



**The United Republic of Tanzania**

# **GENDER DIMENSIONS of TANZANIA'S LABOUR MARKET**

**ANALYSIS OF 2020/21 INTEGRATED LABOUR  
FORCE SURVEY DATA**



This report, the Gender Dimensions of Tanzania's Labour Market is a result of further analysis of the Integrated Labour Force Survey (ILFS) data. The ILFS was conducted in 2020/21 in Tanzania. This report was produced by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician (OCGS) - Zanzibar in collaboration with the Prime Minister's Office - Labour, Youth, Employment and Persons with Disability, with the technical support from the World Bank Strengthening Gender Statistics (SGS) project. The funding was provided by the World Bank.

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

Recommended citation: National Bureau of Statistics (NBS) [Tanzania] 2023.  
Report on Gender Dimensions of Tanzania's Labour Market, Dodoma, Tanzania: NBS.

## FOREWORD

Compilation of this report – the Gender Dimensions of Tanzania’s Labour Market - is an important step towards enhancing availability of data for reporting and monitoring of gender related indicators of the Sustainable Development Goals (SDG) agenda. Tanzania being a member of the international community is committed to implementing the SDG program as a way to improve lives of her people. Considerable effort which involves national and international stakeholders is being made to enhance availability of data for monitoring and reporting of SDGs. One of such efforts is compilation of this report, which was made possible by collaboration between NBS and OCGS with the World Bank SGS project.

On behalf of NBS and OCGS, we wish to extend our sincere gratitude to various groups of stakeholders for their efforts which contributed to completion of this report. Special thanks are due to the governments of the United Republic of Tanzania and Zanzibar for the political will and commitment in strengthening the statistical environment of Tanzania. Secondly, we wish to extend our appreciation to international stakeholders, particularly: the World Bank Strengthening Gender Statistics (SGS) project for their technical assistance and the WB for financial support which facilitated compilation of this report. Special thanks are also extended to the Prime Minister’s Office - Labour, Youth, Employment and Persons with Disability.



Dr. Albina Chuwa, Statistician General, January 2023

**TABLE OF CONTENTS**

EXECUTIVE SUMMARY .....5

ACRONYMS..... 6

LIST OF TABLES .....7

LIST OF FIGURES .....7

CHAPTER 1. INTRODUCTION ..... 8

    1.1 BACKGROUND ..... 8

    1.2 CONCEPTS AND DEFINITIONS ..... 8

CHAPTER 2. DEMOGRAPHIC CHARACTERISTICS.....11

CHAPTER 3. LABOUR FORCE CHARACTERISTICS ..... 15

CHAPTER 4. UNEMPLOYMENT & LABOUR  
UNDERUTILIZATION..... 18

CHAPTER 5. EMPLOYMENT CHARACTERISTICS .....20

CHAPTER 6. TIME USE .....28

ANNEX TABLES ..... 31

## EXECUTIVE SUMMARY

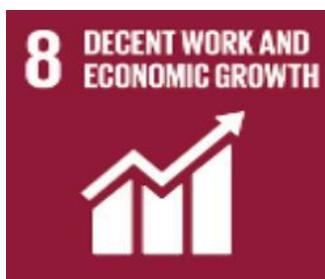
The Gender Dimensions of Tanzania's Labour Market is a thematic report produced from further analysis of Integrated Labour Force Survey (ILFS) Data. The ILFS was conducted in 2020/21 in both Tanzania Mainland and Zanzibar. This enabled computation of nation-wide statistics on the status of the labour market with a focus on gender aspects.

This report aims at strengthening availability of statistics and data on gender. The report features statistics on various socio-economic aspects of Tanzania's labour market. Such statistics can be used as indicators for monitoring and reporting of the Sustainable Development Goals (SDGs) program, particularly on goals and targets which seek to ensure gender equality in social and economic spheres of human lives. This report focuses on SDG indicators with gender-specific elements as well as the United Nations' [Minimum Set of Gender Indicators](#), of which a large number can be estimated using data from the 2020/21 ILFS. Some of the select headline findings are summarized below:



**Indicator 5.5.2: Proportion of women in managerial positions:** Women make up 27.9% of individuals employed in senior or middle management positions.

**Indicator 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location:** On average, women spend 4.6 hours in unpaid domestic and care work while men spend 1.2 hours per day.



**Indicator 8.3.1: Proportion of informal employment in total employment, by sector and sex:** 93.8% of women employed in the non-agricultural sector are in informal employment, while 86.6% of men employed in the non-agricultural sector are in informal employment.

**Indicator 8.5.2: Unemployment rate, by sex, age and persons with disabilities:** Unemployment among women is 12.7% while unemployment among men is 5.8% (according to the Tanzania national definition).

**Indicator 8.6.1: Proportion of youth (aged 15–24 years) not in education, employment or training (NEET):** 18.7% of youth population aged 15-24 are Not in Education, Employment or Training (23.4% of female youth and 13.7% of male youth).

## ACRONYMS

EPR	Employment to Population Ratio
HH	Household
IDA	International Development Association
ILFS	Integrated Labour Force Survey
ILO	International Labour Organization
LFPR	Labour Force Participation Rate
LSMS	Living Standards Measurement Study
NBS	National Bureau of Statistics
NEET	Not in Education, Employment or Training
NSO	National Statistical Offices
OCCS	Office of the Chief Government Statistician
SDG	Sustainable Development Goals
SGS	Strengthening Gender Statistics
TZM	Tanzania Mainland
UPFHs	Unpaid Work of Family Helpers
URT	United Republic of Tanzania
WB	World Bank
ZNZ	Zanzibar

## LIST OF TABLES

Table 1. Literacy rate by sex and location, 2020/2021 .....	12
Table 2. Percentage Distribution of Population Aged 15+ by Education Level Reached, Sex and Area, 2020/21 .....	13
Table 3. Percentage Distribution of Persons Aged 15+ by Marital Status, Sex and Area, 2020/21.....	15
Table 4. Labour Force Participation Rates of Persons Aged 15+ by Age, Sex and Area 2020/21 .....	16
Table 5. Prime-Age Employment-to-Population Ratio by Sex and Presence of Children in .....	19
Table 6. Unemployment Rate for Persons Aged 15+ by Sex, Age and Disability Status, 2020/21.....	20
Table 7. Labour Underutilization by Sex, Locality and Age (% of working age population, 2020/21) .....	21
Table 8. Proportion of Employed Persons Who Are Own-Account Workers by Sex, Area and Age, 2020/21.....	23
Table 9. Proportion of Employed who are Contributing Family Workers by Sex, Area and Age,.....	24
Table 10. Proportion of Employed Persons who are Employers by Sex, Age and Area, 2020/21 .....	25
Table 11. Percentage of Employed Population (15+) Who Are Independent Workers by Sex, Age .....	26
Table 12. Employed Persons by Sector of Employment, 2020/21 .....	27
Table 13. Proportion of Employed Working Part-Time, by Sex (2020/21).....	29
Table 14. Average Hourly Earnings, by Sex and Occupation (2020/21) .....	30
Table 15. Incidence Rates of Non-Fatal Occupational Injuries, by Sex.....	31

## LIST OF FIGURES

Figure 1.Total Population of Persons Aged 15+ by Sex and Area, 2020/21.....	11
Figure 2.Population Structure, 2020/21.....	11
Figure 3. Percentage Distribution of Population Aged 15+ with No Schooling, by .....	14
Figure 4. Reasons for Not Looking for Employment by Sex, URT 2020/21 .....	17
Figure 5. Proportion of Youth Aged 15–24 Not in Education, Employment or .....	18
Figure 6. Percent of Employed Population that are Contributing Family Workers.....	22
Figure 7. Employed Persons in Senior and Middle Management Positions, 2020/21.....	27
Figure 8. Proportion of Informal Employment in Non-Agriculture Employment,.....	28
Figure 9. Proportion of Time Spent on Unpaid Domestic and Care Work, by Sex .....	33
Figure 10. Average Number of Hours Spent on Total Work (Total Work Burden) by Sex, URT 2020/21.....	33

## CHAPTER 1. INTRODUCTION

### 1.1 BACKGROUND

This report, the Gender Dimensions of Tanzania's Labour Market was produced by the Tanzania's National Bureau of Statistics (NBS) and the Office of Chief Government Statistician (OCGS) - Zanzibar in collaboration with the World Bank (WB) Strengthening Gender Statistics (SGS) project. The SGS Project was launched in October 2020 with support from the Bill and Melinda Gates Foundation. The SGS project catalyzes ongoing statistical capacity projects in International Development Association (IDA) - eligible partner countries by providing technical assistance to National Statistical Offices (NSOs) on survey design and post - survey analysis and dissemination. Premised on a demand - driven approach, the project seeks to reduce gender data gaps in the economic domain, specifically in asset ownership, employment, and entrepreneurship, in 12 partner countries by the end of 2023 and to create spillover influence to increase focus on gender gaps in broader WB statistical capacity operations. The project is a joint initiative of the Gender Group, Poverty and Inequality Global Practice, and Development Data Group's Living Standards Measurement Study (LSMS) team. SGS provided the technical assistance in production of this report, the Gender Dimensions of Tanzania's Labour Market.

There are various initiatives, both nationally and globally, to bring about gender equality. At a global level, the Beijing Platform for Action (BPFA), adopted in 1995 emphasized the importance of the statistical measurement of gender related activities, as well as the need to build policies and strategies based on the statistical evidence. On the other hand, the Sustainable Development Agenda was adopted by UN Member States in 2015, and year 2030 was set as a deadline for achieving gender equality and empowerment of all women and girls. Additionally, the UN Statistical Commission agreed in 2013 on a [Minimum Set of Gender Indicators](#) as a guide for national production and international compilation of gender statistics. These initiatives, along with those implemented within countries require robust production of data and statistics for their reporting and monitoring.

This report aims at strengthening availability of statistics and data on gender aspects in Tanzania, particularly those pertaining to characteristics of the labour market. The report's main objective is to provide meaningful understanding of differences in wellbeing across women and men, and girls and boys, as well as actionable information for policy to address the disparities. Specifically, the report seeks to show the gender gaps on the basis of employment indicators, and to promote understanding of the actual situation of women and men in the Tanzanian society.

The Gender Dimensions of Tanzania's Labour Market focuses on the minimum set of gender indicators agreed by the United Nations Statistical Commission, as well as select Sustainable Development Goal indicators that illustrate gender dimensions of Tanzania's labour market.

### 1.2 CONCEPTS AND DEFINITIONS

This section provides the definition of the concepts used in this report. For comparison purposes with the ILFS main report, the definition of labour force status variables especially employment and unemployment are based on the national definition of employment.

## **Employment**

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

## **Unemployment**

On the basis of national definition, persons in unemployment includes those who during the reference period of one week prior to the survey were without work but available for work, AND those who were marginally attached to self-employment activities.

## **Unemployment rate**

The unemployment rate conveys the percentage of persons in the labour force who are unemployed.

## **Labour Force**

The labour force is the sum of persons who are employed and those who are unemployed.

## **Labour Force Participation Rate**

The labour force participation rate is the share of a country's working-age population that is in the labour force. It provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age.

## **Working Age Population**

The working-age population is the population above the legal working age, but for statistical purposes it comprises all persons above a specified minimum age threshold for which an inquiry on economic activity is made. To promote international comparability, the working- age population in the Gender Dimensions of Tanzania's Labour Market is defined as all persons aged 15 and older.

## **Labour Underutilization**

Refers to mismatches between labour supply and demand, which translate into unmet needs for employment among the population. Measures of labour underutilization include but may not be restricted to: time-related underemployment, unemployment, and the potential labour force.

## **Work**

Work comprises any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use. Forms of work include own-use production, employment, unpaid trainee work, other work activities, and volunteer work.

## **Time Use**

Time use refers to the time spent in a day (out of 24 hours) on various activities. In the context of this report,

the focus is on unpaid domestic and care work by men and women, as defined by the International Classification of Activities for Time Use Statistics<sup>1</sup>. Unpaid domestic and care work refers to activities related to the provision of services for own final use by household members, or by family members living in other households. In line with SDG indicator guidance, it is calculated as the average time reported on “primary” or “main” activities only and does not include time spent on secondary simultaneous activities.

---

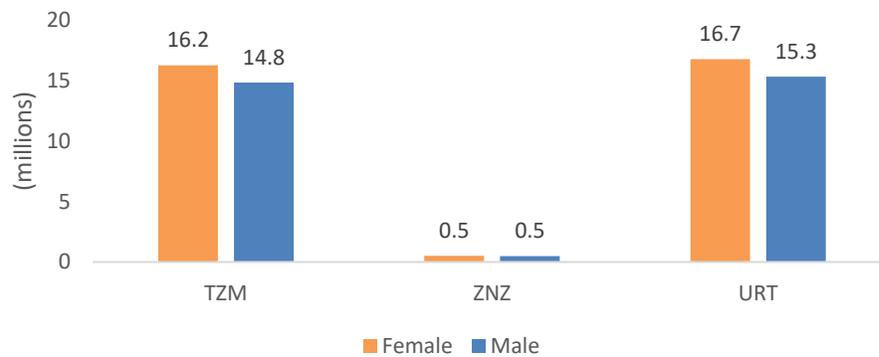
<sup>1</sup> The classifications of time use activities are identified in accordance with the 2016 International Classification of Activities for Time Use Statistics (ICATUS 2016; <https://unstats.un.org/unsd/gender/timeuse/23012019%20ICATUS.pdf>)

## CHAPTER 2. DEMOGRAPHIC CHARACTERISTICS

### Population Structure and Size

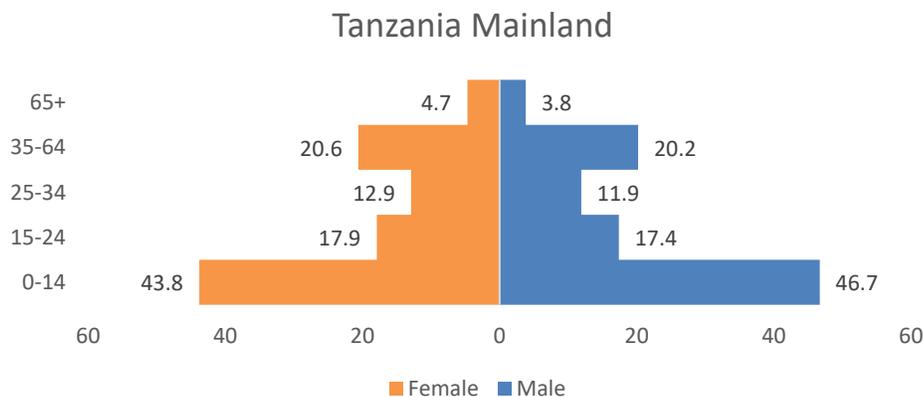
This chapter presents analysis of demographic characteristics of the Tanzania population in terms of size, distribution, and structure. The population structure provides an insight into potential distribution of roles within the society, especially distribution of the caring roles for children and elderly between men and women. Figure 1 shows that there are about 32.01 million persons aged 15+ in the URT, with 31.02 million persons in Tanzania Mainland (TSM) (96.9 percent) and 0.98 million persons in Zanzibar (ZNZ) (3.1 percent). The sex ratio (females to males) stands at 109:100 for the whole of URT.

**Figure 1. Total Population of Persons Aged 15+ by Sex and Area, 2020/21**



On the other hand, *Figure 2* indicates that Tanzania has a young population, with respectively 43.8 and 46.6 percent female and male population below age 15. While a young population represents a potential for a larger workforce in the future, it places a heavy burden on the current working population related to children's health, education as well as childcare responsibilities. As such, there is a high need for investments in schools, baby centers and support for mothers to join the labour force.

**Figure 2. Population Structure, 2020/21**



### Literacy Rate

The overall literacy rate for adult 15+ in URT is 82.2 %. This rate is higher for men than women (86.4 % and 78.5% respectively). Literacy rates are higher in ZNZ but with smaller gap between men and women (6.7 percentage point) than in TZM (8 percentage point). Gender gaps in terms of literacy rate is higher un rural areas where literacy rates are lower especially for women. In contrast to these gaps among adults, gender gaps are lower among young people (15-24) as women literacy rates are comparable to or higher than those of men (88.1 percent and 87 percent respectively in URT).

**Table 1. Literacy rate by sex et location, 2020/2021**

	URT			TZM			ZNZ		
	Femal e	Mal e	Tota l	Femal e	Mal e	Tota l	Femal e	Mal e	Tota l
All (15+)	78,5%	86, 4%	82,2 %	78,2%	86,2 %	82,0 %	86,2%	92,9 %	89,5 %
15-24	88,1%	87,0 %	87,6 %	87,8%	86, 6%	87,2 %	96,9%	97, 0%	97,0 %
Urba n	92,2%	96, 9%	94,4 %	92,1%	96, 8%	94,3 %	94,3%	98, 3%	96,2 %
Rura l	72,1%	82,0 %	76,9 %	72,0%	81,8 %	76,8 %	78,4%	87, 9%	83,0 %

### Educational Attainment

Gender equality in educational systems empowers both girls and boys, increasing their life skills and improving their chances to have decent and safe paid work. The impacts of gender gaps in education, however, go much beyond the intrapersonal. Better educated women and men make better decisions related to their family's health and nutrition and schooling of children.

In URT, almost 20 percent of women aged 15 and above do not have any schooling as opposed to around 11 percent of men (Table 2). The gender gap is observed in all educational levels with the larger disparity in the primary level, a difference of 3.5 percentage points in favor of men (60.8 percent and 57.3 percent, men and women, respectively).

About 59 percent of the population aged 15+ in URT has primary education. Persons with university education account for only 1.9 percent of all persons aged 15 and above, with higher a proportion for males (2.4 percent) compared to females (1.4 percent). This pattern is also observed for Tanzania Mainland. In Zanzibar, more than half of the population aged 15+ has reached lower or upper secondary education and about 3.6 percent attained university education, though almost 15 percent of women have no schooling in comparison to 7 percent of men.

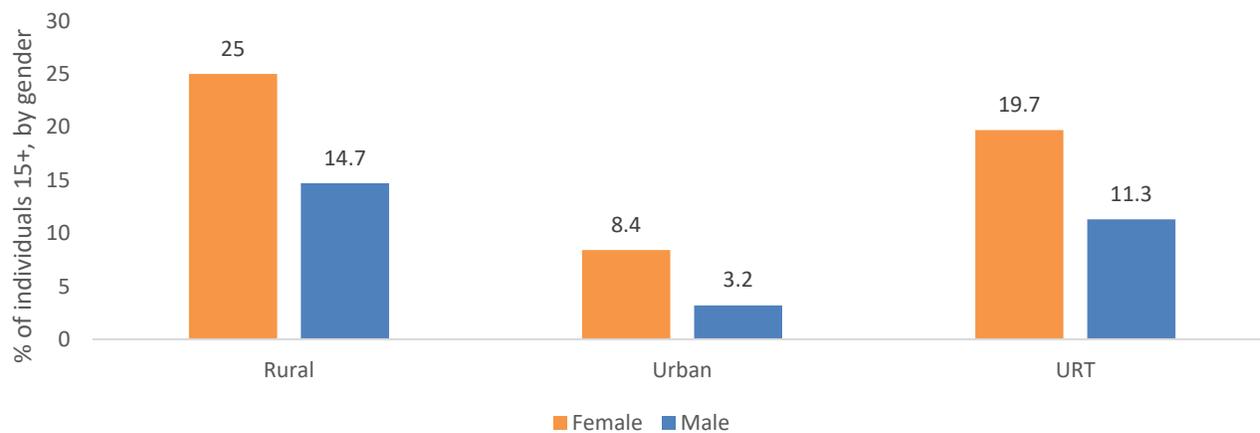
**Table 2. Percentage Distribution of Population Aged 15+ by Education Level Reached, Sex and Area, 2020/21**

Education level	URT			TZM			ZNZ		
	F e m a l e	M a l e	T o t a l	F e m a l e	M a l e	T o t a l	F e m a l e	M a l e	T o t a l
No schooling	19.7%	11.3%	15.7%	19.9%	11.4%	15.8%	14.7%	7.1%	11.0%
Early childhood education	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%
Primary education	57.3%	60.8%	58.9%	58.4%	61.9%	60.0%	21.1%	7.4%	24.2%
Lower secondary education	1.7%	2.4%	2.1%	1.6%	2.3%	2.0%	4.7%	5.8%	5.3%
Upper secondary education	1.6%	17.4%	17.0%	1.7%	16.5%	16.0%	4.3%	4.0%	4.7%
Post-secondary non-tertiary education	1.7%	3.0%	2.3%	1.6%	3.0%	2.3%	2.7%	2.9%	2.8%
Short-cycle tertiary education	1.5%	2.5%	2.0%	1.4%	2.5%	2.0%	4.6%	4.4%	4.5%
Tertiary University	1.4%	2.4%	1.9%	1.4%	2.4%	1.8%	2.8%	4.4%	3.6%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Education rates are lower in rural areas relative to urban areas, as seen in

**Figure 3.** Twenty-five percent of women (15+) in rural areas have no schooling, relative to 8 percent of women (15+) residing in urban areas. Similarly, 15 percent of men (15+) in rural areas have no schooling, relative to 3 percent of men (15+) in urban areas.

**Figure 3. Percentage Distribution of Population Aged 15+ with No Schooling, by Sex and Locality, URT 2020/21**



### **Marital Status**

About half of persons aged 15+ in the URT are married (

Table 3). Those who never married account for the second largest proportion (30.1 percent), with more males (36.1) compared to females (24.6). Across all areas, females are more likely to lose a partner and become widows than their male counterparts. Persons who had either divorced or separated from a marital union account for a cumulative proportion of 6.4 percent.

Widowed, divorced, and separated women make up around 20 percent of the female population in Tanzania (15+). Women in these categories are more likely to lose their social and economic rights and fall into poverty while having to economically support their households and care for their children. Widows, which are 11 percent of the female population, are particularly vulnerable to poverty. Providing them with a secure foothold supported by gender equality laws and policies is essential to ensure equal and fair development.

**Table 3. Percentage Distribution of Persons Aged 15+ by Marital Status, Sex and Area, 2020/21**

Marital Status	URT			TZM			ZNZ		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Never Married	24.6	36.1	30.1	24.4	35.9	29.9	31.2	43.2	37
Married	49.5	52	50.7	49.4	51.9	50.6	52.5	52.9	52.7
Cohabit	6.2	6.5	6.4	6.4	6.7	6.6	0.2	0.2	0.2
Widowed	10.9	1.8	6.5	11	1.8	6.6	7.4	0.8	4.2
Divorced	6.6	2.5	4.6	6.5	2.5	4.6	8.3	2.7	5.6
Separated	2.3	1.2	1.8	2.4	1.2	1.8	0.3	0.2	0.3
Total Number	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

## CHAPTER 3. LABOUR FORCE CHARACTERISTICS

### Labour Force Participation

This chapter provides information on the size and characteristics of the labour force that is available to engage in production of goods and services in Tanzania. The labour force is an indicator of the size of potential labour that can be employed in the economy. The Labour Force Participation Rate (LFPR), which is defined as the number of persons in the labour force as a percentage of the working age population, is an important indicator for analysis, especially for comparison of men’s and women’s availability to engage in productive activities.

Gender equality in labour force participation is critical to increase economic empowerment of vulnerable populations, boost economic growth and promote households’ welfare gains. Data on employment disaggregated by sex and other relevant characteristics, when analyzed within the context that provides the reason for disparities, can provide valuable information for the development of policies and programs aimed at providing equal opportunities for all.

**Table 4. Labour Force Participation Rates of Persons Aged 15+ by Age, Sex and Area 2020/21**

	URT			TZM			ZNZ		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
All (15+)	80.3%	86.2%	83.1%	80.6%	86.3%	83.3%	70.9%	82.2%	76.3%
15-24	68.2%	71.2%	69.7%	68.7%	71.5%	70.1%	52.5%	63.3%	57.7%
Urban	76.6%	81.5%	78.9%	76.9%	81.6%	79.1%	70.5%	79.8%	75.0%
Rural	82.0%	88.1%	85.0%	82.3%	88.2%	85.2%	71.2%	84.4%	77.6%

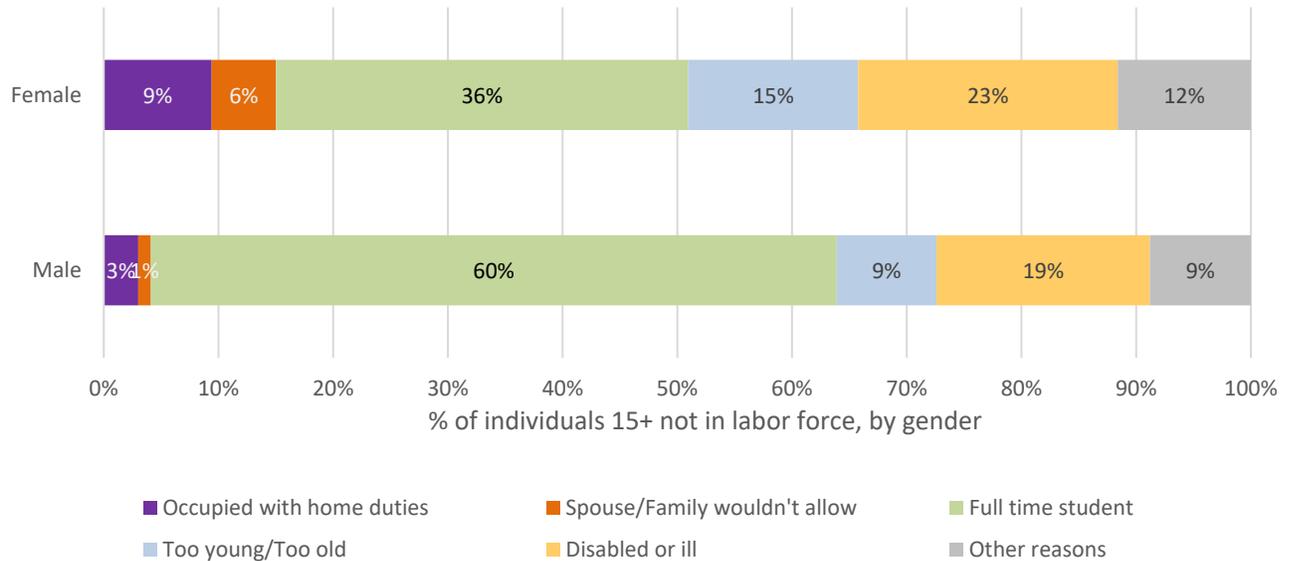
The overall labour force participation rate for persons aged 15+ is 83.1% with 83.3% in Tanzania Mainland and 76.3% in Zanzibar (Table 4). The LFPR for youth aged 15-24 is 69.7%. The lower LFPR for youth aged 15-24 is due to engagement in school or training institutions, which limits their involvement in the labour force. In all three areas (URT, TZM and ZNZ), urban or rural, males’ labour force participation is higher than females’. In Zanzibar, for instance, 82 percent of men (15+) belong to the workforce as opposed to 71 percent of women. For the entire country, males’ LFPR (15+) is 86.2 percent as opposed to 80.3 percent for females.

The lower LFPRs for females imply that they are less likely than their male counterparts to engage in employment for income or to be available for employment. This calls for appropriate policy or program interventions to tackle the socio-economic obstacles that hinder female participation in the labour force.

There are many reasons why individuals of working age may not be looking for employment, and therefore are outside the labour force. While for around 70 percent of males outside the labour force “being a student” or “too young/old to work” are the main reasons for not looking for employment, that percentage falls to 51 percent for women. On the other hand, for about 15 percent of women (4 percent of men), the main reasons for not looking for employment are “domestic duties” or that “spouse/family would not allow it”. These

results show that social norms play an important role in gender disparities in labour force participation (Figure 4). For a detailed breakdown of all reasons for not seeking employment, see Annex Table 1.

**Figure 4. Reasons for Not Looking for Employment by Sex, URT 2020/21**

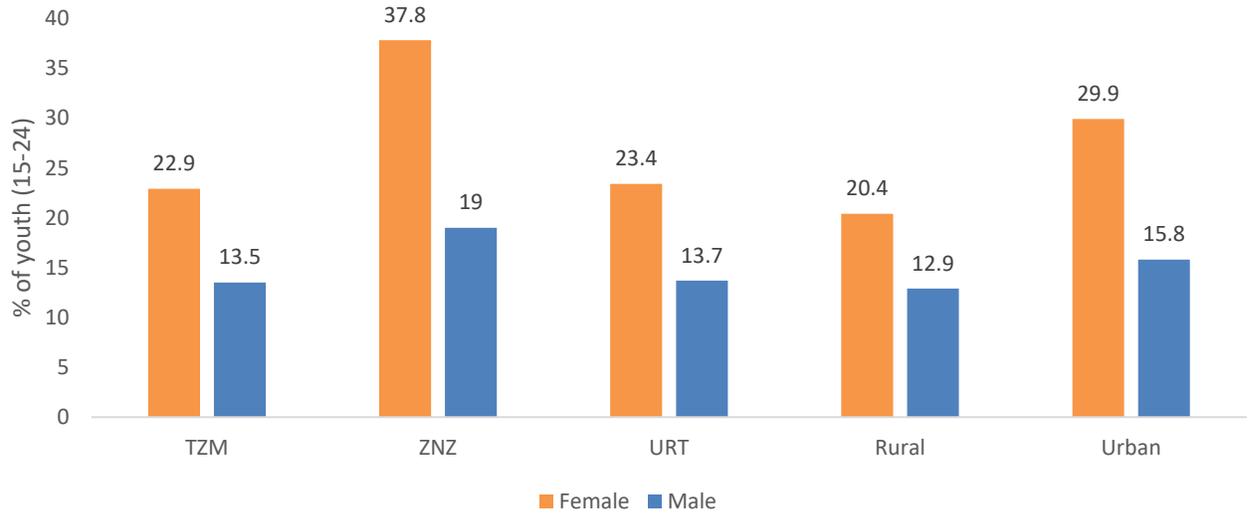


### Youth Not in Education, Employment or Training

**SDG Indicator 8.6.1: Proportion of youth (aged 15–24 years) not in education, employment or training**

Youth who are Not in Education, Employment or Training (NEET) are at risk of becoming economically and socially excluded. The NEET is an indicator used for measurement of the proportion of such youth in the labour market. About 18.7 percent of the youth population aged 15-24 in the URT are Not in Education, Employment or Training (NEET), with a slightly greater incidence among female youth (23.4 percent) than male youth (13.7 percent), as seen in Figure 5. The gender gap in terms of proportion of youth NEET is higher in ZNZ (38.7 percent for women and 19 percent) than in TZN (22.9 percent for women and 13.5 percent). Findings also show that gender gap is higher in urban areas (respectively 29.9 percent and 15.8 percent for women and men) than in rural (20.4 percent and 12.9 percent respectively for women and men).

**Figure 5. Proportion of Youth Aged 15–24 Not in Education, Employment or Training, 2020/21**



**Prime-Age Employment-to-Population Ratio**

Table 5 shows that the overall Prime-Age Employment to Population Ratio (EPR), for individuals aged 25 to 54, in the URT is 86.6 percent (86.9 percent for Tanzania Mainland and 75.9 percent for Zanzibar). In general, females have a lower EPR compared to males across all dimensions. The EPR among women is even lower when they have children, reaching the minimum of 76.8 percent when there have 3 or more children younger than six years. Gender disparities in EPR suggest that parental roles and childcare responsibilities limit female engagement in employment. For details on the EPR by household type and presence of children, see Annex Table 2.

**Table 5. Prime-Age Employment-to-Population Ratio by Sex and Presence of Children in Household, 2020/21**

Characteristics	UR T			TZ M			ZN Z		
	Fem ale	M ale	To tal	Fem ale	Ma le	To tal	Fem ale	M ale	To tal
Total	80.3 %	93. 4%	86 .6 %	80.9 %	93. 5%	86. 9%	63.8 %	89 .0%	75. 9%
Presence of children under 6 in HH									
No	82.0 %	90 .6%	86 .0 %	82.5 %	90. 8%	86. 4%	65.9 %	84 .7%	74 .8 %
Yes	79.5 %	94 .8%	86 .9 %	80.0 %	94. 9%	87. 2%	62.6 %	91. 4%	76 .5 %
1 child under 6	79.9 %	95. 0%	87 .0 %	70.0 %	83. 0%	95. 1%	66.3 %	89 .5%	77. 5%
2 children under 6	80.1 %	95. 4%	87 .7 %	80.8 %	95. 5%	88. 1%	59.5 %	93. 2%	76 .0 %
3+ children under 6	76.8 %	92. 8%	84 .7 %	77.4 %	92. 8%	85. 0%	58.4 %	93. 0%	74 .5 %

Note: Households with members that are non-relatives are excluded from this indicator.

## CHAPTER 4. UNEMPLOYMENT & LABOUR UNDERUTILIZATION

This chapter provides information on labour underutilization. In a broad sense, labour underutilization entails the extent to which people's desire for work is not being met. It covers people who are not working but want to work, and those who are working but want to work more. Labour underutilization provides an insight into characteristics of men and women in the labour market, especially in seeking employment or quality of employment held.

### Unemployment

#### SDG 8.5.2: Unemployment rate, by sex, age and persons with disabilities

Unemployment statistics by gender are important to monitor gender disparities in access to employment.

In general, unemployment rates for females are higher than that of males – 12.7 and 5.8 percent, respectively, for URT (Table 6). Gender differences in unemployment rates peak with the 25-44 age group, with the female unemployment rate being approximately 10 percentage points higher than male unemployment in URT.

Findings also indicate that the unemployment rate among women is higher in urban areas than in rural areas, while the opposite is true for men's unemployment in URT and TZM. With regard to persons with disability, the overall unemployment rate for such persons is 5.9 percent, with greater incidence for females (7.1 percent) than males (4.3 percent).

**Table 6. Unemployment Rate for Persons Aged 15+ by Sex, Age and Disability Status, 2020/21**

Characteristics	URT			TZM			ZNY		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	12.7%	5.8%	9.3%	12.2%	5.7%	9.0%	29.7%	10.4%	19.7%
15-24	18.3%	11.9%	15.2%	17.6%	11.7%	14.7%	47.5%	21.2%	33.6%
25-44	13.3%	3.8%	8.7%	12.8%	3.7%	8.4%	29.6%	7.5%	18.5%
45-64	6.9%	3.3%	5.0%	6.6%	3.2%	4.9%	14.8%	5.6%	9.9%
65+	12.7%	5.8%	9.3%	12.2%	5.7%	9.0%	29.7%	10.4%	19.7%
Persons with disability	7.1%	4.3%	5.9%	6.9%	4.2%	5.7%	21.3%	16.1%	18.8%
Persons without disability	13.3%	5.9%	9.6%	12.8%	5.8%	9.3%	30.1%	10.2%	19.7%
Urban	19.9%	7.5%	14.0%	19.2%	7.0%	13.4%	37.0%	15.6%	26.0%
Rural	9.6%	5.2%	7.4%	9.3%	5.2%	7.2%	22.8%	5.8%	13.8%

## Labour Underutilization

Labour underutilization refers to mismatches between labour supply and demand, which implies an unmet need for employment among the population. Overall labour underutilization is made up of three components: (i) time-related underemployment, where a person is employed but is working fewer hours than they are available and willing to work; (ii) unemployment, defined as above but in this context looking at the percent of unemployed persons in the entire working age population not only those in the labour force; and (iii) the potential labour force, which includes persons outside the labour force that are discouraged job seekers and unavailable job seekers.

Table 6 indicates that, about 11.7 percent of persons in the labour force are in at least one form of labour underutilization (time-related underemployed, unemployed or potential labour force), with overall labour underutilization higher among women (14.7 percent) than men (8.4%). Gender gaps in labour underutilization rates are higher in urban areas (20.9 percent among women and 9.7 percent among men) than in rural areas (11.9 percent among women and 7.8 percent among men).

**Table 7. Labour Underutilization by Sex, Locality and Age (% of working age population, 2020/21)**

	Time-related underemployment	Unemployed	Potential labour force	Total labour underutilization
<b>Female</b>				
Total	2.4%	10.2%	10.9%	14.7%
Urban	3.9%	15.3%	7.3%	14.1%
Rural	1.6%	7.9%	13.1%	11.9%
15-24	2.0%	12.5%	10.6%	17.8%
25-44	3.1%	12.1%	22.6%	17.2%
45-64	2.2%	6.1%	11.6%	9.5%
65+	0.6%	1.5%	1.1%	2.6%
<b>Male</b>				
Total	2.5%	5.0%	6.2%	8.4%
Urban	3.0%	6.1%	3.0%	9.7%
Rural	2.3%	4.6%	8.2%	7.8%
15-24	2.4%	8.5%	4.5%	12.2%
25-44	2.6%	3.7%	15.3%	6.8%
45-64	2.7%	3.1%	18.7%	6.8%
65+	1.6%	1.7%	2.0%	3.9%
<b>Total</b>				
Total	2.4%	7.7%	9.1%	11.7%
Urban	3.5%	11.1%	5.6%	15.8%
Rural	1.9%	6.3%	11.2%	9.9%
15-24	2.2%	10.6%	7.8%	15.1%
25-44	2.9%	8.2%	20.9%	12.3%
45-64	2.5%	4.6%	13.9%	8.2%
65+	1.1%	1.5%	1.4%	3.2%

## CHAPTER 5. EMPLOYMENT CHARACTERISTICS

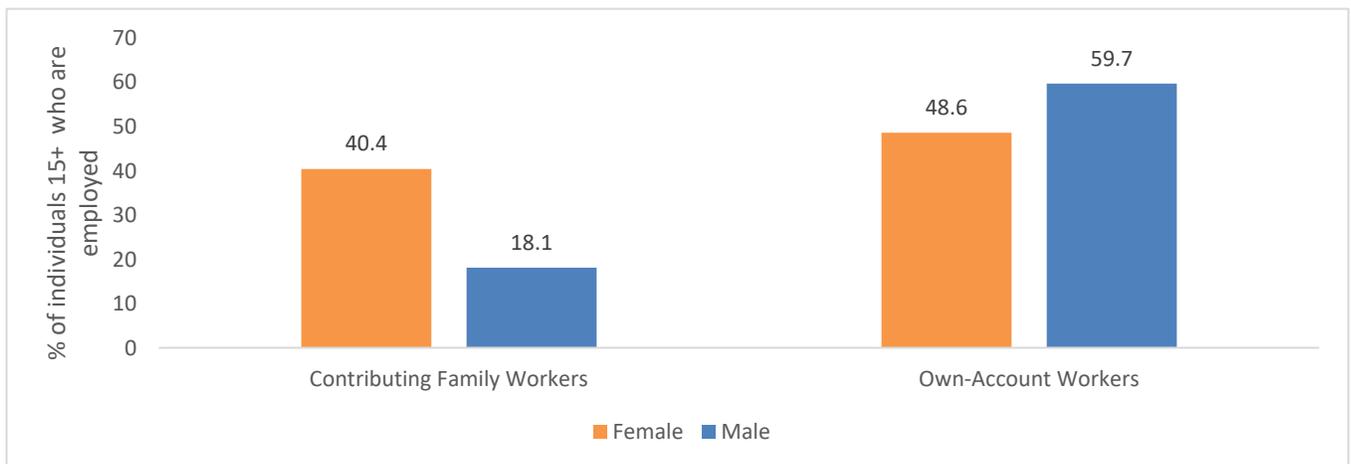
This chapter presents various characteristics of the employed population engaged in production of goods and services in the Tanzanian labour market. Characteristics of employment or jobs held by the employed persons provide vital insights for understanding the type, nature, and quality of employment, and most importantly, variations of these characteristics between men and women. Note that here “employment” is defined in accordance with Tanzania national definition.<sup>2</sup>

### Own Account Workers and Contributing Family Workers

Contributing Family Workers (CFW) is a worldwide phenomenon. However, types of these workers and the nature of their work varies from region to region in accordance with the stage of development. Countries at initial stages of development like Tanzania, with a more agriculture-based economy have traditional types of CFW. These include women helping their husbands on farms in agricultural, fishing or business-related activities, for example. On the other hand, own-account workers are self-employed persons without paid employees. Normally, own-account workers operate small businesses.

The ILO defines contributing family workers and own account workers as vulnerable workers. Such workers have inadequate earnings, low productivity and difficult conditions of work and less social security coverage and therefore are most likely to fall into poverty. The extent of these types of workers in the structure of employment in the labour market is an important dimension of analysis, especially in portraying gender disparities regarding status of women and men in employment.

**Figure 6. Percent of Employed Population that are Contributing Family Workers and Own-Account Workers, by Sex (URT)**



<sup>2</sup> See ILO Resolution Concerning Statistics of Work, Employment and Labour Underutilization (2013): [https://www.ilo.org/wcmsp5/groups/public/--dgreports/--stat/documents/normativeinstrument/wcms\\_230304.pdf](https://www.ilo.org/wcmsp5/groups/public/--dgreports/--stat/documents/normativeinstrument/wcms_230304.pdf)

However, this category is not uniform. Having a business and being an employer are likely to lead to more economic empowerment than working in a business operated by someone in the household. In Tanzania, men are overrepresented among own-account workers and women are largely overrepresented among contributing family workers (Figure 6). Such differences need to be taken into consideration when developing policies to improve gender equality in the economic sector.

**Table 8. Proportion of Employed Persons Who Are Own-Account Workers by Sex, Area and Age, 2020/21**

	URT			TZM			ZNZ		
	Fem ale	Mal e	Tot al	Fem ale	Mal e	Tot al	Fem ale	Mal e	Tot al
Total	48.6 %	59.7 %	54.3 %	48.2 %	59.8 %	54.1 %	64.7 %	55.4 %	59.3 %
15-24	23.9 %	28.1 %	26.0 %	23.4 %	27.5 %	25.5 %	54.1 %	49.8 %	51.4 %
25-44	52.4 %	64.2 %	58.4 %	52.2 %	64.6 %	58.5 %	61.8 %	50.2 %	55.2 %
45-64	62.7 %	78.0 %	70.7 %	62.4 %	78.5 %	70.8 %	72.7 %	62.5 %	67.0 %
65+	70.1 %	88.4 %	79.3 %	69.9 %	88.4 %	79.1 %	87.8 %	88.7 %	88.4 %
Urban	54.1 %	45.3 %	49.6 %	54.1 %	45.4 %	49.7 %	52.7 %	41.9 %	46.4 %
Rural	39.7 %	55.0 %	47.7 %	39.2 %	54.8 %	47.3 %	72.0 %	65.6 %	68.3 %

A higher share of employed men are own account workers (59.7 percent) than employed women (48.6 percent), especially in Tanzania Mainland (Table 7). In Zanzibar, the share of employed women that are own account workers (64.7 percent) is higher than that of men (55.4 percent). For women, own-account work is more prevalent in urban areas in TZM and more prevalent in rural areas in ZNZ. Among men, the prevalence of own account work is higher in rural areas relative to urban areas, across the URT.

**Table 9. Proportion of Employed who are Contributing Family Workers by Sex, Area and Age, 2020/21**

	URT			TZM			ZNZ		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	40.4%	18.1%	29.0%	41.1%	18.6%	29.5%	10.6%	4.3%	6.9%
15-24	63.3%	52.7%	57.9%	64.0%	53.8%	58.8%	20.7%	13.9%	16.4%
25-44	34.6%	8.2%	21.0%	35.2%	8.4%	21.5%	8.7%	1.9%	4.8%
45-64	27.1%	3.7%	15.5%	27.8%	3.9%	15.9%	5.6%	0.5%	3.1%
65+	26.5%	4.5%	15.5%	26.8%	4.6%	15.7%	6.3%	0.4%	2.7%
Urban	16.1%	6.9%	11.4%	16.5%	7.1%	11.7%	4.9%	2.4%	3.4%
Rural	49.7%	22.4%	35.6%	50.3%	22.8%	36.1%	15.1%	5.7%	9.7%

Results in

Table 9 show that persons who are Contributing Family Workers (CFW) constitute about 29 percent of total employment. CFWs are more common in Tanzania Mainland (29.5 percent) than in Zanzibar (6.9 percent).

Employment in the form of contributing family workers is more prevalent amongst women, with nearly 40 percent of employed women considered a contributing family worker relative to 18 percent of employed men. Contributing family work is also more common for women in rural areas (40.7 percent) than those in urban areas (16.1 percent), and younger women aged 15-24 (63.3 percent).

This implies that women being the dominant players in contributing family work, are more likely to have limited economic potential than men, as much of their production does not translate into direct market returns for themselves. This calls for appropriate interventions to influence women’s participation in direct market work.

## Employers and Independent Workers

Employers are those workers who are employers in corporations or household market enterprises with one or more employees. Findings in Table 10 indicate that persons who are employers constitute about 1.8 percent of total employment in the URT, with higher proportion for Zanzibar (4.7 percent) than Tanzania Mainland (1.7 percent). There are proportionately fewer female employers, with 1.2 percent of employed women being employers compared to 2.3 percent of employed men.

**Table 10. Proportion of Employed Persons who are Employers by Sex, Age and Area, 2020/21**

	URT			TZM			ZNZ		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	1.20%	2.30%	1.80%	1.10%	2.20%	1.70%	2.40%	6.40%	4.70%
15-24	0.30%	0.50%	0.40%	0.20%	0.50%	0.40%	1.40%	3.60%	2.80%
25-44	1.60%	3.00%	2.40%	1.60%	2.90%	2.30%	2.80%	7.50%	5.50%
45-64	30.20%	3.60%	16.40%	30.80%	3.70%	16.70%	7.90%	0.60%	3.80%
65+	0.30%	1.70%	1.00%	0.30%	1.70%	1.00%	2.00%	2.40%	2.30%
Urban	3.50%	5.40%	4.50%	3.50%	5.30%	4.40%	4.00%	7.30%	6.00%
Rural	0.20%	1.20%	0.70%	0.20%	1.10%	0.70%	1.10%	5.70%	3.70%

Participation in independent work is used as a proxy measure for entrepreneurial activity in the labour market. The ILO defines independent workers to include: employers, owner-operators of corporations without employees, and own-account workers in household enterprises without employees (according to ICSE-93<sup>3</sup>).

Table 11 indicates that about 6.3 percent of employed persons in the URT are independent workers, with 6.1 percent in Tanzania Mainland and 12.8 percent in Zanzibar. Generally, a greater share of employed men are independent workers (7.7 percent) relative to women (4.8 percent).

<sup>3</sup> See: <https://ilostat.ilo.org/resources/concepts-and-definitions/classification-status-at-work/>

Independent work is more prevalent in urban areas than in rural areas, for both men and women in Tanzania Mainland. In Zanzibar, there is a higher share of independent workers in rural areas than urban areas for both men and women. Age-wise, the highest rate of independent workers among employed persons overall is in age groups 25-44 (7.8 percent), and 45-64 (7.3 percent).

**Table 11. Percentage of Employed Population (15+) Who Are Independent Workers by Sex, Age and Area, 2020/21**

	URT			TZM			ZNZ		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	4.8%	7.7%	6.3%	4.7%	7.4%	6.1%	6.5%	17.3%	12.8%
15-24	2.2%	3.3%	2.8%	2.2%	3.0%	2.6%	6.8%	13.3%	10.9%
25-44	5.9%	9.6%	7.8%	5.9%	9.4%	7.7%	5.9%	18.0%	12.8%
45-64	5.3%	9.2%	7.3%	5.3%	8.8%	7.1%	7.7%	19.8%	14.4%
65+	4.6%	5.9%	5.2%	4.6%	5.6%	5.1%	4.9%	16.0%	11.7%
Urban	5.9%	10.8%	8.4%	6.0%	10.6%	8.3%	4.7%	15.9%	11.2%
Rural	4.3%	6.5%	5.5%	4.3%	6.3%	5.3%	7.9%	18.4%	14.0%

## Women In Senior and Middle Management Positions

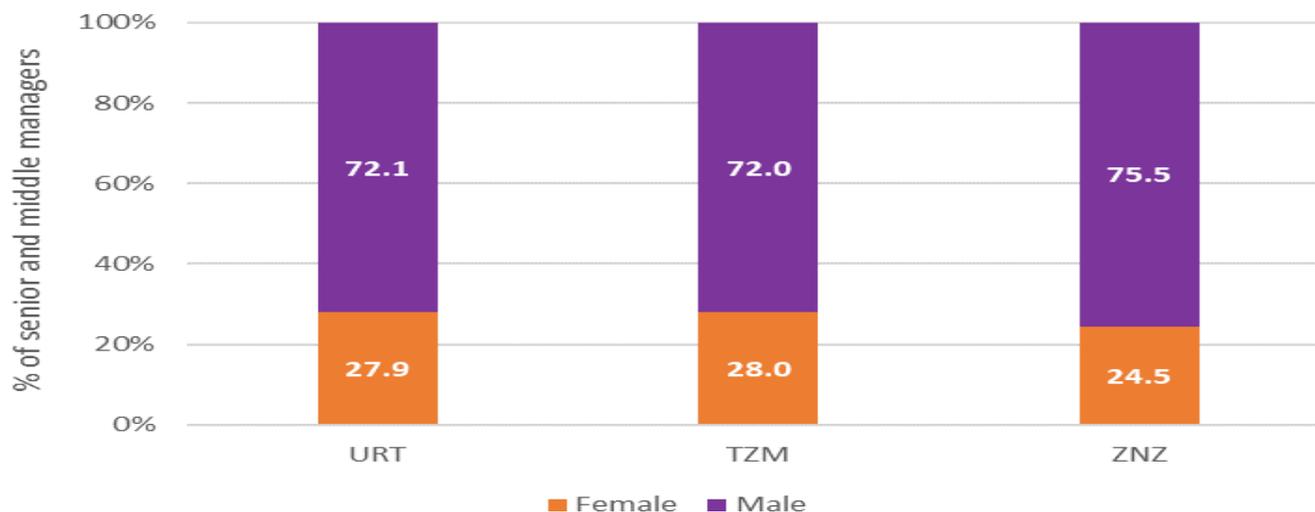
### SDG 5.5.2: Proportion of women in managerial positions

This indicator shows proportion of women among employed persons in senior and middle management positions. This indicator is useful for tracking progress towards SDG 5.5 which seeks to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. Incumbents of the senior and middle management positions have decision-making and management power in government, enterprises and institutions. It is pertinent that women are adequately represented in such positions to achieve gender equality as desired by SDG 5.5.

Results in Figure 7 indicate that there are proportionately less women in senior and middle management positions than their male counterparts. Overall, women account for about 27.9 percent among persons employed in senior and middle management positions in the URT compared to men who account for about 72.1 percent in such positions. The lower participation of women in senior and middle management positions is observed across all areas, i.e. Tanzania Mainland and Zanzibar. However, the widest male-female gap is observed in Zanzibar with 24.5 percent for women vis-a-vis

75.5 percent for men, though caution should be taken in this finding as the sample size for senior and middle managers in Zanzibar is small. Overall, these findings suggest more effort is needed to enhance women's participation in managerial and decision-making roles.

**Figure 7. Employed Persons in Senior and Middle Management Positions, 2020/21**



### Employment By Sector

Total employment is broken down by sector, namely: -agriculture, industry, and service. This breakdown provides an insight into the broad nature of economic activities performed by employed persons, and further understanding of roles and characteristics of men’s and women’s engagement in the labour market.

Findings in *Table 12* indicate that, agriculture is the dominant economic activity in the URT, employing about 60.0 percent of the total workforce, followed by the services sector (35 percent), and the industrial sector (6 percent). In Zanzibar the dominant economic activity is the service sector, engaging just under half of the total employed population (48 percent), while in Tanzania Mainland the agricultural sector is dominant (60 percent of employed persons). Women’s employment is proportionally higher than men’s in the service sector and lower in the industry sector.

**Table 12. Employed Persons by Sector of Employment, 2020/21**

Area	Sex	Agriculture	Industry	Services	Total
URT	Female	60%	6%	35%	100%
	Male	59%	13%	28%	100%
	Total	59%	10%	31%	100%
TZM	Female	61%	5%	34%	100%
	Male	60%	13%	27%	100%
	Total	60%	9%	31%	100%
ZNZ	Female	32%	15%	53%	100%
	Male	36%	19%	45%	100%
	Total	34%	17%	48%	100%

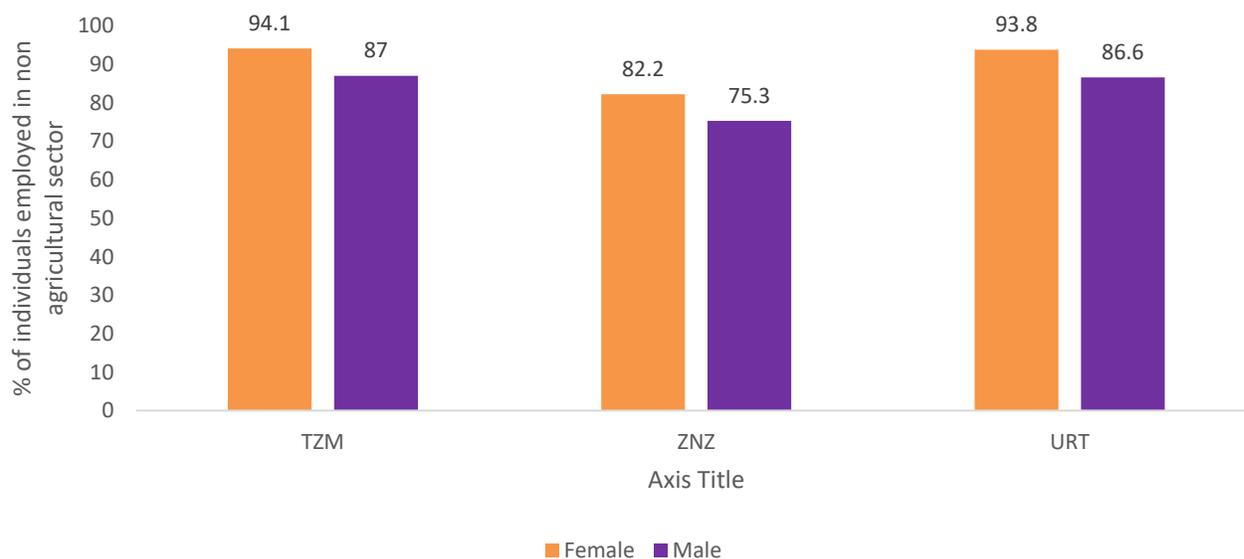
## Informal Employment Outside Agriculture

### SDG 8.3.1: Proportion of informal employment in non-agriculture employment, by sex

This indicator measures the proportion of informal employment in non-agriculture sector employment. This indicator focuses on the quality of employment. Here, informal employment includes: (i) own-account workers, employers, and members of producers' cooperatives employed in their own informal sector enterprises; (ii) contributing family workers; and (iii) employees holding informal jobs. In such type of work, employees often don't have access to basic workers' benefits and the work may involve low skill, have inadequate working hours, and low economic returns. Access to quality employment is important to help reduce inequalities and poverty, and empower people, especially women, young people and the most vulnerable groups of the society, such as people with disabilities.

Though informal employment is widespread, findings indicate that women are slightly more likely to engage in informal employment than males (*Figure 8*). Incidence of females in informal employment in the URT is 93.8 percent compared to 86.6 percent of men employed in non-agricultural sectors. Overall, about 90.2 percent of employed persons outside agriculture are in informal employment. For details on the rate of informal employment by area group and locality, see Annex Table 3.

**Figure 8. Proportion of Informal Employment in Non-Agriculture Employment, by Sex (2020/21)**



## Part Time Work

Table 13 shows that about 25.1 percent of employed persons aged 15+ in the URT are working part-time, with 24.9 percent in Tanzania Mainland and 30.9 percent in Zanzibar. Generally, engagement in part-time work is more prominent for females, with nearly 33.4 percent of employed women working part-time engaged compared to 17.3 percent of men.

Gender implications of part-time work vary. On one hand, it can lead to an increase in labour force participation for women who cannot work full-time due to family responsibilities. On the other hand, those who work part-time are also generally paid less and do not realize their full productivity potential.

**Table 13. Proportion of Employed Working Part-Time, by Sex (2020/21)**

	URT			TZ			ZN		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	33.4%	17.3%	25.1%	33.1%	17.2%	24.9%	47.4%	19.0%	30.9%
15-24	40.9%	27.8%	34.2%	40.7%	27.7%	34.0%	54.8%	31.8%	40.3%
25-44	26.6%	9.2%	17.6%	26.1%	9.1%	17.4%	46.8%	12.8%	27.4%
45-64	31.4%	15.9%	23.3%	31.0%	15.9%	23.2%	43.4%	15.1%	27.7%
65+	59.7%	40.3%	50.0%	59.8%	40.2%	50.0%	49.8%	36.3%	41.5%
Urban	27.9%	12.4%	20.0%	27.3%	12.1%	19.6%	45.7%	18.2%	29.6%
Rural	35.4%	19.1%	27.0%	35.2%	19.1%	26.9%	48.8%	19.7%	32.0%

## Average Hourly Earnings

### SDG 8.5.1: Average hourly earnings of female and male employees, by occupation

The gender wage gap is a measurement of the difference between women's and men's average earnings in the workforce. Throughout a woman's lifetime, socio-economic and cultural factors influence her earning capacity. Segregation in the labour market, lack of family-friendly policies and employer-supported childcare, part-time work, among others, are examples of drivers of the gender pay gap. Narrowing the gender pay gap is an essential element of policies to reduce inequalities and promote social justice.

Table 14 presents the average hourly earnings and implied gender pay gap for employees, by occupation. Note that these average earnings do not take into account differences in education or skills, for example, and they are limited to employees. On average, among employees, women earn 1788.8 TZS per hour and men 1737.6 TZS per hour. Caution should be taken in interpreting this indicator, as it does not imply that women have higher overall earnings than men. As seen in the preceding tables, women are more likely to work part-time and less likely to be in managerial positions, for example. The implied gender gap in hourly earnings varies by occupation, with some occupations illustrating a negative pay gap (i.e., women earning more on average), such as craft and trades workers and plant and machine operators, and assemblers, and other occupations illustrating a positive pay gap, such as technicians and clerical support workers.

**Table 14. Average Hourly Earnings, by Sex and Occupation (2020/21)**

	Average hourly earnings (TZS)		Gender Pay Gap
	Female	Male	
<b>Total</b>	1788.8	1737.6	-2.9%
<b>Occupation</b>			
Managers	5768.4	4596.2	-25.5%
Professionals	6029	5988.1	-0.7%
Technicians and associate professionals	3454	4106.2	15.9%
Clerical support workers	2226	2703	17.6%
Service and sales workers	1164.6	1134.7	-2.6%
Skilled agricultural, forestry and fishery workers	1563.1	1319.3	-18.5%
Craft and related trades workers	2213.3	1516.8	-45.9%
Plant and machine operators, and assemblers	2071.4	1462.3	-41.7%
Elementary occupations	1180	1286.8	8.3%
Armed forces	2906.2	3003.1	3.2%
<b>Age Group</b>			
15-24	1094.2	1209	9.5%
25-34	1856	1633.9	-13.6%
35-44	2511.7	1971.5	-27.4%
45-54	2642.1	2278	-16.0%
55-64	2617.9	2188.4	-19.6%
65+	1628.8	2204.4	26.1%
<b>Disability status</b>			
Persons without disability	1789.5	1741	-2.8%
Persons with disability	1776.3	1647.4	-7.8%

## Occupational Injuries

Table 15 suggests that the incidence rate of non-fatal occupational injuries among employed individuals aged 15+ is 23.4 percent. Employed men have a higher incidence rate (27.4 percent) than employed women (19.2 percent). It is also revealed that incidence of non-fatal occupational injuries is higher in rural areas (23.8 percent) compared to urban areas (18.3 percent). This is a proxy indicator for SDG 8.8.1, which aims to monitor the number of occupational injuries in a given period, rather than the share of workers reporting a non-fatal occupational injury (i.e., the incidence rate reported here).

**Table 15. Incidence Rates of Non-Fatal Occupational Injuries, by Sex**

	UR T			TZ M			ZN Z		
	Femal e	Male	Tota l	Femal e	Male	Tota l	Femal e	Male	Tota l
Total	19.2%	27.4%	23.4 %	19.2%	27.5%	23.5 %	15.2%	23.7%	20.2 %
Urban	11.9%	24.0%	18.1 %	12.0%	24.3%	18.3 %	10.3%	18.1%	14.9 %
Rural	21.9%	28.7%	25.4 %	22.0%	28.7%	25.4 %	19.1%	28.2%	24.4 %

## CHAPTER 6. TIME USE

Time is a finite resource. This means that time spent on one activity reduces the amount of time available for other activities. Understanding how women and men allocate their time to various activities during a typical day is essential to understanding gender inequality in society, as one's activities in housework and caregiving have implications for the extent and nature of their participation in employment and leisure and vice versa. Note that the time use figures below are based on the “primary” activity and do not account for secondary activities done in parallel with those primary activities.<sup>2</sup> A common example of this is preparing food (often indicated as the primary activity), and simultaneously taking care of children (often indicated as a secondary activity).

### SDG 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location

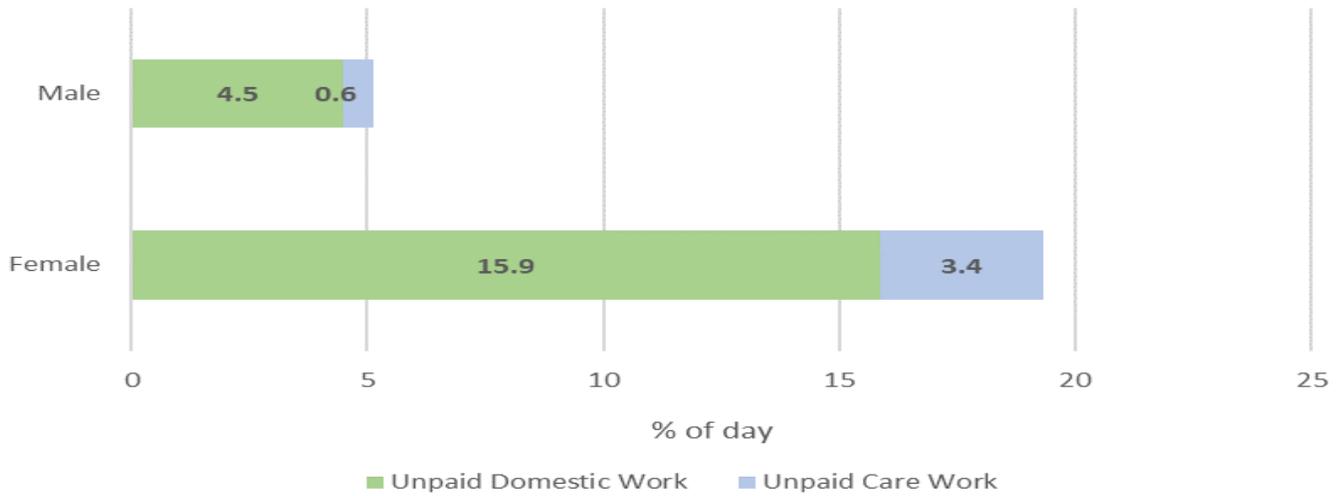
In Tanzania, women carry out 3.7 times more unpaid domestic and care work than men, as seen in

---

<sup>2</sup> As per the [SDG Indicator 5.4.1 metadata](#), the average time reported in this chapter include only the activities deemed to be the “primary” or “main” activity. In the case of the ILFS, the primary activity was not reported explicitly by the respondent. It was reported, however, whether each activity was conducted simultaneously with another activity. In order to identify the primary activity in cases where there are simultaneous activities, therefore, we assume that the first activity reported by the respondent is the primary activity and all subsequently-reported simultaneous activities are secondary. Each one-hour interval was then distributed evenly across the identified primary activities. This means, for example, if in a given one-hour interval a respondent reports only two activities, and they are conducted simultaneously, the first-reported activity will be considered as undertaken for 60 mins. If there is one stand-alone activity followed separately by two simultaneous activities, there will be two primary activities for that interval (the stand-alone activity and the first-reported simultaneous activity), each assumed to be undertaken for 30 mins. As a robustness check, we also computed the estimates without restrictions on whether an activity was primary or secondary, and results were largely unchanged. For complete SDG Indicator 5.4.1 metadata, see: <https://unstats.un.org/sdgs/metadata/files/Metadata-05-04-01.pdf>.

Figure 9. Women dedicate about 19 percent (4.6 hours) of their day to unpaid domestic and care work while this percentage is 5 percent (1.2 hours) for men. For a disaggregated breakdown of time spent on unpaid domestic and care work by age group, locality, and area, see Annex Table 4.

**Figure 9. Proportion of Time Spent on Unpaid Domestic and Care Work, by Sex**



Total work burden is an indicator which shows the difference between women's and men's mean hours of total work, including both paid and unpaid work. Figure 10 indicates that women spend more hours on total work 7.9 hours (32.8 percent of a day) than males who spend an average of 6.9 hours (28.6 percent of a day). Annex Table 5 presents the total work burden for men and women by age group, locality, and area.

**Figure 10. Average Number of Hours Spent on Total Work (Total Work Burden) by Sex, URT 2020/21**



## ANNEX TABLES

**Annex Table 1. Percentage Distribution of Persons Aged 15+ Outside the Labour Force by Reasons for Not Looking for Employment, 2020/21**

	URT		TzM		ZNZ	
	Female	Male	Female	Male	Female	Male
Thought no work available	0.1%	0.0%			1.4%	0.9%
Awaiting reply for earlier enquires						
No jobs matching my skills	0.0%	0.0%			0.7%	0.7%
Considered too young/old by employers	0.8%	0.5%	0.6%	0.4%	3.5%	1.5%
Waiting to start an arranged job, business or agriculture	0.2%	0.0%	0.1%	0.0%	0.8%	0.1%
I am retired	1.0%	2.7%	0.9%	2.5%	2.2%	7.3%
I do not want to work	2.2%	1.7%	1.5%	1.3%	15.8%	10.0%
Full time student	36.4%	60.8%	36.1%	60.7%	43.0%	63.5%
Too young/Too old	15.1%	8.9%	15.7%	9.2%	1.6%	0.8%
Disabled/All- time sick	13.6%	13.9%	14.0%	14.4%	5.4%	0.0%
Family does not approve it	2.2%	1.0%	2.3%	1.0%	0.3%	0.1%
My spouse wouldn't allow that	3.5%	0.1%	3.3%	0.1%	9.3%	0.9%
Off season in agriculture	0.6%	0.5%		0	14.2%	13.3%
Occupied with home duties	9.6%	3.0%	10.0%	3.1%	0.9%	0.7%
Temporary illness	9.4%	5.0%	9.8%	5.2%	0.9%	0.2%
Other	5.3%	1.8%	5.6%	1.9%		
Not reported						
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

**Annex Table 2. Prime-Age Employment-to-Population Ratio by Sex, Household Type and Presence of Children. 2020/21**

Characteristics	URT			TZM			ZNZ		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	80.3%	93.4%	86.6%	80.9%	93.5%	86.9%	63.8%	89.0%	75.9%
Presence of children under 6 in HH*									
No	82.0%	90.6%	86.0%	82.5%	90.8%	86.4%	65.9%	84.7%	74.8%
Yes	79.5%	94.8%	86.9%	80.0%	94.9%	87.2%	62.6%	91.4%	76.5%
1 child under 6	79.9%	95.0%	87.0%	80.3%	95.1%	87.3%	66.3%	89.5%	77.5%
2 children under 6	80.1%	95.4%	87.7%	80.8%	95.5%	88.1%	59.5%	93.2%	76.0%
3+ children under 6	76.8%	92.8%	84.7%	77.4%	92.8%	85.0%	58.4%	93.0%	74.5%
Household Type									
One person	89.8%	93.9%	92.6%	90.1%	93.9%	92.7%	69.9%	91.2%	85.5%
Couple with no children	76.2%	96.5%	87.6%	77.0%	96.5%	87.9%	55.1%	97.5%	78.2%
Couple with children	77.7%	95.8%	87.2%	78.1%	95.8%	87.4%	62.2%	93.3%	77.9%
Lone parent	87.8%	84.7%	87.2%	88.0%	85.0%	87.4%	76.0%	69.6%	74.4%
Extended family	80.3%	89.4%	84.3%	80.9%	89.6%	84.7%	64.1%	83.0%	72.5%
One person									
No children under 6	89.8%	93.9%	92.6%	90.1%	93.9%	92.7%	69.9%	91.2%	85.5%
1 child under 6									
2 children under 6									
3+ children under 6									
Couple with no children**									
No children under 6	75.5%	96.4%	87.2%	76.3%	96.4%	87.5%	55.1%	97.5%	78.2%
1 child under 6	96.8%	100.0%	98.8%	96.8%	100.0%	98.8%			

2 children under 6	100.0 %	100. 0%	100. 0%	100.0 %	100. 0%	100. 0%			
3+ children under 6									
<hr/>									
Couple with children**									
No children under 6	80.5%	92.2 %	85.9 %	80.9%	92.4 %	86.2 %	65.6%	87.6 %	75.4 %
1 child under 6	75.9%	96.8 %	87.2 %	76.2%	96.9 %	87.4 %	63.8%	92.5 %	79.2 %
2 children under 6	78.2%	96.9 %	88.6 %	78.9%	96.9 %	88.9 %	58.7%	96.9 %	78.4 %
3+ children under 6	75.2%	95.9 %	86.0 %	75.8%	95.9 %	86.3 %	57.6%	96.9 %	77.7 %
<hr/>									
Lone Parent**									
No children under 6	88.1%	82.7 %	86.6 %	88.3%	83.1%	86.9 %	76.4%	66.7 %	73.2 %
1 child under 6	88.8%	85.2 %	88.5 %	88.9%	85.1%	88.6 %	75.2%	100. 0%	77.1 %
2 children under 6	86.3%	100. 0%	88.1 %	86.3%	100. 0%	88.1 %	78.2%	100. 0%	80. 6%
3+ children under 6	80.3%	100. 0%	81.0 %	80.5%	100. 0%	81.2%	67.6%	0.0%	67.6 %
<hr/>									
Extend ed Family*									
No children under 6	80.3%	86.2 %	83.0 %	80.9%	86.6 %	83.4 %	65.9%	78.3 %	71.9 %
1 child under 6	82.2%	90.8 %	85.7 %	82.6%	91.0 %	86.0 %	70.4%	86.3 %	76.9 %
2 children under 6	80.5%	91.8 %	85.3 %	81.4%	92.1%	85.9 %	56.0%	85.0 %	68.5 %
3+ children under 6	75.1%	89.7 %	82.1%	75.7%	89.8 %	82.4 %	55.7%	89.4 %	69.5 %

Notes: Households with members that are non-relatives are excluded from this indicator. \* Any children under 6 years; \*\* Only children of household head under 6 years. “ “ indicates an insufficient number of observations for reporting.

**Annex Table 3. Proportion of Informal Employment in Non-Agriculture Employment. by Sex, Area and Age. 2020/21**

	UR T			TZ M			ZN Z		
	Fem ale	Mal e	Tot al	Fem ale	Mal e	Tot al	Fem ale	Ma le	Tot al
Total	93.8 %	86. 6%	90. 2%	94.1%	87. 0%	90. 6%	82.2 %	75. 3%	78. 4%
15- 24	98.7 %	97. 3%	98. 1%	98.8 %	97. 5%	98. 2%	96.8 %	93. 2%	94. 8%
25- 44	90.8 %	83. 5%	87. 2%	91.3%	83. 9%	87. 6%	77.7%	72. 5%	74. 9%
45- 64	92.9 %	80. 5%	86. 7%	93.4 %	81.3 %	87. 3%	77.5%	63. 2%	69. 7%
65+	99.9 %	94. 8%	97. 6%	99.9 %	94. 9%	97. 7%	95.2 %	87. 9%	91.1 %
Urb an	89.7 %	81.3 %	85. 5%	90.2 %	81.7 %	86. 0%	77.9 %	74. 2%	75. 9%
Rur al	97.0 %	91.1 %	94. 1%	97.1%	91.4 %	94. 4%	88.4 %	76. 9%	82. 2%

**Annex Table 4. Proportion of Time Spent on Unpaid Domestic and Care Work. by Sex, Age, and Locality**

URT	Domestic Work			Care Work			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	15.9%	4.5%	10.4%	3.4%	0.6%	2.1%	19.3%	5.1%	12.5%
15-24	16.5%	6.2%	11.9%	4.2%	0.6%	2.6%	20.7%	6.8%	14.5%
25-44	17.2%	3.7%	10.2%	4.6%	0.7%	2.6%	21.8%	4.4%	12.8%
45-64	14.9%	4.4%	9.8%	1.5%	0.5%	1.0%	16.4%	4.9%	10.8%
65+	11.1%	4.3%	8.2%	0.8%	0.6%	0.7%	11.9%	4.9%	8.9%
Urban	16.1%	3.4%	10.1%	3.5%	0.5%	2.1%	19.6%	4.0%	12.2%
Rural	15.8%	5.0%	10.5%	3.4%	0.7%	2.1%	19.2%	5.7%	12.6%

TzM	Domestic Work			Care Work			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	15.9%	4.6%	10.5%	3.4%	0.6%	2.1%	19.4%	5.2%	12.5%
15-24	16.5%	6.3%	12.0%	4.2%	0.6%	2.6%	20.7%	6.9%	14.6%
25-44	17.3%	3.8%	10.2%	4.6%	0.7%	2.5%	21.8%	4.4%	12.8%
45-64	15.0%	4.4%	9.9%	1.5%	0.5%	1.0%	16.5%	4.9%	10.9%
65+	11.2%	4.4%	8.3%	0.8%	0.6%	0.7%	12.0%	5.0%	9.0%
Urban	16.2%	3.5%	10.2%	3.5%	0.5%	2.1%	19.6%	4.0%	12.2%
Rural	15.8%	5.1%	10.6%	3.4%	0.7%	2.1%	19.2%	5.7%	12.7%

ZNZ	Domestic Work			Care Work			Total		
	Female	Male	T	Female	Male	To	Female	Male	Total

	e		ot al	e		tal	e		
Total	14.1%	1.6%	8.1%	3.6%	0.8%	2.2%	17.7%	2.4%	10.4%
15-24	14.5%	1.4%	8.9%	3.5%	0.4%	2.1%	17.9%	2.4%	11.0%
25-44	16.3%	1.7%	9.0%	4.9%	1.2%	3.1%	21.2%	2.5%	12.1%
45-64	12.3%	2.0%	6.8%	1.9%	0.7%	1.3%	14.2%	2.3%	8.1%
65+	6.5%	1.3%	4.0%	1.0%	0.6%	0.8%	7.5%	1.6%	4.8%
Urban	13.9%	1.4%	8.1%	3.4%	1.0%	2.3%	17.3%	2.4%	10.4%
Rural	14.3%	1.7%	8.1%	3.7%	0.6%	2.2%	18.0%	2.3%	10.3%

**Annex Table 5. Average Number of Hours Spent on Total Work per Day (Total Work Burden). by Sex**

	URT			TZM			ZNZ		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	7.9	6.9	7.4	8.0	7.0	7.5	6.0	5.8	5.9
15-24	7.7	5.6	6.8	7.7	5.7	6.8	5.2	3.7	4.6
25-44	9.0	8.2	8.6	9.0	8.2	8.6	7.0	7.4	7.2
45-64	8.1	6.9	7.5	8.1	6.9	7.5	6.3	6.1	6.2
65+	4.6	4.3	4.5	4.6	4.3	4.5	2.9	4.1	3.5
Urban	8.0	7.5	7.8	8.1	7.6	7.8	5.6	5.4	5.5
Rural	7.9	6.6	7.3	7.9	6.6	7.3	6.4	6.2	6.3