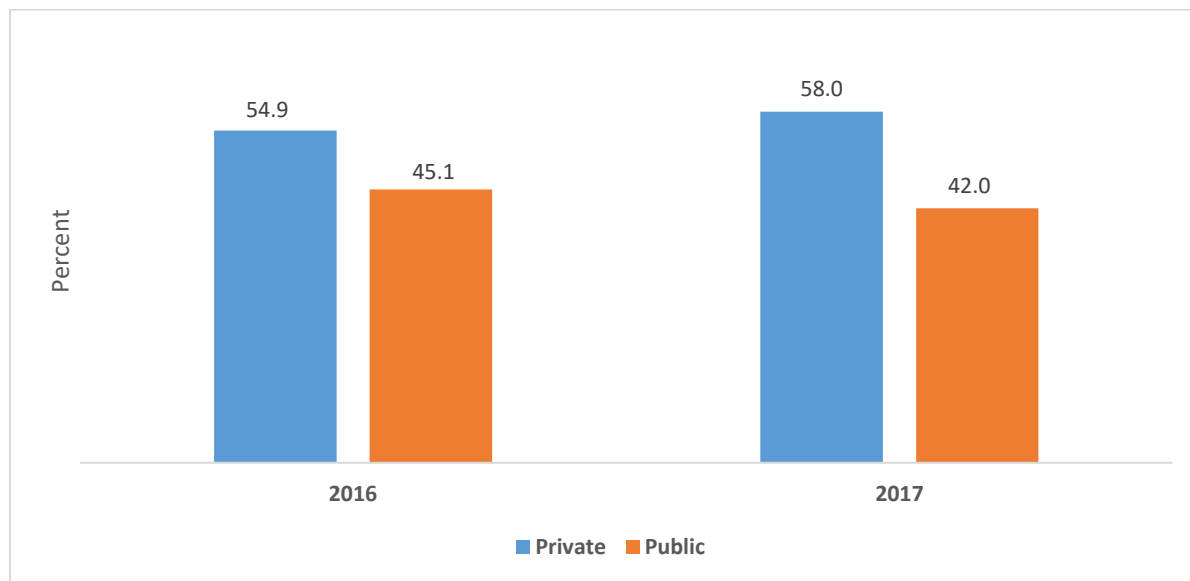


Figure 4.1 reveals that overall private sector had the largest proportion of total annual cash earnings in the formal sector compared to public sector in both 2016 and 2017. The results further indicate that, private sector had the highest proportion of the annual cash earnings which has slightly increased from 54.9 percent in 2016 to 58.0 percent in 2017. On the other hand, annual cash earnings in the public sector have decreased slightly from 45.1 percent in 2016 to 42.0 percent in 2017. This indicates that, labour cost burden in private sector increases while for the public sector slightly decreased. Despite the larger proportions of total annual cash earnings in private sector, the labour cost burden per unit incurred by private sector is too small compared to public sector.

#### 4.7 Annual Cash Earnings of Employees by Industry

Cash earnings of employees are useful in determining the income generating capacity of different industries. This provides indications on industrial productivity and employees' welfare.

**Table 4.5: Annual Cash Earnings of Employees by Industry (TZS Million), Tanzania Mainland, 2016 and 2017**

<b>Industry</b>	<b>2016</b>	<b>2017</b>
Agriculture, forestry and fishing	598,918	1,319,298
Mining and quarrying	357,067	580,562
Manufacturing	2,625,000	3,021,238
Electricity, gas, steam and air conditioning supply	457,906	420,019
Water supply; sewerage, waste management and remediation activities	114,091	146,681
Construction	437,720	598,572
Wholesale and retail trade; repair of motor vehicles and motorcycle	1,260,291	1,391,042
Transportation and storage	895,495	1,095,011
Accommodation and food service activities	747,197	565,051
Information and communication	1,088,841	1,369,870
Financial and insurance activities	2,333,928	1,611,677
Real estate activities	52,234	51,133
Professional, scientific and technical activities	433,513	479,203
Administrative and support service activities	337,488	514,132
Public administration and defence; compulsory social security	3,917,505	4,723,132
Education	4,822,625	7,457,485
Human health and social work activities	2,332,219	2,520,786
Arts, entertainment and recreation activities	72,492	185,884
Other service activities	725,896	1,481,256
<b>Total</b>	<b>23,610,426</b>	<b>29,532,032</b>

Table 4.5 shows that, annual cash earnings has increased to TZS 29,532,032million in 2017 from TZS 23,610,426 million in 2016 equivalent to 25.1 percent increase. The results further show that, across all industries, the highest annual cash earnings in both years were in education industry which increased from TZS 4,822,625 million in 2016 to 7,457,485 in 2017. It is followed by public administration and defense; compulsory social security with TZS 4,723,132 million and manufacturing with TZS 3,021,238million in 2017. Real estate industry has the lowest annual cash earnings which decreased from TZS 52,234 million in 2016 to TZS 51,133million in 2017.

#### 4.8 Annual Cash Earnings of Employees by Industry and Category of Employment

The availability and use of cash earnings information of the country's workforce is vital for the formulation and implementation of employment related policies to support evaluation of national, regional and global development agenda. Cash earnings information is also important in determining remuneration and earning patterns of different industries of the economy.

**Table 4.6: Percentage Distribution of Annual Cash Earnings of Employees by Industry and Category of Employment, Tanzania Mainland, 2017**

<b>Industry</b>	<b>Regular Employees</b>	<b>Casual Employees</b>	<b>Total</b>
Agriculture, forestry and fishing	4.5	0.5	5.0
Mining and quarrying	2.6	0.1	2.7
Manufacturing	10.1	0.7	10.8
Electricity, gas, steam and air conditioning supply	1.4	0.0	1.4
Water supply; sewage, waste management and remediation activities	0.5	0.0	0.5
Construction	1.7	0.2	2.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	5.1	0.1	5.3
Transportation and storage	3.5	0.1	3.6
Accommodation and food service activities	1.8	0.0	1.8
Information and communication	4.5	0.0	4.5
Financial and insurance activities	5.3	0.0	5.3
Real estate activities	0.2	0.0	0.2
Professional, scientific and technical activities	1.8	0.1	1.8
Administrative and support service activities	1.7	0.0	1.7
Public administration and defence; compulsory social security	15.4	0.0	15.4
Education	24.3	0.1	24.4
Human Health and social work activities	8.2	0.1	8.2
Arts, entertainment and recreation	0.6	0.0	0.6
Other service activities	4.8	0.1	4.8
<b>Total Percent</b>	<b>97.9</b>	<b>2.1</b>	<b>100.0</b>
<b>Total Annual Cash Earning (TZS Million)</b>	<b>28,875,610</b>	<b>656,422</b>	<b>29,532,032</b>

*Note: Zero values for annual earnings for casual employees are a result of insignificant proportions of their earnings*

Table 4.6 shows that, larger proportion of annual cash earnings were earned by regular employees (97.9 percent) compared to casual employees (2.1 percent). Industries with relatively larger proportions of annual cash earnings for regular employees were education industry with 24.4 percent, followed by public administration and defence; compulsory social security with 15.4 percent and manufacturing industry with 10.8 percent. On the other hand, real estate activities and Water supply; sewage, waste management and remediation activities had relatively smaller proportions of annual cash earnings with 0.2 percent and 0.5percent respectively for regular employees.

Furthermore, the highest proportions of annual cash earnings for casual employees were in manufacturing industry (0.7 percent) followed by agriculture, forestry and fishing (0.5 percent) and construction (0.2 percent).Other industries with low proportion of annual cash earnings for casual employees were mining and quarrying; wholesale and retail trade, repair of motor vehicles and motorcycles; transportation and storage; professional scientific and technical activities; education; human health and social work activities; and other service activities each with 0.1 percent.

---

# CHAPTER FIVE

## Annual Wage Bill Profile

---

### 5.0 Introduction

The term wage bill refers to gross cash payment made by a business establishment or industry and the actual cost of free rations paid by employers in respect to their employees. Wage bill is usually figured on annual basis. The analysis of wage bill provides evidence - based indicators for policy formulation and amendments. This section analyses the distribution of wage bill by sector of employment, industry, terms of employment and region.

### 5.1 Annual Wage Bill by Sector

This section presents the distribution of annual wage bill by public and private sectors of employment. The information on wage bill by broad sector may provide a useful comparison of cost borne by employers for retaining labour.

**Figure 5. 1: Distribution of Annual Wage Bill (TZS billion) by Major Sector, 2017**

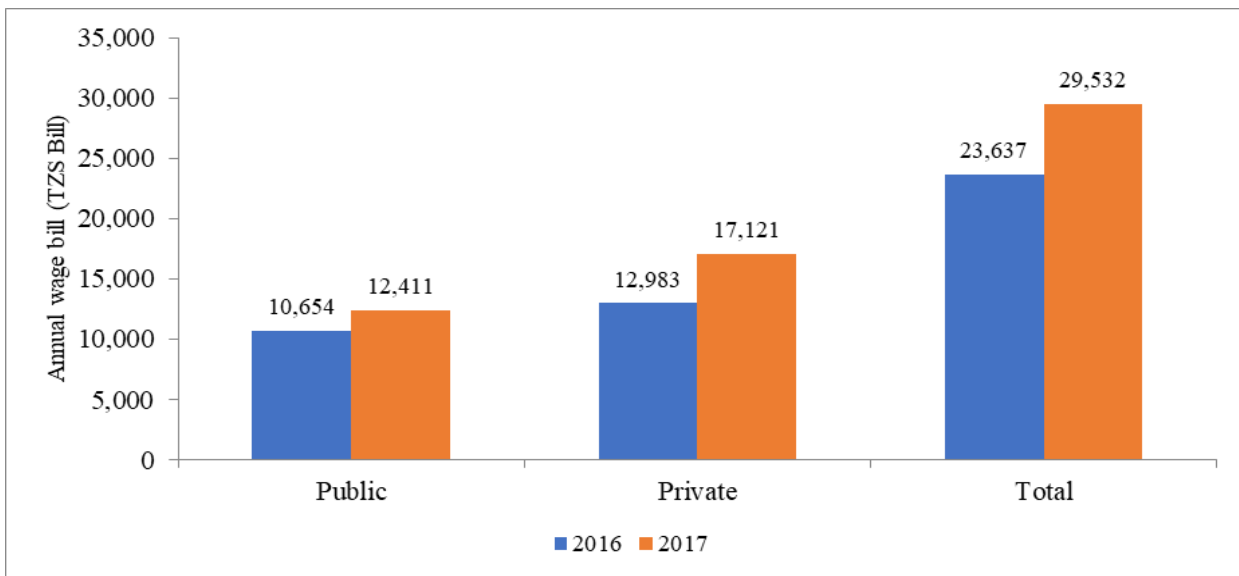


Figure 5.1 shows that annual wage bill for employers in public and private sectors had increased from TZS 23,637 billion in 2016 to 29,532 billion in 2017. Furthermore, employers in private sector had higher annual wage bill compared to public sector. The wage bill for private sector employers increased from TZS 12,983 billion in 2016 to TZS 17,121 billion in 2017. This is associated by larger number of employees in private sector than in public sector.

## 5.2 Annual Wage Bill by Sector

Analysis of wage bill by sector of employment shows comparative costs of employers across the sectors. The information helps in formulation of sector-specific programs of wage structure in relation to productivity and other important labour related variables.

**Figure 5.2: Distribution of Annual Wage Bill (TZS billion) by Sector, 2017**

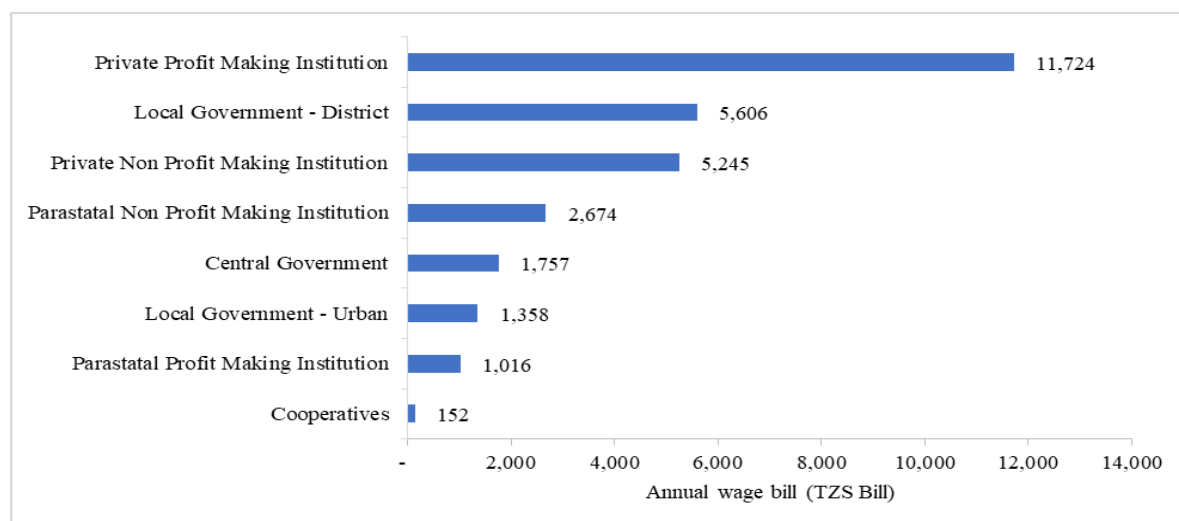


Figure 5.2 shows that, the largest wage bill is incurred by employers in private profit-making institutions (TZS 11,724 billion) followed by employers in local government – district (TZS 5,606 billion) and private non-profit-making institution (TZS 5,245 billion). Overall, it is indicated that, employers in cooperatives, have the lowest annual wage bill (TZS 152 billion) mainly attributed to smaller levels of employment compared to other sectors.

## 5.3 Annual Wage Bill by Industry

Wage bill by industry may provide vital clues for visualizing labour costs accrued to employers in various industries. This information is important recipe for labour and employment programs

focusing on specific industries and research which triangulate productivity, employment and wage bill across industries.

**Table 5. 1: Percentage Distribution of Annual Wage Bill by Industry and Sector, 2017**

Industry	Private	Public	Total Annual Wage Bill
Agriculture, forestry and fishing	7.3	0.6	4.5
Mining and quarrying	3.4	0.0	2.0
Manufacturing	17.5	0.2	10.2
Electricity, gas, steam and air conditioning supply	0.4	2.8	1.4
Water supply; sewerage, waste management and remediation act	0.2	0.9	0.5
Construction	3.1	0.5	2.0
Wholesale and retail trade; repair of motor vehicles and mot	8.1	0.1	4.7
Transportation and storage	5.1	1.8	3.7
Accommodation and food service activities	3.2	0.1	1.9
Information and communication	7.5	0.7	4.6
Financial and insurance activities	7.2	3.1	5.5
Real estate activities	0.1	0.3	0.2
Professional, scientific and technical activities	1.9	1.3	1.6
Administrative and support service activities	2.9	0.1	1.7
Public administration and defence; compulsory social security	0.7	37.1	16.0
Education	14.9	39.6	25.3
Human health and social work activities	7.5	10.0	8.5
Arts, entertainment and recreation	0.8	0.4	0.6
Other service activities	8.3	0.4	5.0
<b>Percentage</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total</b>	<b>17,121</b>	<b>12,411</b>	<b>29,532</b>

Table 5.1 reveals that education industry had the largest share of wage bill (25.3 percent) followed by public administration and defence; compulsory social security (16.0 percent) and manufacturing with 10.2 percent.

For the private sector, the highest annual wage bill were in the industries of manufacturing (17.5 percent) followed by education industry with 14.9 percent and wholesale and retail trade; repair of motor vehicles and motorcycles (8.1 percent). In public sector the highest proportion of total wage bill falls under education industry with 39.6 percent and public administration and defence; compulsory social security with 37.1 percent. In general, real estate activities, water supply; sewerage, waste management and remediation activities and arts, entertainment and recreation had less than one share of wage bill compared to other industries.



**Key Message**

*In 2017, the largest proportion of wage bill is in education industry with 25.3 percent.*



**Table 5. 2: Distribution of Annual Wage Bill (TZS billion) by Regions, 2017**

<b>Region</b>	<b>2016</b>	<b>2017</b>
Dodoma	580	1,424
Arusha	1,185	1,425
Kilimanjaro	1,018	978
Tanga	767	1,511
Morogoro	2,034	2,687
Pwani	522	659
Dsm	9,219	9,372
Lindi	330	372
Mtwara	267	334
Ruvuma	428	1,071
Iringa	520	583
Mbeya	1,456	2,078
Singida	325	445
Tabora	342	416
Rukwa	263	329
Kigoma	372	440
Shinyanga	572	1,083
Kagera	565	674
Mwanza	1,410	1,390
Mara	396	587
Manyara	224	375
Njombe	177	243
Katavi	106	111
Simiyu	213	326
Geita	347	517
Songwe	-	101
<b>Total</b>	<b>23,637</b>	<b>29,532</b>

Table 5.2 reveals that in 2017, Dar es Salaam region had the largest annual wage bill of TZS 9,372 billion which increased from TZS 9,219 billion in 2016. The second and third regions with largest annual wage bills were Morogoro and Mbeya (TZS 2,687 billion and 2,078 billion respectively). The results also revealed that Songwe region had the lowest annual wage bill of TZS 101 billion in 2017. Dodoma region recorded the largest annual wage bill increase from TZS 580 billion in 2016 to TZS 1,424 billion in 2017. Generally, larger annual wage bill in the regions coincides with larger levels of employment in these regions.

---

# CHAPTER SIX

## Recruitment of New Workers

---

### 6.0 Introduction

Recruitment of new workers is a process of finding and attracting the potential candidates for filling up the vacant positions in an organization. Analysis in this chapter focuses on obtaining information on the number of new workers recruited in all formal establishments by nature of position, occupation, sex, level of education, sector, citizenship, region and starting salary. This information was obtained during the survey period from 1<sup>st</sup> July of 2016 to 30<sup>th</sup> June 2017. Employers were asked to state the number of new employees recruited in their organization.

### 6.1 Recruited Employees by Nature of Position, Sex and Sector

Recruitment of new employees plays an important role in performance of an organization in terms of achieving its ultimate goal. This section provides an insight on the distribution of males and females workers recruited as results of posts which had fallen vacant as well as new created positions.

**Table 6. 1: Number of Newly Recruited Employees by Nature of Position, Sex and Sector, Tanzania Mainland, 2016/17**

Sector	A: Fell vacant			B: New Position			Total (A+B)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private	47,089	27,509	74,598	25,456	13,463	38,919	72,545	40,972	113,517
Public	4,027	2,276	6,303	4,229	3,082	7,311	8,256	5,358	13,614
<b>Total</b>	<b>51,116</b>	<b>29,785</b>	<b>80,901</b>	<b>29,685</b>	<b>16,545</b>	<b>46,230</b>	<b>80,801</b>	<b>46,330</b>	<b>127,131</b>

Table 6.1 shows that, there were 127,131 newly recruited workers in 2016/17 of which 80,901 employees (63.6 percent) were due to existing vacant positions and 46,230 employees (36.4 percent) filled newly created posts. Among the total newly recruited employees, there were more male employees (80,801) than female (46,330 employees). In addition, private sector has the largest number of newly recruited employees with 113,517 as compared to public sector with only 13,614 employees.



#### *Key Message*

*The findings reveal that out of 127,131 newly recruited employees in 2016/17, there were more males (80,801) than females (46,330).*

---

## 6.2 Number of Newly Recruited Employees by Occupation and Sex, 2016/17

This section presents findings on the number of newly recruited employees for the period of 2016/17 financial year. It also highlights information on occupation and distribution of male and female employees.

**Table 6. 2: Number of Newly Recruited Employees by Occupation and Sex, Tanzania Mainland, 2016/17**

Occupation	Male	Female	Total
Legislators, administrators and managers	3,254	1,612	4,866
Professionals	14,971	7,393	22,365
Technicians and associate professionals	14,550	10,011	24,561
Clerks	3,152	4,256	7,408
Service workers and shop sales workers	19,161	14,616	33,777
Agricultural and fishery workers	595	266	861
Craft and related workers	5,461	1,169	6,629
Plant and machine operators and assemblers	11,377	2,333	13,710
Elementary occupations	8,279	4,676	12,954
<b>Total</b>	<b>80,801</b>	<b>46,330</b>	<b>127,131</b>

Table 6.2 shows that, the largest number of newly recruited workers (33,777 employees) were in occupation category of Service workers and shop sales workers followed by technicians and associate professionals with 24,561 and professionals with 22,365 employees. On the other hand agricultural and fishery workers had the least number of newly recruited workers (861 employees). The male - female recruitment gap were significantly observed in plant and machine operators and assemblers (11,377 male and 2,333 female) followed by professional workers (14,971 male and 7,393 female).



### **Key Message**

*The largest number of newly recruited employees (33,777) in 2016/17 was in the category of service workers and shop sales workers.*

## 6.3 Number of Newly Recruited Employees by Occupation and Level of Education

This section shades light on the education level requirements in different occupations. It further provides information on over or under utilization of employee skills with respect to their level of education and experience.

**Table 6. 3: Number of Newly Recruited Employees by Occupation and Level of Education, Tanzania Mainland, 2016/17**

Occupation	Tertiary University	Tertiary Non University	Teacher's Education/College	Vocational Education	Secondary Education: A-level	Secondary Education: O-level	Primary Education	Total
Legislators, administrators and managers	2,428	309	509	630	86	765	140	4,866
Professionals	18,190	1,574	1,235	659	341	365	0	22,365
Technicians and associate professionals	1,926	6,238	10,270	3,288	425	2,101	312	24,561
Clerks	564	831	1,401	1,687	669	1,271	983	7,408
Service workers and shop sales workers	123	851	2,135	2,541	1,180	10,627	16,319	33,777
Agricultural and fishery workers	11	72	383	22	5	250	119	861
Craft and related workers	295	131	335	2,540	136	1,030	2,162	6,629
Plant and machine operators and assemblers	279	49	412	6,417	2,298	2,297	1,957	13,710
Elementary occupations	82	186	11	1,031	516	1,696	9,433	12,954
<b>Total</b>	<b>23,899</b>	<b>10,241</b>	<b>16,691</b>	<b>18,815</b>	<b>5,657</b>	<b>20,401</b>	<b>31,426</b>	<b>127,131</b>

Table 6.3 indicates that, 31,426 newly recruited workers in 2016/17 had primary education (24.7 percent), followed by employees with tertiary education (23,899; 18.8 percent) and those with Ordinary level Secondary Education (20,401; 16.0 percent).

Furthermore, majority of newly recruited employees with tertiary university were in professional occupation (18,190 employees) and most of newly recruited employees with non-tertiary university were Technicians and associate professionals (6,238 employees). On the other hand, majority of the newly recruited workers with ordinary level secondary education and primary education were in service workers and shop sales workers with a total of 26,946 employees.

Although, clerical work requires middle to low level of education but it is revealed that there is underutilization of skills for the newly recruited workers in terms of occupations held. This is evidenced by 564 employees with tertiary education engaged in clerical works. This requires policy intervention to ensure full utilization of available skills in the economy.



### **Key Message**

*Most of newly recruited employees (31,426) had primary education followed by employees with tertiary education (23,899 employees).*

## **6.4 Newly Recruited Employees by Level of Education and Sex**

This section presents the number of newly recruited employees by level of education and sex. The analysis in this part aimed at providing information which is significant in determining the distribution of newly recruited male and female employees with different levels of education.

**Table 6. 4: Distribution of Number of Newly Recruited Employees by Sex and Level of Education, Tanzania Mainland, 2016/17**

Level of Education	Male		Female	
	Number	Percent	Number	Percent
Tertiary University	16,165	20.0	7,734	16.7
Tertiary Non-University	6,211	7.7	4,031	8.7
Teacher Education / College	10,286	12.7	6,406	13.8
Vocational Education	12,852	15.9	5,963	12.9
Secondary A-Level	2,931	3.6	2,726	5.9
Secondary O-Level	11,247	13.9	9,154	19.8
Primary Education	21,109	26.1	10,316	22.3
<b>Total</b>	<b>80,801</b>	<b>100.0</b>	<b>46,330</b>	<b>100.0</b>

Table 6.4 shows that males with tertiary education had larger number of newly recruited employees amounting to 16,165 (20.0 percent) compared to females workers with 7,734 which is equivalent to 16.7 percent. It is also observed that, there is a large difference in the numbers of newly recruited employees among males and females with vocational education whereby males are having larger number (12,852employees) compared to females (5,963employees).



### **Key Message**

*There were more newly recruited males (16,165) with tertiary education compared to females (7,734) in the formal sector.*

## **6.5 Newly Recruited Employees by Sector and Employment Status**

This section presents information on the distribution of newly recruited workers by status of employment in the formal sector. The status of employment considered includes employment in permanent terms, contractual, casual, apprenticeship and others. This information is useful as status of employment has a bearing on the decency of work.

**Table 6. 5: Number of Newly Recruited Employees by Sector, Sub Sector and Status of Employment, Tanzania Mainland, 2016/17**

Sector/Sub-sector	Status of Employment					Total
	Permanent	Contractual	Casual	Apprentices	Other	
<b>A. Private Sector</b>						
Private Profit Making Institution	38,099	38,093	7,955	217	475	84,840
Private Non Profit Making Institution	12,318	14,571	540	0	40	27,470
Cooperatives	144	1,063	0	0	0	1,208
<b>Sub-total</b>	<b>50,562</b>	<b>53,728</b>	<b>8,495</b>	<b>217</b>	<b>516</b>	<b>113,517</b>
<b>Percent</b>	<b>44.5</b>	<b>47.3</b>	<b>7.5</b>	<b>0.2</b>	<b>0.5</b>	<b>100.0</b>
<b>B. Public Sector</b>						
Central Government	3,130	118	0	0	9	3,257
Local Government - Urban	905	219	3	0	9	1,136
Local Government - District	6,268	950	16	0	0	7,234
Parastatal Profit Making Institution	574	125	0	0	2	701
Parastatal Non Profit Making Institution	1,076	167	3	0	40	1,286
<b>Sub-total</b>	<b>11,954</b>	<b>1,578</b>	<b>22</b>	<b>0</b>	<b>60</b>	<b>13,614</b>
<b>Percent</b>	<b>87.8</b>	<b>11.6</b>	<b>0.2</b>	<b>0.0</b>	<b>0.4</b>	<b>100.0</b>
<b>Total (A+B)</b>	<b>62,516</b>	<b>55,306</b>	<b>8,517</b>	<b>217</b>	<b>575</b>	<b>127,131</b>
<b>Percent</b>	<b>49.2</b>	<b>43.5</b>	<b>6.7</b>	<b>0.2</b>	<b>0.5</b>	<b>100.0</b>

Table 6.5 shows that, majority of newly recruited workers were on permanent and contractual basis with 62,516 (49.2 percent) and 55,306 (43.5 percent) respectively. Only a small proportion of newly recruited workers (8,517 employees, 6.7 percent) were on casual basis. Results also show that, among employees recruited on permanent basis, private sector had the largest number of employees (50,562) compared to public sector with 11,954 employees. Furthermore, the largest number newly recruited employees on contractual basis were employed in private sector (53,728) than public sector (1,578).

In addition, private profit making institution employed a large number of employees on permanent basis (38,099) followed by private non-profit making institution (12,318) and local government – district with 6,268 employees.

## 6.6 Newly Recruited Employees by Occupation and Citizenship

This section analyses the distribution of the newly recruited workers by occupation and citizenship. The information is useful in identifying occupations that are mostly held by foreigners and therefore, inform policy or programs to enhance availability of skills to citizen candidates.

**Table 6. 6: Number of Newly Recruited Employees by Occupation and Citizenship, Tanzania Mainland, 2016/17**

<b>Occupation</b>	<b>Citizen</b>	<b>Non-Citizen</b>	<b>Total</b>
Legislators, administrators and managers	4,682	184	4,866
Professionals	21,922	442	22,365
Technicians and associate professionals	24,091	470	24,561
Clerks	7,338	70	7,408
Service workers and shop sales workers	33,450	327	33,777
Agricultural and fishery workers	861	0	861
Craft and related workers	6,409	220	6,629
Plant and machine operators and assemblers	13,562	148	13,710
Elementary occupations	12,954	0	12,954
<b>Total</b>	<b>125,270</b>	<b>1,861</b>	<b>127,131</b>

Table 6.6 shows that, the largest number of newly recruited workers (125,270), equivalent to 98.5 percent were Tanzanian citizens, while non-citizens accounted for 1,861 persons (1.5 percent). Analysis further indicates that, the largest number of Tanzanian citizens newly recruited workers 33,450 persons (26.7 percent) were in service workers and shop sales workers followed by technicians and associate professionals with 24,091 persons (19.2 percent) and professionals with 21,922 persons (17.5 percent). On the other hand, agricultural and fishery workers had the least number of newly recruited workers with only 861 persons (0.7 percent).

Moreover, for the non-citizens the largest number of newly recruited workers were in the occupation category of technicians and associate professionals 470 persons (25.2 percent) followed by professionals 442 persons (23.8 percent) and service workers and shop sales workers with 327 persons (17.6 percent).

### **6.7 Newly Recruited Employees by Region and Sex**

This section presents the distribution of newly recruited workers by region and sex. It provides information on job opportunities across regions and how male and female employees access those opportunities.

**Table 6. 7: Number of Newly Recruited Employees by Region and Sex, Tanzania Mainland, 2016/17**

<b>Region</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Dodoma	591	671	1,262
Arusha	1,652	964	2,616
Kilimanjaro	3,770	2,822	6,592
Tanga	4,752	2,054	6,805
Morogoro	6,991	2,741	9,731
Pwani	1,027	577	1,604
Dar es Salaam	36,246	20,199	56,445
Lindi	98	151	250
Mtwara	682	448	1,130
Ruvuma	1,138	712	1,850
Iringa	612	310	922
Mbeya	6,106	4,473	10,579
Singida	400	223	623
Tabora	1,764	1,685	3,449
Rukwa	408	158	566
Kigoma	632	525	1,157
Shinyanga	1,945	767	2,713
Kagera	1,080	632	1,712
Mwanza	3,342	1,691	5,033
Mara	1,735	771	2,506
Manyara	2,005	1,402	3,407
Njombe	412	453	865
Katavi	64	171	235
Simiyu	1,398	567	1,966
Geita	1,646	607	2,253
Songwe	305	554	859
<b>Total</b>	<b>80,801</b>	<b>46,330</b>	<b>127,131</b>

Table 6.7 shows that, the majority of newly recruited workers in 2016/17 were employed in Dar es Salaam Region 56,445 (44.4 percent) followed by Mbeya Region 10,579(8.3 percent) and Morogoro Region 9,731 (7.7 percent). The main reasons for recruitment of large number of newly workers in these regions could be attributed to the presence of more establishments in these regions.

On the other hand, Lindi and Katavi Regions recruited the least number of newly recruited workers (250 workers and 235 workers) respectively. Moreover, the results show that the majority of newly recruited workers were males with exception of Dodoma, Lindi, Njombe, Katavi and Songwe Region.

### **6.8 Newly Recruited Employees by Occupation and Starting Salary**

This section focuses on the distribution of newly recruited employees by occupations and starting salary. The information presented in this part is important in understanding variation of starting salaries across occupations.



**Table 6. 8: Number of Newly Recruited Employees by Occupation and Starting Monthly Salary (TZS), Tanzania Mainland, 2016/17**

Occupation	Starting Monthly Salary (TZS)						Total
	Up to 100000	100001 - 150000	150001 - 300000	300001 - 500000	500001 - 1500000	Above 1500000	
Legislators, administrators and managers	119	391	303	1,525	1,917	612	4,866
Professionals	362	222	3,530	6,236	10,106	1,909	22,365
Technicians and associate professionals	900	677	5,169	10,317	6,657	841	24,561
Clerks	380	1,316	2,980	2,056	651	25	7,408
Service workers and shop sales workers	10,731	11,902	8,105	1,646	425	968	33,777
Agricultural and fishery workers	46	54	366	15	380		861
Craft and related workers	1,056	1,065	2,688	1,223	538	60	6,629
Plant and machine operators and assemblers	342	1,732	7,278	3,154	1,105	99	13,710
Elementary occupations	2,939	2,723	5,022	458	1,484	329	12,954
<b>Total</b>	<b>16,875</b>	<b>20,082</b>	<b>35,441</b>	<b>26,629</b>	<b>23,262</b>	<b>4,842</b>	<b>127,131</b>

Table 6.8 shows that, the majority of newly recruited workers (35,441 persons, 27.9 percent) had starting salaries between TZS 150,001 and 300,000 followed by those with starting salary between TZS 300,001 and 500,000 (26,629 persons, 20.9 percent). Small number of newly recruited workers (4,842 persons, 3.8 percent) had starting salaries above TZS 1,500,000 and the majorities are professionals.

Results further reveal that the majority of professionals (10,106 persons equivalent to 45.2 percent) had starting salaries between TZS 500,000 and 1,500,000 while most of the service and shop sales workers had starting salaries between TZS 100,001 and 150,000. Moreover, a large proportion of newly recruited employees in elementary occupations earned starting salaries between TZS 150,001 and 300,000.



**Key Message**

*The findings indicate that majority (35,441 persons, 27.9 percent) of newly recruited workers had starting salaries between TZS 150,001 and 300,000.*

## 6.9 Newly Recruited Employees by Level of Education and Monthly Starting Salary

Education is key factor that raises people’s productivity, creativity and promotes entrepreneurship and technological advancement. This section presents distribution of newly recruited workers by level of education and starting salary.

**Table 6. 9: Number of Newly Recruited Employees by Level of Education and Starting Monthly Salary, Tanzania Mainland, 2016/17**

Level of education	Starting Monthly Salary (TZS)						Total
	Up to 100000	100001- 150000	150001- 300000	300001- 500000	500001- 1500000	Above 1500000	
Tertiary University	0.4	1.7	8.8	22.3	51.2	51.9	23,899
Tertiary Non University	1.0	1.1	6.1	16.3	12.9	7.3	10,241
Teacher's Education/College	5.8	2.5	13.7	25.7	14.3	4.1	16,691
Vocational Education	2.9	6.3	25.6	20.3	9.1	9.2	18,815
Secondary Education: A-level	5.2	3.2	8.4	2.4	2.2	0.4	5,657
Secondary Education: O-level	22.1	33.5	16.5	8.8	3.5	19.4	20,401
Primary Education	62.6	51.8	20.9	4.1	6.7	7.7	31,426
<b>Total Percent</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>16,875</b>	<b>20,082</b>	<b>35,441</b>	<b>26,629</b>	<b>23,262</b>	<b>4,842</b>	<b>127,131</b>

Table 6.9 shows that, about five in ten(51.9 percent) of the newly recruited workers with starting salaries above TZS 1,500,000 had tertiary education whereas majority of those with starting salaries of less than TZS 100,000 (62.6 percent) had primary education. Results also indicate that 25.6 percent of persons with starting salaries between TZS 150,001 and 300,000 had vocational education.



### **Key Message**

*The findings indicate that 51.9 percent of those with starting salary between TZS 150,001 and 300,000 attained tertiary education.*

---

# CHAPTER SEVEN

## Job Vacancies

---

### 7.0 Introduction

This chapter presents distribution of job vacancies which were in formal sector establishments in 2016/2017. A job vacancy is defined as a paid post that is newly created, unoccupied, or about to become vacant, for which the employer is taking active steps or is prepared to take further steps to find a suitable candidate from outside the enterprise. The analysis of job vacancies is categorized by occupation, education level, main qualification/skill, working experience, reason for the vacancies and sex preference.

### 7.1 Job Vacancies by Occupation and Working Experience

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

**Figure 7. 1: Percentage Distribution of Job Vacancies by Occupation, 2016/17**

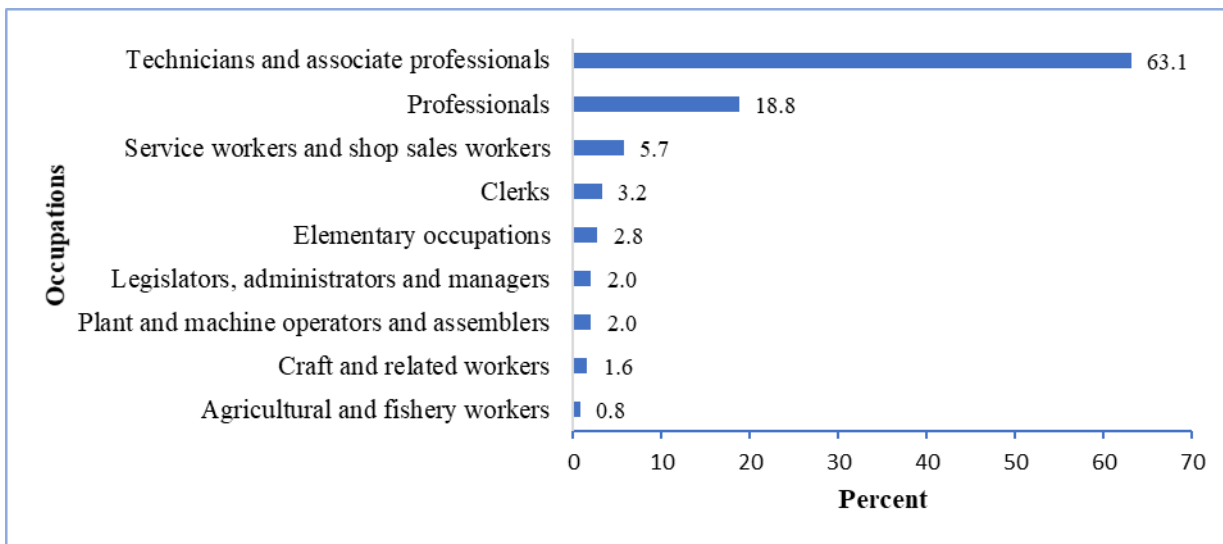


Figure 7.1 shows that, most of job vacancies in 2016/17(63.1 percent) were for technicians and associate professionals followed by professionals (18.8 percent) and service workers and shop sales workers with 5.7 percent. The remaining occupations each had less than 5.0 percent of the total job vacancies.

**Table 7.1: Number of Job Vacancies by Occupation and Work Experience, Tanzania Mainland, 2016/17**

Occupation	Required work experience				Total
	Not required	1 to 2 years	3 to 4 years	5 or more years	
Legislators, administrators and managers	73.9	8.8	8.1	9.3	100.0
Professionals	73.6	17.6	5.5	3.2	100.0
Technicians and associate professionals	90.8	7.8	1.2	0.2	100.0
Clerks	64.7	26.3	8.1	0.9	100.0
Service workers and shop sales workers	70.6	26.7	2.3	0.4	100.0
Agricultural and fishery workers	92.6	7.4	0.0	0.0	100.0
Craft and related workers	49.5	44.4	3.5	2.6	100.0
Plant and machine operators and assemblers	42.6	42.5	11.2	3.7	100.0
Elementary occupations	82.7	13.2	4.0	0.1	100.0
<b>Total Percent</b>	<b>83.4</b>	<b>12.8</b>	<b>2.7</b>	<b>1.1</b>	<b>100.0</b>
<b>Total</b>	<b>243,199</b>	<b>37,280</b>	<b>7,924</b>	<b>3,126</b>	<b>291,529</b>

Table 7.1 shows that majority of job vacancies in 2016/17 (83.4 percent) did not require any work experience with most of such vacancies being in occupational category of agriculture and fishery workers (92.6 percent). It is also indicated that, smallest proportion of vacancies (1.1 percent) required work experience of five or more years. Furthermore, occupation category of Legislators, administrators and managers had relatively higher proportion of vacancies requiring longest work experience of five or more years.



**Key Message**

*Most of the job vacancies in 2016/17(63.1 percent) are in the occupational category of technicians and associate professionals. Majority of job vacancies (83.4 percent) did not require any working experience.*

**7.2 Job Vacancies by Occupation and Sex Preference**

This section presents findings on distribution of job vacancies in the formal sector by occupations and sex preference of employer to fill such vacancies.

**Table 7. 2: Number of Job Vacancies by Occupation and Sex Preference, Tanzania Mainland, 2016/17**

Occupation	Sex preference			
	Male	Female	Any	Total
Legislators, administrators and managers	276	77	5,452	5,805
Professionals	3,341	1,678	49,712	54,731
Technicians and associate professionals	3,348	3,502	177,192	184,042
Clerks	357	1,698	7,403	9,459
Service workers and shop sales workers	4,275	3,455	8,956	16,686
Agricultural and fishery workers	1,164	118	1,032	2,313
Craft and related workers	1,363	201	3,035	4,599
Plant and machine operators and assemblers	2,230	37	3,519	5,786
Elementary occupations	937	800	6,370	8,107
<b>Total</b>	<b>17,292</b>	<b>11,567</b>	<b>262,670</b>	<b>291,529</b>

Table 7.2 shows that the largest proportion of the reported job vacancies (262,670 or 90.1 percent) did not indicate requirement of any sex preference. However, 17,292 (5.9 percent) vacancies preferred male employees while 11,567 (4.0 percent) vacancies preferred female employees.

Furthermore clerical, technicians and associate professionals occupations had larger number of vacancies that preferred female candidates with 1,698 and 3,502 vacancies for females compared to 357 and 3,348 vacancies for males, respectively.

### 7.3 Job Vacancies by Industry and Reason for Vacancies

This section focuses on distribution of job vacancies created in various economic activities and reasons for such vacancies.

**Table 7. 3: Number of Job Vacancies by Industry and Reasons, Tanzania Mainland, 2016/17**

Industry	Reasons of vacancies		Total	Percentage
	Replacement	New position		
Agriculture, forestry and fishing	2,630	1,881	4,511	1.5
Mining and quarrying	492	1,156	1,648	0.6
Manufacturing	4,140	2,743	6,883	2.4
Electricity, gas, steam and air conditioning supply	138	292	430	0.1
Water supply; sewage, waste management and remediation activities	420	563	984	0.3
Construction	543	1,065	1,609	0.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,480	2,650	5,129	1.8
Transportation and storage	968	844	1,812	0.6

Industry	Reasons of vacancies		Total	Percentage
	Replacement	New position		
Accommodation and food service activities	3,251	1,845	5,096	1.7
Information and communication	917	1,141	2,059	0.7
Financial and insurance activities	2,388	1,364	3,752	1.3
Real estate activities		12	12	0.0
Professional, scientific and technical activities	1,347	1,540	2,887	1.0
Administrative and support service activities	922	290	1,212	0.4
Public administration and defence; compulsory social security	54,417	94,343	148,760	51.0
Education	11,914	56,857	68,771	23.6
Human Health and social work activities	12,236	19,432	31,667	10.9
Arts, entertainment and recreation	194	61	255	0.1
Other service activities	2,152	1,902	4,054	1.4
<b>Total</b>	<b>101,548</b>	<b>189,981</b>	<b>291,529</b>	<b>100.0</b>

Table 7.3 shows that public administration and defence; compulsory social security had the largest number of job vacancies (148,760, 51.0 percent) followed by education (68,771; 23.6 percent) vacancies and human health and social work activities with 31,667 vacancies (10.9 percent). In addition, majority of the vacancies (65.2 percent) were due to new posts created while 34.8 percent were a result of replacement.

Furthermore, public administration and defence; compulsory social security had largest number of new vacancies due to replacement (54,417) followed by human health and social work activities with 12,236 vacancies and education with 11,914 vacancies. On the other hand, public administration and defence; compulsory social security had the largest number of vacancies resulting from new created positions (94,343) followed by education industry with 56,857 vacancies and human health and social work activities (19,432 vacancies).

### Key Message



*Public administration and defence; compulsory social security industry had the largest number of job vacancies (148,760) in 2017. The main reason for existing vacancies is due to new position (65.2 percent).*

## 7.4 Job Vacancies by Industry and Required Level of Education

This section focuses on distribution of vacancies by industry and level of education required. This information helps to reveal industrial categories that have large proportions of vacancies for different levels of education. Information on level of education in relation to job vacancies may create a need

for planners and decision makers to allocate more resources according to education level required by employers.

**Table 7. 4: Number of Job Vacancies by Industry and Required Level of Education, Tanzania Mainland, 2016/17**

Industry	Level of education required						
	Tertiary University	Tertiary Non University	Teacher Education College	Vocation Education	Secondary Advanced Level	Secondary Ordinary Level	Primary Education
Agriculture, forestry and fishing	405	188	398	72	198	356	2,894
Mining and quarrying	158	266	56	198	8	272	689
Manufacturing	558	522	398	1,940	1,306	1,376	783
Electricity, gas, steam and air conditioning supply	42	98	46	120	124	0	0
Water supply; sewage, waste management and remediation activities	339	268	140	210	0	27	0
Construction	638	90	25	594	19	232	11
Wholesale and retail trade; repair of motor vehicles and motorcycles	974	540	304	1,514	369	959	470
Transportation and storage	589	122	56	775	17	172	82
Accommodation and food service activities	150	171	347	1,004	281	1,021	2,122
Information and communication	978	557	239	284	0	0	0
Financial and insurance activities	1,700	354	226	334	0	1,046	92
Real estate activities	0	0	0	0	0	0	12
Professional, scientific and technical activities	1,848	330	136	253	34	287	0
Administrative and support service activities	142	16	13	145	352	205	339
Public administration and defence; compulsory social security	26,290	37,321	64,698	5,309	990	12,142	2,011
Education	12,746	2,224	48,843	1,987	224	2,469	278
Human Health and social work activities	9,038	12,559	5,543	2,090	1,215	1,151	71
Arts, entertainment and recreation	40	0	0	55	0	105	55
Other service activities	1,931	655	74	620	5	377	392
<b>Total</b>	<b>58,565</b>	<b>56,280</b>	<b>121,543</b>	<b>17,503</b>	<b>5,142</b>	<b>22,196</b>	<b>10,300</b>

Table 7.4 shows that, largest number of job vacancies (121,543; 41.7 percent) required teacher's education or college followed by vacancies that required tertiary university (58,565; 20.1 percent) and tertiary non-university (56,280; 19.3 percent).

Furthermore, public administration and defence; compulsory social security had the largest number of vacancies (64,698) that required teachers' or college education followed by education industry with 48,843 vacancies. Moreover, almost half of vacancies that required candidates with tertiary education (26,290) were in public administration and defence; compulsory social security.

## 7.5 Job Vacancies by Qualification or Skills Required and Sex Preference

This section discusses distribution of number of new job vacancies created by qualification or skills acquired and sex preference.

**Table 7. 5: Number of Job Vacancies by Qualifications or Skills Required and Sex Preference, Tanzania Mainland, 2016/17**

Qualification or Skills Required	Sex Preference			Total	Percent
	Male	Female	Any		
General training programs including literacy	0	0	265	265	0.1
Education trainings	2,475	3,000	124,452	129,928	44.6
Fine and applied arts programs	50	0	34	84	0.0
Programs in language	0	0	30	30	0.0
Other humanity courses	125	0	79	204	0.1
Social and behavior	40	77	7,146	7,262	2.5
Commercial, clerical, business and public administration programs	1,838	3,255	24,127	29,219	10.0
Programs in law	132	18	1,118	1,268	0.4
Natural science programs	96	0	397	493	0.2
Mathematics and computer science programs	272	22	984	1,278	0.4
Medicine and health related programs	541	594	48,087	49,223	16.9
Construction trades programs	705	99	1,110	1,914	0.7
Other craft, trade and industrial programs	823	140	3,755	4,718	1.6
Engineering and allied programs	1,644	70	4,951	6,665	2.3
Architectural and town planning programs	163	35	2,269	2,467	0.8
Agriculture, forestry and fishery programs	347	427	26,380	27,154	9.3
Home economics and domestic science programs	256	91	562	909	0.3
Transport and communication programs	2,123	67	2,298	4,488	1.5
Service trades programs	3,973	2,656	9,552	16,181	5.6
Programs in mass communication and documentation	97	384	2,101	2,582	0.9
Other programs	1,592	632	2,974	5,198	1.8
<b>Total</b>	<b>17,292</b>	<b>11,567</b>	<b>262,670</b>	<b>291,529</b>	<b>100.0</b>



---

Table 7.5 shows that most of job vacancies in 2016/17 (44.6 percent) required candidates with skills in education training followed by vacancies which required skills in medicine and health related programs (16.9 percent). Skills in commercial, clerical, business and public administration programs had the third largest number of job vacancies with 10.0 percent. However, 5.9 percent of vacancies preferred male employees compared to 4.0 percent which preferred female employees.



***Key Message***

*Most of job vacancies in 2016/17(44.6%) required candidates with skills in education training.*

# ANNEXES

## ANNEXES FOR CHAPTER TWO

**Table A1: Number of Total Regular Employees by Age Group, Sector and Sex Tanzania Mainland, 2017**

Age Group	Sex	2017		
		Private	Public	Total
Adult (36+ Years)	Male	669,854	283,115	952,970
	Female	293,937	212,342	506,279
	<b>Sub Total</b>	<b>963,791</b>	<b>495,457</b>	<b>1,459,249</b>
Youth (15 -35 Years)	Male	504,403	207,723	712,126
	Female	315,409	157,363	472,773
	<b>Sub Total</b>	<b>819,813</b>	<b>365,086</b>	<b>1,184,899</b>

**Table A2: Number of Total Casual Employees by Age Group, Sector and Sex Tanzania Mainland, 2017**

Age Group	Sex	2017		
		Private	Public	Total
Adult (36+ Years)	Male	107,395	4,933	112,328
	Female	67,032	1,242	68,274
	<b>Sub Total</b>	<b>174,427</b>	<b>6,175</b>	<b>180,602</b>
Youth (15-35 Years)	Male	124,871	3,893	128,764
	Female	59,277	1,315	60,593
	<b>Sub Total</b>	<b>184,149</b>	<b>5,208</b>	<b>189,357</b>

**Table A3: Number of Total Employees by Sub Sector and Sex, Tanzania Mainland, 2016 and 2017**

Sector	2016			2017		
	Male	Female	Total	Male	Female	Total
<b>A: Private</b>						
Private Profit -Making Institutions	933,082	455,634	1,388,715	1,156,530	549,386	1,705,916
Private Non Profit -Making Institutions	175,033	149,674	324,707	231,293	174,452	405,745
Cooperatives	24,721	10,552	35,273	18,702	11,818	30,520
<b>Sub Total:</b>	<b>1,132,835</b>	<b>615,860</b>	<b>1,748,695</b>	<b>1,406,524</b>	<b>735,656</b>	<b>2,142,180</b>
<b>B: Public</b>						
Central and Local Governments	437,485	335,582	773,066	399,571	308,141	707,712
Parastatal Organisations	46,501	31,049	77,550	100,093	64,121	164,214
<b>Sub Total :</b>	<b>483,985</b>	<b>366,630</b>	<b>850,616</b>	<b>499,664</b>	<b>372,262</b>	<b>871,926</b>
<b>Total Number of Employees</b>	<b>1,616,820</b>	<b>982,491</b>	<b>2,599,311</b>	<b>1,906,188</b>	<b>1,107,918</b>	<b>3,014,106</b>

**Table A4: Number of Total Adult (36+ years) Employees by Sub Sector and Sex, Tanzania Mainland, 2017**

Sector	Male	Female	Total
<b>A: Private</b>			
Private Profit- Making Institutions	621,045	253,414	874,460
Private Non Profit -Making Institutions	145,946	100,308	246,254
Cooperatives	10,259	7,247	17,506
<b>Sub Total:</b>	<b>777,250</b>	<b>360,969</b>	<b>1,138,219</b>
<b>B: Public</b>			
Central and Local Governments	216,371	170,646	387,017
Parastatal Organisations	71,677	42,937	114,615
<b>Sub Total:</b>	<b>288,048</b>	<b>213,583</b>	<b>501,632</b>
<b>Total Number of Employees</b>	<b>1,065,298</b>	<b>574,552</b>	<b>1,639,851</b>

**Table A5: Number of Total Youth (15 - 35 years) Employees by Sub Sector and Sex, Tanzania Mainland, 2017**

Sector	Male	Female	Total
<b>A: Private</b>			
Private Profit- Making Institutions	535,485	295,971	831,456
Private Non- Profit Making Institutions	85,347	74,144	159,491
Cooperatives	8,443	4,571	13,015
<b>Sub Total:</b>	<b>629,275</b>	<b>374,687</b>	<b>1,003,961</b>
<b>B: Public</b>			
Central and Local Governments	183,200	137,495	320,695
Parastatal Organisations	28,416	21,183	49,599
<b>Sub Total:</b>	<b>211,615</b>	<b>158,678</b>	<b>370,294</b>
<b>Total Number of Employees</b>	<b>840,890</b>	<b>533,365</b>	<b>1,374,255</b>

**Table A6: Number of Total Regular Employees by Citizenship and Sub-Sector Tanzania Mainland, 2016 and 2017**

Sector		Citizen		Non-Citizen		Total	
		2,016	2,017	2,016	2,017	2,016	2,017
<b>A: Private</b>	Profit Making Institutions.	1,201,254	1,363,636	18,485	23,644	1,219,739	1,387,281
	Non Profit Making Institutions.	312,172	374,501	3,392	3,975	315,563	378,477
	Cooperatives	31,954	17,847	765	0	32,719	17,847
<b>Sub Total</b>		<b>1,545,380</b>	<b>1,755,985</b>	<b>22,642</b>	<b>27,619</b>	<b>1,568,022</b>	<b>1,783,604</b>
<b>B: Public</b>	Central and Local Governments	767,882	697,808	2689	1,842	770,571	699,650
	Parastatal Organisations	77,267	160,123	172	770.1412698	77,439	160,893
<b>Sub Total</b>		<b>845,149</b>	<b>857,931</b>	<b>2861</b>	<b>2,612</b>	<b>848,010</b>	<b>860,543</b>
<b>Total Employees</b>		<b>2,390,529</b>	<b>2,613,916</b>	<b>25,504</b>	<b>30,231</b>	<b>2,416,032</b>	<b>2,644,147</b>

**Table A7: Number of Total Employees by Industry and Category of Employment, Tanzania Mainland, 2016 and 2017**

Industry	Regular Employees		Casual Employees		Total Employees	
	2016	2017	2016	2017	2016	2017
Agriculture, forestry and fishing	107,299	141,261	46,605	129,410	153,904	270,671
Mining and quarrying	34,702	36,421	1,197	9,806	35,900	46,226
Manufacturing	405,765	452,107	65,859	88,633	471,624	540,740
Electricity, gas, steam and air conditioning supply	30,817	36,661	606	453.2	31,423	37,114
Water supply; sewage, waste management and remediation activities	8,896	11,233	2,797	3,617	11,694	14,849
Construction	56,138	62,710	20,167	29,111	76,306	91,822
Wholesale and retail trade; repair of motor vehicles and motorcycles	176,247	197,986	20,606	23,366	196,853	221,352
Transportation and storage	72,453	68,237	3,080	7,374	75,533	75,611
Accommodation and food service activities	173,179	192,837	6,003	15,293	179,183	208,130
Information and communication	62,459	60,463	1,154	5,049	63,613	65,512
Financial and insurance activities	54,077	55,400	336	1404.458417	54,414	56,804
Real estate activities	4,660	4,787	229	48.314	4,889	4,836
Professional, scientific and technical activities	27,952	32,997	752	4963.790476	28,704	37,961
Administrative and support service activities	77,541	115,910	1,235	2,503	78,776	118,413
Public administration and defence; compulsory social security	353,343	408,627	507	4604.01815	353,849	413,231
Education	476,506	458,197	4,419	11,464	480,925	469,661
Human health and social work activities	173,135	178,610	1,868	11,435	175,003	190,045
Arts, entertainment and recreation	8,320	9,788	72	300.79	8,392	10,089
Other service activities	112,540	119,917	5,787	21,123	118,327	141,040
<b>Total Employees</b>	<b>2,416,032</b>	<b>2,644,147</b>	<b>183,279</b>	<b>369,959</b>	<b>2,599,311</b>	<b>3,014,106</b>

**Table A8: Number of Total employment by Industry, Category of Employment and Sex, Tanzania Mainland, 2017**

Industry	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	103,182	38,079	141,261	76,498	52,912	129,410	270,671
Mining and quarrying	31,765	4,656	36,421	8,954	852	9,806	46,226
Manufacturing	306,396	145,711	452,107	56,543	32,090	88,633	540,740
Electricity, gas, steam and air conditioning supply	22,924	13,737	36,661	411	42	453	37,114
Water supply; sewage, waste management and remediation activities	8,219	3,014	11,233	3,199	418	3,617	14,849
Construction	52,791	9,920	62,710	24,402	4,710	29,111	91,822
Wholesale and retail trade; repair of motor vehicles and motorcycles	143,823	54,163	197,986	18,904	4,462	23,366	221,352
Transportation and storage	54,755	13,482	68,237	6,906	468	7,374	75,611
Accommodation and food service activities	84,407	108,430	192,837	6,743	8,549	15,293	208,130
Information and communication	40,467	19,996	60,463	3,664	1,385	5,049	65,512
Financial and insurance activities	30,110	25,290	55,400	532	872	1,404	56,804
Real estate activities	3,334	1,453	4,787	38	10	48	4,836
Professional, scientific and technical activities	21,490	11,506	32,997	3,547	1,417	4,964	37,961
Administrative and support service activities	95,897	20,013	115,910	2,072	431	2,503	118,413
Public administration and defence; compulsory social security	244,739	163,887	408,627	3,180	1,424	4,604	413,231
Education	264,760	193,437	458,197	7,762	3,702	11,464	469,661
Human health and social work activities	73,312	105,298	178,610	4,856	6,579	11,435	190,045
Arts, entertainment and recreation	4,989	4,799	9,788	216	85	301	10,089
Other service activities	77,736	42,180	119,917	12,666	8,457	21,123	141,040
<b>Total Employees</b>	<b>1,665,096</b>	<b>979,051</b>	<b>2,644,147</b>	<b>241,093</b>	<b>128,866</b>	<b>369,959</b>	<b>3,014,106</b>

**Table A9: Number of Total Employees by Industry and Sector, Tanzania Mainland, 2017**

Industry	Private		Public		Total	
	2016	2017	2016	2017	2016	2017
Agriculture, forestry and fishing	145,411	262,961	8,493	7,710	153,904	270,671
Mining and quarrying	35,900	46,142	-	84	35,900	46,226
Manufacturing	469,421	536,137	2203	4,603	471,624	540,740
Electricity, gas, steam and air conditioning supply	8,207	7,475	23,216	29,639	31,423	37,114
Water supply; sewage, waste management and remediation activities	4,169	5,272	7,525	9,578	11,694	14,849
Construction	74,669	89,633	1,637	2,189	76,306	91,822
Wholesale and retail trade; repair of motor vehicles and motorcycles	196,637	220,627	216	724.5	196,853	221,352
Transportation and storage	57,762	58,814	17,771	16,797	75,533	75,611
Accommodation and food service activities	177,653	206,597	1530	1,533	179,183	208,130
Information and communication	58,853	59,175	4,760	6,337	63,613	65,512
Financial and insurance activities	43,388	45,652	11,026	11,153	54,414	56,804
Real estate activities	3,609	3,606	1,280	1,230	4,889	4,836
Professional, scientific and technical activities	14,873	22,581	13,831	15,380	28,704	37,961
Administrative and support service activities	78,354	117,905	422	508	78,776	118,413
Public administration and defence; compulsory social security	11,543	13,557	342,307	399,674	353,849	413,231
Education	154,802	186,632	326,123	283,029	480,925	469,661
Human health and social work activities	90,361	114,694	84,643	75,351	175,003	190,045
Arts, entertainment and recreation	7,021	7,530	1,371	2,560	8,392	10,089
Other service activities	116,064	137,192	2,263	3,848	118,327	141,040
<b>Total Employees</b>	<b>1,748,695</b>	<b>2,142,180</b>	<b>850,616</b>	<b>871,926</b>	<b>2,599,311</b>	<b>3,014,106</b>

**Table A10: Number of Total Employees by Industry Major Division and Sex, Tanzania Mainland, 2017**

Industry	Adults (36+ Years)			Youth (15 - 35 Years)			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	114,482	58,286	172,769	65,197	32,705	97,902	270,671
Mining and quarrying	24,363	3,295	27,658	16,356	2,212	18,568	46,226
Manufacturing	198,418	94,002	292,421	164,521	83,799	248,319	540,740
Electricity, gas, steam and air conditioning supply	18,296	11,198	29,494	5,038	2,582	7,620	37,114
Water supply; sewage, waste management and remediation activities	6,419	1,871	8,291	4,999	1,560	6,559	14,849
Construction	41,433	6,538	47,971	35,760	8,091	43,851	91,822
Wholesale and retail trade; repair of motor vehicles and motorcycles	78,072	25,097	103,169	84,655	33,528	118,183	221,352
Transportation and storage	33,759	6,222	39,981	27,902	7,728	35,630	75,611
Accommodation and food service activities	38,109	30,673	68,782	53,041	86,306	139,347	208,130
Information and communication	23,883	11,488	35,372	20,247	9,893	30,141	65,512
Financial and insurance activities	15,515	10,446	25,961	15,127	15,717	30,844	56,804
Real estate activities	1,060	610	1,669	2,313	854	3,167	4,836
Professional, scientific and technical activities	15,161	7,027	22,188	9,877	5,896	15,773	37,961
Administrative and support service activities	54,292	10,027	64,320	43,676	10,417	54,093	118,413
Public administration and defence; compulsory social security	134,627	89,005	223,633	113,292	76,306	189,598	413,231
Education	154,201	107,395	261,595	118,321	89,745	208,066	469,661
Human health and social work activities	49,669	68,889	118,557	28,499	42,989	71,488	190,045
Arts, entertainment and recreation	3,368	2,126	5,494	1,838	2,757	4,595	10,089
Other service activities	60,171	30,357	90,527	30,232	20,281	50,513	141,040
<b>Total Employees</b>	<b>1,065,298</b>	<b>574,552</b>	<b>1,639,851</b>	<b>840,890</b>	<b>533,365</b>	<b>1,374,255</b>	<b>3,014,106</b>



**Table A11: Number of Total Regular Employees by Industrial Major Division and Citizenship, Tanzania Mainland, 2017]**

<b>Industry</b>	<b>Citizen</b>	<b>Non - Citizen</b>	<b>Total</b>
Agriculture, forestry and fishing	140,729	532	141,261
Mining and quarrying	35,860	561	36,421
Manufacturing	439,471	12,635	452,107
Electricity, gas, steam and air conditioning supply	36,568	93	36,661
Water supply; sewage, waste management and remediation activities	11,125	108	11,233
Construction	60,201	2,509	62,710
Wholesale and retail trade; repair of motor vehicles and motorcycles	195,180	2,805	197,986
Transportation and storage	67,265	972	68,237
Accommodation and food service activities	191,596	1,240	192,837
Information and communication	59,542	921	60,463
Financial and insurance activities	55,026	374	55,400
Real estate activities	4,780	7	4,787
Professional, scientific and technical activities	32,712	285	32,997
Administrative and support service activities	115,495	415	115,910
Public administration and defence; compulsory social security	408,587	40	408,627
Education	452,411	5,786	458,197
Human Health and social work activities	178,106	504	178,610
Arts, entertainment and recreation	9,695	94	9,788
Other service activities	119,566	351	119,917
<b>Total Employees</b>	<b>2,613,916</b>	<b>30,231</b>	<b>2,644,147</b>

**Table A12: Number of Total Employees by Region and Sector, Tanzania Mainland, 2016 and 2017**

Region	Private		Public		Total	
	2016	2017	2016	2017	2016	2017
Dodoma	24,914	31,681	43,311	51,673	68,225	83,354
Arusha	147,497	162,676	28,079	28,439	175,576	191,116
Kilimanjaro	90,508	113,675	44,680	23,673	135,188	137,347
Tanga	80,867	99,270	39,696	49,644	120,562	148,914
Morogoro	207,475	213,708	75,586	88,373	283,061	302,081
Pwani	23,765	30,712	28,969	26,703	52,734	57,416
Dar es Salaam	706,159	778,149	105,388	82,749	811,547	860,898
Lindi	7,379	12,226	25,320	36,094	32,699	48,320
Mtwara	15,321	20,760	19,654	21,132	34,975	41,891
Ruvuma	32,464	45,417	23,652	28,525	56,116	73,943
Iringa	38,543	61,641	31,374	21,474	69,917	83,116
Mbeya	69,448	102,019	58,721	43,566	128,169	145,585
Singida	19,131	31,163	25,450	32,395	44,581	63,559
Tabora	14,127	20,880	29,890	27,051	44,017	47,931
Rukwa	9,240	22,516	19,500	21,237	28,740	43,753
Kigoma	17,504	28,464	28,075	27,496	45,580	55,960
Shinyanga	26,795	47,146	33,933	36,242	60,728	83,388
Kagera	23,551	48,876	30,322	30,475	53,873	79,352
Mwanza	105,145	136,005	47,274	46,169	152,420	182,174
Mara	19,120	31,216	33,738	45,010	52,858	76,226
Manyara	25,209	35,320	20,519	25,609	45,728	60,929
Njombe	10,551	17,281	15,108	20,977	25,659	38,257
Katavi	1,930	4,225	9,086	8,108	11,016	12,333
Simiyu	5,602	11,802	21,714	23,145	27,317	34,947
Geita	26,449	22,791	11,575	18,680	38,024	41,471
Songwe		12,560		7,287		19,847
<b>Total Employees</b>	<b>1,748,695</b>	<b>2,142,180</b>	<b>850,616</b>	<b>871,926</b>	<b>2,599,311</b>	<b>3,014,106</b>

**Table A13: Number of Total Employees by Region, Terms of Employment and Sex, Tanzania Mainland, 2017**

Region	Regular			Casual			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	46,794	34,824	81,618	1,188	548	1,736	83,354
Arusha	99,635	72,072	171,707	7,274	12,135	19,409	191,116
Kilimanjaro	58,868	37,928	96,796	30,620	9,932	40,551	137,347
Tanga	73,890	46,091	119,981	16,065	12,867	28,933	148,914
Morogoro	171,246	111,498	282,744	11,276	8,061	19,337	302,081
Pwani	35,853	17,858	53,711	1,672	2,033	3,705	57,416
Dar es Salaam	522,812	262,368	785,180	56,829	18,889	75,718	860,898
Lindi	29,224	18,807	48,032	241	47	288	48,320
Mtwara	27,898	12,527	40,425	1,051	415	1,466	41,891
Ruvuma	36,860	26,213	63,073	2,069	8,801	10,870	73,943
Iringa	34,412	21,795	56,207	13,827	13,082	26,909	83,116
Mbeya	76,460	43,313	119,773	14,170	11,642	25,812	145,585
Singida	32,720	21,877	54,597	6,341	2,621	8,962	63,559
Tabora	27,714	16,024	43,738	3,385	808	4,194	47,931
Rukwa	26,210	13,752	39,962	3,233	558	3,791	43,753
Kigoma	36,804	16,757	53,561	1,806	593	2,399	55,960
Shinyanga	49,852	23,541	73,392	7,848	2,148	9,996	83,388
Kagera	38,226	25,481	63,707	9,050	6,595	15,645	79,352
Mwanza	84,503	59,954	144,457	30,056	7,661	37,717	182,174
Mara	41,443	30,112	71,554	3,225	1,446	4,671	76,226
Manyara	29,944	17,234	47,178	10,637	3,113	13,751	60,929
Njombe	22,059	14,431	36,490	1,076	691	1,767	38,257
Katavi	7,304	4,099	11,402	766	164	930	12,333
Simiyu	19,822	11,355	31,177	2,862	907	3,770	34,947
Geita	26,064	12,716	38,779	1,602	1,089	2,692	41,471
Songwe	8,481	6,426	14,907	2,924	2,017	4,941	19,847
<b>Total Employees</b>	<b>1,665,096</b>	<b>979,051</b>	<b>2,644,147</b>	<b>241,093</b>	<b>128,866</b>	<b>369,959</b>	<b>3,014,106</b>

**Table A14: Number of Total Employees in Private Sector by Region, Age Group and Sex, Tanzania Mainland, 2017**

<b>Region</b>	<b>Adult Male</b>	<b>Adult Female</b>	<b>Youth Male</b>	<b>Youth Female</b>	<b>Grand total</b>
Dodoma	10,932	5,987	6,825	7,937	31,681
Arusha	59,322	43,599	32,300	27,455	162,676
Kilimanjaro	54,691	23,764	22,674	12,545	113,675
Tanga	40,253	20,567	23,472	14,978	99,270
Morogoro	101,268	47,909	36,078	28,453	213,708
Pwani	12,284	4,738	8,146	5,544	30,712
Dar es Salaam	265,788	100,238	270,177	141,946	778,149
Lindi	5,234	2,392	2,522	2,078	12,226
Mtwara	9,025	2,363	6,029	3,343	20,760
Ruvuma	10,990	13,501	12,269	8,658	45,417
Iringa	16,481	6,904	21,046	17,210	61,641
Mbeya	36,871	14,915	28,575	21,658	102,019
Singida	9,785	5,301	11,013	5,065	31,163
Tabora	7,834	2,790	6,667	3,589	20,880
Rukwa	7,049	2,819	9,264	3,384	22,516
Kigoma	11,712	3,160	9,377	4,215	28,464
Shinyanga	16,438	4,739	19,219	6,750	47,146
Kagera	14,864	10,959	13,658	9,395	48,876
Mwanza	38,481	23,924	48,222	25,378	136,005
Mara	11,026	4,316	9,397	6,478	31,216
Manyara	12,551	4,520	12,684	5,565	35,320
Njombe	5,308	3,658	5,111	3,203	17,281
Katavi	2,146	487	876	717	4,225
Simiyu	5,352	2,356	2,356	1,738	11,802
Geita	7,290	2,351	8,826	4,325	22,791
Songwe	4,275	2,713	2,491	3,081	12,560
<b>Total Employees</b>	<b>777,250</b>	<b>360,969</b>	<b>629,275</b>	<b>374,687</b>	<b>2,142,180</b>

**Table A15: Number of Total Employees in Public Sector by Region, Age Group and Sex, Tanzania Mainland, 2017**

<b>Region</b>	<b>Adult Male</b>	<b>Adult Female</b>	<b>Youth Male</b>	<b>Youth Female</b>	<b>Grand total</b>
Dodoma	16,270	10,620	13,955	10,828	51,673
Arusha	10,703	9,853	4,584	3,299	28,439
Kilimanjaro	7,187	6,690	4,935	4,860	23,673
Tanga	15,122	12,992	11,108	10,422	49,644
Morogoro	30,225	28,002	14,951	15,196	88,373
Pwani	9,292	5,040	7,803	4,569	26,703
Dar es Salaam	31,045	27,810	12,631	11,263	82,749
Lindi	12,400	7,347	9,309	7,038	36,094
Mtwara	6,798	3,174	7,097	4,062	21,132
Ruvuma	8,900	7,986	6,769	4,870	28,525
Iringa	6,506	6,377	4,205	4,386	21,474
Mbeya	15,311	11,066	9,874	7,316	43,566
Singida	11,550	9,140	6,713	4,992	32,395
Tabora	7,038	4,793	9,560	5,660	27,051
Rukwa	5,845	3,721	7,284	4,387	21,237
Kigoma	11,012	5,897	6,509	4,078	27,496
Shinyanga	10,651	6,873	11,391	7,327	36,242
Kagera	10,026	5,540	8,726	6,182	30,475
Mwanza	15,447	9,473	12,408	8,841	46,169
Mara	13,430	11,631	10,815	9,133	45,010
Manyara	9,214	6,225	6,133	4,038	25,609
Njombe	6,443	4,010	6,274	4,250	20,977
Katavi	2,291	1,285	2,757	1,775	8,108
Simiyu	7,620	3,600	7,357	4,568	23,145
Geita	5,695	3,282	5,856	3,847	18,680
Songwe	2,026	1,158	2,612	1,492	7,287
<b>Total</b>	<b>288,048</b>	<b>213,583</b>	<b>211,615</b>	<b>158,678</b>	<b>871,926</b>

**Table A16: Number of Total Employees by Region, Sector and Age Group, Tanzania Mainland, 2017**

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 - 35 Years)
Dodoma	16,919	14,761	26,890	24,783
Arusha	102,921	59,756	20,556	7,883
Kilimanjaro	78,456	35,219	13,877	9,795
Tanga	60,820	38,450	28,114	21,530
Morogoro	149,177	64,531	58,227	30,147
Pwani	17,022	13,690	14,332	12,372
Dar es Salaam	366,025	412,124	58,855	23,895
Lindi	7,627	4,600	19,747	16,347
Mtwara	11,388	9,372	9,972	11,159
Ruvuma	24,491	20,927	16,886	11,639
Iringa	23,385	38,256	12,883	8,591
Mbeya	51,786	50,233	26,377	17,189
Singida	15,085	16,078	20,690	11,705
Tabora	10,624	10,256	11,831	15,220
Rukwa	9,869	12,648	9,566	11,671
Kigoma	14,872	13,592	16,909	10,586
Shinyanga	21,177	25,969	17,525	18,717
Kagera	25,824	23,053	15,567	14,909
Mwanza	62,405	73,600	24,919	21,249
Mara	15,342	15,874	25,061	19,949
Manyara	17,071	18,249	15,438	10,170
Njombe	8,966	8,314	10,453	10,524
Katavi	2,632	1,593	3,576	4,532
Simiyu	7,707	4,094	11,220	11,925
Geita	9,640	13,151	8,977	9,703
Songwe	6,988	5,572	3,183	4,104
<b>Total Employees</b>	<b>1,138,219</b>	<b>1,003,961</b>	<b>501,632</b>	<b>370,294</b>

## Annexes for Chapter Six

**Table E3: Distribution of the Newly Recruited Permanent, Contractual Casual and Apprentice Employees by Sub Sectors and Sex, Tanzania Mainland, 2017**

Sub Sector	Permanent		Contract		Casual		Apprentices		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>PRIVATE SECTOR</b>												
Private Profit-Making Institution	26,890	11,210	24,779	13,314	4,186	3,770	135	81	141	335	56,131	28,709
Private Non-Profit Making Institution	7,084	5,234	8,322	6,249	333	207	-	-	27	13	15,766	11,704
<b>PUBLIC SECTOR</b>												
Cooperatives	119	26	530	533	-	-	-	-	-	-	649	559
Central Government	1,772	1,358	84	34	-	-	-	-	9	-	1,865	1,392
Local Government - Urban	485	421	143	76	-	3	-	-	9	-	637	499
Local Government - District	3,649	2,619	788	161	14	2	-	-	-	-	4,452	2,782
Parastatal Profit Making Institution	372	202	76	49	-	-	-	-	2	-	450	251
Parastatal Non-Profit-Making Institution	710	367	110	56	3	-	-	-	29	10	852	433
<b>Total</b>	<b>41,081</b>	<b>21,435</b>	<b>34,833</b>	<b>20,474</b>	<b>4,535</b>	<b>3,982</b>	<b>135</b>	<b>81</b>	<b>217</b>	<b>358</b>	<b>80,801</b>	<b>46,330</b>

**Table E4: Number of Newly Recruited Employees by selected Occupation, Starting Basic Salary and Sex, Tanzania Mainland, 2016 and 2017**

Occupation	Less than 100000		100001 - 150000		150001 - 300000		300001 - 500000		500001 - 1500000		Above 1500000		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Legislators, administrators and managers	40	79	140	251	268	34	729	796	1,646	270	431	181	3,254	1,612
Professionals	126	236	135	86	2,287	1,243	4,142	2,094	6,888	3,217	1,393	517	14,971	7,393
Technicians and associate professionals	439	461	279	399	3,129	2,041	5,920	4,396	4,215	2,443	569	271	14,550	10,011
Clerks	121	259	512	805	1,295	1,685	1,012	1,044	187	464	25	-	3,152	4,256
Service workers and shop sales workers	4,264	6,467	8,074	3,828	4,861	3,244	1,163	483	295	130	505	463	19,161	14,616
Agricultural and fishery workers	26	21	45	9	139	228	15	-	371	9	-	-	595	266
Craft and related workers	920	136	868	197	2,028	660	1,141	81	467	71	38	22	5,461	1,169
Plant and machine operators and assemblers	183	159	1,254	477	5,676	1,602	3,115	39	1,054	51	94	5	11,377	2,333
Elementary occupations	1,417	1,522	1,743	979	3,522	1,499	297	161	1,041	443	258	71	8,279	4,676
<b>Total</b>	<b>7,535</b>	<b>9,341</b>	<b>13,050</b>	<b>7,032</b>	<b>23,205</b>	<b>12,236</b>	<b>17,535</b>	<b>9,094</b>	<b>16,164</b>	<b>7,098</b>	<b>3,312</b>	<b>1,530</b>	<b>80,801</b>	<b>46,330</b>



